

DISTRICT BOARD OF TRUSTEES REGULAR MEETING

Tuesday, January 11, 2022
Northcentral Technical College
1000 W. Campus Drive
Wausau, WI 54401

Zoom: [January 11, 2022 NTC Board of Trustees Meeting](#)

1:00 p.m. **Call to order, compliance with Open Meetings Law (Wis. Stat. 19.81-19.88)**

I. PLEDGE OF ALLEGIANCE TO THE FLAG

II. PUBLIC INPUT

- a. Public Comments

III. APPROVAL OF MINUTES

- a. Approval of minutes from December 7, 2021 Board of Trustees Regular Meeting

Motion: That the Northcentral Technical College District Board approve the meeting minutes from the December 7, 2021 Board of Trustees Regular Meeting.

Voice vote required to approve.

IV. ACTION ITEMS

- a. [Remodeling: Wausau – Ag Center Veterinary Science Learning Lab \(Revised\)](#) – Rob Elliott

Motion: That the Northcentral Technical College District Board approves the Wausau – Ag Center Veterinary Science Learning Lab Renovation at a cost not to exceed \$1,100,000 and requests the WTCS State Board to do the same.

Voice vote required to approve.

V. CONSENT VOTING AGENDA

- a. Approval of Consent Voting Agenda
- i. [New Diesel Technician Apprentice](#)
 - ii. [Receipts + Expenditures](#)
 - iii. [Personnel Changes](#)

Motion: That the Northcentral Technical College Board approve the Consent Voting Agenda including:

- i. New Diesel Technician Apprentice
- ii. Receipts + Expenditures
- iii. Personnel Changes

Roll call vote required to approve.

VI. BOARD DEVELOPMENT

- a. NTC Foundation: Strategic Plan – Katie Felch + Vicki Jeppesen

VII. INFORMATION/DISCUSSION

- a. President's Report
 - i. [Mid-Year Institutional Accomplishments](#)
 - ii. Comments from Informational Update
- b. Chairperson's Report
 - i. WTC District Boards Association Winter Meeting: January 27-29, 2022, Lakeshore Technical College (in-person + virtual)
 - ii. Board Appointment Updates
 - 1. Successful appointment of Keith Langenhahn (Employee, At-Large)
 - 2. Spring Board Appointment Cycle:
 - a. Board members up for reappointment: Troy Brown, Lee Lo, Heather Renzelmann
 - b. Appointment Hearing: Friday, March, 18, 2022 at 8:30 a.m.
- c. Information
 - i. [Advisory Meeting Minutes](#)
 - ii. [Upcoming Meetings + Events](#)
 - iii. [Good News](#)

VIII. CLOSED SESSION (Immediately following the above Open Meeting)

- a. Adjourn the Board into Closed Session pursuant to Wisconsin Statutes Section 19.85(1)(c) for the purpose of:
 - i. Approval of December 7, 2021 Closed Session Meeting Minutes
 - ii. President Mid-Year Accomplishments + Performance Check-in

Motion: Adjourn Board into Closed Session pursuant to Wisconsin Statutes Section 19.85(1)(c) for the purpose of:

- i. Approval of December 7, 2021 Closed Session Meeting Minutes
- ii. President Mid-Year Accomplishments + Performance Check-in

Roll call vote required

IX. OPEN SESSION

- a. Reconvene the Board into Open Session to confirm any action deemed necessary as a result of the Closed Session.

Motion: Reconvene Board into Open Session to confirm any action deemed necessary as a result of the Closed Session.

Roll call vote required

X. MEETING ADJOURN

Note: Meetings of the Northcentral Technical College District Board are held in compliance with Wisconsin's "Open Meetings Law".

Mission: Northcentral Technical College provides high-quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy.

**NORTHCENTRAL TECHNICAL COLLEGE
DISTRICT BOARD OF TRUSTEES
TOPIC SUMMARY SHEET**

MEETING DATE: January 11, 2022

TOPIC: Remodeling: Wausau - Ag Center Veterinary Science Learning Lab (Revised)

POLICY: Wisconsin Statute 38 – Technical College System, 38.14 District Board Powers – (2) Buildings and Equipment. (a) For the use of the district schools the district board may: (3) Construct, enlarge, or improve buildings.

