



THE PEASLEE PROMISE

Building an Endowment for Debt-Free Careers



**Strengthening Douglas County
One Person, One Career at a Time**





OUR STORY

Peaslee Tech's Story is the story of a community that strives to advance itself so that all people succeed.

OUR MISSION

Peaslee Tech is a catalyst for economic growth, providing technical training to a diverse community of learners to meet the current and emerging needs of our communities and employers.

OUR VISION

Peaslee Tech envisions a community with a technically skilled workforce that fosters retention, expansion, and attraction of business.

The Peaslee Promise Campaign

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GROWTH & SUCCESS

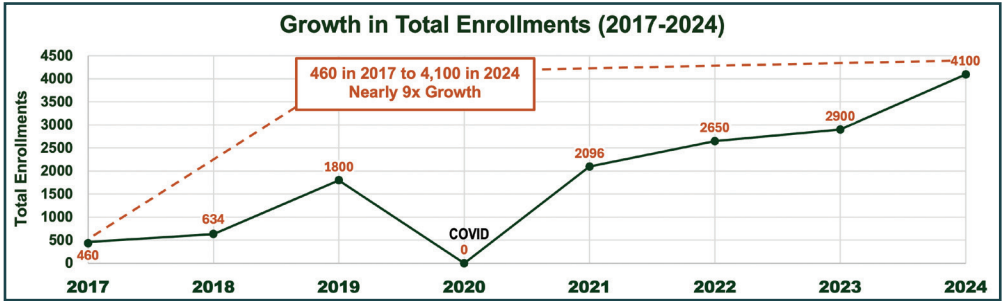
In partnership with Flint Hills Technical College, Johnson County Community College, and Neosho County Community College, Peaslee Tech opened its doors to students in August 2015.

A major milestone was reached in 2017 when Peaslee Tech was approved as a post-secondary education provider by the Kansas Board of Regents. Since then, Peaslee Tech has initiated 35 career training preparation programs and offers more than 700 online career and skill development programs and courses.

Today, Peaslee Tech offers programs in various industry sectors and is continually adding new programs:

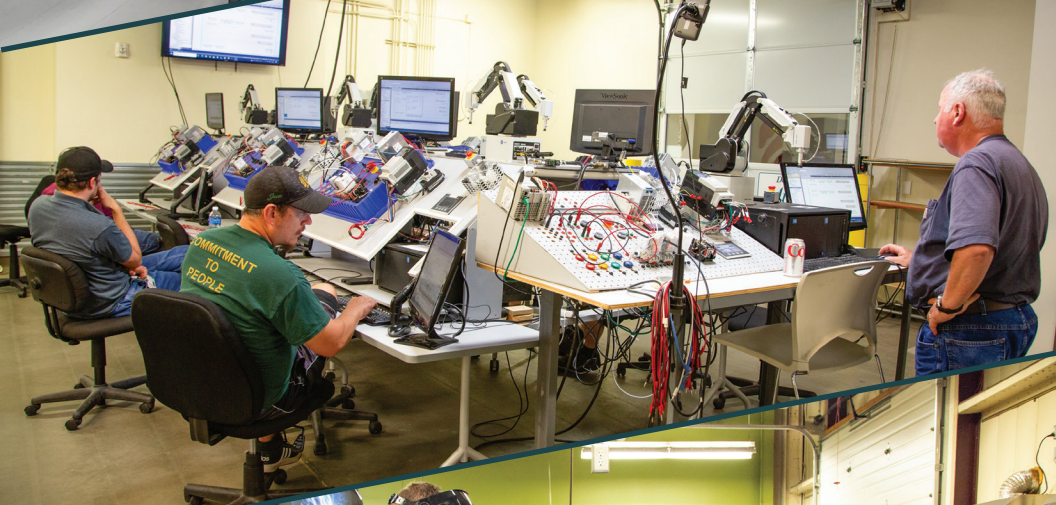
- | | |
|---|--------------------------------------|
| Advanced Manufacturing | HVAC |
| Automotive Technology | Healthcare |
| Commercial Driver's License | Manufacturing |
| Construction and Building Trades | Plumbing |
| Electrical | Transportation & Aviation |
| Facilities Maintenance | Welding |

Peaslee Tech now serves over 3,200 individual students in more than 4,100 course enrollments throughout Lawrence and Douglas County, which represents a nearly nine times increase in total enrollments in just seven years.



