

Filling the Pipeline Through Innovative Programming

Debbie Davidson

Vice President, Business & Workforce Solutions



- First publicly funded Continuation School- 1911
- 3 Comprehensive Campuses
- 5 Advanced Technology Centers
- Serving 23,000 students
- Average Age: 28 years old
- Workforce:
 - ~625 full time staff
 - ~400 Adjunct Faculty



- 49 Associate degree programs
- 25 Technical Diploma Programs/100 certificate programs
- 20 programs with Career Pathways
- 200+ Industry Certifications Offered
- 12 Apprenticeship Programs Offered
- Short-term Specialized Training programs
- Business Partnerships



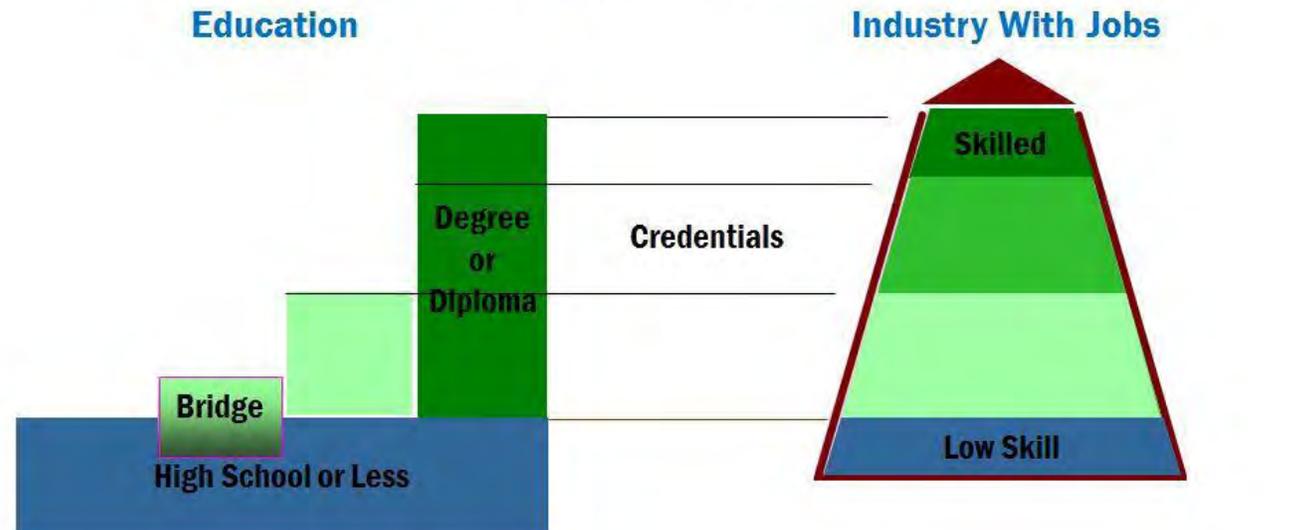
- 2015 - Trade Adjustment Assistance Community College and Career Training (TAACCCT) Round 4.
- Funding acquired for a career pathways coordinator at each Wisconsin Technical College (16 total)
- Participating in The Right Signals initiative funded by The Lumina Foundation

Goal 1: Align career pathway policy between systems through collaboration

Goal 2: Take district career pathways to scale using coordinated learning and professional development for WTCS staff, partners, and college personnel.

Goal 3: Evaluate and incorporate best practices and supports to transition adult learners and improve outcomes.

Career Pathway—The Basic Idea



For workers:

