

# Navigating New Horizons: Collaborative Strategies for Workforce Innovation and Continuing Education in Community Colleges.

A Facilitated Conversation with Dr. Fabiola Riobé,  
Vice President for Educational Innovation and Global  
Programming



# Kansas City Kansas Community College

## FAST FACTS 2020-2021 ▶

Kansas City Kansas Community College, the third largest community college in Kansas by enrollment, is a centrally located public 2-year institution in northeast Kansas that is committed to students and strives to ensure all students have a positive and successful post-secondary experience. KCKCC's multiple locations provide endless learning opportunities.

### WHAT WE DO ▶

Kansas City Kansas Community College is devoted to workforce development. Academically, KCKCC offers four Associate degrees, many 1-year programs and Certificate programs. Students may enroll in pre-professional programs and transfer to a four-year university or college, or earn a 1-year Certificate or 2-year degree and enter the workforce.

81+

Degree &  
Certificate  
Programs

### Top 5 Career Programs



Practical Nursing  
Certificate C



Business  
Administration AAS



Nursing/RN AAS



Police Science  
AAS



Business AS

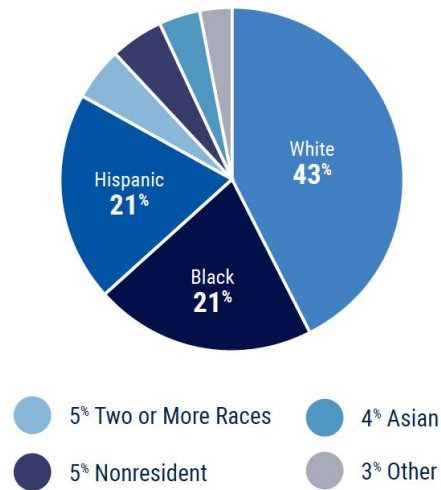
# Kansas City Kansas Community College

<b>1<sup>st</sup> Generation</b>	<b>20%</b>
<b>Adult Students</b>	<b>25%</b>
<b>Students of Color</b>	<b>55%</b>

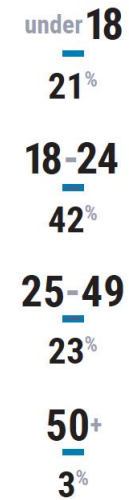
## WHO WE ARE ▶

KCKCC serves approximately 9,000 students annually. We provide programs and course offerings in both transfer credit and non-credit. 55.66% of our students reside within the county, 34.34% come from other Kansas counties; 8% from Missouri, and 2% from other areas.

Population by Ethnicity & Race

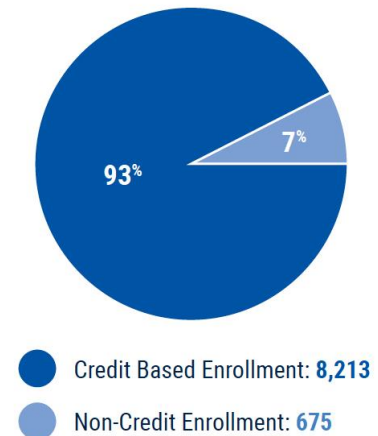


Population by Age



Total Student Count

2019-20 Unduplicated Enrollment: **8,888**



# Who We are



2019-20 Students Degrees  
& Certificate Count



Varsity Athletic Sports



Student Groups

**\$23,053,226**

Total Dollars  
in Aid to Students<sup>1</sup>

**2,736**

Total Number of  
Students Served<sup>2</sup>



## A PART OF A GROWING COMMUNITY ▶

Despite being the smallest county in Kansas, Wyandotte County ranks high in population, jobs and annual wage.

Source: Wyandotte Economic Development Council; Bureau of Labor Statistics, Quarterly Census of Employment and Wages

