

**KENTUCKY COUNCIL ON POSTSECONDARY EDUCATION
ACADEMIC & STRATEGIC INITIATIVES COMMITTEE**



September 9, 2024 – 10:00 AM ET

Virtual meeting: <https://us02web.zoom.us/j/89129396618>

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MEETING MINUTES

To be reviewed and approved by the Committee on September 9, 2024

Who: Kentucky Council on Postsecondary Education
Meeting Type: Academic and Strategic Initiatives Committee
Date: June 10, 2024
Time: 10:00 a.m. ET
Location: Virtual Meeting via ZOOM Webinar

CALL TO ORDER

The Academic & Strategic Initiatives Committee met Monday, June 10, 2024, at 10:00 a.m., ET. The meeting occurred virtually via ZOOM webinar. Committee Chair Karyn Hoover presided.

ROLL CALL

Attended: Dr. Meredith Figg, Karyn Hoover, Chloe Marsteller, LaDonna Rogers (joined at 10:15)

Did not attend: Dr. Kellie Ellis and Kevin Weaver

Heather Faesy, CPE's Senior Associate for Board Relations, served as recorder of the meeting minutes.

NEW ACADEMIC PROGRAMS APPROVED AT KCTCS

Dr. Melissa Bell, Ph.D., CPE's Vice President of Academic Excellence, presented the newest Associate of Applied Science (AAS) degree approved at Owensboro Community and Technical College – Professional Studio Artist - Bluegrass and Traditional Music (CIP 50.0201). The program is designed to prepare students to work in the field of Bluegrass music as musicians, small business owners, and technicians. In addition to music instruction in a variety of Bluegrass instruments, students will take coursework in songwriting, recording and business.

KRS 164.020 (15) mandates that the Council expedite the approval of requests from KCTCS for new programs of a vocational-technical and occupational nature. No action was required from the Committee.

GEAR UP KENTUCKY UPDATE – JUNE 2024

Kim Welch, Executive Director of GEAR UP Kentucky, presented an annual update on Kentucky's premier initiative aimed at increasing the number of Kentucky students in low-

income communities who are ready to successfully transition to and through postsecondary education. The project currently serves 5,130 high school students in 12 school districts and 504 college freshmen at nine public colleges and universities (EKU, MoSU, NKU, KSU, UofL, GCTC, BCTC, ECTC and Maysville CTC). Participating students receive postsecondary transition readiness curricula, college and career advising, college readiness assessments, tours and summer programs on college campuses, career-focused field trips, leadership development programs, and postsecondary transition coaching and support.

GEAR UP Kentucky will enter its final year of implementation in the 2024-25 school year. Ms. Welch overviewed the services provided over the last year, shared upcoming initiatives, and highlighted quantitative and qualitative data on project outputs and outcomes, including increases in college applications, FAFSA completions, high school graduation and college enrollment of participating students.

APPROVAL OF THE MINUTES

The minutes of the March 25, 2024, meeting were approved as distributed.

PROPOSED NEW ACADEMIC PROGRAMS

Dr. Bell introduced six new academic programs for review and approval. KRS 164.020 (15) empowers the Council on Postsecondary Education to define and approve the offering of all postsecondary education technical, associate, baccalaureate, graduate, and professional degree, certificate, or diploma programs in the public postsecondary education institutions.

Council staff reviewed the proposed programs and recommended approval.

B.A., Law and Justice (CIP 22.0000) – University of Kentucky

Presented by: Dr. Michael Zilis, Associate Professor, Political Science

- The 120-credit hour program will provide students with expertise in the topic of law and courts, as well as skills in analytics and logic, writing, composition, and communication. Courses will include foci on law and courts; judicial and lawmaking institutions; key issues surrounding justice, equality, and fairness; the law and letters, which emphasizes composition, historical, and philosophical perspectives on the law; and analysis and logic. Students will also be required to take coursework in comparative politics or international relations.

MOTION: Ms. Rogers moved the Committee endorse for final Council approval the proposed program from the University of Kentucky. Ms. Figg seconded the motion.

VOTE: The motion passed.

M.S., Economic Analytics (CIP 45.0603) – Murray State University

Presented by: Dr. Narine Badasyan, chair of the Department of Economics and Finance

- This 30-credit hour program focuses on the analytical and applied aspects of economics and is targeted toward students interested in a variety of data-driven careers, such as data scientists, business intelligence engineers, market research analysts, and operations research analysts who, in addition to econometric and statistical skills, require strong data science skills.

