



Filling the Pipeline Through Innovative Programming

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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



Career Pathways



- 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



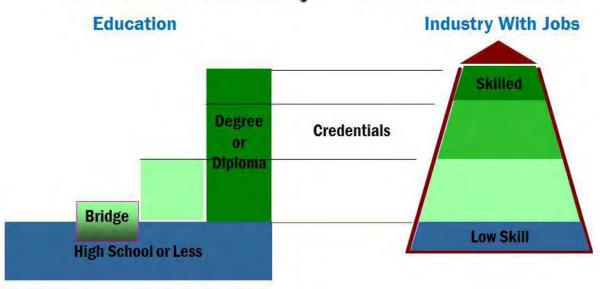


Goal 1: Align career pathway policy between systems through collaboration

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 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



Automotive Technology

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 started at
Gateway today!

Visit gtc.edu/future-redhawks

to request information

or to apply.

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:

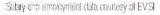
602-107 Auto Service Fundamentals

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.

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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 industryrecognized 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)

Salary and employment data for the Gateway district countesy of EMSL





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

Earn College Credit in High School

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

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101-114 Accounting Principles

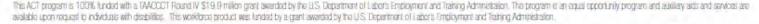
101-143 Payroll Accounting

101-104 Income Tax Accounting

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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gtc.edu/accounting







Hospitality Management

Previous Credit

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Certificate

Hospitality Essentials (9 Credits)

Potential Jobs:

- Front Desk Clerk
- Restaurant Server
- Restaurant Host(ess)
- Attractions Attendant
- Reservations Clerk

Median Income: \$9.99 per hour \$20,779 annually

Technical Diploma

Foundations of Lodging and Hospitality Management (24 Credits)

Potential Jobs:

- 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

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: \$27.76 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







Hospitality Management

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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

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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gtc.edu/hospitality

This ACT program is 100% funded with a TAACOCT Round W \$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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Member of the National Coalition of Certification Centers –NC3

Facility

Vision Tours & Benchmarking



Curriculum

Industry-Driven Certifications



Instructors

Instructor Certification & Development

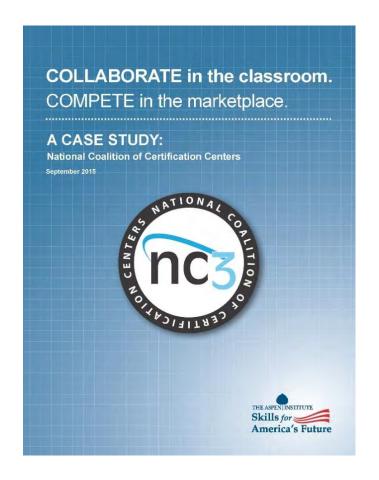


Deployment

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

	Number of			
Industry Leader	Cerrtifications 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









Apprenticeship



- 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% IN WISCONSING

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









MEDIAN FOR CONSTRUCTION SECTOR

MEDIAN FOR INDUSTRIAL SECTOR

MEDIAN FOR SERVICE SECTOR

TRAINING SATISFACTION

9 OUT APPRENTICES WERE SATISFIED WITH THEIR ON-THE-JOB TRAINING







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: wtosystem.edu/about-us/wtos-overview

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



Model



- 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

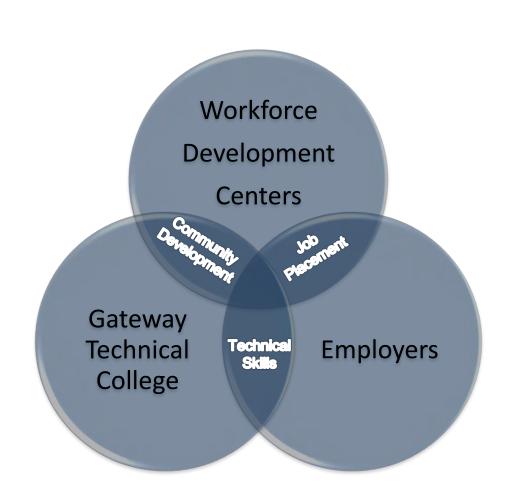
- Focus groups
- Programming input and review
- Workplace competencies
- Mentoring/volunteering
- Employment opportunities

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





Impact Results



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		



Questions



Thank You!

Debbie Davidson

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PH: 262-564-3422