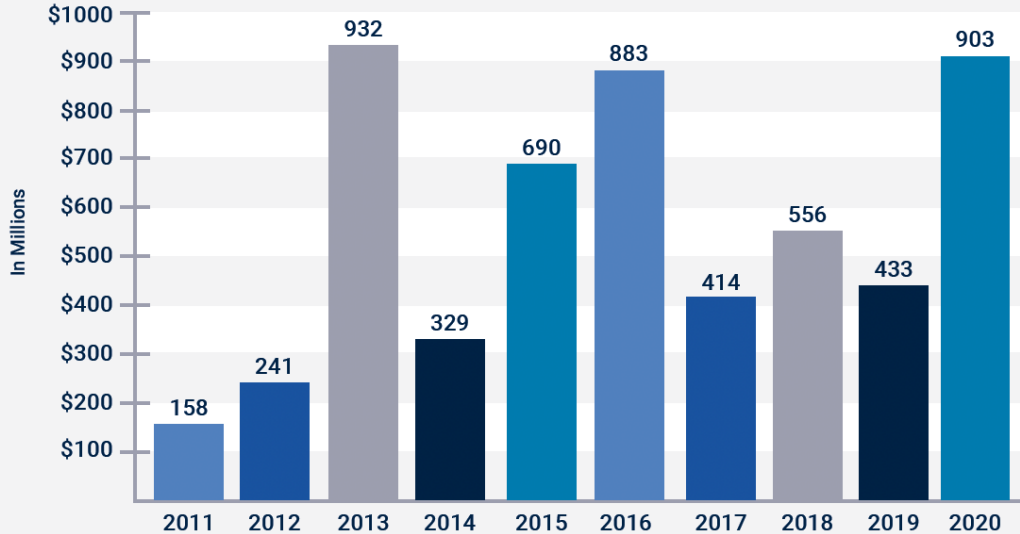
# 165,429      3<sup>rd</sup> Highest

County Population<sup>3</sup>

Average Annual Wage<sup>4</sup>



Wyandotte County Capital Investments And Projects<sup>6</sup>



### Sources

1-2 IPEDS Data Feedback Report Student Financial Aid 2019-20 Section 1 Part B. 65% any aid, Federal 54%.