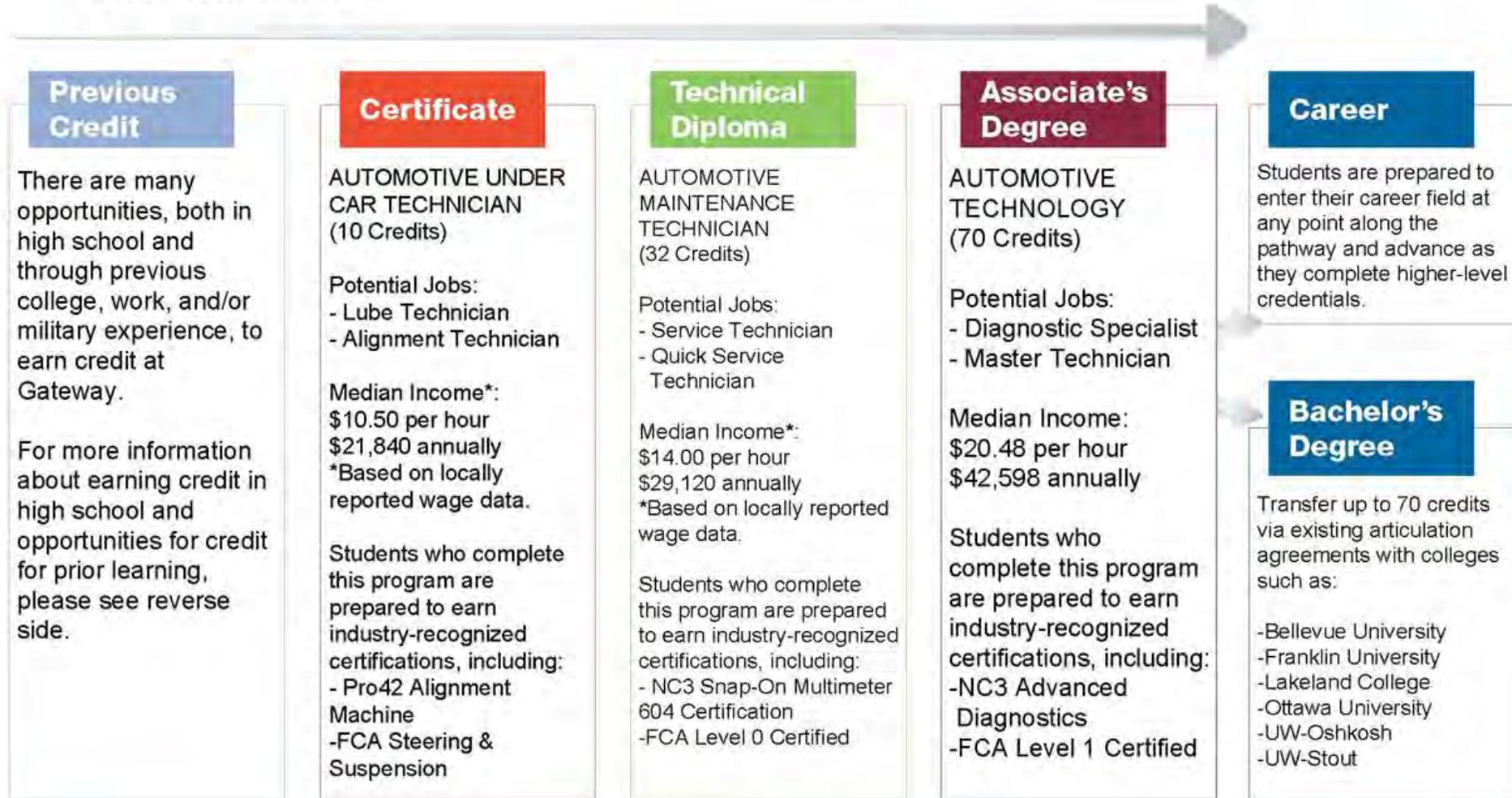
- Predictable path to job advancement and higher wages
- More employer support; easier access to education
- More security

For employers:

- Larger pool of qualified workers
- Better pipeline to fill skilled jobs from within
- Higher retention, employee loyalty

Pathway Progression

- Previous Credit
 - Adults - Credit for Prior Learning or Transfer Credit
 - High School - Transcribed, Advanced Standing, Youth Options, Youth Apprenticeship
- Certificate (15 weeks or less)
- Technical Diploma (2 semesters)
- Associate Degree (4 semester)
- Career and/or Bachelor's Degree





Have questions or need assistance with getting started?

Gateway's New Student Specialists are ready to help. Call 1-800-247-7122 or stop into any Student Services Center to make an appointment or register for an upcoming new student event.

