Filling the Pipeline Through Innovative Programming

Debbie Davidson
Vice President, Business & Workforce Solutions
Who is Gateway?

- 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.
Pathway Progression

• Previous Credit
  – Adults - Credit for Prior Learning or Transfer Credit
  – High School - Transcripted, 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
Automotive Technology

Previous Credit
There are many opportunities, both in high school and through previous college, work, and/or military experience, to earn credit at Gateway.

For more information about earning credit in high school and opportunities for credit for prior learning, please see reverse side.

Certificate
AUTOMOTIVE UNDER CAR TECHNICIAN (10 Credits)
Potential Jobs:
- Lube Technician
- Alignment Technician

Median Income*: $10.50 per hour
$21,840 annually
*Based on locally reported wage data.

Students who complete this program are prepared to earn industry-recognized certifications, including:
- Pro42 Alignment Machine
- FCA Steering & Suspension

Technical Diploma
AUTOMOTIVE MAINTENANCE TECHNICIAN (32 Credits)
Potential Jobs:
- Service Technician
- Quick Service Technician

Median Income*: $14.00 per hour
$29,120 annually
*Based on locally reported wage data.

Students who complete this program are prepared to earn industry-recognized certifications, including:
- NC3 Snap-On Multimeter 604 Certification
- FCA Level 0 Certified

Associate's Degree
AUTOMOTIVE TECHNOLOGY (70 Credits)
Potential Jobs:
- Diagnostic Specialist
- Master Technician

Median Income: $20.48 per hour
$42,598 annually

Students who complete this program are prepared to earn industry-recognized certifications, including:
- NC3 Advanced Diagnostics
- FCA Level 1 Certified

Career
Students are prepared to enter their career field at any point along the pathway and advance as they complete higher-level credentials.

Bachelor's Degree
Transfer up to 70 credits via existing articulation agreements with colleges such as:
- Bellevue University
- Franklin University
- Lakeland College
- Ottawa University
- UW-Oshkosh
- UW-Stout

gtc.edu/automotive
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
3620 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 transcripted 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.
Accounting

**Previous Credit**
There are many opportunities, both in high school and through previous college, work, and/or military experience, to earn credit at Gateway.

For more information about earning credit in high school and opportunities for credit for prior learning, please see reverse side.

**Certificate**
- **Payroll Assistant (12 Credits)**
  - Potential Jobs:
    - Payroll Assistant
    - Time & Attendance Clerk
  - Median Income*: $17.69 per hour
    $36,795 annually
  - *Based on locally reported wage data.
- **Tax Preparer Assistant (11 Credits)**
  - Potential Jobs**:
    - Tax Preparer
    - Tax Associate
  - *Potentially seasonal employment
  - Median Income**: $22.86 per hour
    $47,548 annually
  - **Based on locally reported wage data and potentially seasonal employment

**Technical Diploma**
- **Accounting Assistant (28 Credits)**
  - Potential Jobs:
    - Accounting Assistant
    - Accounting Clerk
  - Median Income: $17.90 per hour
    $37,232 annually

Students who complete this program are prepared to earn industry-recognized certifications, including:
- Quickbooks Certified User
- Microsoft Office Specialist - Excel

**Associate Degree**
- **Accounting (63 Credits)**
  - Potential Jobs:
    - Accounting Associate
    - Bookkeeper
    - Staff Accountant
  - Median Income*: $23.08 per hour
    $48,006 annually
  - *Based on locally reported wage data.

**Career**
Students are prepared to enter their career field at any point along the pathway and advance as they complete higher-level credentials.

**Bachelor's Degree**
Transfer up to 63 credits via existing articulation agreements with colleges such as:
- Cardinal Stritch University
- Herzing University
- Lakeland College
- MSOE
- UW-Oshkosh
- UW-LaCrosse
- UW-Parkside (2+2 agreement)

gtc.edu/accounting
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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:

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 262-619-5366.

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 transcripted and advanced standing credit, Youth Options and youth apprenticeship. Suggested courses to take in high school for this program include:

101-114 Accounting Principles
101-143 Payroll Accounting
101-104 Income Tax Accounting

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.
Hospitality Management

**Previous Credit**
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**Certificate**
- **Hospitality Essentials** (9 Credits)
  - Front Desk Clerk
  - Restaurant Server
  - Restaurant Host(ess)
  - Attractions Attendant
  - Reservations Clerk
- Median Income: $9.00 per hour
  $20,779 annually

**Technical Diploma**
- **Foundations of Lodging and Hospitality Management** (24 Credits)
  - Front Desk Supervisor
  - Housekeeping Supervisor
  - Kitchen Manager
  - Event Supervisor
  - Attraction Supervisor
- Median Income: $20.83 per hour
  $43,326 annually

**Associate Degree**
- **Hospitality Management**
  Concentrations available in:
  - Hotels and Lodging (60 Credits)
  - Food and Beverage (63 Credits)
  - Tourism and Attractions (60 Credits)
- Potential Jobs:
  - Rooms Division Manager
  - Housekeeping Manager
  - Food and Beverage Manager
  - Event Manager
  - Assistant General Manager
- Median Income: $27.70 per hour
  $57,740 annually

**Career**
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**Bachelor's Degree**
Transfer up to 63 credits via existing articulation agreements with colleges such as:
- Cardinal Stritch University

[gtc.edu/hospitality]
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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:

103-143 Computers for Professionals
801-136 English Composition 1
804-123 Math w/ Business Applications
809-198 Intro to Psychology

For more information visit gtc.edu/cfpl or contact the Registrar's Office at cfpl@gtc.edu or 262-619-6388.