M.S., Accountancy and Analytics (CIP 52.1301) – Murray State University

Presented by: Dr. Leigh Johnson, chair of the Department of Accounting

- This 30-credit hour program provides graduates with a deep understanding of accountancy and expertise in data analytics. It prepares graduates to offer enhanced value through comprehensive data analytics and data science services. It is designed to attract students in Murray State University's region who are seeking a credential to enhance their career options, or as a method to obtain 150-credit hours for CPA licensure.

Ed.S., School Psychology (CIP 42.2805) – Murray State University

Presented by: Dr. Sean Simons, assistant professor

- This 60-credit hour program emphasizes the application of psychological principles and practices to enhance the educational and developmental opportunities for children and adolescents. Through a combination of coursework, field experiences, and research opportunities, graduates of the program will gain the skills and knowledge necessary to collaborate with educators, families, and other professionals to ensure that all students receive the support they need to succeed.

MOTION: Ms. Rogers moved the Committee endorse for final Council approval the proposed programs from Murray State University. Ms. Figg seconded the motion.

VOTE: The motion passed.

B.A., Special Education (CIP 13.1001) – Northern Kentucky University

Presented by: Dr. Melissa Jones, Professor of Special Education

- The 122-credit hour program is designed for para-professionals currently working in a school district who wish to earn a bachelor's degree in Special Education. The program will allow students to complete requirements for special education teacher certification more quickly than through most existing programs and is offered in a hybrid format that includes extensive hands-on experiences to build a sense of community among the students in the cohort.

MOTION: Ms. Figg moved the Committee endorse for final Council approval the proposed program from Northern Kentucky University. Ms. Rogers seconded the motion.

VOTE: The motion passed.

PROPOSED NEW ACADEMIC PROGRAMS, PENDING WAIVER APPROVAL

Dr. Bell introduced three new academic programs for review and approval from Kentucky State University.

The Committee on Equal Opportunities (CEO) conducted its annual implementation review of the campus's Diversity, Equity and Inclusion plans from January through April 2024. At its April 22, 2024, meeting, the CEO reported that Kentucky State University did not meet the minimum score required. They stated that implementation of their initiatives is recent, and they expect to see outcomes and results in the next reporting cycle.

As a result, Kentucky State University is not currently eligible to apply for new academic programs during academic year 2024-25, unless they request a waiver and submit an improvement plan to be reviewed by Council staff and approved by the Council at its June 21, 2024, meeting.

Council staff reviewed the proposed programs and to allow for expediency, staff proposed the ASI Committee consider approval of the three proposed programs, pending the review and approval of their DEI improvement plan at the June 21 Council meeting.

B.S., Biological and Agricultural Engineering (CIP 14.0301) – Kentucky State University

Presented by: Scott Wicker, Interim Associate Provost Academic Affairs School of Science, Technology, Engineering and Math

- This 120-credit hour program will provide students with the ability to apply fundamental knowledge of the physical sciences, mathematics, and engineering principles to formulate and solve problems. Graduates will use mathematical and scientific principles in designing, developing, and evaluating system operations used in production, processing, storage, handling, and distribution of food, feed, and fiber. Engineering design will be integrated throughout the curriculum, along with skills such as communication and teamwork, and students will be involved in summer internship experiences from their sophomore year through graduation.

B.S., Manufacturing Engineering Technology (CIP 15.0613) – Kentucky State University

Presented by: Scott Wicker, Interim Associate Provost Academic Affairs School of Science, Technology, Engineering and Math

- This 120-credit hour program will prepare students to apply basic engineering principles and technical skills to the identification and resolution of production problems in product manufacturing. The program includes instruction in machine and production line operations, engineering and systems analysis, instrumentation, physical controls, automation, computer-aided manufacturing, and manufacturing planning and quality control. The program will seek accreditation by the Accreditation Board for Engineering and Technology (ABET).

B.S., Cybersecurity (CIP 43.0404) – Kentucky State University

Presented by: Michael Daily, Interim Provost and Vice President of Academic Affairs
Academic Affairs

- This 120-credit hour program will prepare through theoretical knowledge, practical applications, real-world scenarios, and an ethical mindset, all of which are required to navigate the complex and ever-evolving landscape of cybersecurity. The courses within this program use and/or align with the standards set forth by the Accreditation Board of Engineering and Technology (ABET), and the program will be available entirely online and is designed for students to enter the workforce upon graduation.

