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To Regain Support for Colleges, Trustees Need to Step Up

By Richard D. Legon January 3

Richard D. Legon is president of the Association of Governing Boards of Universities and Colleges. He serves on the Board of Trustees of Spelman College and formerly served on the Board of Visitors of Virginia State University. Here, he argues that trustees are key to regaining public trust in higher education.

As with all developments that seem to arise out of nowhere, the seeds of the national disenchantment with higher education were planted long ago.

Today, we can quantify just how many Americans have fallen away from the long-held view that a college education is a reliable ticket to the middle class and beyond in poll after poll after poll.

There are lots of answers to the question being asked on campuses across the country: How did we get here?

Some, like Jeff Selingo writing for *The Washington Post*, pin the blame on presidents and chancellors who don't spend enough time in Washington (though woe betide those who do and are criticized at home for not being on campus enough).

Others thoughtfully and rightly identify the challenges that higher education faces in the areas of affordability, access and responsiveness to changing needs of the workforce and interests of our students.

Some blame perceived elitism of our faculty and administrators, which seems to be in diametrical opposition to the "real American" forces that brought the Trump administration to power.

Still others point to our struggle to tell our story, quantify our outcomes and articulate our relevance.

While the paths to this point are many, the indicators that we've reached a nadir in our public perception are perhaps nowhere as clear as on Capitol Hill.

While higher education avoided some significant issues in the final tax bill, the legislation did contain several provisions aimed squarely at colleges and universities. Meanwhile, the long-overdue reauthorization of the Higher Education Act kicks off with a House bill that will also make higher education more expensive and more difficult to access, and limit our ability to root out fraud and abuse.

Whatever the reason for our industry's fall in the eyes of policymakers and the public that elected them, we're now reaping its bitter fruit.

The discussion of how we got here is an important one, but the urgency of this moment requires us to focus on solutions. How do we regain the trust of the American people? Of policymakers in Washington and in state capitals across the country?

When it comes to policy, Selingo suggests that presidents and chancellors need to employ a full-court press with their elected representatives in Washington, and that might help. But institutional leaders carry with them all the baggage that institutions do — questions about value, cost, compensation and relevance.

However, trustees — local and regional business and community leaders charged with the financial oversight and strategic direction of our institutions — carry little of that baggage and are perhaps even better positioned to lobby for our industry than presidents are.

In recent years, trustees have been curiously absent from national discussions about the challenges and issues facing higher education.

In recent polling of college and university trustees, which the AGB conducted in partnership with Gallup, I was shocked to learn that fewer than 25 percent of respondents had contacted their elected officials about a policy issue related to higher education in the last year.

Be it policy debates or the larger narrative on the value of higher education to individuals and society, the lack of trustee voices in national conversations about our industry is, at this point, dangerous.

Those who have the privilege to serve as fiduciaries and stewards for their institutions must embrace their responsibility to be advocates on the state and national level. Higher education must reclaim the public's trust, but that is nearly impossible unless trustees are activated and become engaged beyond the confines of their own campuses.

As the president of the largest association representing trustees in Washington, I've delivered this news to our membership and underscored for them the stakes.

It's my fervent hope that they're standing ready to assist. Presidents and chancellors can't absent themselves from these crucial discussions, to be sure, but higher education can't afford for trustees to absent themselves any longer.

BLACKHAWK TO ADD NEW MECHATRONICS APPRENTICESHIP

December 27, 2017 at 4:00 pm | By Ryan Silvola

MILTON - A new mechatronics apprenticeship is starting at Blackhawk Technical College (BTC) this January.

The apprenticeship is designed to train electrical, mechanical and electronics systems technicians. It requires a five-year commitment where students complete 24 college credit hours and 872 hours of related instruction as part of a 10,000-hour training regimen.

To help kick off the start of the mechatronics apprenticeship, the college will host a signing event from 8 to 10 a.m. on Jan. 11 at the Advanced Manufacturing Training Center in Milton. The apprenticeship is a joint effort between Blackhawk Technical College and the Southwest Wisconsin Workforce Development Board (SWWDB), with support from sponsoring employers including Bell Laboratories, Miniature Precision Components, Pratt Industries, Scot Forge, Seneca Foods Corp. and Emmi Roth USA, Inc.

During the signing event, 12 students will officially sign on to the apprenticeship at the event with employers, while BTC leadership and representatives from the Southwest Wisconsin Workforce Development Board (SWWDB) and the Department of Workforce Development/Bureau of Apprenticeship Standards all will be in attendance.

"Apprenticeships have applicability in every sector of the economy," said Dr. Tracy Pierner, Blackhawk Technical College President. "We are thrilled that our employer partners and the Southwest Wisconsin Development Board wanted to help create a great training opportunity for some of our region's technicians."

The SWWDB helped secure a Wisconsin Apprenticeship Growth and Enhancement Strategies grant to help get the new mechatronics apprenticeship started.

"Employers considering apprenticeships to right skill their teams are opening doors to the future of workforce training," said Rhonda Suda, SWWDB Executive Director. "The work and learn model is an investment that produces a quick return. Apprenticeships cannot move forward without employer input and buy-in so this is a great start to establishing Mechatronics Apprenticeships all over the state."

The United States Department of Labor awarded \$5 million to the Department of Workforce Development as part of an American Apprenticeship Initiative that includes training for 1,000 new apprenticeships across 12 occupations in three sectors, including advanced manufacturing.

Blackhawk Technical College currently offers five apprenticeships including: construction electrician, mechatronics, maintenance technician, industrial electrician and welding fabricator apprenticeships.

More Women Entering Dairy Industry in Wisconsin

Originally published January 5, 2018 at 10:01 pm Updated January 3, 2018 at 9:49 am

By

ERIC LINDQUIST

The Associated Press

COLFAX, Wis. (AP) — America's dairy land is undergoing a bit of a revolution, and it has nothing to do with the words on Wisconsin's license plate or even the size of farms.

It's about the cows — specifically who's minding the animals in the barn.

Increasingly, the folks caring for the cows, monitoring their health and managing the herd are women, according to agriculture educators in west-central Wisconsin.

It's a stereotype-busting trend that's as dramatic as it is undeniable.

The animal science management program at Chippewa Valley Technical College has seen female applicants climb from a minority four years ago to about three-quarters of the total for 2018-19, program director Adam Zwiefelhofer told the Leader-Telegram .

The male-female ratio also has changed noticeably over the last few years at the University of Wisconsin-River Falls, where women this year account for 91 percent of the 650 students in animal science, the largest program in the university's College of Agriculture, Food and Environmental Science, said Dale Gallenberg, dean of the college.

When female students first claimed a majority of CVTC's animal science management slots three years ago, Zwiefelhofer brushed it off as just a coincidence.

"But it continues to happen, and it keeps increasing," Zwiefelhofer said. "It's absolutely wonderful for the industry."

Several of the young women in the two-year associate degree program recently explained the appeal of potential animal science careers, including herd manager, dairy consultant, reproduction specialist, nutritionist, and sales specialist.

They mentioned the opportunity to work outside, use technology, help provide food for the world and do something hands-on instead of being stuck behind a desk.

Farmers are noticing — and benefiting from — the special connection many female workers develop with livestock.

As a result, Zwiefelhofer said, CVTC increasingly hears from regional farmers who specifically inquire about the availability of female graduates.

The reason is simple: “Cows respond extremely well to being handled by females,” he said, chalking it up mostly to gentler bedside manner.

That can mean anything from generally being less stressed to cooperatively moving from one pen to another — an important facet of dairy farming when dealing with hundreds, and sometimes thousands, of 1,400-pound animals.

Can the calming effect of female handlers even affect milk production?

“Absolutely,” said Karl Kragness, who co-owns Denmark Dairy along with his father, Dennis. The farm employs four women, including Monson and another recent graduate of CVTC’s animal science program who help work with its roughly 1,500 Holsteins.

While Karl Kragness emphasizes that his male employees are great too, he said he doesn’t hesitate to seek out female workers because of their tendency to wield a softer touch with the cows.

“I’d pick a woman any day because of their attention to detail,” he said.

Zwiefelhofer noted that advances in technology — machines that scrape manure, distribute feed and spread bedding — have lessened the physical demands of farming and thus have made it easier for women to find work in the barn — once considered primarily the domain of men.

“They don’t have to lift 50- to 100-pound feed bags anymore,” he said.

The female CVTC students said they believe cows appreciate the calmness, patience and higher voices that women typically bring to the job.

“They’re just like people. If you start yelling at them, it doesn’t work,” Henk said.

Added Tess Fagerland of Mondovi, “I definitely think it goes back to maternal instinct.”

Bowe shared an anecdote about a cow at the farm where she works that refuses to get on a trailer unless she’s there.

“One day we had to take her to her other farm and I wasn’t anywhere near, and (the other workers) sat there for an hour trying to get her on the trailer. Finally, they had to call me. As soon as she saw me, I grabbed the rope and she walked on the trailer herself,” Bowe said with a chuckle.

Jane Mueller, secretary and treasurer for the Eau Claire County chapter of the Wisconsin Farm Bureau Federation and operator of Mueller Hilltop Farms near Fall Creek, said she sees women getting more and more active in many aspects of the ag community. She agrees that it bodes well for the industry.

For Kragness and his wife, Mandy, hiring women also carries the important side benefit of providing female role models for the couple’s 5-year-old daughter.

“I feel that there is just as much opportunity, if not more, for her to be a big part of the future of this operation than if she were a boy,” Karl Kragness said.

Information from: Leader-Telegram, <http://www.leadertelegram.com/>

Single Mothers and Their Children Graduate to a Brighter Future

Alison Dirr, USA TODAY NETWORK-Wisconsin
Published 5:56 p.m. CT Dec. 6, 2017

They participated in a pilot program aimed at giving them the tools to escape poverty passed down through generations.

GRAND CHUTE - When Renee Abhold walked up to be recognized at graduation Wednesday morning, it was a major step toward a brighter future for herself and her four children.

"I feel like I took the right step in the right direction," she told USA TODAY NETWORK-Wisconsin the night before graduation. "Before then I didn't have the tools or motivation to do anything differently with my life. Now I want more, I know there is more for me, and it's exciting."

After the ceremony, in a black cap and gown, Abhold held flowers brought by her two older daughters. One reached up and hugged her. She told her mom she was proud of her.

"Just the cap and gown, I feel self-worth now," she said. "I never had that before."

Abhold was one of seven single mothers and their young children who graduated Wednesday. They had participated in a free nine-week pilot program aimed at giving them the tools to overcome internal and external barriers to escaping poverty that can pass through generations — and helping their children do the same. That means getting moms the education and income they need.

This is a victory, speakers told the graduates Wednesday morning, one they hope is just the beginning for these families. And while there will be hardships and challenges along the way, the speakers said, these families now have supporters who will help connect them with the resources they need to keep moving toward a better life.

About 50 people attended to cheer them on.

The pilot program was open to young, low-income mothers and their preschool-age children. A second program starts in February.

It focused on everything from self-esteem and family strengthening to skills like balancing life's competing responsibilities and managing finances. Their young children, the oldest 4 years old, also participated in the program.

For Abhold, 32, of Kaukauna it was very helpful that the program met when her two oldest children were in school and offered childcare and learning opportunities for her two youngest, who are 2½ years and 11 months old.



Point 2.0 program graduation ceremony on Wednesday at the Fox Valley Technical College Jones Dairy Farm Culinary Theatre in Grand Chute. *(Photo: Wm. Glasheen/USA TODAY NETWORK-Wisconsin.)*

After class, she said, it felt good to have the family doing homework together.

"I really want to make them proud and be a good example for them," she said.

She said she didn't have her high school diploma or GED and always wanted to go back to school. But she didn't have the means to get there, she said.

But now she's entering a receptionist academy through Fox Valley Technical College. With experience as a certified nursing assistant, her ultimate goal is to return to the medical field as a registered nurse.

The Women's Fund for the Fox Valley Region found that the 18- to 29-year-old age group were the most under-served. After high school graduation, community resources drop away just as young adults enter a time when they're building relationships — healthy or otherwise — and making formative decisions such as

whether to continue with education, said Becky Boulanger, executive director of the Women's Fund.

The goal: "By helping families as a unit when they're younger, they will be able to make progress at a time when it has the most opportunity for long-term positive impact for them," Boulanger told USA TODAY NETWORK-Wisconsin.

The Starting Point 2.0 program, as it's known, is a partnership between the Women's Fund, child abuse prevention program B.A.B.E.S., and Fox Valley Technical College. It's based on a "two-generation" model from the Aspen Institute that focuses on the whole family's needs.

They'd like to expand the program in the future but also plan to continue supporting the graduates as they work toward their goals.

"Our hope is that no one falls off the radar, that everyone has gotten connected to someone, some organization that will continue to provide them support so they keep heading in that direction that they want to head," Boulanger said.