2024 Enrollment Demographics

Gender	Race	Age	Highest Academic Attainment	Veteran Status
Male 79.4%	White 68%	16-19 24%	Less Than High School 7.5%	Yes 2%
	Black/African American 10%	20-24 21%	High School Diploma/GED 52%	No 98%
Female 20.6%	Hispanic 8%	25-35 27%	Some College 21.3%	
	Native American 4%	36-45 18%	Associate Degree 6.2%	
	Asian 2%	46-55 7%	Bachelor's Degree 10%	
	Other 8%	55 & Over 3%	Master's Degree 3%	



Classes: Building Trades, Robotics & Automation, Welding

INCREASING DIVERSITY

Peaslee Tech's recruitment efforts significantly outperform county averages for ethnic diversity and socio-economic status. BIPOC (Black, Indigenous, and People of Color) participants represent 45% of enrollment—more than double Douglas County's 20.84%. Similarly, 66% of participants come from low-income households, more than four times the county rate of 15.2%.¹



GROWTH BEYOND THE NUMBERS

The Peaslee Tech campus has also grown significantly.

It's home to:

- ▶ Lawrence Public Schools (USD 497) Adult Education Center (including English as a Second Language and General Equivalency Diploma programs)
- ▶ Lawrence Workforce Center
- ▶ Pearson VUE Testing Center
- ▶ THE CRUNCH, a business ignitor and prototyping center
- ▶ Avium, a company that develops fuels from CO₂, water, and renewable energy
- ▶ Other campus facilities include Lawrence College and Career Center (USD 497) and the Boys & Girls Club of Lawrence Center for Great Futures.





OUR BRIGHT FUTURE

2025 - 2029 Aspirational Goals

Peaslee Tech embraces its role as an essential driver of economic development and strives to do its part to make Lawrence and Douglas County the best place to live, learn, and work. We understand that our community is a better place when it has a diversity of accessible and affordable education and career options for our citizens. Our Board of Directors has a clear vision for the future and has set forth three aspirational goals to further amplify Peaslee Tech's impact in Douglas County.

► Peaslee Promise Endowment Fund

Build a \$10 million endowment fund to ensure juniors and seniors from our partner high schools and qualified Douglas County residents from low-income households can attend Peaslee Tech programs debt-free.

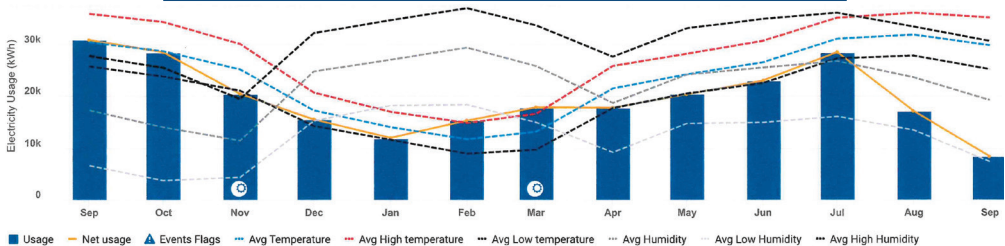
► Expand High School Programming

Roughly 120 students from 12 partner high schools attend Peaslee Tech programs annually. Through the addition of five new high school pre-apprenticeship programs and ongoing high school programming expansion, we aspire to serve 400 high school students annually.

► Energy Independence

Peaslee Tech aspires to be a net positive energy producer through solar, geothermal, and energy-saving initiatives, including our new Solar Energy Training Center. With the region's largest rooftop array—756 panels—we already generate more energy than we consume.

ENERGY USAGE TRENDRING TO ENERGY INDEPENDENCE



Note: Average temperature and demand is calculated based on a calendar month time period, because there are multiple billing periods for this Site

FUELING OUR LOCAL ECONOMY

Before Peaslee Tech opened, business and education leaders expressed serious concerns about the lack of technical training in Douglas County. A 2004 KU Policy Research Institute assessment of nearly 200 local firms found that one-third were negatively impacted by the gap between business needs and employee skills—limiting profitability and growth. The report concluded that the absence of a technical training center constrained the community's economic potential.

Peaslee Tech directly addresses these challenges by providing accessible, affordable workforce training and helping local companies close their skilled labor gap. Employers can now train employees locally, saving time, money, and resources.

Peaslee Tech partners with area businesses to develop customized training that strengthens technical and workplace skills, boosts retention and productivity, and enhances overall profitability.