MOTION: Ms. Rogers moved the Committee endorse for full Council approval the proposed new academic programs from Kentucky State University conditional on the approval of a waiver under consideration by the full Council at its June 21, 2024, meeting. Ms. Figg seconded the motion.

VOTE: The motion passed.

CLIMB CONVENING 2024 RECAP

Dr. Leslie Sizemore, Associate Vice President, Workforce and Economic Development, provided a recap of the first-ever CLIMB Convening held on May 14, 2024, at The Campbell House in Lexington, Kentucky. The in-person event brought together over 150 attendees to learn about and celebrate the work that the CLIMB-Health initiative has accomplished since its launch in 2023. The event featured keynotes from state leaders shaping the work that allows adults to contribute to an economically stable Kentucky, and numerous networking opportunities among and with industry, government, and postsecondary education partners.

MID-TERM REVIEW OF THE 2022-30 STATEWIDE STRATEGIC AGENDA

Ms. Lee Nimocks, Sr. Vice President and Chief of Staff; Mr. Travis Muncie, Executive Director, Data and Advanced Analytics; and Ms. Melissa Young, Executive Director and Chief Writer, Communications, provided an update on the mid-term review process of the statewide strategic agenda. The agenda was approved by the Council at its November 2021 Council meeting, and campus metric goals were established in early 2022. Because the plan extends over nine years, staff built in a review process that would allow for necessary adjustments every three years (in 2024 and 2027). Over the last three years, staff have monitored implementation at the campus level and engaged in a variety of statewide initiatives to advance progress.

Ms. Young discussed the timeline and staff's role in the process. Mr. Muncie discussed the three-year institution goal setting for key performance indicators of the agenda.

BET THE TRIFECTA: DUAL CREDIT PROMOTES MATRICULATION, SUCCESS AND COMPLETION

Due to time constraints, this item of the agenda was postponed to the Council meeting being held on June 21, 2024.

ADJOURNMENT

The Academic & Strategic Initiatives Committee adjourned at 11:55 a.m., ET.

DRAFT

TITLE: Proposed New Academic Program for Review & Recommendation

DESCRIPTION: Staff recommends the Committee endorse for Council approval the proposed new academic program from Morehead State University.

STAFF CONTACT: Melissa Bell, Ph.D., CPE's Vice President of Academic Excellence

SUPPORTING INFORMATION

KRS 164.020 (15) empowers the Council on Postsecondary Education to define and approve the offering of all postsecondary education technical, associate, baccalaureate, graduate, and professional degree, certificate, or diploma programs in the public postsecondary education institutions.

PROGRAM PROPOSED FOR APPROVAL

Council staff has reviewed the proposed programs and recommends approval by the board. The university-submitted program summary has been included in your materials for review.

Morehead State University

- Master of Social Work (CIP 44.0701)

PROPOSED PROGRAM SUMMARY

Institution: Morehead State University
Program Name: Social Work
Degree Destination: Master of Social Work

CIP Code: 44.0701

Credit Hours: 30

Implementation Date: 6/1/2025

Program Description

The new program will increase the number of critically needed social work professionals, targeting issues related to behavioral health and substance use. Master's level social workers are in high demand in Eastern Kentucky and can be immediately employed as clinicians, practitioners, program administrators, policy analysts, and researchers.

Students who have earned a bachelor's degree in social work will complete 30 hours of graduate-level work. Students with a bachelor's degree in any other discipline may also enroll but will be required to complete 60 hours of graduate-level work. Concentrations for the program will be in the fields of Clinical Social Work, Public Health, and Substance Use Disorders, although students may also select a Generalist track (no concentration).

As a result of this program, graduates will be able to:

- engage in practices that advance human rights to promote social, racial, economic, and environmental justice.
- identify ethical and culturally informed strategies that address inherent biases for use in quantitative and qualitative research methods.
- apply knowledge of human behavior and interprofessional conceptual frameworks to engage with clients and other constituencies.
- critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities.
- demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan.

A unique aspect of this program is its focus on Behavioral Health and Substance Use Disorders.

Connection to Other Programs

For students from the eastern and northeastern regions of Kentucky, the nearest hybrid MSW program is at the University of Kentucky. Providing a hybrid MSW option in the eastern and northeastern regions will increase accessibility and success rates for place-based students who prefer to learn through a combination of online and face-to-face instruction.