If you're interested

The second program starts at the end of February. Those interested in participating can reach out by the end of January to Kelly Kohl at 920-735-4825 or kohlk@fvtc.edu; Kara Nowak at 920-735-5722 or nowakk@fvtc.edu; or Elder M. Williams at 920-733-6886 or execdir@babeshelp.org.

Foundry workers earn degrees



Waupaca Foundry employees who earned associate's degrees from Fox Valley Technical College were (from left) Patrick Marten, Scott Bailey, James Johnson, Gregory Bleskey, Matthew Keil, Brian Vogt and Nathan Abrahamson. Not pictured: Michael Slaby. Submitted Photo

December 27, 2017

FVTC provides quality engineering program

In an innovative approach to addressing a workplace challenge, Waupaca Foundry worked with Fox Valley Technical College to devise a customized solution.

FVTC's Business and Industry Services team is one of the state's leading providers of workplace training initiatives, serving more than 23,000 employees last year.

Many of these services include training in the areas of leadership development, communications and quality, which is where the foundry sought the college's help most recently.

The two organizations have a longstanding partnership, and the latest accord ushered a new dimension to developing the foundry's workforce.

Seven employees earned associate degrees from FVTC's Quality Engineering Technology (QET) program over the course of nearly three years while balancing work, school, and family commitments.

Most workplace training programs provide employees with certificates of completion in recognition of their new skills. In this case, the Waupaca Foundry cohort embarked on a pathway from a quality assurance certificate to earning a two-year degree with an engineering focus.

"This immersion included a leadership element while developing a critical skill set for our growing company," said Kirk Kallio, human resources manager at the foundry. "The

education was provided at Fox Valley Tech's Waupaca Regional Center. It's uplifting to see how these employees grew as people, not just as workers."

QET graduate Scott Bailey commented on the value of the experience during a formal ceremony at FVTC's Waupaca regional center.

"The foundry cares about its employees," he said. "We are now more confident than when we started our journey."

Workforce Advancement Training grant support and tuition reimbursement assisted in paying for the needed pathway to address key initiatives in customer service and process improvements.

"This cohort of seven degree completers represents more than 125 years of experience for our company," Kallio said.

An additional completer was promoted to a position at the foundry's Tell City, Indiana location.

Fellow graduate and ceremony speaker James Johnson believes the experience built camaraderie.

"We became a family. If someone struggled, everyone was willing to help," Johnson said.

Those sentiments were then echoed by Ellen Jack, manufacturing operations instructor at FVTC.

"This commitment was not easy on the students and their families, but in the end all of the graduates brought a unique perspective to the learning environment," she said. "It was a momentous moment to see all the wives and children at the ceremony to share in this amazing accomplishment."

RUSD Freshmen Explore Careers at See Your Future Expo

CARA SPOTO cara.spoto@journaltimes.com

Nov 20, 2017



STURTEVANT — The future can be hard for anyone to envision, let alone 14-year-olds.

But last week dozens of area employers did their best to get thousands of Racine Unified School District freshmen to picture themselves in a wide range of careers as part of the district's annual See Your Future Expo.

Spread across two locations — the Gateway Technical College SC Johnson iMET Center, 2320 Renaissance Blvd., and the Fountain Banquet Hall, 8505 Durand Ave. — the quasi career fair gave the students a chance to chat up professionals across a wide range of industries, from an athletic trainer to police officers.

At the iMet Center, where area manufacturing and engineering firms were set up, students got a chance to see welders in action, play with robotic arms, and even

experience what it's like to run hulking construction equipment through the use of a high-tech simulator.

In its third year, the expo is designed to help the students start thinking about the career track they would like to pursue as part of Unified's still-growing Academies of Racine.

Designed to give students a better idea of the options available to them after high school, the education strategy works by providing experience in a variety of fields or career paths, from manufacturing, engineering, construction and transportation to business marketing and information technology or the arts, sciences, health and public service.

Among the crowd of 14-year-olds on Tuesday were aspiring authors, pharmacists, engineers, journalists, and one student with a goal of becoming a TV writer.

Hands-on opportunities

For many students, a favorite part of the experience was exploring Gateway's Industrial Design Fab Lab, where the teens got to use an industrial printer, laser cutters and other machines to make three-dimensional creations.

"I liked how everything was really hands-on. Everyone was really nice and people really engaged you in the conversation," said Case High School student Zoey Myers.

Myers and another student said they wanted to be heart surgeons.

Start IT program

Hoping to interest the students in a career information technology, former Racine Unified School Board member and retired Modine Manufacturing Chief

Information Officer Chuck Goodremote talked to them about the work Leeward Business Advisors is doing with youth at the George Bray Neighborhood YMCA, 924 Center St.

Called Start IT, the program is directed toward young adults between the ages of 18 and 24, and teaches them how to handle computer updates, antivirus and cloud backup for small businesses and nonprofits.

Program participants, like 24-year-old Racine resident Avery White, were on hand to chat with students about the experience.

“I like how it has given me an opportunity to learn a trade that is really useful for the rest of my days on this planet, unless Y2K happens again,” White said. “And you get a certificate. I would rather have a certificate than a degree, because you need to have experience to get it.”

Many options

Across the way, Dominic Cariello, director of manufacturing-flow instrumentation at Badger Meter, talked to students about the wide range of jobs available at the company from manufacturing, quality and machining to office work.

He said the company is working to get an apprenticeship program going through the academies.

“Outstanding,” said Unified School Board President Robert Wittke said of the event. “It just gets better every year.”

KUSD Students Learn Computer Coding at Gateway

By BRIAN PASSINO bpassino@kenoshanews.com

Dec 6, 2017



Kenosha-area students tried their hand at computer coding as Gateway Technical College played host to more than 100 sixth- through eighth-graders at its Kenosha campus for an “Hour of Code” event Wednesday.

Lance Middle School sixth-graders Brooklynn Richter, Gabriela Bosovich and Jasmine Ricker suppressed giggles as Caesar Garcia, a Gateway computer technician, led a group through coding in Javascript using the Minecraft video game on computer workstations.

Students then debugged the code that didn’t work.

The “Hour of Code” is described as a global movement reaching tens of millions of students at all grade levels in over 180 countries. It started as a one-hour introduction to computer science that was “designed to demystify ‘code’ to show that anybody can learn the basics and to broaden participation.”

Anthony Apilado, a Gateway computer technician, raised his arms in triumph as Mahone students Cal McGrath and Katelyn Kiouressis were able to solve a problem.

“It’s really great, actually,” Apilado said. “I like the way it uses games in order to teach kids how to program. The thought process behind programming is totally different than solving any other type of problem, because you put text here and it does something over here. (...) It’s a really good way to get kids interested. I really see them fully engaged in whatever activity they choose.”

“I think It’s kind of a second language for them in a lot of ways, and they do that and create things,” said Dan Roethe, an instructional technology teacher at Mahone. “So, I think that’s really powerful, to show them the connection between how these games work and the different steps it takes to kind of animate things.”

Ray Koukari, Jr., dean of the School of Manufacturing, Engineering and Information Technology at Gateway, said of the program: “I am so excited about it. It gives students an opportunity to find out what STEM is all about. ... It’s all about all of that. They get an opportunity to see all of that on their tour.

“Literally, they go through as fast as they can, about 10 different scenarios. And then they’re freelance coding. ... It’s their first time they ever saw this type of coding, this is the first time they were in front of that. So, it’s really phenomenal. It’s exciting. As an educational institution, we have to find ways to draw them in earlier, so they get involved in this type of thing earlier, and when they get here we can accelerate them through the programs.”

AT&T and Snap-On sponsored the program with donations. Snap-On was on campus to talk about its products that use the technology in the STEM field.

“So, we’re really happy about that: great programs, great people sponsoring us,” Koukari said.

Gateway Technical College to Head Foxconn “Smart Factory” Training Consortium

By JAMES LAWSON jlawson@kenoshanews.com

Dec 22, 2017

Gateway Technical College has positioned itself as the centerpiece of a “smart factory” training consortium with several local colleges and universities to accommodate the specific manufacturing needs of Foxconn Technology Group.

Gateway president Bryan Albrecht, after a Thursday board meeting, unveiled the first-of-its kind Industry 4.0 certification-training program.

Gateway will team with several other schools, including Milwaukee Area Technical College, the University of Wisconsin-Milwaukee, Marquette University and Waukesha County Technical College, in the consortium.

Other partners include Racine County, the Walworth County Economic Development Alliance and some training certification organizations.

The program allows prospective students to learn about the process and take courses before entering college.

They can earn college credit toward certificates and degrees at participating high schools, as well as in two- and four-year colleges and universities.

Gateway already has pre-college programs for Kenosha Unified School District students and has listed the New Berlin school district as a partner in the consortium.

Cutting-edge curriculum

Albrecht said Gateway took the initiative to build out the curriculum.

The 54-credit program leads to an associate degree, but there are also paths to advanced degrees with the other institutions in the consortium. The goal, he said, is to lead students to engineering and four-year degrees.

Some of the courses include Introduction of Mechatronics, Introduction to Industrial Control Systems, Introduction to Industrial Robotics and Introduction to Industrial Internet of Things.

While the Foxconn manufacturing campus is not expected to be completed until early 2019, it has begun manufacturing from a leased industrial building in Mount Pleasant.

Meanwhile, Foxconn has posted job openings for engineers, technicians and several other positions requiring college degrees or specific certifications.

‘Smart manufacturing’

Albrecht said Industry 4.0, commonly known as “smart manufacturing,” is a cutting-edge manufacturing system that has computers communicating with computers and robots communicating, diagnosing and troubleshooting other robots, equipment and processes.

The technology includes cyber-physical systems, the internet, cloud computing and cognitive computing.

Industry officials say it creates a “smart factory” that provides more efficiency and reduces manufacturing and processing time.

Albrecht said the system also allows for individual customized products to be produced quickly.

Career journeys: Local Explores Variety of Departments at Johnsonville

For USA TODAY NETWORK-Wisconsin Published 1:28 p.m. CT Nov. 22, 2017



(Photo: Submitted)

In the past 15 years since Melissa Hartmann started working at Johnsonville, she has earned an associate degree from Lakeshore Technical College, a bachelor's degree from Marion University and a master's degree in business administration from Keller.

Oh, and she had two children and worked full time.

Not bad for someone who, when she graduated from high school, had never thought about going on to school. "At the time, I was very concerned with getting a full-time job and supporting myself and doing my own thing," she said.

Hartmann was hired at Johnsonville in production right out of high school. "I was a line member there," Hartmann recalled, referring to Johnsonville's Riverside plant in the town of Johnsonville. "I packaged brats."

After Hartmann was with Johnsonville for about a year and a half, a new facility was built on what is now their current campus on Sheboygan County J just outside of Johnsonville. "I helped with the start-up of that facility," she said. "There was some need for some leadership roles at that facility. And at that time I noticed I liked leadership."

Hartmann was still working in production as well as sanitation, but since there was a need for and an opportunity in leadership, Hartmann became an "unofficial leader."

In Hartmann's words she "bounced around from facilities in various leadership roles." That experience gave her the impetus to go back to school. "I went to LTC to start with, in a two-year management program," she said. After earning her associate degree, the education bug had firmly bitten, so she continued going to school, earning the aforementioned bachelor's degree from Marion University in Fond du Lac.

"I really liked it there," she said. She also got an MBA from Keller Graduate School of Management in their online program. "I did that in seven years. I finished that about four years ago."

That's quite impressive all on its own, but throughout her education, Hartmann also maintained a full-time work schedule. "It was fine ... I was young. I didn't quite have a family then yet, so I was busy."

Throughout her education, Johnsonville helped with some tuition reimbursement. "There was internal help as well with career guidance and that has also been helpful," Hartmann said.

"Johnsonville's culture is really good where they want you and let you help other people in other areas and try to fit people together in areas that have other knowledge so that when you go there you can show them something and they can show you something," she said. "It's really just growing the people in order to grow the business."

While pursuing her education, Hartmann didn't have her sights set on any particular career goal. "When I got my head set on doing it (going to school), I was more concerned with finishing school, and I thought I would figure out what I wanted to do a little later on," she said. "But I was in different management positions that allowed me to gain experience while I was going to school, too."

Those management positions included being a production manager responsible for 80 people. "I was in charge of their (the members') results; I was in charge of new improvements on the line, new technology; I was in charge of any new product lines that came in the building, as well as the day to day results and the yearly results and planning for years to come and things like that," Hartmann said.

About three months ago, Hartmann transitioned into a new position in Supply Chain as a Master Scheduler. "That's a way different side of the business. I'm learning a lot," she said.

Even though Hartmann completed her education, she hasn't stopped setting goals. "Right now I'm really trying to figure out this Supply Chain thing," she said. "It's very new to me having been in Operations for 15 years. This is way different."

Hartmann readily admits when she took that first job at Johnsonville 15 years ago, she never imagined she'd have an MBA as well as a very prestigious job.