“Peaslee Tech is an important part of the economic and community health of Lawrence and Douglas County.” — Patrick Kelly, Douglas County Commissioner.²

DEVELOPING OUR LOCAL WORKFORCE

Peaslee Tech strengthens Douglas County's workforce by offering career-focused training for both high school students and adult learners. All students gain direct access to employment opportunities upon completing their programs.



High School Students

With 37.2% of recent high school graduates not pursuing college, many need alternative career paths.³ Peaslee Tech provides hands-on, career-ready programs that prepare students for skilled trades and technical fields.

Since 2022, the youth apprenticeship program—now serving students from 12 school districts—has expanded to 15 apprenticeship pathways, including Automotive Technology, Welding, Aviation, Building Trades, and Diesel Truck Maintenance Technology.

Adult Learners

Adult-focused classes are offered online or on-site from 5–9 p.m. to accommodate working professionals. Whether upskilling or launching a new career, adults can choose from a wide range of technical programs taught by industry experts.

Major employers such as Hallmark, Amcor, and Amarr rely on Peaslee Tech for advanced training in Robotics and Automation, led by instructor Ed Keating, a former Principal Process Control Engineer with 27 years at Hill's Pet Nutrition.



Ed Keating

Registered Apprenticeships

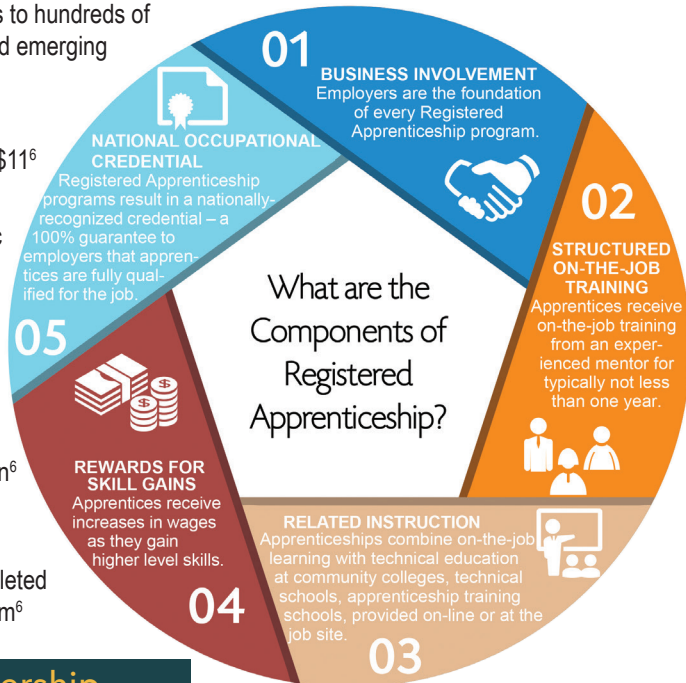
Peaslee Tech is proud to be the largest provider of registered apprenticeship programs in Kansas, with 32 unique apprenticeship programs.

Registered apprenticeships provide the opportunity to obtain paid work experience, classroom instruction, and industry-issued, nationally recognized credentials.

COMPONENTS OF REGISTERED APPRENTICESHIP⁴

Apprenticeship has a proven track record of producing strong results for both employers and workers and offers access to hundreds of occupations in high-growth and emerging industries.⁵

- ▶ **BUSINESS ROI**
Average \$1.48 for every \$11⁶
- ▶ **PUBLIC ROI**
Average \$28 in economic benefits for every \$1 invested⁷
- ▶ **92% EMPLOYMENT RETENTION**
Apprentices who retain employment after apprenticeship completion⁶
- ▶ **\$72K Average Starting Salary**
After an apprentice completed an apprenticeship program⁶



Public Entity Partnership

Peaslee Tech is a collaborator in the Public Entity Partnership (PEP), a group of over twenty representatives from Douglas County and the cities, school districts, townships, and higher education institutions within it.

The PEP was formed to identify the public employee training needs and capabilities of the region, organize joint employee training events, share

best practices for employee training, and commit to public workforce recruitment.

Public employee development is an investment in community members that leads to improved public services for the entire region.

Applied Research

Peaslee Tech is engaged in numerous research projects and programming to support product development for entrepreneurs seeking to manufacture products in:

- ▶ Advanced Refrigerants
- ▶ Construction
- ▶ Energy
- ▶ Transportation

Applied research projects create unique opportunities for our students to be involved with science leaders in the commercialization of products.