Student Demand

Initial estimates of enrollment are:

Year 1 – 30

Year 2 – 40

Year 3 – 50

Year 4 – 55

Year 5 – 60

Employment Demand

The eastern region of Kentucky does not have enough social workers to meet demand. Healthcare providers, recovery centers, community health centers, and other agencies in the region have expressed a need for more social workers. Graduates will move directly into practice upon graduation. There are close to 1,000 job postings for MSW-prepared social workers in Kentucky, with an average salary of \$39,900. This field is expected to continue to grow.

Budget

Program funding will come from a three-year grant from the Kentucky Association of Health Plans and from graduate tuition and fees. The existing strong enrollment in the Bachelor of Social Work program ensures that the MSW program will have consistent enrollment. Faculty are working on a plan to provide a bachelor-to-master pathway that students can complete in five years (or three years for transfer students).

Projected Revenue over Next Five Years (\$):	\$ 4,060,800
Projected Expenses over Next Five Years (\$):	\$ 725,000

TITLE: Academic Readiness Indicators for 2025-27

DESCRIPTION: Staff recommends that the Committee endorse for Council approval the 2025-27 Academic Readiness Indicators.

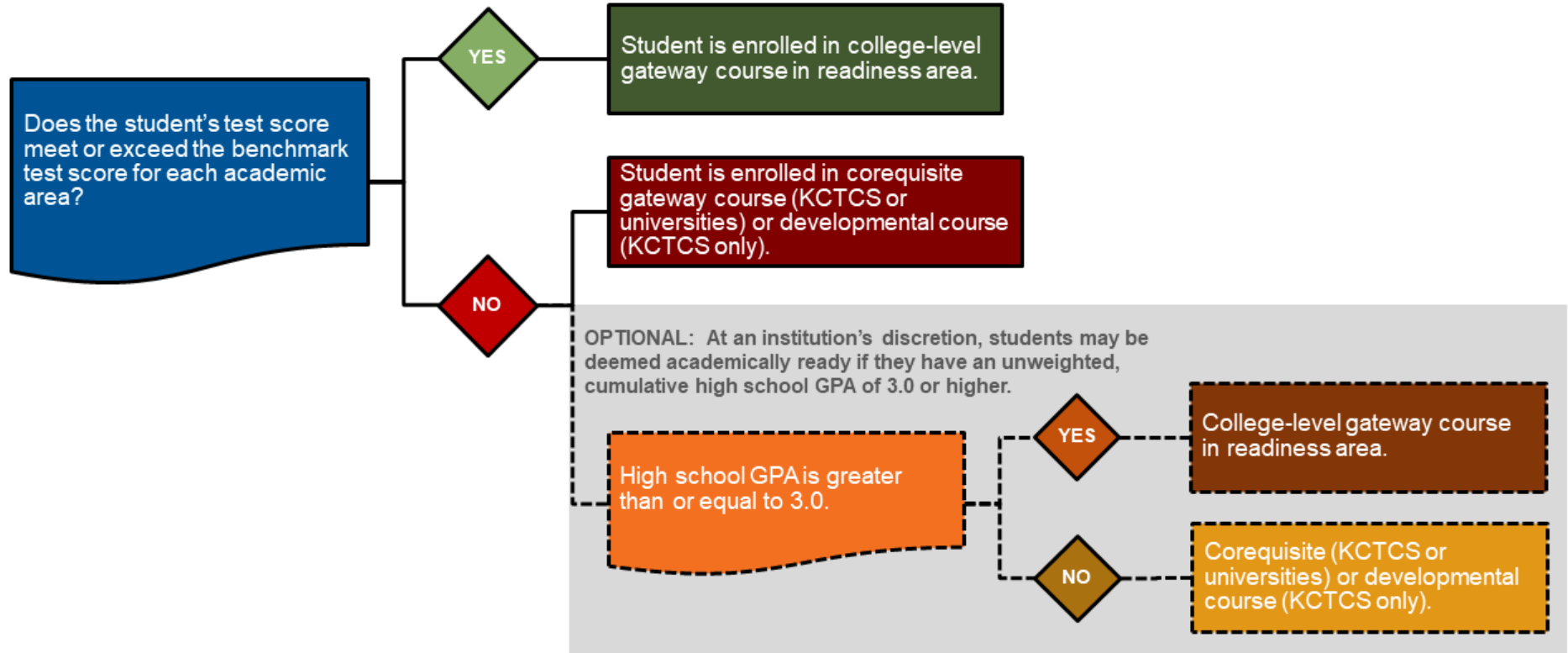
STAFF CONTACT: Melissa Bell, Ph.D., CPE's Vice President of Academic Excellence

SUPPORTING INFORMATION

Per 13 KAR 2:020, CPE determines college readiness indicators. CPE staff work with institutional representatives to determine which assessments should be accepted as statewide college readiness indicators and which benchmark scores should determine readiness.