"I just thought I was making good money with a lot of hours, so it was perfect," she said of her first job at Johnsonville.

She suggests that other young people who don't quite know what to do after high school give manufacturing a try.

"Manufacturing is something that can branch off into all different directions. We've had people go from Sanitation in the Manufacturing Department to Human Resources. I went from manufacturing on the line to leading people in Operations and coaching people into Supply Chain. So there's all these different avenues you can take," she said.

INSPIRE Sheboygan County is an outgrowth of the Business Education Partnership committee of the Sheboygan County Chamber of Commerce. This collaboration between area employers and schools offers powerful career exploration and discovery tools that connect young people to their best career options and employers to their future workforce.

Madison Area Technical College Unveils New Facility for Law Enforcement Students and Agencies

CHRIS AADLAND caadland@madison.com

Nov 10, 2017



Harry Barger, center, facility training coordinator, instructs a group of police officers Thursday during an emergency vehicle operations course on a former race track at Madison Area Technical College's new Public Safety Training Facility southwest of Columbus.

AMBER ARNOLD, STATE JOURNAL

Police cars, with lights flashing and sirens blaring, surrounded a vehicle Thursday morning before officers, with guns drawn, demanded the driver of the target vehicle get out and surrender.

The driver put his hands out of the window, got out of the car and walked backward toward the voice of the officer shouting orders.

The guns were fake and the procedure, a "rolling roadblock," was only a drill — one of many that area law enforcement agencies, police academy students and

other public safety agencies can now practice at Madison Area Technical College's new public safety training facility southwest of Columbus on the site of a former racetrack.

The approximately \$4 million, 40-acre facility includes buildings for classroom instruction and a large paved block. It also features curved, uphill, downhill and straight roadways to mimic actual situations officers might face in the field, giving a boost to area law enforcement agencies' training options.

It's the culmination of years of planning by MATC and of the controversial sale of the Columbus 151 Speedway, which landed in court.

Although the facility isn't ready to open for public safety agency use, MATC started teaching classes at the facility last week. On Thursday, about a dozen future police instructors trained on how to conduct some types of traffic stops.

"They really did things right," said Deputy Jack Frost of the Marquette County Sheriff's Office, an instructor at MATC's police academy, as he demonstrated an evasive maneuver inside his vehicle at the facility. "Nowadays, you've got to keep ahead of the bad guys."

Shawna Carter, dean of MATC's School of Human and Protective Services, said local law enforcement agencies have told her one of their most pressing training needs is appropriate areas for officers to practice road skills. She said the No. 1 way police officers die on the job is in crashes.

"This is going to immediately be able to provide our law enforcement, EMS and fire agencies ... a location for driver training," Carter said. "This facility was much needed."

Previously, agencies had to practice driving techniques at a Wisconsin State Patrol facility at Fort McCoy near Tomah, at a Fox Valley Technical College training center in Appleton, at racetracks or in large parking lots — places large enough to practice skills like pursuing a car, driving in reverse or deploying stop sticks.

Madison police Capt. Mary Schauf leads the department's officer training and said it plans to send officers and academy students to the facility to train. She said that its design, which allows for scenario training — unlike a parking lot or racetrack — will give officers "that little extra edge" while saving the department time and money.

"What we have is a really nice facility designed for law enforcement training close to our city," she said. "It adds those extra little pieces that enhance the training experience. And those are the things that are hard to measure but make a big difference."

Ambulance drivers and firefighters could also benefit from training there, Carter said. Eventually, an area of the facility designed like a city block with buildings, street signs and lights will be completed to make the experience seem more realistic.

Frost said such training is mandated by the state, with re-certification needed every two years.

In MATC's sights

The facility was first envisioned seven or eight years ago, Carter said, with planning for redesigning the former racetrack starting about two years ago.

While some in the racing community and family that owned the track — which tried to back out of a 2015 sale with the college before being forced to sell it by a Columbia County judge in February 2016 — were upset by the loss of a racetrack, it will benefit the community because it will help lead to better-trained law enforcement agencies, Carter said.

Andrew Schwartz, of Madison, a 22-year-old MATC criminal justice student and hopeful future police officer, said the experience the facility provides will help make him a better officer once he gets the chance to practice there when he's enrolled in the police academy.

"It's nice to see that the college cares about making sure we have top-of-the-line stuff," he said. "It makes you feel confident that we're not just some side program."

Community Colleges in Workforce Development By The Glacial Heritage Development Partnership | Posted:

Tuesday, December 5, 2017 9:49 am

Economic development is a team sport. The Glacial Heritage Development Partnership (GHDP) works with employers and industry trade groups, educational institutions, regional and state agencies, workforce boards and other community-based organizations to develop solutions to one of the most pressing challenges faced by employers today – ensuring there is a pipeline of workers available to meet current and future employer needs in the Dodge and Jefferson County area.

Madison College has two campuses in Jefferson County, and **Moraine Park Technical College** has one in Dodge County. Madison College offers associate degrees, technical diplomas and certificates in more than 150 career programs. Moraine Park offers an impressive array of technical diplomas, associate degree programs and certificates as well. Both offer customized training to meet the specific needs of business.

How do these institutions know what is needed? Not only are they in touch with employers in their communities on a regular basis, but both have Advisory Boards comprised of private and public sector employers, and manufacturing firms are always on these boards.

Madison College relies on its meetings with the Advisory Board to ensure that the college is providing training that matches the needs of area employers.

Madison College and Moraine Park offer manufacturing training programs for high school students. These programs are run collaboratively with local high schools and businesses. Part of the students' training may also include a paid internship, which can provide valuable hands-on experience and help students determine if manufacturing is right for them.

“The manufacturing breakfast was a way for the college to show local employers the array of services that we could offer local manufacturers,” notes Jim Falco, Associate Vice President — Regional Campuses for Madison College. “For example, in addition to offering certificate, diploma and associate degree programs in manufacturing, we also offer short term and customized contract

training. Companies can tailor their training needs around their schedules and their workforce.”

Programs that address workforce challenges must be responsive and flexible. Worker challenges vary based upon the type of industry and the location of the business. A manufacturer in Mayville and a health care organization in Fort Atkinson may both be struggling to find workers, but what works for one may not work for the other. Addressing employers’ workforce challenges on an individual basis, and meeting their evolving needs, requires collaboration and robust partnerships. The GHDP will continue its work in partnership with many others to ensure that our communities can supply the workforce our employers need.

STEM Academy to Bring High School Juniors to Madison College Campus Full Time

SHELLEY K. MESCH smesch@madison.com

Dec 7, 2017



The early college STEM academy will enroll about 25 high school juniors in MATC classes full-time for students to earn both high school and college credits.
PHOTO BY JOHN HART - State Journal

Next fall, about 25 East and LaFollette high school juniors won't be spending much time walking the schools' locker-lined halls. They will be attending Madison Area Technical College full time earning high school and college credit at no cost as part of a new early college STEM academy.

The program is a pilot for a new partnership between the Madison School District and MATC, also known as Madison College. Details of the program were presented Wednesday by coordinators at a joint meeting of the Madison School Board and MATC's Board of Trustees.

The students, who will be selected through an application process, will take MATC classes focused on science, technology, engineering and math, along with some elective courses.

These are not high school classes on a college campus, said Cindy Green, the school district's director of secondary programs. The students will take some classes as a group, but in most of their classes, they will be surrounded by regular college students and have MATC instructors.

East and LaFollette were chosen as the pilot schools because of their proximity to MATC's Truax campus, but for fall 2019 all rising juniors in all of the district's high schools will be able to apply.

"We wanted to start small and learn from the first phase," Green said.

Program to grow

The program will expand in the 2019-20 school year, taking in 100 juniors. The next school year will see another 100 juniors enrolled. If students stay enrolled full time at MATC both years, they have the opportunity to earn associate's degrees along with their high school diplomas.

The students in the pilot group will take classes at the Truax campus the first year, but in fall 2019, the program will move to the South Side campus, which is being developed on the corner of South Park Street and Badger Road.

The South Side campus will become the anchor point for students in the STEM program, MATC Vice President Keith Cornille said, and students will have access to Metro Transit and MATC shuttles. The course schedule is also designed to end at the same time as regular high school classes, allowing the juniors and seniors to still participate in extracurricular clubs and sports at their home high schools.

Alex Fralin, the district's chief of secondary schools, said the STEM academy would take a similar approach to recruitment as the Personalized Pathways

program, which relies heavily on individual referrals as well as information sessions.

“Not just kind of relying on information via email or website but actually engaging students,” Fralin said, “sometimes one-on-one and with their families about the ‘why?’ and the benefit.”

The STEM academy is one way the school district is working to provide options for high school students, Fralin said. Students in a Pathway program or in other programs, such as dual-language immersion, may not be able to participate in every opportunity. While students may feel conflicted about their options, having a choice of programs teaches students to make decisions about their futures.

“It will pose some challenges for some students about how they make decisions about their schedule but the beautiful thing is that they’re making decisions with their family about their choices,” Fralin said.

No cost for families

Students and their families will have access to the program at no cost — textbooks, tuition and fees are covered by the schools’ partnership. Students will also have access to a specific counselor for STEM academy participants and a summer orientation geared toward easing the transition from high school to college. To be part of the program, students must have a minimum GPA of 2.25 and have an attendance rate at or above 90 percent.

MATC President Jack Daniels said he expects the program to expand in the coming years to include different areas of study and other school districts in MATC’s region.

Baraboo School District Preps Firefighting Course with MATC, Fire Department

JAKE PRINSEN jprinsen@wiscnews.com

Dec 12, 2017



Prairie Phoenix Academy senior Ryan McGee learns to adjust his breathing apparatus during a firefighting class at Madison Area Technical College in September. Baraboo School District leaders hope to offer a similar program through Madison College at the high school next fall.

ANDY MANIS, CONTRIBUTED

District leaders are planning to offer a firefighter-training course at Baraboo High School next school year.

The school district will partner with the Baraboo Fire Department and Madison Area Technical College to prepare students for state firefighter certification exams. The new Fire Academy course and a host of others were approved by the Baraboo School Board on Monday.

Director of Teaching and Learning Nicholas Karls said students enrolled in the program would receive instruction at the Baraboo firehouse from certified Madison College instructors. They would also travel to Madison College five times throughout the semester to use firefighting equipment in training structures.

Karls said he and other district leaders traveled to Madison College to watch area school districts that have enacted similar courses participate in the training.

“Sun Prairie has this occurring with one of their high school programs right now, so we actually got to see the students come in, put on the gear and go through some of the training,” he said. “The students had a lot of positive things to say.”

Baraboo Fire Chief Kevin Stieve said the semester-long Fire Academy course would offer training ranging from basic firefighting techniques to “somewhat” advanced levels. Through training exercises at Madison College, he said students will gain experience with live fire conditions, smokey environments, extrication procedures, raising ladders and other important firefighting skills.

“They’ll definitely have their share of practical skill applications throughout the training semester,” Stieve said.

Stieve added that having the students in class for a semester will give instructors more time to delve deeper into different aspects of firefighting than they generally have with normal training courses.

“The school semester provides a little bit more instructional hours where we can expand on practical or classroom skills,” he said.

School board members asked if the district would offer workforce certification through the Fire Academy course. District Administrator Lori Mueller said program leaders are asking the state to include Baraboo High School on a list of schools that receive funding to offer workforce certification for similar programs.

District leaders plan to offer the Fire Academy course next fall.

Stieve said he approached Baraboo school leaders about offering a Fire Academy course after hearing about the Sun Prairie Area School District’s

program through Madison College. He said bringing a similar course to Baraboo would benefit the district, as well as the community and area fire departments.

“It’s a huge opportunity for the Baraboo School District and the Baraboo Fire Department,” he said. “Hopefully we can get it wrapped up into a program where we can help each other out, and help out the Baraboo community and potentially the other communities with trained firefighters.”

MATC to Work With Drury Southwest Hotel Company on Downtown Redevelopment

SHELLEY K. MESCH smesch@madison.com

Dec 7, 2017

A developer previously charged with renovating the existing building on Madison Area Technical College's Downtown campus is now the likely candidate to take over the entirety of the one-block parcel's development.

Drury Southwest, a Missouri hotel company, was originally part of a pair to take on redevelopment of the Downtown property. Drury was to renovate the existing building to turn it into a 192-room hotel on a majority of the land, and Hovde Properties of Madison was to construct a multi-story commercial building to fill a smaller section that is currently a parking lot.

MATC chief financial officer Mark Thomas said the project hasn't drastically changed since Hovde pulled out of negotiations last month and that Drury is moving forward with the ideas put forward by Hovde.

While the concept of parking and a commercial building in that space had already been set, Thomas said, there are still decisions to be made about tenants for the property.

"I think the big outstanding question wasn't the building itself but what's in it," Thomas said.