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 transcripted and advanced standing credit, Youth Options and youth apprenticeship. Suggested courses to take in high school for this program include:

109-101 Principles of Hospitality
109-122 Intro to Service
109-114 Managing Service in the Hospitality Industry

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.
Member of the National Coalition of Certification Centers – NC3

<table>
<thead>
<tr>
<th>Facility</th>
<th>Curriculum</th>
<th>Instructors</th>
<th>Deployment</th>
</tr>
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<tbody>
<tr>
<td>Vision Tours &amp; Benchmarking</td>
<td>Industry-Driven Certifications</td>
<td>Instructor Certification &amp; Development</td>
<td>Online Cert System &amp; Standardized Lab Kits</td>
</tr>
</tbody>
</table>
• **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

<table>
<thead>
<tr>
<th>Industry Leader</th>
<th>Number of Certifications Offered</th>
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<tbody>
<tr>
<td>Snap-on</td>
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<tr>
<td>Trane</td>
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<tr>
<td>FCA (Fiat Chrysler America)</td>
<td>4</td>
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<tr>
<td>Starrett</td>
<td>12</td>
</tr>
<tr>
<td>Greenlee</td>
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</tr>
<tr>
<td>Dremel</td>
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</tr>
<tr>
<td>TPI</td>
<td>6</td>
</tr>
<tr>
<td>Skidmore Wilhelm</td>
<td>7</td>
</tr>
</tbody>
</table>
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 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

<table>
<thead>
<tr>
<th>SERVICE</th>
<th>Contracts</th>
<th>Enrollment</th>
<th>CONSTRUCTION</th>
<th>Contracts</th>
<th>Enrollment</th>
<th>INDUSTRIAL</th>
<th>Contracts</th>
<th>Enrollment</th>
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<tbody>
<tr>
<td>Barber</td>
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<td>4</td>
<td>Electrical</td>
<td>30</td>
<td>35</td>
<td>CNC Machinist</td>
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<td>1</td>
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<tr>
<td>Barber/Cosmetology</td>
<td>0</td>
<td>33</td>
<td>HVAC</td>
<td>27</td>
<td>27</td>
<td>Maintenance Mechanic</td>
<td>8</td>
<td>7</td>
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<tr>
<td>Cosmetology</td>
<td>47</td>
<td>36</td>
<td>Plumbing</td>
<td>30</td>
<td>33</td>
<td>Maintenance Technician</td>
<td>7</td>
<td>10</td>
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<tr>
<td>Waste Water</td>
<td>2</td>
<td>2</td>
<td>Sheet Metal</td>
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<td>21</td>
<td>Manufacturing Technician</td>
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<tr>
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<td></td>
<td></td>
<td></td>
<td>Mold Maker</td>
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<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>Tool &amp; Die</td>
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<td>9</td>
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<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>Press Set-Up Operator</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>Machine Repair</td>
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<td>0</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td><strong>53</strong></td>
<td><strong>90</strong></td>
<td><strong>TOTAL</strong></td>
<td><strong>87</strong></td>
<td><strong>116</strong></td>
<td><strong>TOTAL</strong></td>
<td><strong>70</strong></td>
<td><strong>67</strong></td>
</tr>
</tbody>
</table>

Year Total: 210 Contracts, 273 Enrollment
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:
- Construction sector: $69,425
- Industrial sector: $63,934
- Service sector: $78,493

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.
Business Partnerships

- 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
**Partners**

**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
<table>
<thead>
<tr>
<th>Boot Camp (# offered)</th>
<th>Total Completers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer Numerical Control (CNC) Machine Operator (26)</td>
<td>358</td>
</tr>
<tr>
<td>Industrial Machine Repair (4)</td>
<td>43</td>
</tr>
<tr>
<td>Welding/Fabrication (3)</td>
<td>32</td>
</tr>
<tr>
<td>Certified Logistics Technician (5)</td>
<td>55</td>
</tr>
<tr>
<td>Certified Nursing Assistant (CNA) (8)</td>
<td>49</td>
</tr>
<tr>
<td>Telecom/Cabling (3)</td>
<td>20</td>
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</tbody>
</table>
Thank You!

Debbie Davidson
Email: davidsond@gtc.edu
PH: 262-564-3422