CPE met with campus representatives over the summer. CPE provided data on the use of various academic readiness exams, the relationship among the various indicators, and on gateway course exam success by each academic readiness indicator exam and high school GPA from Fall 2018 to Fall 2022, the last available data.

CPE staff recommend no changes to the current academic readiness indicators. CPE staff will collect more data from post-pandemic cohorts and conduct further data analyses to determine 1) if any exam should be added or removed from the list and 2) whether there should be any changes to the benchmark scores.



Area	ACT	SAT	KYOTE	GED College Readiness	Accuplacer	ALEKS	EdReady Diagnostic
English (Writing)	18	490*	6	165	250		70
Reading	20	490*	20	165	250		70
Math (Quantitative Reasoning)	19	510	22	165	250	30	55
Math (College Algebra)	22	540	14	175		46	65
Math (Calculus)	27	640	15	NA		76	

*The chart was updated in March 2024 to reflect that College Board no longer provides subscores. An EBRW score of 490, based on CPE analysis, is the appropriate benchmark.

TITLE: New Academic Programs Approved at KCTCS

DESCRIPTION: Staff have approved three AAS program proposals from KCTCS institutions between June and September 2024 in accordance with the program approval process. No future action is necessary from the Council.

STAFF CONTACT: Melissa Bell, Ph.D., CPE's Vice President of Academic Excellence

SUPPORTING INFORMATION

KRS 164.020 (15) empowers the Council to define and approve the offering of all technical, certificate, diploma, associate, baccalaureate, graduate, and professional degree at public postsecondary institutions. It also mandates that the Council expedite the approval of requests from KCTCS for new programs of a vocational-technical and occupational nature.

PROGRAM APPROVAL PROCESS FOR KCTCS INSTITUTIONS

Associate Degree Programs of a Vocational-Technical-Occupational Nature (i.e. AAS) undergo the following process for approval:

- KCTCS posts a proposal to the program approval system. Institutions and Council staff have 30 days to respond.
- If no issues are identified, the program is approved by Council staff and reported as an information item to the Council.
- If issues are identified, the institution addresses those through the program approval system, and the review period is extended. Once the issues are resolved, the program is approved by Council staff and reported as an information item at the next Council meeting.

APPROVED PROGRAMS AT KCTCS

Council staff have reviewed and approved the following programs. No further action is needed.

Maysville Community and Technical College

- AAS, Emergency Medical Services - Paramedic (CIP 51.0904) – The program provides a comprehensive course of study preparing graduates for licensure as an Emergency Medical Technician-Paramedic (EMT-P). Students must hold current unrestricted

certification as an EMT in Kentucky or current unrestricted registration with the National Registry EMT as an EMT to be eligible for paramedic program admission.

Hazard Community and Technical College

- AAS, Health Science Technology (CIP 51.000) – The program is designed to prepare students for entry-level career opportunities in healthcare and health-related services, as well as provide currently employed individuals with skills needed for career advancement. Embedded in the program are three or more distinct health science certificates that students must complete. This structure allows students to design their educational experience to meet individual career goals.

Hazard Community and Technical College

- AAS, Nuclear Medicine Imaging (CIP 51.0905) – Graduates of the program will develop expertise in the following areas: (a) patient care and monitoring, (b) technical skills related to radiation safety, radiopharmacy, clinical instrumentation, diagnostic and therapeutic procedures (including hybrid imaging and emerging technologies), quality control, and (c) administrative functions related to supplies and equipment, documentation of operations related to disposition of radioactive materials, quality control data, and patient records.

TITLE: Mid-term Review of the 2022-30 Statewide Strategic Agenda

DESCRIPTION: CPE staff will discuss the three-year mid-term review of the 2022-30 statewide Strategic Agenda.