Drury staff already have an understanding of what is expected for the building on that section of the property, Thomas said, because they had been involved in meetings between college staff and Hovde representatives. They were also involved in meetings with city staff that outlined basic requirements for approval from city boards, including height limitations and street setbacks.

“They’re really stepping into what Hovde was already doing,” Thomas said.

Hovde backed out citing concerns over the land-lease agreement. Hovde president Michael Slavish told the State Journal in November that the company “just didn’t have a confidence level moving forward,” but declined to give details.

Thomas said Drury didn’t seem to have the same qualms with the college’s requirements in the land lease that Hovde did, although he didn’t provide specifics, and he expects the negotiations will move forward quickly. He said he hopes to get an agreement before the board for its January meeting.

Representatives from Drury could not be reached Wednesday night.

The negotiations moving forward will generally conform to the expectations that had been set for Hovde, Thomas said. He also said he doesn’t expect the financial gains for MATC to be drastically different with Drury paying several million dollars in rent over a 98-year land lease.

Drury wasn’t originally a finalist to submit a development proposal earlier this year because the company only had suggestions on redeveloping the existing building, not the entire parcel, Thomas said. With the Hovde partnership on the smaller section of the property, the proposal seemed more feasible. Since Drury will still move forward with the plans initiated by Hovde, the college didn’t restart the proposal process.

MATC plans to fully pull out from its Downtown campus in May 2019, making way for a possible start date for construction that summer. The removal of the college’s presence from Downtown and addition of a new campus on the South Side are part of a years-long effort to reorganize the school and address local education disparities.

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With new programs, Mid-State Technical College seeks to connect students to jobs

Nathan Vine, USA TODAY NETWORK-Wisconsin Published 9:53 a.m. CT Sept. 20, 2017 | Updated 4:18 p.m. CT Sept. 28, 2017



(Photo: Nathan Vine/USA TODAY NETWORK-Wisconsin)

STEVENS POINT - Brandon Howley did hospital laundry for a decade before he decided he needed a change.

"I have two kids, and I just decided that I needed something," said Howley, 32, of Stevens Point.

Howley is making that change through Mid-State Technical College, where he's a first-year information technology student at the Stevens Point campus. He said he chose the field because of its potential for more profitable work in a growing field.

"You look around and technology is everywhere, from your smartphone to new programs we use on our computers," said Howley.

Mid-State officials say they are constantly looking at trends in the workforce to find the right mix of courses to offer students like Howley to supply businesses in growing fields the workforce they require.

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RELATED: [Stevens Point's next generation steps up \(/story/money/companies/state-of-opportunity/2017/02/10/stevens-points-next-generation-steps-up/97569062/\)](#)

Sandy Kiddo, Mid-State's vice president for academics, said the college is in the first of a three-year plan where new programs are being rolled out. This year, the college has added agribusiness and science technology; business analyst; emergency services management; IT computer support specialist; and heating, ventilation and air conditioning to a roster of over 50 programs offered by Mid-State, which has campuses in Stevens Point, Adams, Marshfield and Wisconsin Rapids.

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With employers in search of a new workforce as baby boomers continue to move towards retirement, and a skills gap leaving employers without qualified candidates for jobs, colleges like Mid-State are working to get students up to speed. But they appear to be doing so against the backdrop of declining enrollment. According to a report from the Wisconsin Technical College System — which includes 15 colleges and their 54 campus locations throughout the state — enrollment for students in short and one and two-year programs decreased from over 407,000 in 2006-07 to 326,153 in 2015-16.

"We look at things like labor market research along with getting feedback businesses so we can identify the programs that are going to be the most effective," Kiddo said.

Kiddo said the business analyst program is a response to feedback from companies looking for more employees to work with data, and is designed to prepare people to help identify business needs and offer improvements in areas like workflow or systems. The agribusiness and science technology program will help prepare students to be owners or employees of a farm business, or a business that supports the agriculture industry. The HVAC program will provide hands-on training for students to become entry-level employees in those fields.

The emergency services management program offers local law enforcement, fire and medical professionals the training they need in order to move into management positions, which Kiddo said an important opportunity for those working in local communities.

"We want to keep those people in our communities keeping us safe," Kiddo said.

Mid-State reports that 93 percent of its responding graduates from 2016 are employed. Average monthly salary was just over \$3,000 for an associate degree graduate, just over \$2,250 for a one-year diploma, and just over \$2,500 for a two-year diploma.

Casey Trader is an information technology instructor for Mid-State who teaches a variety of courses including hardware essentials, customer support and information security among others. Trader, along with other staff, worked with an advisory board to push for the new IT computer support specialist program. The focus of the program is to prepare graduates for help desk positions that can provide technical support, assistance, troubleshooting and training among other services.

"It was an area of need that we continued to hear about," Trader said. "A lot of our classes work across multiple programs, so it's easier to be able to provide those new programs."

Moving forward, Kiddo said the college plans to offer programs in hospitality, medical lab technician, and an IT software developer apprenticeship program among others.

"We're constantly evaluating our plan and looking for ways to continue to offer students the skills for careers that are most in demand," Kiddo said

Buy Photo



Casey Trader teaches a computer hardware class at Mid-State Technical College's Stevens Point campus. (Photo: Nathan Vine/USA TODAY NETWORK-Wisconsin)

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What can Foxconn learn from the Great Migration? Gina Barton, Milwaukee Journal Sentinel

Published 2:29 p.m. CT Dec. 5, 2017

Updated 12:19 p.m. CT Dec. 6, 2017

Dorothy Walker's boss called across the factory floor: "Hey, Useless! Come over here."

The only female welder at the Koehring Company in 1977, Walker responded to the demeaning nickname and did as he asked.

This man would not force her to quit the job that supported her family — a job she did well.

No, when she left the company someday, she would leave on her own terms. She would leave for something better.

Walker was born to sharecropper parents in the Jim Crow South in 1946. Today, she is a top administrator at Milwaukee Area Technical College, one of the institutions trying to help Foxconn Technology Group build a workforce for its huge new manufacturing facility in Racine County.

The company will need people with technical skills to fill a planned 13,000 jobs by the end of 2022. Company officials estimated the average salary of those workers will be \$54,000.

Construction on the 20 million square-foot plant is set to begin next year. Paul Ryan, speaker of the U.S. House of Representatives and a Janesville Republican, called Foxconn's decision to open a plant in Wisconsin "a game-changer."

"It means more good-paying jobs and opportunities for hard-working Wisconsinites," Ryan wrote in a Journal Sentinel opinion piece in August, shortly after the deal was announced. "And it shows the rest of the country — and the world — that our area truly is a manufacturing powerhouse."

But for those goals to be realized, the community and the company will need to solve one of Southeast Wisconsin's most stubborn dilemmas: Thousands of people desperate for work don't have the skills to do the available jobs. As a result, the poor and unemployed stay that way, and the growth of businesses is stymied.

It's a problem Dorothy Walker solved in her own life, and she has some ideas about how to help others follow in her footsteps.

Growing up on Tennessee farms owned by white men, Walker was the second of seven children. From an early age, she donned a straw hat and picked cotton from sunrise to sunset.

Although some landowners wanted the children to work long days year-round, Walker's mother — who left school after seventh grade — insisted Walker and her siblings get an education. So they took the yellow bus to an all-black, two-room schoolhouse.

The family grew fruit and vegetables and raised animals for meat. If chicken was on the menu, the children would chase the birds until they caught one and deliver it to their mother. They stored salted meat in a smokehouse and used a washboard to clean their clothes.

"We were poor, but we didn't realize it," Walker said.

The children also didn't realize, until later, that there were parts of the country where black children weren't routinely called names at the bus stop and where they could order ice cream inside the shop instead of at the window marked "colored."

On Sundays, the Walker children piled onto each other's laps in the back seat of the car and went to church or to visit her mother's relatives about 30 miles away.

Coming home from one of those trips on a narrow, two-lane road, headlights pierced the darkness. Walker's father swerved to avoid the car speeding toward them, which ended up in the ditch.

"Don't say anything. Don't say anything," their mother shushed as two drunken white men approached the car.

They dragged her father out, berating him as he apologized for something that wasn't his fault and made up explanations: The sun was in his eyes; the children were distracting him.

The men let Walker's father go without harming him, but the children knew what could have happened.

“That really let us realize how the South was,” Walker said. “We’re thinking, ‘Are we going to continue to stay here as we grow up?’ ”

After graduating from high school, Walker joined the Great Migration, coming north among millions of African-Americans seeking family-supporting jobs and equal treatment.

She landed in Chicago in the mid-1960s, working in a warehouse and as a nanny before joining her eldest brother in Elkhart, Ind. He had a job at Versail Manufacturing Company, which made RVs.

Walker was hired there, too, starting on the assembly line.

She soon discovered that the welders were the highest-paid employees in the factory. She started spending her lunch breaks with one of them.

“What do you do over there?” she asked him. “Is it hard to learn that?”

He said no and offered to teach her.

On their breaks, he showed her how to set up the equipment for welding aluminum door frames, how to listen for the crackling sound that meant she hadn’t done it right.

“I learned everything on the job,” she said.

The next time a welding job came open, Walker got it. She spent seven years at Versail.

Then the factory closed.

By then, Walker was the single mother of a young daughter.

She moved to Milwaukee in 1974 after her brother’s ex-wife — who had grown up with the Walker children back in Tennessee — told her about all the jobs available here.

Walker didn’t qualify for many of them because she couldn’t read blueprints. And because she had welded only for RVs, she didn’t know how to set up the equipment to produce other things.

She worked at a bookbindery for a time, but the pay wasn’t enough to support herself, her daughter and her niece, whom she was also raising. When welders

at Harley-Davidson went on strike while negotiating a contract, she crossed the picket lines to work there. That job lasted less than six months, until the union workers came back.

When her former sister-in-law told her about public assistance, Walker made the difficult choice to apply. Unlike today, people who received the benefits then could go to school, rather than being required to spend their days putting in applications.

She enrolled at MATC, where she improved her welding skills and learned to read blueprints. While a student there, she learned of an opportunity with Koehring Company, which manufactured cranes. The company had received a federal contract that required it to hire female and minority workers. Walker's instructors figured that as a good student with welding experience and a black woman, she would have a good chance.

Walker got the job — the first woman to be hired as a welder there since 1946, when women filled in for men who left to fight in World War II.

“So, I wasn't Rosie the Riveter, I was Dorothy the Welder,” she has said.

Her starting pay was \$6.10 per hour — more than \$30 per hour in today's dollars and nearly three times what she'd earned at the book bindery.

There were no women's restrooms in the welders' building; the only one was across the street in the offices, for the secretaries.

Walker requested third shift so she could be home during the day with her daughter and her niece. A sitter stayed at the house overnight while Walker worked, and she slept while the girls were at school.

Walker believes her gender bothered her co-workers more than her race.

“It didn't matter that I was an African-American woman, it was that I was a woman, period,” she recalled. “The first thing they thought about was: ‘What are you doing here? Where did you come from? What do you know about welding?’”

“That was a big adjustment for them. They didn't believe I knew what I was doing.”

The men's name-calling didn't faze her — she'd been called far worse in the South.

She says she was never physically harmed or threatened by her co-workers, but they did try to make her job more difficult.

One time, the guys on the floor attached her safety helmet to a crane and ran it up to the ceiling and all the way to the other end of the factory.

She didn't get it back until a friend of hers came on shift.

Another time, they poked holes in a piece of cardboard and slid it between the panels of the helmet that protected her eyes, creating an optical illusion that made her think she'd ruined every piece she welded.

She didn't figure it out until she'd spent hours re-doing work that was perfectly fine to start with.

And then there was the married man who hovered over her every night, prodding her to join him for a drink or a rendezvous.

He didn't stop until she suggested she might walk him to the parking lot and speak with his wife, who was picking him up from work.

A casual observer might guess Walker endured all this because she loved her job.

That guess would be wrong.

"Remember, it's not about liking it. It's about economics," she said. "It's not about whether you like the job or not. That was not even my focus. It was the fact that I had to have a job that paid money that would support my family."

Walker ultimately did leave her job at Koehring Company for something better: a job teaching welding at MATC.

While continuing her own education, she worked her way up from welding instructor to apprenticeship coordinator and then to assistant and associate dean. In 2011, she was appointed interim dean of the college's technology and applied sciences division — a position she still holds.



Dorothy Walker serves as interim dean of the technology and applied sciences division at MATC. (Photo: Mike DeSisti)

Now 71, Walker is sad to realize that her daughter's generation has not turned out to be more prosperous than her own.

Changing that trajectory will require cooperation from potential workers, educational institutions and companies, she said.

"With our generation, we said if we leave the South, we can get a job, make more money, provide for our kids," she said.

In the short term, when high-paying jobs were plentiful, the move north was both a social and a financial improvement for African-Americans, she said. But the disappearance of family-supporting factory jobs began a downward trend that continues, and the standard of living has declined with each successive generation.