Elkhorn Campus

400 County Road H
Elkhorn, WI 53121

Kenosha Campus

3520 30th Ave.
Kenosha, WI 53144

Racine Campus

1001 S. Main St.
Racine, WI 53403

Credit for Prior Learning

Experience Pays! You've been there . . . You've done that . . . Let us give you credit for it!

Gateway Technical College recognizes you have knowledge and skills gained through previous educational, life and work experiences. We want to help you receive credit for those experiences—saving you time, money and helping you enter your new career more quickly.

There are various ways to earn credit including Degree Course Substitution, Prior Learning Assessment and Transfer Credit. Credit for Prior Learning opportunities for this program include:

602-104 Brake Systems

602-124 Steering & Suspension Systems

602-125 Electrical & Electronic Systems 1

602-127 Electrical & Electronic Systems 2

602-196 Climate Control Systems

602-103 Engine Repair 1

For more information visit gtc.edu/cfpl or contact Jolanda Dinkins at cfpl@gtc.edu or 262.619.6366.

Earn College Credit in High School

Get an edge by earning college credit before you graduate and save money at the same time.

There are many ways to earn college credit while you're still in high school, including transcribed and advanced standing credit, Youth Options and youth apprenticeship. Suggested courses to take in high school for this program include:

602-107 Auto Service Fundamentals

602-104 Brake Systems

602-124 Steering & Suspension Systems

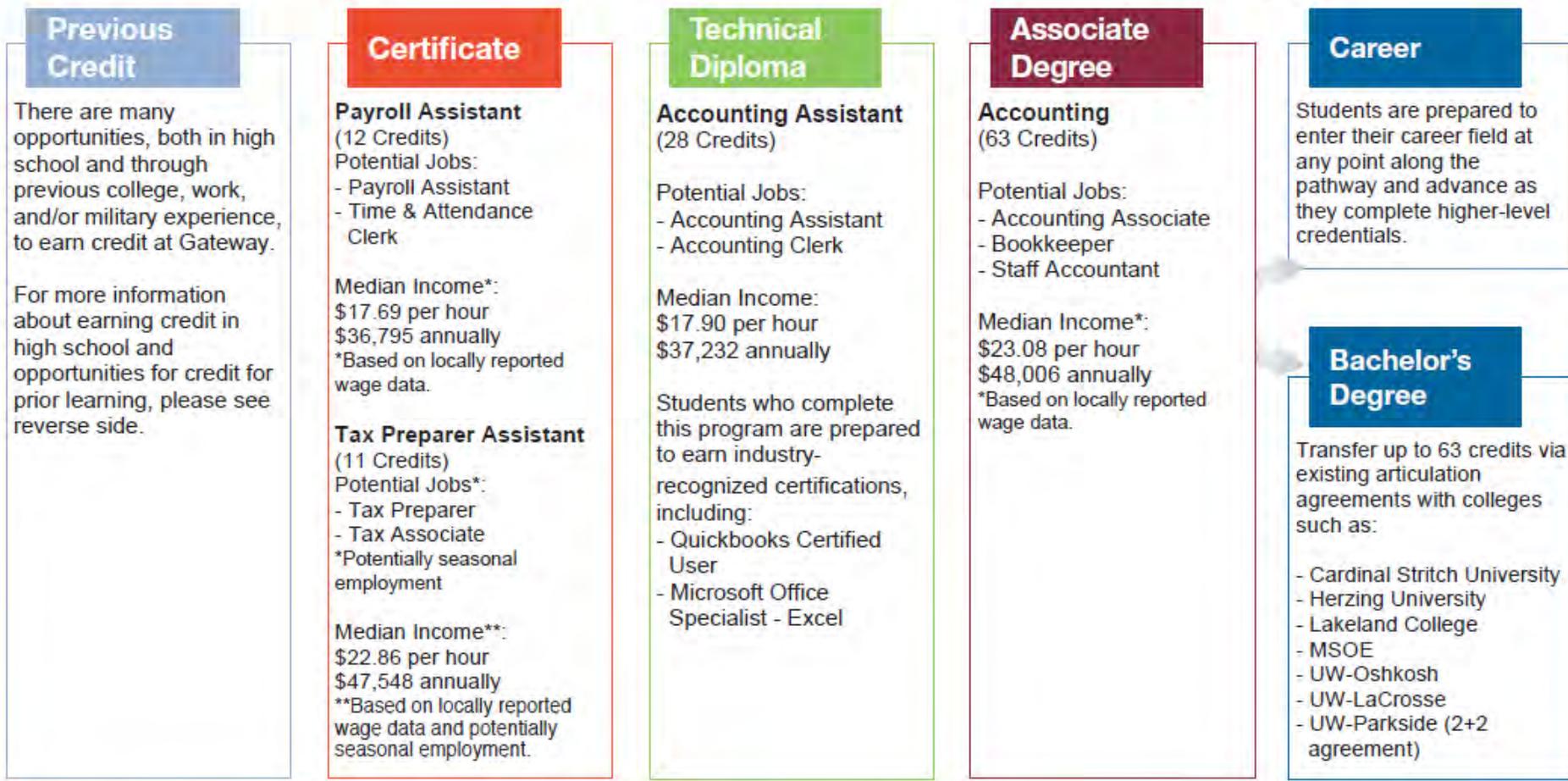
602-125 Electrical & Electronic Systems 1