STAFF CONTACTS: Lee Nimocks, Sr. Vice President and Chief of Staff
Travis Muncie, Chief Information Officer
Melissa Young, Executive Director and Chief Writer, Communications

BACKGROUND INFORMATION

The CPE is directed by KRS 164.020 to develop a statewide strategic agenda for the public postsecondary education system and revise it on a regular cycle. The agenda identifies statewide priorities and a vision for long-term economic growth through improvements in the education and skill levels of Kentucky's workforce. The agenda sets performance goals for students and institutions that reflect high expectations and standards, emphasize continuous improvement, and support technology-based solutions and innovative practices.

AGENDA & MID-TERM REVIEW

The Council's statewide strategic agenda for 2022-30, "Higher Education Matters," was approved by the Council at its November 2021 Council meeting, and campus metric goals were established in early 2022. Because the plan extends over nine years, staff built in a review process that would allow for necessary adjustments every three years (in 2024 and 2027).

Over the last three years, staff have monitored implementation at the campus level and engaged in a variety of statewide initiatives to advance progress. Over the last several months, CPE staff have engaged in a comprehensive review of the statewide strategies and key performance indicators. At the meeting:

- Travis Muncie, who has been meeting with campus institutional research directors to review key performance indicators and goal setting, will present preliminary changes proposed to date.
- Melissa Young, who assembled internal work teams to review the objectives, strategies and narrative portions of the plan, will discuss the preliminary staff recommendations for the objectives and strategies.

Strategic Agenda Mid-Term Review

Travis Muncie, Executive Director, Data and Advanced Analytics

Melissa Young, Executive Director, Communications

Kentucky Council on Postsecondary Education



Key Performance Indicator Progress

- **Potential Major Changes**

- **2030 Target year**

- Performance targets will be created to 2030 with a mid-cycle review in 2027.

- **3-year Average Baseline Year**

- To smooth out yearly variance, baselines will be created based on a 3-year average.

- **First-Time Student Unmet Need KPI Moved to Institutional Level**

- Unmet need targets will be set for each institution.

- **Debt at Graduation Added**

- Total debt at graduation will be added as the primary context metric under the Affordability priority area.

- **Adult Student Sub-group Added**

- Adult students will be added as a sub-group to context metrics.

- **FASFA Completion Definition Changed**

- FASFA completion will now be calculated based on the proportion of high school seniors.

- **Addition of Workforce-Oriented Metrics**

- New metrics that focus on the ROI of postsecondary degrees and economic mobility will be added.

Key Performance Indicators Under Consideration

Key Performance Indicators

Affordability

- First-time Student Unmet Need

Transitions

- Undergraduate Enrollment
- Immediate College-going Rate

Success

- Undergraduate Degrees & Credentials
- Retention Rate
- 150% Graduation Rate
- 2-Year to 4-Year Transfer Rate

Talent

- Graduate & Professional Degrees
- Statewide Educational Attainment Rate

Contextual Metrics

Affordability

- Debt at Graduation
- Time-to-Degree

Transitions

- FASFA Completion

Success

- 100% Graduation Rate
- 2-Year Transfer Student's 6-year Graduation Rate
- Persistence Rate
- First Academic Year Credit Accumulation

Talent

- Graduates Working or Pursuing More Education
- Institutional Degree Premium

Value

- Net General Fund Appropriations per FTE
- Economic Mobility

Affordability: Preliminary Recommendations

1. Reduce financial barriers to college enrollment and completion.

1a. Work with campuses, state leaders and other stakeholders to increase access to grants and scholarships for low- and middle-class students.

1b. Moderate increases in tuition and mandatory fees at Kentucky's public colleges and universities.

~~1c. Increase opportunities for institutional collaboration to reduce campus expenditures and limit increases in college costs.~~

1c. Work with campuses to reduce unmet financial need and student loan debt among undergraduate students.

1d. Monitor the financial health of Kentucky public institutions and their ability to adequately discount costs for students.

Affordability: Preliminary Recommendations

2. Improve the public's understanding of **the true cost of college and how to pay for it.**

2a. Provide informational resources, **financial literacy** and advising strategies for counselors, teachers and community partners on paying for college.

2b. Coordinate and support efforts to educate families about ~~increase the number of Kentuckians who complete the~~ **Free Application for Federal Student Aid (FAFSA) changes** and increase the number of Kentuckians who complete the application.