In the Milwaukee metro area, more than 85% of black men between 25 and 54 had jobs in 1970, according to an analysis of census data by University of Wisconsin-Milwaukee professor Marc Levine. By 2010, that number had dropped to fewer than 53%.

"Part of the situation is that people within the City of Milwaukee are in kind of a hopeless stage. They don't see people going to work every day," Walker said. "When I first came here, in the African-American community, you saw people going to work every day in the city, because all the companies were in the city."

Walker's parents taught her this: If you do a good day's work, people will learn to respect you.

For her, it was true. But for those who came after her, faced with minimum-wage service jobs, it wasn't. As a result, their children were never inspired to try.

"We have a couple generations out there who have never worked," Walker said. "How do we get them back in and engaged to say just because you've never worked doesn't mean you can't learn how to work, that you can't learn a skill to get a job?"

Teaching people they can do those things falls not only to colleges but also to employers.

One key to that cooperation is for schools such as MATC to develop programs tailored toward the open Foxconn jobs, she said. That effort has already begun. So far, Gov. Scott Walker and lawmakers have approved \$20 million for tech schools for Foxconn job training.

Federal, state and local governments could work to expand workforce development programs. A return to one of Wisconsin's previous models for public assistance, in which people could go to school instead of being required to apply for a certain number of jobs, also could help, she said.

Once people acquire basic skills, she would like to see them move into paid internship or apprenticeship programs.

A better future for the city and the people in it also depends on a change in attitude, in Dorothy Walker's view.

Too many people in Generation X and those after them are focused on finding careers they enjoy rather than on which fields hold the most opportunity, she said.

"I didn't choose welding," she said. "Welding was something I learned and then I realized what the opportunities were in welding. That's the awareness that has to be given to people. We have to teach people, to educate them to make better choices."

Milwaukee Business Journal Names MATC President Dr. Vicki J. Martin to "18 Executives to Watch in 2018" List

Jan. 8, 2018

Milwaukee Area Technical College President Dr. Vicki J. Martin was named to the *Milwaukee Business Journal's* "18 Executives to Watch in 2018" list in the Jan. 5, 2018, edition of the newspaper. According to the publication, the executives were chosen as a "direct reflection of the dominant news they were part of in 2017." Citing the need for Foxconn to eventually employ 13,000 new employees in Mount Pleasant, Wis., Dr. Martin and Earl Buford of Employ Milwaukee are described as "on the forefront" of the effort to help the company meet the need for skilled workers.



Dr. Vicki J. Martin

Dr. Martin's listing was accompanied by the following text:

"As head of Milwaukee Area Technical College, the state's largest technical college, Vicki Martin will be among the main players tackling the skills gap problem plaguing many companies. Businesses like Foxconn Technology Group and Haribo will bring hundreds of new jobs to the region over the next few years. Martin will be busy in 2018, devising creative initiatives and forging critical partnerships to train workers in the skill sets the region's economy needs."

See the full story

at: <https://www.bizjournals.com/milwaukee/news/2018/01/05/18-executives-to-watch-in-2018.html>.

25 an Hour Jobs Await MATC West Allis Two-Year Electronics Grads at Foxconn, Elsewhere

Jane Ford-Stewart, Now News Group
Published 4:16 p.m. CT Jan. 10, 2018
Updated 11:15 a.m. CT Jan. 11, 2018

WEST ALLIS - When the massive Foxconn plant opens, the MATC campus in West Allis is in line to play a major role in training people for electronics jobs there that are likely pay \$20-25 an hour starting, officials said.

The two-year electronic engineering associate degree, which MATC officials predict will fit what the Foxconn Technology Group will want, is a specialty at the West Campus, 1200 S. 71st St., said Tom Heraly (pronounced Hurley), MATC electronics department chairman.

However, the associate degree that possibly will be in even more demand is the electronics-technician degree with an automation focus, he said. That is offered at the MATC downtown campus.

However, students can start at West Allis for that degree and all take courses in West Allis no matter where they start and which degree they are pursuing, he said.

Because the electronics positions are in such high demand by manufacturers all over the area, they are hiring the Pathways graduates and then paying for them to complete a two-year electronics degree, Heraly said.

One manufacturer was so anxious to fill an electronics position, it offered \$32 an hour, he said. But the average is \$20-25 an hour starting for two-year electronics graduates, he said.

Pathways graduates might be what Foxconn will look for to fill its assembly plant needs, he said, guessing starting pay might be \$15-17 an hour.

A lot of guesswork

In fact, when it comes to Foxconn there is a lot of guesswork right now, he acknowledged. But MATC is snatching up every bit of available information to be ready and for its students to be ready when the time comes, he said.

Rather than direct contact with Foxconn, MATC is working through a consortium of Wisconsin technical colleges and four-year universities led by Gateway Technical College, which is closest to the Foxconn site in Racine County, Heraly said.

"They realize they're not going to be able to supply enough people, so it's working with other schools," he said.

The electronics giant expects to employ as many as 13,000 workers in its \$10 billion liquid-crystal-display-panel plant in Mt. Pleasant. The company hopes to start its first assembly operation in a year.

However, the most sophisticated plant in the Foxconn complex will probably not be ready for four to six years, Heraly said. It's there that the bulk of the \$20-25 an hour jobs are likely to be, he said.

"We're trying to get students ready for that," Heraly said.

Tweaking for Foxconn

As more becomes known about what skills Foxconn will need, adjustments can be made to the MATC curriculum, keeping in mind other local manufacturing needs, Heraly said.

To generate enrollments, MATC is working on a marketing plan that will include communicating with high schools describing the opportunities waiting for students with MATC associate degrees in electronics, he said. That marketing plan could be ready by March or April, he said. If the time is right, it will be kicked off right then, he said.

And if there is a resulting flood of students, MATC officials said they can handle it.

Some courses could be exported to the Mequon and Oak Creek campuses, said Dorothy Walker, MATC interim dean of the school of technology and applied sciences.

Some classes also could be held in the evenings, on weekends or online, she said.

At this point, it's even hard to tell how many of what kind of skills Foxconn will need, she said. Out of the potential 13,000 workers, how many would be engineers, how many electronics technicians and how many assembly? she said. It's not known, yet, Walker said.

\$11K for degree

Although attending MATC is less expensive than a four-year college, it still will cost \$11,000 for a two-year associate degree, said Al Pinckney, vice president of the MATC West Allis Campus. He quickly added, however, that financial help is available.

Federal Pell grants and state grants are available, along with scholarships from MATC, he said.

"We try to graduate students with the least amount of debt," he said.

With the opportunity for jobs that Foxconn brings to the entire region, MATC will continue to reach out to organizations serving the unemployed and the under-employed, Walker said.

"There are a number of community-based organizations we work with and we will get the information to them," Walker said.

Employ Milwaukee, the workforce development board serving Milwaukee County, is one of them, she said.

Foxconn isn't the only destination for MATC grads, Heraly said.

"MATC has worked with companies that Foxconn has identified as needed suppliers for their efforts, such as Rockwell Automation and Corning Glass," he said. "These employers have their representatives on our advisory committees to make sure our programs maintain the technological skill level associated with electronic manufacturing."

As Foxconn gets closer to a reality, MATC's applications for the electronic technology programs have increased about 5 percent from 2016-2017 to 2017-2018, Heraly said.

"We are expecting to see higher applications in 2018, but we need to get the word to prospective students about the opportunities," he said.

Moraine Park Ranked in 'Military Times Best' Top 10 – Again

Moraine Park News Service, USA TODAY NETWORK-Wisconsin Published
11:37 a.m. CT Dec. 20, 2017
Updated 11:47 a.m. CT Dec. 20, 2017

FOND DU LAC - Moraine Park Technical College has been included in “Military Times Best: Colleges 2018” rankings, formerly known as Best for Vets. This honor recognizes career and technical colleges for their commitment to educating and providing opportunities to America’s veterans.

This is Moraine Park’s third straight inclusion on this list and third time earning a spot in the Top 10. Moraine Park ranked eighth again this year nationally out of 24 technical schools chosen for this distinction. It is also the second major award the college has received recently for its veteran services, having earned a spot on Victory Media’s list of “Military Friendly Schools” in November for the eighth consecutive year.

“Our sustained high rankings within these listings validate the proactive work Moraine Park has been doing - not only in providing above and beyond services to our military students and student veterans, but also in educating our staff in serving this unique sector of our student population,” said Lt. Col. Scott Lieburn, U.S. Air Force, and dean of students at Moraine Park. “As a veteran myself, I couldn’t be prouder of Moraine Park and our consistent pledge to educate and provide opportunities to our local veterans, service members and their families.”

Military Times’ annual survey asks colleges and universities to meticulously document an extensive array of services, special rules, accommodations and financial incentives offered to students with military ties; and to describe many aspects of veteran culture on their campus.

Moraine Park offers a number of programs approved for VA benefits and courses with a variety of flexible scheduling that is attractive to student veterans and military students alike. Student veteran specialists and advisers provide one-on-one attention in a culture that supports and understands the challenges veterans can have transitioning into college life. In addition, student veterans can become a member of the Student Veterans Association on campus.

A first-ever Student Veteran of the Year award was also introduced last academic year at Moraine Park, and was awarded to Air Force veteran Carla Stephany of

Calumetville. Meanwhile, the college's overall Student of the Year award last year was given to Dwayne Sexton of West Bend, also a military veteran.

The "Military Times Best" ranking is published in a Military Times magazine sent to subscribers, as well as online at militarytimes.com and other affiliated websites.

For more information about Moraine Park's Veterans Services, visit morainepark.edu/veterans.

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Career Connections Academy to host 2,300 plus students

From Staff Reports, USA TODAY NETWORK-Wisconsin Published 3:36 p.m. CT Jan. 8, 2018



(Photo: Associated Press)

FOND DU LAC – Over 2,300 local students will attend Career Connections Academy, or CCA, from Tuesday to Thursday at Moraine Park Technical College in what is one of the state's largest hands-on expos for middle school students.

Career Connections Academy began with Envision Greater Fond du Lac as a career fair for eighth graders. Following restructuring, the program was tested in the Lomira School District, allowing students in various grades to go on tours of businesses to learn more about individual careers. In 2017, it evolved into its current form, bringing together students from seven school districts. This year's participants include the school districts of Campbellsport, Fond du Lac, Lomira, North Fond du Lac, Oakfield, Ripon, and Rosendale-Brandon, as well

as private schools Faith Lutheran School, Fond du Lac Christian School, Redeemer Lutheran School, St. Mary's Springs Academy and St. Peter's Lutheran School.

RELATED: [Funds build for \\$1.1 million Career Construction Academy \(/story/news/2017/07/19/more-than-800-k-raised-forconstruction-academy/489694001/\)](#)

RELATED: [Fond du Lac's Career Construction Academy needs more money \(/story/news/2017/11/16/fond-du-lacs-career-construction-academy-needs-more-money/862523001/\)](#)

RELATED: [Governor proclamation kicks off Careers in Energy Week \(/story/news/local/action-advertiser/2017/10/24/governor-proclamation-kicks-off-careers-energy-week-moraine-park-technical-college/791959001/\)](#)

The program's goal? To help seventh- and eighth-grade students learn about a wide variety of jobs through hands-on experience as well as virtual tours of local businesses, showing the career opportunities in the area.

Forty three businesses will be represented along with 10 MPTC faculty members, allowing students to experience 70 careers over three days. Career pathways to experience include agriculture, healthcare, information technology, services, and skilled trades and manufacturing. Split up over classrooms, students will learn about the careers in interactive ways.

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Nicolet College Foundation Provides Record Number Of Scholarships

By KEN KRALL • DEC 4, 2017

A record 123 new scholarships were awarded to students to attend Nicolet College second semester according to the executive director of the Nicolet College Foundation.

Heather Schallock says generous donor support made the additional scholarships possible...

"...there are already more than 250 scholarships already awarded for this academic year and then with more than 100 additional scholarships, it's probably around 300 students because some students receive more than one scholarship...."

Scholarship amounts ranged from \$200 to \$1,500 to help students cover the cost of tuition and books for the upcoming semester. In all, the Nicolet College Foundation awarded \$55,570 in student scholarships for next semester. The Nicolet College Foundation has already awarded more than \$193,000 for this school year.

Schallock says there are a number of different ways the money is raised...

"probably the most well-known campaign is the 'Day For Nicolet'. That is an annual fundraising campaign that we do in the fall and winter of the year. We're in that period right now. It's about relationships with our donors We have the most incredibly loyal donors who believe in Nicolet College, our mission and our students...."

This is the fourth year the Foundation awarded scholarships specifically for second semester.