For more information on earning college credit in high school connect with your high school counselor or the Gateway New Student Specialist at your high school. Visit gtc.edu/highschool.

CAREER PATHWAY

GATEWAY TECHNICAL COLLEGE

Accounting



*Salary and employment data for the Gateway district courtesy of EMSI.

Get started at
Gateway today!
Visit gtc.edu/future-redhawks
to request information
or to apply.

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gtc.edu/accounting

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- 101-104 Income Tax Accounting
- 101-106 Accounting Spreadsheet Apps
- 101-114 Accounting Principles
- 101-143 Payroll Accounting
- 101-154 Accounting Software Apps

For more information visit gtc.edu/cfpl or contact the Registrar's Office at cfpl@gtc.edu or 262-619-6366.

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- 101-143 Payroll Accounting
- 101-104 Income Tax Accounting

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This ACT program is 100% funded with a TAACODT Round IV \$19.9 million grant awarded by the U.S. Department of Labor's Employment and Training Administration. This program is an equal opportunity program and auxiliary aids and services are available upon request to individuals with disabilities. This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration.

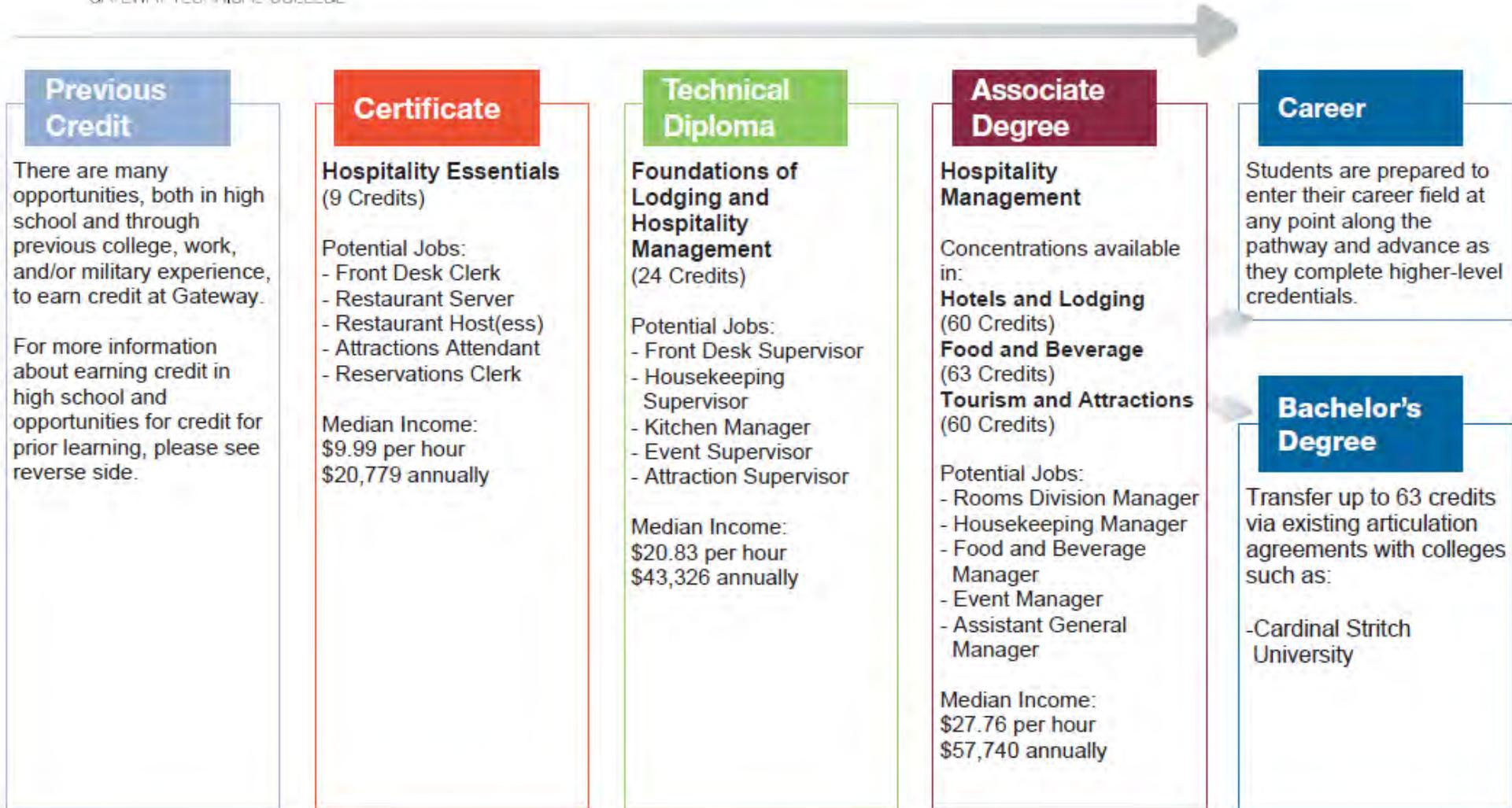
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CAREER PATHWAY

GATEWAY TECHNICAL COLLEGE

Hospitality Management



Salary and employment data for the Gateway district courtesy of EMSI.



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103-143 Computers for Professionals

801-136 English Composition 1

804-123 Math w/ Business Applications

809-198 Intro to Psychology

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109-101 Principles of Hospitality

109-122 Intro to Service

109-114 Managing Service in the Hospitality Industry

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Member of the National Coalition of Certification Centers –NC3