2c. Establish state-level networks for high school counselors and other college access professionals to share effective practices, build expertise and develop common outreach and messaging for Kentucky students.

Transitions: Preliminary Recommendations

3. Increase students' readiness to enter postsecondary education.

3a. Expand access to high-quality, early postsecondary opportunities.

3b. Develop digital resources to help students explore career interests and college options.

3c. Partner with public P-12 schools, **adult education programs** and postsecondary institutions to provide outreach to students to help them prepare and plan for college.

Transitions: Preliminary Recommendations

4. Increase **college-going rates** and enrollment in postsecondary education.

4a. Enhance college recruitment strategies through partnerships with postsecondary institutions and other stakeholders, with attention to underrepresented, ~~minoritized~~, adult and low-income students, **as well as traditional students**.

4b. Work with education providers to streamline and simplify postsecondary admission processes.

Success: Preliminary Recommendations

5. Increase persistence in and timely completion of postsecondary programs.

5a. Share, implement and evaluate emerging, promising and proven practices supporting student success and college completion.

5b. Identify and promote efforts to ensure “on-time” program completion.

5c. Work with campuses and other state and national partners to close opportunity and success gaps for historically underserved students ~~of color~~ and students from low-income backgrounds.

5d. Work with education providers to limit barriers to enrollment and completion for adult learners and other students balancing the competing demands of work, life, family and school.

Success: Preliminary Recommendations

6. Maximize transfer of academic and experiential credit.

6a. Work with campuses to reduce barriers that prevent the seamless transfer of credit.

6b. Promote transfer opportunities and program pathways.

6c. Encourage credit for prior learning and competency-based instruction.

Success: Preliminary Recommendations

7. Ensure academic offerings are high-quality, relevant and inclusive.

7a. Work with campuses to ensure the essential competencies and outcomes outlined in the Kentucky Graduate Profile are embedded in ~~all~~ **undergraduate** academic programs.

~~7b. Work with campuses to ensure academic and co-curricular offerings are equity focused and inclusive.~~

7b. Enhance the relevance, inclusivity and quality of academic offerings through improvements in program review and approval processes.

Talent: Preliminary Recommendations

~~8. Improve the career outcomes of postsecondary graduates.~~ **Improve postsecondary education's responsiveness to and alignment with current and projected employer and workforce demands.**

~~8a. Work with campuses to include a work-based learning or other career-relevant experience in all undergraduate programs.~~ **Engage post-traditional learners, veterans, justice-involved individuals and other underserved populations in programs to train or retrain them to fill critical work shortages.**

8b. Work with colleges and universities to strengthen campus-based career advising and development.

8c. Facilitate meaningful partnerships between employers, community partners and education providers to improve ~~the career outcomes of postsecondary programs.~~ **Kentucky's workforce and economy.**

Talent: Preliminary Recommendations

~~9. Increase research and service to support strong communities and economies.~~ **Guide investments in research, training and scholarships to support innovation and growth.**

9a. Identify high-growth, high-demand and high-wage industries by region and target postsecondary programs for increased enrollment in those areas.

9b. Encourage targeted research, the development of signature academic programs and expanded community engagement supporting Kentucky's high-need ~~priority~~ workforce areas.

9c. Work with the General Assembly and policy makers to alleviate barriers to workforce participation.

Value: Preliminary Recommendations

10. Increase public belief in the **transformative power of postsecondary education.**

10a. ~~Conduct a public awareness campaign and develop~~ **Implement** communications strategies that articulate what postsecondary education is (i.e., it includes short-term training, certifications and degrees) ~~to promote college-going~~ and elevate the **critical** importance of postsecondary education to Kentucky's residents and economy.

10b. **Leverage partnerships with campuses, state agencies and national partners to amplify messages about postsecondary education's value and return on investment.**

Value: Preliminary Recommendations

11. Build support for greater investment in postsecondary education.

11a. Communicate the **benefits of higher education** ~~higher education's return on investment~~ and the need for increased state and federal support.

11b. Seek funding from foundations and other external sources to support Strategic Agenda priorities.

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TITLE: Healthcare Workforce Investment Fund Update

DESCRIPTION: CPE staff will provide an update on the recipients of the healthcare training scholarships and healthcare program incentive awards.