3-4 Wyandotte Economic Development Council

5 Bureau of Labor Statistics, Quarterly Census of Employment and Wages

6 Wyandotte Economic Development Council 2020 Annual Report

## Where We Work: The DOTTE

# WE CREATE OUR FUTURE



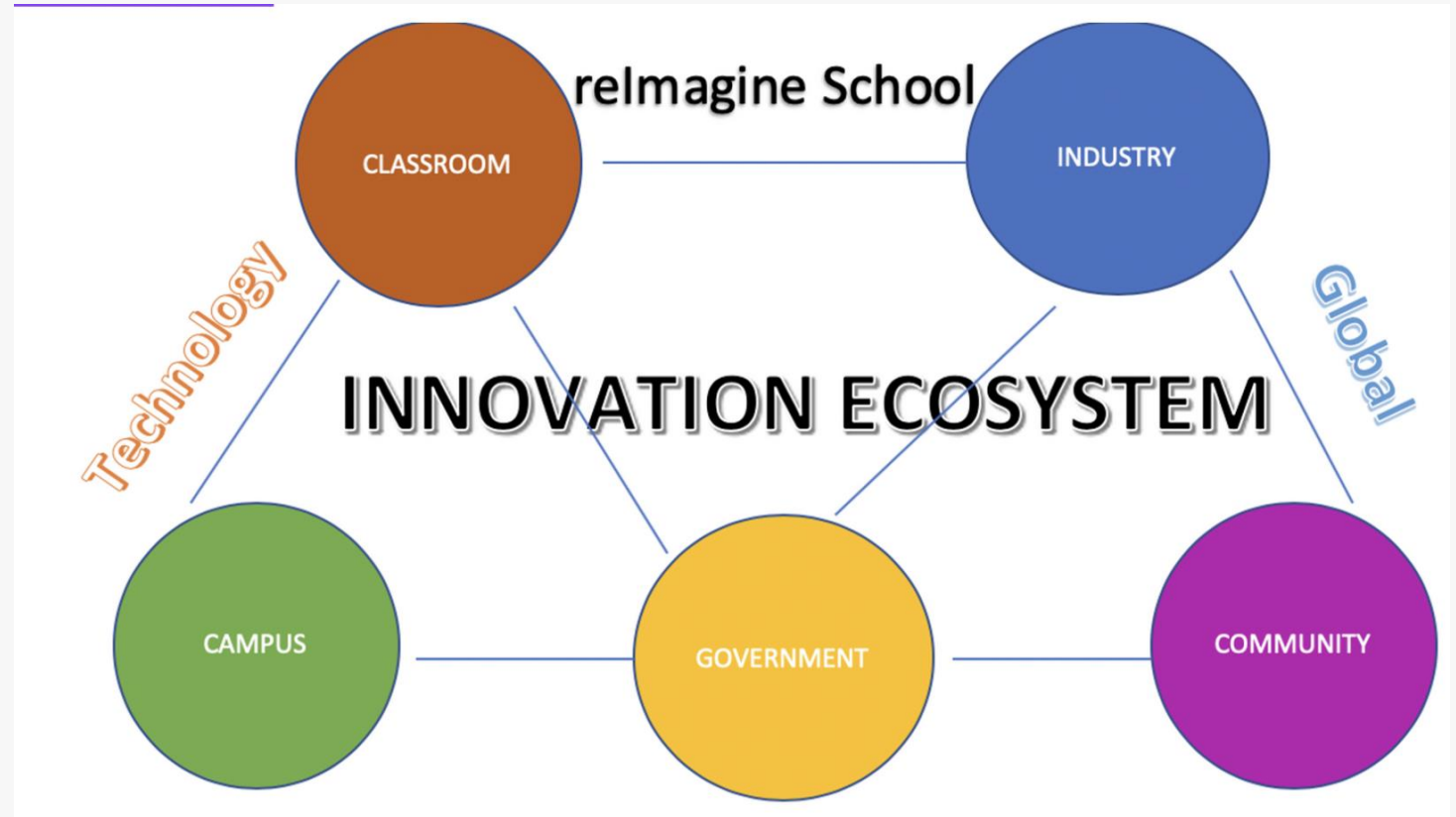
# The Creation of a New Division

- Changing Landscape
- Partnership
- Transformation

# Objectives

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- ❖ To discuss innovative strategies in workforce development that meet evolving market demands.
- ❖ To explore the impact of continuous learning in adult education on career advancement and personal growth.
- ❖ To examine the role of apprenticeships in bridging the gap between education and industry needs.



# Meet the Presenters:

Dr. Richard Wallace, Director of Adult and Continuing Education

Mr. Richard Piper, Director of Workforce Innovation

Ms. Ashley Irvin, Assistant Dean of Career and Technical Education





May 2023 KCKCC – UKHS GED Graduation - “Because We Care”

Dr. Richard Wallace

# The State of Adult & Continuing Education



# Understanding Adult Learners and the Characteristics of Adult Basic Education (ABE) Learners

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## Key Characteristics of ABE Learners

1. Self-Direction
2. Life Experiences
3. Goal-Oriented
4. Balancing Multiple Responsibilities
5. Practical and Relevancy-Focused
6. Overcoming Barriers



# Engaging ABE Learners: Effective Engagement Strategies

- Effective Engagement Strategies for ABE Learners:
- Relevant Curriculum
- Flexible Learning Options
- Supportive Learning Environment
- Active Learning Techniques
- Recognition of Prior Learning
- Clear and Achievable Goals
- Personalized Support Services
- Building a Community of Learners



# The Importance of Engaging Adult Basic Education (ABE) Learners to Lifelong Learning.



# Overview of Integrated Education and Training (IET) Programs for ABE Learners

## Key Components of IET Programs

1. Contextualized Instruction
2. Team Teaching
3. Stackable Credentials
4. Support Services
5. Employer Partnerships



# The Benefits of IET Programs for ABE Learners

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- Accelerated Learning
- Increased Employability
- Holistic Support
- Economic Impact



# Introduction to Accelerating Opportunity: Kansas (AO-K)

## Key Features of AO-K:

1. IET
2. Team Teaching Model
3. Stackable Credentials
4. Comprehensive Support Services
5. Strong Employer Partnerships





# Understanding Workforce Innovation at KCKCC

Mr. Rich Piper



# Workforce Innovation: Addressing the Challenges

- Creating or emulating quality short-term and long-term training programs to fill the skills gap of the college's industry partners.
- Challenge for industry partners that cannot find and retain personnel.



A person wearing a dark grey shirt and safety glasses is working in a workshop. They are holding a power tool, possibly a drill or impact driver, which is partially visible in the lower left. The background shows a red wall and some equipment. The text is overlaid on the image.

# Short-term Solution

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Industrial Maintenance Technician (IMT) 14-week training program in the evening.