Facility

Vision Tours & Benchmarking



Curriculum

Industry-Driven Certifications



Instructors

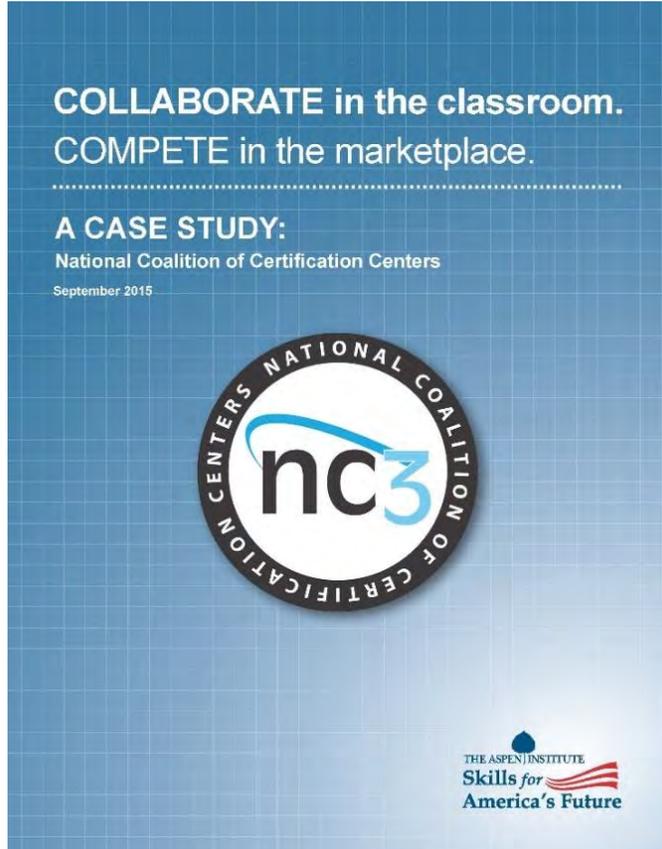
Instructor Certification & Development



Deployment

Online Cert System & Standardized Lab Kits





- **NC3** creates networks between community colleges and local industries in order to **develop and implement technical certifications** that are portable, stackable, and recognized by industry.
- Community colleges are often tasked with developing programs that fill local labor force needs, the community college educated workforce may be mobile and so, ideally, **credentials students earn would be recognized outside of local labor markets.**

Industry Leaders engaged in NC3

Industry Leader	Number of Certifications Offered
–Snap-on	30
–Trane	11
–FCA (Fiat Chrysler America)	4
–Starrett	12
–Greenlee	2
–Dremel	1
–TPI	6
–Skidmore Wilhelm	7

Certification Impact Nationally

- 73 unique certifications offered
- 79,220 student certifications earned since 2007
- 6,409 instructor certifications earned since 2007
- 55,193 certifications earned in 2016
- 504 certification schools (secondary and post-secondary)

NC3 Industry Certifications at Gateway

- Automotive Technology
- Diesel Technician
- HVAC Technician
- Electrical Engineering
- Electronics Technology
- Mechatronics
- CNC Production Technician
- Horticulture

Apprenticeship

Apprenticeship combines supervised, structured on-the-job training with paid related classroom instruction.

Service Trades

Cosmetologist

Barber

Waste Water Treatment Plant Operator



Industrial Trades

Machinist

Maintenance Mechanic/Machine Repair

Mold Maker

Pharmacy Technician

Tool & Die



Construction Trades

Construction Electrical

HVAC

Plumbing

Sheet Metal