STAFF CONTACT: Leslie Sizemore, PhD, EdS, OTR/L, Associate Vice President, Workforce and Economic Development

BACKGROUND INFORMATION

Created in the 2023 Regular Session of the Kentucky General Assembly through HB 200, the Healthcare Workforce Investment Fund (HWIF) is a groundbreaking framework for public/private partnership. The legislation shares responsibility between industry and government to carry out a dedicated mission - to cultivate a robust healthcare workforce in Kentucky. The core objectives are twofold: providing educational scholarships to students pursuing programs targeting critical workforce needs in healthcare professions (65% of funds) and recognizing and rewarding excellence among Kentucky healthcare professional education and training programs (35% of funds).

HEALTHCARE TRAINING SCHOLARSHIP PARTNERSHIP PROPOSALS

On July 1, the Kentucky Council on Postsecondary Education (CPE) issued a Request for Proposals (RFP) for healthcare training partnerships to compete for matching funds to support scholarships for students pursuing credentials in high-demand healthcare fields. Partnerships must include a postsecondary healthcare program or another eligible educational provider along with an industry partner (e.g., hospitals and clinics, qualified mental health providers, and healthcare-related associations, individuals and corporations). A total of \$6.64 million in matching funds was available and priority was given to proposals that target counties historically underserved by Kentucky's healthcare systems; improve racial and ethnic diversity in healthcare fields; address current state workforce shortages; and benefit healthcare partners with 50 or fewer employees. Proposals were accepted through August 15, 2024.

CPE received a total of 35 eligible proposals for the healthcare training scholarship partnership proposals. The steering committee met on Tuesday, September 4th to discuss their completed proposal evaluations and to make award recommendations to CPE staff. CPE staff is currently working on preparing the required contracts before award notices go out on Friday, September 13th.

HEALTHCARE PROGRAM INCENTIVE FUNDS

Humana came forward with a generous donation of \$75,000. Matched by dollars from the General Assembly appropriation, this allows CPE to make an incentive award of \$150,000. Humana requested that the incentive award be made to one of the following healthcare training programs at a Kentucky-based university, specifically in the eastern part of the state:

- Associate of Applied Science in Nursing
- Traditional Bachelor of Science in Nursing
- Second degree Bachelor of Science in Nursing

Through statute, incentive funds must be used by the healthcare training program to invest in the continued excellence of the program by funding the (a) education, recruitment, and training of the healthcare program's faculty and staff; or (b) maintenance and acquisition of medical equipment utilized by the healthcare program.

Applications are being accepted through September 16th. The steering committee will review applications and CPE staff will make the award on September 27th.

TITLE: Heroes to Healers (H2H)

DESCRIPTION: CPE staff will provide an overview of the new initiative, Heroes to Healers (H2H), which is a two-fold initiative that builds upon credit for prior learning afforded to veterans who have experience in medical training within the 68 MOS series.

STAFF CONTACT: Leslie Sizemore, PhD, EdS, OTR/L, Associate Vice President, Workforce and Economic Development

SUPPORTING INFORMATION

Over 200,000 U.S. military service members transition to civilian life annually, including approximately 3,000 who return to Kentucky. Many veterans with healthcare Military Occupational Specialties (MOS) find their skills do not directly translate to civilian healthcare positions, leading to underemployment or unemployment. Kentucky's healthcare sector, experiencing significant growth and in high demand, represents a promising target industry for these veterans.

The Heroes to Healers (H2H) aims to help those veterans to have accelerated pathways to further healthcare certifications.

Staff are working on proposed legislation that will enable military medics the opportunity to enroll in accelerated bridge programming that yields the credential of a licensed practical nurse and promotes civilian employment while accessing additional educational preparation through postsecondary enrollment. Though the details of the legislation are not yet defined, CPE staff is working with legislators, Kentucky licensure boards, and higher education leadership to develop the project.

A second aspect of Heroes to Healers is a pathway partnership with the Department of Defense (DOD) SkillBridge initiative that will allow veterans with medical training the opportunity to enter the workforce as Emergency Medical Technicians (EMTs) while seeking career credentials and academic pathways as Paramedics. This provision enables veterans to gain civilian healthcare experience and employment as EMTs while simultaneously entering a paramedic education pathway leading to full licensure.

Both aspects break down barriers to employment for our veterans and allow them to leverage their military training and expertise. This initiative also addresses Kentucky's healthcare workforce shortage by allowing for immediate entry into the workforce and exposing veterans to the return on investment afforded by higher education.