FOSTERING ECONOMIC RESILIENCE

A critical component of any economic development strategy is the ability to provide skilled workforce training quickly and efficiently. Peaslee Tech's goal is to train a new generation of workers while simultaneously enhancing and strengthening the current workforce by quickly responding to employers' needs and addressing the skills gap.

Focusing on workers gaining new skills addresses the skills gap and also fosters regional economic resilience and competitiveness.⁸

TRANSFORMING LIVES, ONE PERSON, ONE CAREER AT A TIME

When our people do well, our economy does well, and when our economy does well, we all benefit.

Peaslee Tech helps individuals and the greater community thrive by providing essential career and technical training. Individuals benefit from gaining new skills that help them attain livable wage jobs, increase earnings, and advance their careers. Having a great, well-paying career then leads to other successes such as buying a home, purchasing a reliable vehicle, supporting a family, and much more.

When individuals and families are thriving economically, it improves the overall quality of life within the greater community. Research shows that economic stability directly contributes to better health outcomes, reduced stress, and improved overall well-being, which in turn enhances community health and resilience.⁹

Higher household incomes are also linked to greater life satisfaction, lower crime rates, and stronger social connections, all of which foster safer and more cohesive neighborhoods.¹⁰

When families have more disposable income, their spending supports local businesses and generates economic multipliers that benefit the wider community.¹¹



STUDENT SUCCESS SPOTLIGHTS

At Peaslee Tech, every success story begins with opportunity. Thanks to the generosity of our donors, students from all walks of life gain the training, support, and confidence they need to build lasting careers. Each story is a reminder of the powerful impact education has—not just on one person, but on entire families and our community.

Robert's Story

Robert came to Peaslee Tech determined to build a career that would provide both stability and opportunity. He enrolled in our Commercial Driver's License (CDL) program, where he found not only top-notch training, but also a supportive environment that gave him the confidence to succeed.

After completing the program, Robert launched his career with Roehl Transport, a respected national trucking and logistics company. Today, he is proud to be on the road, delivering goods across the country and providing for his family with a career he loves.

Robert was so grateful for his experience that he returned to share his story at a Peaslee Tech board meeting, inspiring others with his journey.

If you visit our campus, you might even see his truck parked out front—a rolling symbol of what's possible when education meets opportunity.



Andreia's Story

When Andreia was referred to Peaslee Tech by the Kansas Department for Children and Families, she was a young, single mother with an infant and a toddler. She knew she needed a path to a stable career that would also allow her to care for her children.

Andreia enrolled in Peaslee Tech's Pharmacy Technician program, where she excelled. With hard work and determination, she completed her training and quickly secured a position with a pharmaceutical company that allowed her to work from home—balancing both career and motherhood.

Within her first year, Andreia's dedication paid off. She was promoted to supervisor, training others and building a career that not only supports her family but also inspires her children with what's possible through education.



Natalie's Story

When Natalie enrolled in Peaslee Tech's Facilities Maintenance Program, she was ready to create a better future for herself. With hands-on training and encouragement from her instructors, she gained the skills and confidence to launch her career.

Soon after graduation, Natalie joined Equity Management as part of their maintenance team. Her dedication and people skills quickly opened new doors—first to leasing operations, and then to earning her real estate license with Keller Williams in 2025.

Today, Natalie is thriving in her new career, having recently closed her first home sale. Her journey shows how Peaslee Tech equips students with not only technical training, but also the confidence to pursue their dreams and transform opportunity into success.



Thanks to donor generosity, students like Robert, Andreia, and Natalie can gain the skills, confidence, and careers they need to transform their lives and, in turn, strengthen our community.

KEEPING THE PROMISE

WHAT IS THE PEASLEE PROMISE?

Peaslee Tech is an integral part of the economic and workforce development engine for Douglas County. The Peaslee Tech Board of Directors recognizes that the organization's ongoing growth and success play a crucial role in making Douglas County one of the best places in the country to live, learn, and work. This is why it is imperative to fulfill the Peaslee Promise.

The Peaslee Promise ensures that high school juniors and seniors and qualified Douglas County residents from low-income households can attend Peaslee Tech without incurring debt.

Peaslee Tech is not a traditional college or vocational-technical school. It is a technical training center that does not participate in financial aid or loan programs typically associated with postsecondary education, such as the Free Application for Federal Student Aid (FAFSA) program. Instead, Peaslee Promise Scholarships serve as Peaslee Tech's version of student financial aid.