Nicolet College Welding Program Restructured



Nicolet welding student Alex Novak, right, hones his skills on one of the college's new augmented arc welding simulators designed to give immediate feedback on welding technique. He's pictured here with Nicolet welding instructor Jon Edwardson, left.
SUBMITTED PHOTO

December 11, 2017

FOR THE STAR JOURNAL

Nicolet College has launched a newly structured and highly flexible welding program that allows students to progress through the entire curriculum at their own pace.

"This is a completely new way to earn a technical college diploma," said Jeff Labs, Nicolet dean of Trade, Industry and Apprenticeships.

"Every student sets their own schedule on their own terms. They advance through the program by demonstrating they've mastered specific sets of skills, not by completing a semester-long class and receiving a passing letter grade."

Instead of traditional classes, the Welding program consists of instructional modules that focus on specific skills in each unit.

"It's the perfect example of taking a series of small bites to achieve the greater goal of earning a college credential and starting a rewarding welding career," Labs said of the new competency-based structure, known as Nicolet My Way.

Students can also receive credit for skills they already have.

“If students already have specific skills that they learned on the job or wherever, they can take an assessment, test out, and move on to the next module,” Labs explained. “This alone can significantly speed up the time to graduation.”

The traditional semester structure, where students can start a program only twice a year at the beginning of Fall or Spring semester, is also out the window.

Welding students can now start the program on 10 different dates in 2018, typically the first or second Monday of the month, with the exception of June and December. Upcoming winter start dates include Jan. 8, Feb. 5 and March 5.

“Our goal is to make everything as flexible as possible to fit college around students’ lives so they can complete an entire program or learn only the skills they need on their own terms,” Labs explained.

A portion of the instruction is online, which students complete when it fits into their schedule. The hands-on skills instruction is completed in the open Welding Lab on the Nicolet Campus, with students selecting the lab times that work best for them.

Lab hours will be from 8 a.m. to 11 a.m. Tuesday through Friday; noon to 3 p.m. Monday through Thursday; and evenings from 5 p.m. to 8 p.m. on Tuesdays and Thursdays.

Expert-level instructors with American Welding Society certification will work with students in the labs to master skills.

Jeff Labs also noted students will learn on a full complement of state-of-the-art equipment including virtual welders, an augmented arc welding simulator, a robotic welder, a programmable high-pressure water jet cutter, and other equipment.

“We’ve found that students learn quickly on this new equipment. It provides instant feedback on how to improve their skills and makes learning happen much faster,” he explained.

Students start the program by first earning the Maintenance and Fabrication technical diploma, which consists of 17 competency modules which count for 17 college credits. They can then apply this credential to earn the more advanced Welding technical diploma, which consists of 14 additional competency modules and 18 credits.

Students can enroll on a part-time or full-time basis, depending on what works best for them. Financial aid is also available.

Many NTC Students, Including Everest Grad, Land Jobs Before Graduation

Northcentral Technical College

Published 10:01 a.m. CT Dec. 18, 2017

"If you want it to happen, NTC gives you the opportunity to make it happen."

WAUSAU - More than 200 Northcentral Technical College graduates find employment before graduation each year. IT-software developer student Tanner Champine, 20, joined those ranks when he accepted a job offer from Sentry Insurance during his final semester at NTC.

Champine is a D.C. Everest Senior High graduate and an active member of NTC's Computer Club. An employer presentation meeting that the group hosted opened doors for him at Sentry Insurance.

"After the club meeting, I walked up to one of the general managers and introduced myself," Champine said. "I had a phone interview the next day, which led to an in-person interview where I was offered an internship."

Throughout his associate software developer internship at Sentry during the summer of 2017, Champine was paired with a mentor and collaborated with others to work on group projects. Champine said his classes at NTC prepared him for the work that he did during his internship, and he was able to network with others in the company both in and outside of work.

"My internship was a great experience that I wouldn't have had without NTC's Computer Club," he said.

During Champine's time at the college, he also worked in NTC's Information Technology Entrepreneurial Center and as an instructional assistant for web design and development classes.

After graduation, Champine will begin his full-time employment with Sentry as a software developer.

According to the latest Graduate Outcomes Report, 39 programs at NTC have 100 percent job placement. All of the IT-software developer associate degree graduates from the class of 2016 reported they were employed within one year after crossing NTC's graduation stage.

According to the same report, IT-software developer graduates surpass NTC's average annual salary, earning up to \$52,000 upon entry-level employment.

Champine was one of 450 students to graduate Dec. 16 and one of 184 to earn a gold cord of distinction for earning a 3.5 or higher grade point average.

"I'm super proud to be graduating from NTC," Champine said. "If you want it to happen, NTC gives you the opportunity to make it happen."

Young Adults, Teens Show Increasing Interest In Agriculture Careers

WAUSAU, Wis. (WSAW) -- Two school programs in central Wisconsin are helping young adults get into an agricultural field, and they're growing in popularity.



At Wausau East High School, 170 teens in the local FFA club have ambitions to pursue a career in the agricultural field.

Senior Jenna Breitenfeldt is among that number.

"I personally have a passion for agriculture," Breitenfeldt said. "I really think it's important, so many jobs are related to agriculture."

"We find their interests, and get them involved in things for those future careers," FFA instructor Joe Staszak explained.

It's not just those young minds looking to farming for a potential career. At Northcentral Technical College's Agricultural Center for Excellence, construction is underway to expand the facility to accommodate the growing demand for younger adults who are looking to join the field.

"There's several different programs here like crop management, we do agribusiness, we do dairy science, and vet tech right here at this facility," NTC Associate Vice President of Facilities Rob Elliot explained.

Elliot said it's not just farming that draws the students.

"What we're doing now is introducing the food operation side into it with the farm to table," Elliot said. "So we grow a product at the farm, that we actually take into the culinary program, and use that with the students."

Those students are also learning that farming is getting easier than it used to be with new technology, like a robotic milker.

"They'll (cows) come in there on their own, they'll get milked and go back out into the stalls," Elliot explained. "You don't have to manually do that. You come in, check on the robot and make sure it's working properly, you can go out and do other things. Like raise your crops and tend to your calves."

The Dean of the School of Agricultural Service at NTC tells NewsChannel 7 agriculture jobs are listed among the 50 high demand positions in Wisconsin. She says several of those jobs also pay well, adding another incentive to consider the agriculture field.

NWTC Student Jye Jude Proves Masonry is Not Just a Job for Men

Shelby Le Duc
USA TODAY NETWORK-Wisconsin
Published 11:46 a.m. CT Nov. 5, 2017

HOWARD - Growing up with four brothers, Jye Jude is used to being around the guys.

So she doesn't feel out of place as the only woman in her masonry classes at Northeast Wisconsin Technical College.

"When I tell people I'm going into masonry, they might give me sort of a look or ask why," she said. "It's like they can't believe it or something. But I love what I'm doing."

In May, the 19-year-old from Howard will become the school's first female student to earn a one-year technical diploma in masonry — a program established in 2015.

She also plans to enter the tech school's masonry apprenticeship and certificate program, which would make her only the sixth woman to graduate from the program since its inception in 1984. It has been nearly six years since a woman has earned those credentials.

"I think that's pretty badass," she said.

Nationally, women make up only 3 percent of the country's nearly 8 million construction workers, according to the U.S. Census Bureau's most recent federal jobs data.



Jude is honored by the thought of her being an example for other women interested in traditionally male-dominated fields — although she said she's never bought into the idea some jobs just aren't for women. Not even if some close to her have tried to convince her of it.

Both her father and grandfather initially tried steering her away from the trades.

"My dad did carpentry for a while and my grandpa was in construction as a machine operator," she said. "They didn't really think that a woman should be in this trade because it's hard on your body."

She knows they had her best interests at heart because masonry is, without a doubt, hard, physical labor.

"You just have to make sure to stretch and know you'll get sore as you first start out," she said. "After a while, you build up enough strength and you get used to it and have more energy."

Jude said she's proud of herself for following her heart despite what others might think. Her mother's full support certainly helps, too.

If she hadn't found a passion for masonry, Jude said she doesn't know where she would be today.

She admits she didn't have the best attitude in high school. She was adamantly against going to college because she always felt it wasn't for her. She knew if there was any way she would be successful in postsecondary education it would have to be a degree in which she could use her hands and be outdoors.

Masonry checks off both of those boxes.

She intends to specialize in either tiling or brick setting.

"There's just a lot of stuff you can do with it," she said. "Like all different kinds of patterns that when you're done, you stand back and feel awesome. Plus, it's just really pretty."

Her interest in tile and brick likely comes from her natural attention to detail. That's something her instructor, David Pryes, said is ever-present in both the classroom and on project sites.

"She might seem a bit shy or quiet sometimes, but that's really her listening intently and paying attention to everything going on around her," he said. "She adds to discussions and participates a lot, and you can tell she's owning her education and is doing something she really enjoys."

Jude said her precision and eye for design is one of her biggest advantages, and it makes up for the fact her male classmates tend to be naturally stronger and better equipped for projects that require heavy lifting.

Pryes said every student, across all areas of education, has strengths and weaknesses. Masonry, he said, which typically entails large-scale projects, requires students to play up their strengths and work as a team to help each other improve.

Pryes' class has spent the past four weeks working on a building on the grounds of the Norbert Hill Center in Oneida, as part of a partnership between NWTC and Oneida Nation High School.

The building, known as "The Sugar Shack," will be used as a shelter and workspace for high school students when cooking maple syrup made from surrounding maple trees.

Phillip Wisneski, public relations specialist for the Oneida Nation, said the original building used for cooking the syrup burnt down about 15 years ago. He said the Oneida Tribe brought their practice of tree tapping and syrup making to the area in the 1830s when the tribe arrived from New York.

Jude said it feels good knowing others will enjoy something she worked on for years to come. In the future, she said, she looks forward to showing her family all of the structures she's helped build.

Pryes said Jude is a positive role model for both women and men who might count themselves out of certain areas of study because of gender and other stereotypes. Her success, he said, highlights the ability of every person to pursue the career they want, given a chance and the right tools.

Jude said she hopes to inspire more women — and all kinds of people, for that matter — to take more chances and control of their futures.

As for being outnumbered by her male classmates, Jude said she doesn't mind.

"They're hilarious," she said. "And they treat me the same as they would anyone else, and that's what I want."

By PAUL BRADLEY, CCWEEK EDITOR /
2017 November 29 - 07:55 am

Charting a New Path to Success Work on Building Guided Pathways Accelerates

About a year from now, one of the most comprehensive reform efforts in the history of the community college movement is due to begin flowering after years of spadework.

The Guided Pathways Project is being spearheaded by the American Association of Community Colleges and is supported by some of the most influential groups in the community college movement: Achieving the Dream, the Aspen Institute, the Center for Community College Student Engagement, the Community College Research Center, Jobs for the Future, the National Center for Inquiry and Improvement, and Public Agenda.

The project is scheduled to be fully implemented on 30 campuses across the country in time for the fall 2018 semester. It has been called nothing less than a fundamental reordering of how colleges have been doing business for a generation or more, involving substantial changes to a college's programs, services, business processes, and policies.

Just as importantly, it also requires something more ethereal: changes in mindsets and organizational cultures. Community colleges need to come to the difficult conclusion that their important, essential work is falling short.

"College leaders at all levels emphasize the importance of continuing to celebrate and attend to the access function of community colleges, particularly with the important and growing emphasis on equity," said Kay McClenney, special assistant to the president at the AACC. "That said, a strong impetus for the work on guided pathways is the recognition among leaders that the hard work on student success and equity undertaken over the past decade and a half has not brought us to the place we need to be and to the level of success we aspire to for our students."

A paper by Jobs for the Future describes the imperative facing colleges this way: "Campuses and states must do more than establish metrics for success, change transfer policies, provide better academic advising and support pilots targeting specific student subgroups. Campuses need to redesign pilot projects and ad hoc interventions into structured or guided pathways that reshape every step of the students experience, and states must scale pathways across state systems to serve all students."

Colleges, then, have to change the way they are accustomed to doing things. Faculty must be engaged in the process. Curriculum has to be rewritten. Programs, support services, and instructional approaches are being redesigned and re-aligned to help students clarify their goals, choose and enter pathways that will achieve those goals, stay on those pathways, and master knowledge and skills that will enable them to advance in the labor market and successfully pursue further education.

As advocates of guided pathways like to say, this is not work for the faint of heart.

The Pathways Project has its roots in the work of the AACC's the 21st-Century Commission on the Future of Community Colleges. It is hoped that the project will reach well beyond the 30 colleges involved in the AACC initiative, providing a template for other colleges to follow, including training, materials and models.

Though the notion of guided pathways has been around for a long time, the current project took off in 2015 with the publication of "Redesigning America's Community Colleges: A Clearer Path to Student Success," a book by Thomas Bailey, Shanna Smith Jaggars and Davis Jenkins of the Community College Research Center at Teachers College Columbia University. The book has become something of a combination Bible and manual for advocates of the structured pathways approach.