- Wisconsin Department of Workforce Development
- State of Wisconsin Bureau of Apprenticeship Standards

SERVICE	Contracts	Enrollment	CONSTRUCTION	Contracts	Enrollment	INDUSTRIAL	Contracts	Enrollment
Barber	4	4	Electrical	30	35	CNC Machinist	2	1
Barber/Cosmetology	0	33	HVAC	27	27	Maintenance Mechanic	8	7
Cosmetology	47	36	Plumbing	30	33	Maintenance Technician	7	10
Waste Water	2	2	Sheet Metal	0	21	Manufacturing Technician	22	22
Unspecified	0	15				Mold Maker	1	1
						Tool & Die	11	9
						Press Set-Up Operator	18	17
						Machine Repair	1	0
TOTAL	53	90	TOTAL	87	116	TOTAL	70	67

	Contracts	Enrollment
Year Total:	210	273

Employer Benefits

- Apprenticeship training reduces turnover.
- Apprenticeship training is long-term with measurable results.
- Apprentices are usually highly productive workers.
- Apprentices are among the most technologically up-to-date workers.
- Training gives production workers a path for upward mobility.
- An employer's costs in beginning an apprenticeship program are minimal.
- Apprenticeship provides state and national credentials.

89%

OF EMPLOYED 2014-15 APPRENTICES WERE WORKING

IN WISCONSIN

Of those, 50% still worked in the technical college district where they received their training

MEDIAN ANNUAL
SALARY

BY INDUSTRY SECTOR

\$69,425

MEDIAN FOR
CONSTRUCTION SECTOR

\$63,934

MEDIAN FOR
INDUSTRIAL SECTOR

\$78,493

MEDIAN FOR
SERVICE SECTOR

TRAINING SATISFACTION

9 out
of 10

APPRENTICES WERE
SATISFIED WITH THEIR
ON-THE-JOB TRAINING



95%

WERE SATISFIED WITH
THEIR PAID-RELATED
INSTRUCTION



34%

SAID THEY WERE CONSIDERING
CONTINUING THEIR FORMAL
EDUCATION

Wisconsin's technical colleges recognize successful completion of many apprenticeships as 39 credits toward the 60-credit Technical Studies – Journey Worker Associate Degree