WHAT IS THE PEASLEE PROMISE CAMPAIGN?

The Peaslee Promise Campaign aims to raise \$10 million to build an endowment fund that will ensure ongoing access to high-quality career and technical training for Douglas County residents and long-term financial stability for Peaslee Tech.

Endowment funds will provide scholarships to juniors and seniors from our 12 partner high schools and qualified Douglas County residents from low-income households to attend Peaslee Tech programs debt-free.

WHY AN ENDOWMENT FUND AND WHY NOW?

Peaslee Tech has outgrown existing funding methods and must seek a more sustainable, long-term funding source to sustain continued growth and serve more Douglas County residents.

In just over one decade, Peaslee Tech has grown at a fast pace marked by a nearly nine-fold increase in total enrollments. This growth demonstrates the need in Douglas County for career and technical training.

To ensure that Peaslee Tech continues to grow to meet this ever-increasing demand, it is crucial to establish a permanent funding mechanism.

In February 2025, Robert (Bob) and Lois Hanzlik made a leadership gift of \$100,000 as a catalyst to build the endowment for Peaslee Tech. The Bob and Lois Hanzlik Scholarship Fund aims to enable more young people to pursue high-skilled, high-income technical careers and inspire other members of the community to invest in Peaslee Tech.



*Bob & Lois
Hanzlik*



INVEST IN THE PEASLEE PROMISE

There has never been a better time to invest in Peaslee Tech. Over the past decade, we have reduced our public funding support from the City of Lawrence and Douglas County from 94% to just 22%. And for the first time in our history, Peaslee Tech carries no debt—meaning every dollar you give directly fuels a flourishing organization poised for continued growth and impact.

Dwayne Peaslee believed we all deserve dignity and purpose through meaningful careers, especially in the skilled trades. Your gift to the Peaslee Promise Campaign will create career opportunities and fuel economic growth in Douglas County for generations to come.

WAYS TO GIVE

► Annual Gifts

Annual gifts to the Peaslee Promise Endowment Fund can be made online at peasleetech.org/peasleepromise or by check. Checks should be made payable to Peaslee Tech and mailed to:

Peaslee Tech
2920 Haskell Ave., Suite 100
Lawrence, KS 66046

Checks may also be made payable to:
Douglas County Community Foundation,
Attn: Peaslee Promise and mailed to:

Douglas County Community Foundation
900 Massachusetts, Suite 406
Lawrence, KS 66044

► Pledges

Pledge your gift over several years. Pledge payments may be made monthly, quarterly, annually, or any other payment schedule that suits your needs (pledge form next page).

Sample Pledge:

*Total Pledge Amount
\$10,000 = \$2,000
per year for five years*



► Planned Gifts

Make a planned gift today that will make a big impact for generations to come. Include Peaslee Tech in your estate plan, make us the beneficiary on your bank account, life insurance policy, IRA, or other retirement account, or consider other gift vehicles such as appreciated stocks and bonds. We will work with you and your financial advisor to structure a planned gift that best fits your tax and estate planning needs.

► Special Gifts

Peaslee Tech also accepts special gifts, such as real and personal property gifts. Contact us for more information about special gifts.

► Naming Opportunities

Customized naming opportunities are available. Contact us for more information about naming options.

► Contact us!

To discuss giving opportunities, scheduling a visit or tour, or for help making your gift, contact

Megan Hill
Executive Director of Endowment
megan.hill@peasleetech.org
785-856-1801 ext. 104.

HELP US KEEP THE PROMISE!

Pledge Form

My gift helps Douglas County residents build great careers at Peaslee Tech!

I pledge a total of \$ _____ to support the Peaslee Promise and ensure that juniors and seniors from our partner high schools and qualified Douglas County residents from low-income households can attend Peaslee Tech programs debt-free.