The book says guided pathways should replace the so-called cafeteria, self-service approach characteristic of community colleges. In most community colleges, students must navigate a complex and often confusing array of programs, courses and support services mostly on their own. A clear path to the end goals is difficult to discern. Many students, unable to see the path, get frustrated and drop out. The broad choices available at community colleges, the result of their open access mission and policies that tie funding to enrollment, have undermined student success, the book asserts.

This spring, the CCRC released a report on the progress being made to implement the guided pathways approach. The speed with which colleges are implementing reform has been impressive, the report says. About 200 colleges across the country are undertaking guided pathways reforms, boosted by support from state agencies, student success centers, and other entities.

The report said the need for guided pathways is clear.

"At community colleges, the paths into and through programs of study are often unclear and not well aligned with students' end goals," it said. "This problem is particularly acute for students seeking to transfer to four-year institutions. Information on transfer requirements is often complicated, hard to find, and unreliable. Prospective transfer students are typically encouraged to take general education courses on the premise that doing so will give them the most flexibility

when they transfer. However, since general education requirements often vary by major, students who are not directed to the appropriate general education courses for their desired major may have to take additional lower division courses when they arrive at the four-year college to satisfy bachelor's degree requirements."

"In the guided pathways model," the report adds, "colleges clearly map out every program, indicating which courses students should take in what sequence and highlighting courses that are critical to success in the program, along with 'co-curricular' requirements and progress milestones. For each program, colleges provide detailed information on the employment opportunities targeted by the program and the transfer requirements for bachelor's programs in related fields. All of this information is readily accessible on colleges' websites."

And while Guided Pathways will not be fully implemented until the fall semester opens in the fall of 2018, the difficult reform work needed to make it a reality is under way now. College leaders have completed a series of seminars in Washington, D.C. with some of the leading thinkers in community college reform. Armed with what they have learned, they are now working to make this hugely ambitious initiative a success, the CCRC report said.

For example:

- San Jacinto College, in Texas, organized its 144 degree and certificate programs into eight metamajors (tentatively called "career pathways") that are aligned with the 16 career clusters established by the State of Texas for postsecondary education and the five "endorsement" career fields that the Texas legislature has established to guide career and college planning by high school students.
- Alamo Colleges, also in Texas, have organized their programs into six "Alamo Institutes" that are aligned with growth areas in the San Antonio region: creative and communication arts, business and entrepreneurship, health and biosciences, advanced manufacturing and logistics, public service, and science and technology. For transfer programs, the colleges began by "backward mapping" from popular university transfer programs to determine which of the 120 hours of instruction in a bachelor's program in a particular major could be taken at Alamo, and which need to be taken at a university.
- **Northeast Wisconsin Technical College** has organized its programs into 13 "fields of interest," each of which has been mapped out with the help of employer advisory committees. The college has also recently entered into a partnership with the University of Wisconsin- Green Bay to create stronger transfer programs.

The progress is encouraging. But the movement still faces some serious challenges, the CCRC report says. Chief among them is integrating developmental education into pathways to better enable more students who arrive underprepared to pass critical program gateway courses and get on a program path as efficiently and quickly as possible. Most of the programs being developed by the Pathways Colleges are being designed for college-ready students, who make up a small percentage of community college enrollment.

Still, the progress so far has been encouraging, McClenney said.

“Very exciting is the fact that CCRC is reporting that the colleges are progressing in implementing real change, and that even now, some are beginning to see improvements in key performance indicators that reflect early momentum in student progress,” she said in an email. “Clearly, the field needs more proof points regarding the efficacy of the pathways model and the essential practices it incorporates. That is one of the driving purposes of the AACC Pathways project and related work going on around the country. Still, the model itself is evidence based; and importantly, there is emerging evidence in both community colleges and universities of improvements in student progress and equity.”

Local Man Invents Spot Weld Chisel Tool

Matt Finn can now include “inventor” on his list of accomplishments. Finn, a 2002 graduate of Southwest Tech’s auto collision repair program, created the Spot Weld Chisel, a repair tool designed for use on automobiles. The tool became available for purchase in October.



Matt Finn stands in the shop at Rick’s Auto Body. (Submitted photos)

According to Finn, who lives in Prairie du Chien, the idea for this tool came to him about 10 years ago. He had purchased a 1931 Ford Model A that he wanted to transform into a hot rod.

“I was trying to remove the quarter panel but the area was too tight to get into with any of the tools I had. I found a piece of scrap angle iron (an old bed frame section) and was able to cut and shape it to the size I needed,” he recalled. “Then I used a torch to heat it and bend it so that it fit into the panel. It ended up working just like I had hoped on the Model A and I discovered it worked well on newer cars at the shop (where he worked) as well. That’s when I thought that it may be a good tool to have manufactured.”



Here is the tool Matt originally invented out of an old bed frame section.

Finn explained further what the Spot Weld Chisel does. It’s a repair tool designed to separate spot welds that join two metal sheets. For example, auto repair often

involves the body of a vehicle, which is comprised of metal sheets that are formed and then joined by spot welding. To repair or replace a damaged metal component, a technician may need to detach the sheet metal panel from the rest of the vehicle. The Spot Weld Chisel is unique in that its chisel end is formed in a U-shape, allowing it to get into an area of the car with little access. It also allows a lever movement (like prying) to break the spot welds and separate the metal sheets at the seam.

When considering manufacturing his original design, Finn found an ad in the back of a tool magazine that solicited ideas for new tools.

“I went back and forth deciding if I should submit it. After about two years, I decided to submit the idea. I sent in the tool I had made and also put together a video of how it works and what I used it for so the company could see it in action,” he said. “I started working with one manufacturer on the tool. It was really interesting to be included in all the communication between the company and their manufacturer. They sent me a prototype of the tool and then, in the end, just decided not to move any farther. I didn’t get an explanation; they just told me they weren’t moving forward with it.”

Several years later, Finn sent the tool to Lisle Corporation, as he was familiar with their line of tools and had many of their products in his toolbox.

“They have a long history in manufacturing; they’ve been around since 1903 and they are based in Iowa,” he noted. “They had the tool for a couple years while making some design tweaks, doing some field testing and market research. I found that it’s a very deliberate and slow process.”

One day, Finn received an email that the company had decided to move forward with production of the Spot Weld Chisel. The first production run was 7,000 tools.



Pictured is Finn’s manufactured spot weld chisel.

To say that he was excited would be an understatement.

“It’s great to know that it’s an American-made product and I was relieved they were going to work with me on the patent process,” Finn said. “That, alone, is a lot of work and a large expense to try to do on my own.”

Finn is a repair specialist for Rick’s Auto Body in Prairie du Chien, where he’s been working for the past eight years. He gives credit to Rick Rymarz, also a

Southwest Tech graduate, for encouraging him to keep pursuing the manufacturing of the tool.

Eventually, Finn will have a patent on his product, as it's pending right now. The tool actually displays the text "pat. pend." on it.

To purchase the Spot Weld Chisel, it's as easy as doing a Google search for "Lisle 51880." Finn said they're available on Amazon, eBay and they're starting to show up in all tool catalogs as well. He said he purchased one himself through a Matco Tools representative.

Now that he's gone through the process of creating and getting a tool manufactured, Finn said he has three other tools in the design and prototype phases. So he may get to add more products to his list of inventions.

The tool Finn invented was because he was working on restoring a 1931 Model A. So, is it road-ready?

Finn said, "It will never be finished. Right now, I'm busy with my young family so I don't dedicate as much time to it as I used to. It's in the garage and my boys like to play in it, or take it around town. I have a 1952 Chevy Sedan Deluxe that has room for my wife and kids, so we like to get that out to a few shows in the summer."



Matt and his wife Carissa posed for a picture on their wedding day in front of the Ford Model A.

Menomonee Falls HS Healthcare Academy prepares students for future healthcare careers

Alec Johnson, Now News Group
Published 12:51 p.m. CT Oct. 31, 2017

Imagine wanting to explore a career in the healthcare field and gain experiences both in and outside the classroom.

Sounds like a college healthcare education program, right?

In this case, it's done at the high school level, specifically Menomonee Falls High School. The school has set up its own Healthcare Academy for students interested in the field.

The academy's mission statement is to integrate "academic, technical and 21st-century skills to provide students a comprehensive understanding of careers in the healthcare profession, employment in entry-level medical careers as well as provide the additional knowledge and skills needed for higher level schooling for medical careers," according to the school district.

The program also emphasizes service and project- and work-based learning experiences to teach students.

Academy Founding

High school staff members got the idea for the program several years ago after what Healthcare Academy Coordinator Jennifer Tarcin said were "several of the right things coming together."

"We recognized that there was an increased need for healthcare workers. We're sitting in a community that's rich in healthcare employers, and we had a high interest among the students," Tarcin said.

Through professional organizations, the school started to create a structure for the academy using that of the National Career Academy Coalition. They also brought together a group of teachers to help run and teach the program, including Tarcin, Denise Killian-Janicek, Beth Larson and Dana Kopatich.

"We have support of administrators, and our healthcare academy also has a tremendous advisory board," Tarcin said. "That was a real key component, is to have community professionals on board with the process."

However, Tarcin said, it's the students who make the program what it is. About 30 students were part of the academy's first group in fall 2011.

"We had 30 really brave students who saw what we were putting together and said 'Yep, I'm on board with that idea. I want to be on the ground floor of that,'" Tarcin said. "They were a really special group. They took a lot of ownership of being the first cohort of the Healthcare Academy."

Program Structure

The program is set up to focus on creating a small learning community to bring together students of a variety of backgrounds and to foster relationships among them based on common career interests in healthcare. The number of students participating has grown from 30 students in that first group to about 150 students this school year.

Students in 10th through 12th grades are eligible to join the academy. They take on coursework, job shadowing, work and/or volunteer experience, as well as a capstone research project their senior year.

"We really designed the academy with a great emphasis on student voice and a focus on service, project- and work-based learning while integrating their academics through this career lens to give them those opportunities and the knowledge and the skills necessary to make that next step in their postsecondary career paths and, ultimately, in healthcare-related fields," Tarcin said.

Students starting out in the academy as sophomores take classes such as Introduction to the Health Record, a transcriptive credit with Waukesha County Technical College (WCTC). They also take Healthcare English and meet the same competencies that someone taking the normal English 10 course would take. The only difference is that the healthcare academy students study and give speeches on healthcare-related topics as well as read healthcare-related literature.

In their junior year, students take a medical terminology class, and then they take a capstone class their senior year.

Learning, Work Experiences, Field Trips



Menomonee Falls Healthcare Academy students help at a blood drive at one of the elementary schools in Menomonee Falls. *(Photo: Submitted)*

Along with classroom work, the program is also known for its job shadow and work experiences for students.

Some of those experiences include, for example, sophomore academy students working in the elementary schools to conduct vision screenings. Students also conduct two blood drives each year, working with the American Red Cross and BloodCenter of Wisconsin. The seniors are the ones running the show, according to Tarcin.

They also get to take field trips to places such as the Wisconsin Diagnostics Laboratories.



Students from Menomonee Falls High School wear lab coats as they tour Wisconsin Diagnostic Laboratories. *(Photo: Submitted)*

As for work experiences, the Walgreens' branch in Menomonee Falls has provided one of them. The store manager there will hire academy students before they turn 18 to be pharmacy technicians.

"He works with them directly to train them and everything. He even hired a junior last year, and he's been incredible," Tarcin said.

Students have also worked at chiropractic offices and as dietary aides. Some have even gotten certified as certified nursing assistants (CNA).

Tarcin is amazed at how the students have taken ownership of the program.

"We wanted to set up this situation where we put the structure together for the kids to give them these opportunities and these experiences," Tarcin said. "It's really the kids who have taken it and have run with it. They're the ones who are making it happen. It's incredible to watch. It's so inspiring."

Key Industries Event Highlights Workforce Concerns

Panelists represent manufacturing, construction, cybersecurity and staffing sectors

by Maredithe Meyer

December 18, 2017, 1:04 AM

Workforce issues remain among the greatest concerns for many of the state's industries.

Leaders in the manufacturing, cybersecurity, construction and the staffing industry discussed their challenges at "Key Industries for Wisconsin in 2018 and Beyond," hosted by the Waukesha County Business Alliance on Dec. 15. Mike Flynn, Milwaukee market president of First Business Bank, moderated the discussion.



Renz

"Ask any business leader what keeps them up at night, and the talent shortage is sure to make the short list, if not top it," said panelist Kelly Renz, president and chief executive officer of Novo Group Inc., a Brookfield-based staffing agency.

"With 10,000 U.S. citizens turning 65 every day, and with the smallest population of new workers entering the workforce in recent history, companies are hard-pressed to find and retain the best talent."

Leading a business that helps companies in Wisconsin's manufacturing, information technology, insurance, private equity and consulting industries find and hire employees, Renz understands the challenges of the current talent gap and believes the solution lies in the hands of those leading the affected organizations.