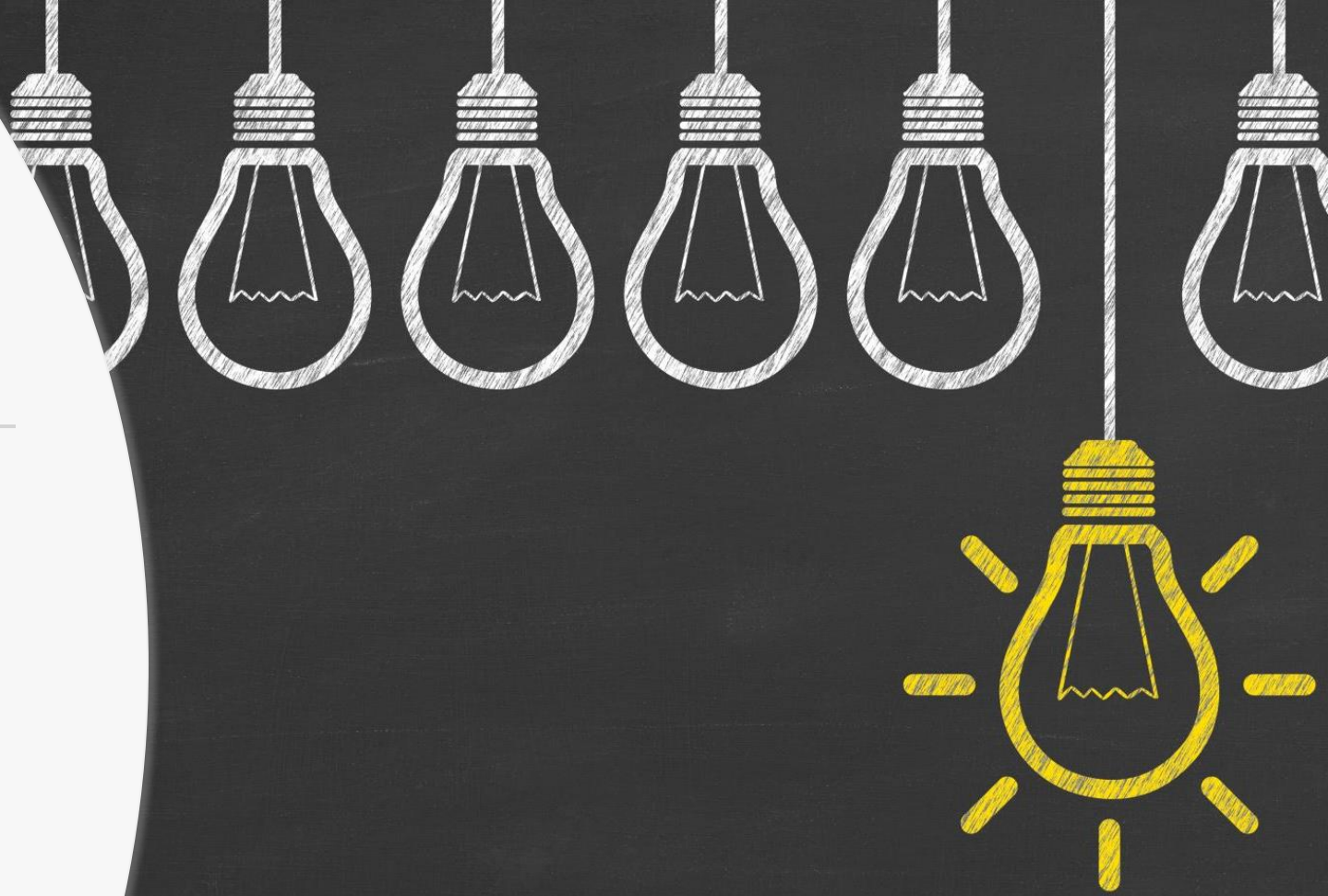
# How IMT Training Program was Conceived

1. Wyandotte Economic Development Council called a roundtable meeting to discuss solution to the maintenance personnel challenges.
2. At the table manufacturing partners, Kansas Department of Commerce and KCKCC (January of 2019).
3. Meet with industry partners to develop a program. (February of 2019).
4. Program consists of:
  - a. AC/DC Circuits
  - b. Motor Controls
  - c. PLCs/VFDs
  - d. Pneumatics
  - e. Troubleshooting



# Long-term Solution for Maintenance Personnel Shortage

Adopt the Federation of Advanced Manufacturing Educators Model (FAME) Training model initially developed by Toyota.



# FAME Training Model

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2/3



HARD SKILLS DEVELOPED  
THROUGH THE AUTOMATION  
ENGINEER TECHNOLOGY  
CURRICULUM



SOFT SKILLS - PERSONAL  
AND PROFESSIONAL  
BEHAVIORS. DESIGNED BY  
TOYOTA



FINANCIAL LITERACY

# Results

Students starting in the mid 60s to mid 70s after two years of education and no school debt.

**\$72K**  
**AVERAGE**  
**STARTING**  
**SALARY**

**after an apprentice completed an apprenticeship program<sup>1</sup>**

<sup>1</sup>US Department of Labor, Employment and Training Administration. November 2021. Apprenticeship Whitepaper

# Apprenticeships: The Benefits of Earning while Learning.

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Ms. Ashley Irvin



# The State of Apprenticeship Programs



- Apprenticeship has a proven track record of producing strong results for both employers and workers.
- Apprenticeship programs offer access to hundreds of occupations in high-growth and emerging industries.



# Leveraging Apprenticeships to Meet the Need

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- Understanding the employer/industry needs
- Implementing structure (Kansasworks Office of Registered Apprenticeship)
  - On-The-Job-Training (OJT)
  - Related Technical Instruction (RTI)
  - Wage Progression
  - Mentorship
  - Valued Credential
- Available Resources
  - [Ksapprenticeship.org](http://ksapprenticeship.org)
  - [apprenticeship.gov](http://apprenticeship.gov)



# The Importance of Synergy Among Workforce Development, Adult and Continuing Education and Apprenticeship Programs at the Community College.

## Key Reasons for Synergy

- Comprehensive Skill Development
- Enhanced Accessibility and Flexibility
- Immediate Relevance to the Job Market
- Support for Lifelong Learning
- Strengthened Employer Partnerships
- Economic Community Impact



**Questions**



# Stay Connected

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