I will make payments of \$: _____

- Monthly
- Quarterly
- Annually

Beginning: _____ (Month/Year)

Ending: _____ (Month/Year)

I choose this payment option:

- Check** *Please make checks payable to Peaslee Tech and mail to:*
Peaslee Tech
2920 Haskell Ave, Suite 100
Lawrence, KS 66046

Online at peasleetech.org/peasleepromise or scan this QR code

Stock Transfer via the Douglas County Community Foundation



cut here

Name(s) _____

Address _____

City / State / Zip _____

Phone _____ Email _____

Signature _____

Date _____

My Company Will Match This Gift _____

(Company Name)

OTHER WAYS TO GIVE

Please contact us about:

- Remembering Peaslee Tech in my estate plan
- Beneficiary Designation on my bank account, life insurance policy, IRA, etc.
- Cryptocurrency

Questions? Contact Megan Hill at megan.hill@peasleetech.org or 785-856-1801 ext 104

Thank you for helping us keep the promise for generations to come!
Peaslee Tech • 2920 Haskell Ave • Suite 100 • Lawrence • KS • 66046

THE POWER OF PEASLEE PARTNERSHIPS

Working Together to Create Solutions for Our Community

Peaslee Tech partners with more than 200 community and business partners throughout Douglas County to create innovative solutions to challenges facing our communities, such as:

- ▶ Building Affordable Housing
- ▶ Making Clean Energy
- ▶ Providing More Career Options for High School Students



Footnotes

- 1 Peaslee DATA USA. (2023). Douglas County, KS. DATA USA. Retrieved August 29, 2025, from <https://datausa.io/profile/geo/douglas-county-ks/>
- 2 Kelly, P. (2015, March 10). Letter to City and County Commissioners.
- 3 College Enrollment and Work Activity of Recent High School and College Graduates Summary - 2024 A01 Results. (2025, April 22). U.S. Bureau of Labor Statistics. Retrieved August 27, 2025, from <https://www.bls.gov/news.release/hsgec.nr0.htm>
- 4 U.S. Department of Labor. (n.d.). A Quick-Start Toolkit: Building Registered Apprenticeship Programs. ApprenticeshipUSA. Retrieved August 27, 2025, from [apprenticeship.gov](https://www.apprenticeship.gov)
- 5 KansasWorks Office of Registered Apprenticeship. (n.d.). Registered Apprenticeship. KansasWorks Office of Registered Apprenticeship. Retrieved August 14, 2025, from <https://ksapprenticeship.org/>
- 6 U.S. Department of Labor, Employment and Training Administration. (n.d.). Apprenticeship Whitepaper.
- 7 Payne, J. (2020, July). The Next-Gen IMT Apprenticeship: A Return on Investment Study. Jobs for the Future.
- 8 U.S. Economic Development Administration. (n.d.). Economic Resilience - Workforce Development. EDA. Retrieved August 26, 2025, from <https://www.eda.gov/resources/comprehensive-economic-development-strategy/content/workforce-development>
- 9 Office of Disease Prevention and Health Promotion. (n.d.). Social Determinants of Health. Healthy People 2030, U.S. Department of Health and Human Services. <https://health.gov/>
- 10 Pew Research Center. (2015). The American middle class is losing ground. Pew Research Center. <https://www.pewresearch.org>. U.S. Department of Justice. (1997). Poverty, inequality, and youth violence. U.S. Department of Justice. <https://www.ojp.gov>
- 11 Pew Research Center. (2015). The American middle class is losing ground. Pew Research Center. <https://www.pewresearch.org>. U.S. Department of Justice. (1997). Poverty, inequality, and youth violence. U.S. Department of Justice. <https://www.ojp.gov>

DWAYNE'S DREAM



Peaslee Tech was born from the vision of lifelong Lawrencian and 60-year pipefitter Dwayne Peaslee. Seeing both the critical need for skilled trades and the absence of local technical training, Dwayne championed the idea of a community training center. That need became urgent in 2013 when a German manufacturer—despite favoring Lawrence for its strengths—chose another location due to the lack of such a facility. In response to this economic loss, leaders from the Chamber of Commerce, Economic Development Corporation, Douglas County, the City of Lawrence, USD 497, and local businesses united to create the Dwayne Peaslee Technical Training Center.

Shirley Martin-Smith, President, Peaslee Tech Board of Directors:

“Dwayne Peaslee was an inspiration to so many people in Lawrence and Douglas County. His vision and pursuit of a training center to ensure that people had access to good-paying technical jobs never wavered.”

Marvin Hunt, Former Executive Director, Peaslee Tech:

“Dwayne Peaslee had a great idea, which our community has embraced—to help provide meaningful employment. Peaslee Tech has now helped trainees receive thousands of certificates in dozens of technical areas. We should be shouting about this from the rooftops!”



**PEASLEE
TECH**

2920 Haskell Ave, Suite 100 • Lawrence, KS 66046

peasleetech.org