She suggests a need for "employment deals" – innovative and collaborative workspaces, flexible work schedules and locations, community involvement opportunities, and clear career progression – to meet the evolving needs of those

who are entering, or have recently entered, the workforce; namely, the millennial generation.

According to a 2015 report by the Pew Research Center, more than one in three American workers are millennials, making the group the largest generation in the workforce. And as a population that is often stereotyped as lazy or entitled, millennials are changing the way employers attract and retain talent.

“It’s not that millennials don’t want to work, it’s that they want to work with purpose,” Renz said. “They are even willing to take less pay to work for an organization they believe in. Millennials are not a lazy generation by any stretch. However, they do not want to take just any opportunity that comes along. Instead, they carefully evaluate what the employment ‘deal’ is for their interests and goals.”

While some employers work to improve office culture and develop employment deals, others are turning to higher education to fill employment gaps.



Kaczmarek

This is the case for the cybersecurity industry, a sector that currently has 300,000 open jobs in the U.S. and 1.8 million open jobs globally that will not be filled by 2022, said Dr. Thomas Kaczmarek, director of the Center for Cyber Security Awareness and Cyber Defense at Marquette University, who was also a panelist.

And with the ever-growing threat of national and global cyber hacking, almost all industries are affected by the cybersecurity worker shortage.

“Cybersecurity is everywhere – the financial area, supply chain management, insurance,” Kaczmarek said. “The criminals that are out there are getting very smart, very polished. It’s a dangerous world. If (a cyber hacker) knows you, your family members, where you live, your social security number and who your

doctor is, they can they can even start pulling off fraud on the insurance companies.”

Until earlier this year, none of Wisconsin’s colleges or universities was certified to administer cybersecurity education. The University of Wisconsin-Stout and **Waukesha County Technical College** recently became the first in the state to be designated as National Centers of Academic Excellence in Cyber Defense by the National Security Agency and the Department of Homeland Security.

“There are mounting efforts in the state to fill the gap. We’re doing what we can,” Kaczmarek said. “There is also national attention to cybersecurity education. Steps are being taken, but the shortage is there.”

Wisconsin’s construction industry faces the same labor shortage problem. But unlike the cybersecurity industry, efforts in higher education are not the solution. That’s because the true shortage lies within the unskilled trades – jobs that often don’t require more than a high school degree to get hired.



Neumann

“In our construction business – both land development and homebuilding – you don’t need specific training,” said panelist Matt Neumann, CEO of Neumann Companies, a residential real estate development firm. “You can get on-the-job training and work your way up pretty quickly, but we can’t even find people who will work for \$15 to \$20 an hour.”

For the manufacturing industry, the problem is only magnified by global competition. Sussex-based custom molding manufacturer Sussex IM Inc. can only pay its assembly line workers \$10 to \$12 an hour if it wants to compete at a global level, said panelist Keith Everson, president of Sussex IM.

As a result, the company has seen 850 temporary employees cycle in and out of its facility since May. Some only stay as long as an hour, he said.

Increased automation and artificial intelligence are a root cause of the reduced wages for unskilled labor in the industry. Using a robot to load or assemble parts is simply more cost effective and efficient than employing a human to do the same job, Everson said.



Everson

“One hundred years ago, 30 percent of the workers in the U.S. were farmers,” he said. “Today less than 2 percent of the workforce are farmers. Manufacturing will see a similar evolution. In Waukesha County, 20 to 25 percent of jobs are manufacturing-related, but those percentages will go down because of automation, robotics and artificial intelligence.”

In order to keep up with automated technology, Everson said, the manufacturing workforce in the near future will need to be more adept at mechanics and computer operations.

But for now, Everson is focused on just bringing in more workers.

“If you’re in our business, you have to have no skills at all,” he said. “You just need to speak some English and have some hand dexterity. Plus, you’re working inside in a clean environment where it’s quiet and has heating and air conditioning. Business is increasing but we just don’t have the employees that we want.”

Neumann and Everson agreed that industry leaders need to connect with high school students and encourage them to pursue careers in the construction and manufacturing fields.

“There’s a future (construction) job available to (graduating high school students) today, if they want it and they can run their own business, probably inside of a couple years, if they want to,” Neumann said. “How many other businesses today can you start with very little to no capital and a couple of good friends? There aren’t many and we view that as a huge advantage.”

Assignment: Education - Western Technical College IT Academy

By: Lisa Klein

Posted: Oct 31, 2017 02:14 PM CDT

Updated: Oct 31, 2017 07:02 PM CDT

LA CROSSE, Wis. - Bright and early before some high school students head to class, they start their day on a college campus.

“Western is helping to host high school academy classes,” said Brandee Ortery, dean of learning at Western Technical College.

The technical college offers a set of classes developed for high school juniors and seniors focused on several different career fields.

“This particular high school academy is for information technology,” Ortery said.

The academy started this fall and is open to any school district within Western's region.

Senior Aric Kast, from Onalaska High School, is taking advantage of the program.

“So far, we've gone over a lot of the soft skills,” Kast said. “Actually, we're going to be doing the Raspberry Pi soon. So that's when we'll get to challenge ourselves.”

“Part of this particular orientation to IT -- the class the students are in right now -- is career exploration,” Ortery said. “There isn't just one IT job out there. There are many facets to IT.”

The program is developed to include four different classes. Students can take one class per semester and can earn up to 12 credits at Western before they're out of high school, which is a big incentive for some students.

“When I applied, I wanted to go right into Western in the summer just to get it out of the way and get into the workforce,” Kast said.

It is a workforce that is waiting for people trained in information technology to join.

Western's Academy classes are scheduled Monday through Thursday from 7:30-8:30 a.m. The program is free to participating school districts.

New Credit Agreement Helps Nurses Advance

By Mackenzie Amundsen, Multi-Media Journalist

Posted: Nov 18, 2017 6:08 PM CST Updated: Dec 02, 2017 6:08 PM CST



La Crosse, WI (WXOW) -

A new agreement between Viterbo University and the Wisconsin Technical College System makes it easier for nursing students to get a four-year degree. Registered nurses with a two-year degree from an technical college in the state can now fully apply those credits toward a bachelor's degree from Viterbo University.

"We're seeing more and more organizations, facilities asking that if they hire an associate degree nurse, that they complete a bachelor's degree within five or six years," said Jennifer Hedrick-Erickson, Associate Professor at Viterbo University.

The new agreement allows for a more seamless transition between obtaining an associate degree and a bachelor's degree.

"This exciting articulation agreement with the Wisconsin Technical College system and the sixteen colleges that comprise that system," said Hedrick-Erickson. "So, this is a unique articulation in that it's not program-to-program like we're used to with the colleges, but it's all sixteen in one package."

"In the old days to get a bachelor's degree, none of that was recognized," said Dr. Barbara Krieg, Associate Dean of Health and Public Safety at Western Technical College. "You would have to basically start all over, so it really discouraged people from going on."

Nursing students have the opportunity to climb the ladder more easily.

"It's the possibility," Krieg said. "I've achieved this. Is it possible to achieve something else? So, they start climbing this ladder and each time they have a success, they may be enticed to go to that next level."

Western Technical College and Viterbo University have had a long-standing program-to-program agreement.

"We promote it within our nursing program," said Krieg. "That's kind of our encouragement the minute they come to their first orientation. I start talking to them about this is the beginning of a very wonderful journey."

The goal now is to broaden those partnerships in an effort to better prepare nurses across the state.

"We're working more closely with technical colleges than ever before in light of the National Academy of Medicine's report that came out in 2011 encouraging the nursing workforce to be 80-percent baccalaureate by the year 2020," said Hedrick-Erickson.

A nursing student that transfers credit can graduate from Viterbo University with a bachelor's degree in 18 months. The new agreement will officially start in January at the beginning of the next semester.

DIGGING DEEPER: Role of Education in Rural EMS Shortage

By Caroline Hecker, Multi-Media Journalist

Posted: Nov 27, 2017 4:26 PM CST

Updated: Dec 11, 2017 4:26 PM CST

La Crosse, WI (WXOW)

As rural communities across Wisconsin struggle to maintain volunteer first responder departments, educators in the La Crosse area are working to put a dent in the EMS shortage plaguing the state.

As we've reported, a shortage of volunteer first responders is affecting small towns in the Coulee Region, including West Salem. The small volunteer department has around 13 or 14 members, which is 10 to 15 short of being fully staffed. As a result, many 911 calls during the day go unanswered by the volunteers and are left to larger agencies such as Tri-State Ambulance.

But as the shortage continues to worsen, educators at Western Technical College are working to get more people back into the profession. The college offers an EMS basic class as well as a paramedic class, designed to give students real world hands-on experience in the classroom.

"You get to meet new people, you get to save someone's life and you get to meet their families later when they come back and say thank you," Hunter Loveland, a student in the paramedic class, said. "That's what means the most."

Most EMT courses require 180 hours, while paramedic classes can require 1,000 or more hours. As a result, Tom Tornstrom, Executive Director of Tri-State Ambulance, said the shortage really lies in volunteer first responders and paramedics.

"We seem to have plenty of EMTs in this area, but what we're always struggling to get is paramedics," he said. "Enrollment in some of Western's classes have been down over the past three or four years and we're not completely sure why."

One reason, he speculates, could be a growing societal pressure to obtain a four year bachelor's degree, rather than attend a technical college.

"A career in para-medicine is a great one and incredibly rewarding," he said. "So we're working on getting in to high schools and getting kids interested earlier on."

Shaylin Schreiner is a senior at Onalaska High School and is currently enrolled WTC's EMT basic course. A required first aid class she took between her sophomore and junior year helped spark her passion for helping others.

"I had no interest in this field whatsoever beforehand," she said. "I wanted to go to school for music education and then I took that class and I was like, I want to do this!"

After she completes the course later this month, she says she plans to take the national registry test, which will get her a license so she's able to work with an ambulance service or in a hospital's emergency department.

Wendy Williams, a student in Western's paramedic class says had EMS been introduced to her earlier on in her educational career, she could have saved a lot of time and money.

"We did job fairs but I don't remember EMS being a part of that," she said. "If it had, maybe I would have been able to do this sooner."

Tune in to News 19's 10 p.m. Report on Monday night to see part two of this DIGGING DEEPER piece.

Recap: WITC Offers Students Workplace Insight with Employer Panel

By New Richmond News on Nov 14, 2017 at 8:00 p.m.



Panelists and the moderator for the Employer Panel included, (from left to right): Dr. Julie Buckman (moderator), Rob O'Keefe, Maria Schmitt, Jason Eccles, Andrea Statz, and Chris Riba. Photo courtesy of Wisconsin Indianhead Technical College

Wisconsin Indianhead Technical College supported its students with an Employer Panel on Tuesday, Nov. 7. The Employer Panel gave students access to a variety of local industries by way of five panelists. Panelists were invited to give the students insight as to what employers are looking for when hiring. Students were given the opportunity to ask questions ranging from cover letter creation, resume building, interview questions and follow up. The event was moderated by Dr. Julie Buckman.

This year, the panelists included Jason Eccles, production manager at Bending Branches; Andrea Statz, human resources consultant; Maria Schmitt, vice president at WESTconsin Credit Union; Chris Riba, chief human resources officer at Western Wisconsin Health; and Rob O'Keefe, director of information technology at OEM Fabricators, Inc. Approximately 120 WITC students were present.

WITC, LCO College to Offer New Restaurant Training Series Here

Dec 11, 2017

Wisconsin Indianhead Technical College and LCO Community College are teaming up to bring a new restaurant training series to the Hayward area.

Due to the demand for trained staff in local restaurants and kitchens, the five-mod workshop series will begin Jan. 22 and will be held Mondays from 10 a.m. to 2 p.m. through Feb. 26. All workshops will take place at the newly remodeled kitchen at the LCO Community College. Fees are \$149 for all five modules or \$39 for individual modules.

Students will be introduced to a variety of skills designed to prepare them for a career in food service establishments including hotels, resorts, restaurants and more. They will explore topics such as product identification, recipe structure, cooking methods, equipment handling, menu planning and design. They also will explore social network promotion and customer service skills, and will discuss the transition from employee to supervisor roles, evaluating various leadership and communication styles along the way.

The workshop also will prepare students for the nationally recognized ServSafe Food Managers Certificate exam and will culminate with a hands-on cooking presentation from start to finish.

A student discount at the cafeteria will be available.

Instructor Rob Vallone has been working as a professional chef for 35 years. Trained in classical Italian cuisine, he has worked for the Parasole Restaurant Group as a chef for the famed Figlio and Chino Latino restaurants, was instrumental in developing Stella's Fish Café & Prestige Oyster Bar before joining Mitch Omer, Steve Meyer and the Hell's Kitchen crew. From there Rob was tasked with leading the culinary team and bringing The Yard House to Minnesota.

The workshop also will prepare students to enter the new LCO culinary program. For more information, call (715) 634-5167. Seating is limited.