Access this report online: wtcsystem.edu/about-us/wtcs-overview



- Boot Camps
- Specialized Training
- Customized, short-term training on-site
- Assessments
- Organizational Development Approach



- In 2004 260+ openings for CNC machine operators in southeastern WI
- Visits with employers
- Charting the skills
- Analyzing the results 10-12 skills for entry-level position
- Examining the existing curriculum
- Validating the curriculum
- Develop Model 14 weeks/5 days per week/8 hours per day
- Simulate work environment/strict attendance

Employers

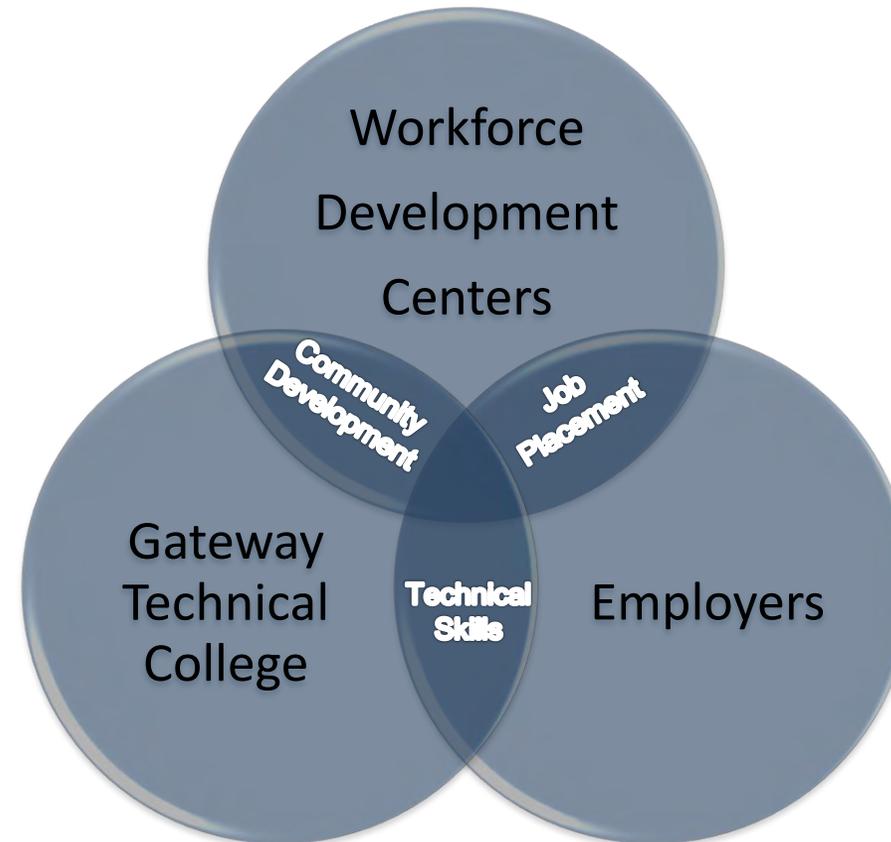
- Focus groups
- Programming input and review
- Workplace competencies
- Mentoring/volunteering
- Employment opportunities

Workforce Development Centers

- Employer outreach
- Recruitment
- Pre-assessments
- Case management
- Job placement

Gateway Technical College

- Curriculum development
- Instruction and resources
- Continuous improvement
- Skills validation
- Career pathways





Boot Camp (# offered)	Total Completers
Computer Numerical Control (CNC) Machine Operator (26)	358
Industrial Machine Repair (4)	43
Welding/Fabrication (3)	32
Certified Logistics Technician (5)	55
Certified Nursing Assistant (CNA) (8)	49
Telecom/Cabling (3)	20



Thank You!

Debbie Davidson

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