TCS 5.04 (4) (a) A resolution of the district board approving the remodeling of existing facilities, (b) A resolution of the district board requesting board (WTCS) approval of the remodeling.

INTERPRETATION: Remodeling of existing facilities requires Board approval.

DATA/RESULTS: In June 2021 the Board approved the Ag Center Veterinary Science Learning Lab Renovation project at a cost not to exceed \$750,000. National labor shortages, delays in shipping and transportation, and supply shortages have recently inflated construction budgets. Bidding of this project resulted in a 32% increase in construction cost over project estimates.

This renovation also included use of \$350,000 in Coronavirus Response and Relief Supplemental Appropriations Act, 2021 (CRRSAA) funding. The College would like to repurpose the CRRSAA funds for other high-level learning initiatives and fully fund the entire project by reprioritizing existing capital projects and use of capital contingency. In order to complete the construction this spring, the College will be requesting WTCS State Board to approve the revised budget at the March 2022 Board Meeting. The NTC Board is asked to approve the revised renovation and requests the WTCS State Board to do the same. A packet evidencing compliance with the statutes will be submitted to the State Board with the application.

AGENDA CATEGORY:

Voting Agenda

PROPOSED MOTION:

BE IT RESOLVED that the Northcentral Technical College Board Approves the Wausau – Ag Center Veterinary Science Learning Lab Renovation at a cost not to exceed \$1,100,000 and requests the WTCS State Board to do the same.

CERTIFICATION OF ACCURACY: I, your CEO, certify that the information contained in this report is true as of this date.

Signed: Dr. Janis Worden

Dated: January 11, 2022

**NORTHCENTRAL TECHNICAL COLLEGE
DISTRICT BOARD OF TRUSTEES
TOPIC SUMMARY SHEET**

MEETING DATE: January 11, 2022

TOPIC: New Diesel Technician Apprentice

POLICY Community Benefit Statement 2
Employers have an available and skilled workforce.

DATA/RESULTS:

In July 2020, Wisconsin Department of Workforce Development (DWD) was awarded \$9 million dollars for the State Apprenticeship Expansion (SAE) Grant. In partnership with Wisconsin Technical College System (WTCS) NTC is assisting in expanding Registered Apprenticeship (RA) program within the Transportation section covering Diesel Equipment Mechanic. This apprenticeship program is among several new programs that DWD's Bureau of Apprenticeship Standards (BAS) is developing in the State Apprenticeship Expansion Grant. One of the SAE grant outcomes is to partner with WTCS to increase credentials, certificates, degree attainment and career pathways for apprenticeship related instruction. Another outcome is to launch RA programs in new industries and non-tradition occupations within existing sectors.

A graduate of the Diesel Technician Apprenticeship will diagnose, adjust, repair or overhaul buses and trucks, and/or maintain and repair any type of diesel engines. Program outcomes include system troubleshooting, performing preventative maintenance and repair on facility equipment, brake systems, steering and alignment, electrical/electronic systems, HVAC systems, hydraulics and hydrostatics.

The Diesel Technician occupation within NTC's District is projected to remain steady over the next 10 years with 34 annual openings. NTC already offers a Diesel Technology Associate Degree and a Diesel Equipment Mechanic Technical Diploma program to help meet industry demand. By also offering the Diesel Technician Apprentice program NTC can provide another flexible avenue for students to gain the necessary skills for this occupation, fulfilling industry need in the District. This apprenticeship will align with the technical diploma, students will earn the technical diploma as well as the Journey Worker card. We anticipate serving approximately 8 apprentices upon implementation of this program. NTC reached out to the Diesel Technology Advisory Committee on October 27, 2021, the committee was fully supportive of NTC moving forward and bringing Diesel Technician apprenticeships to the District.

The College wishes to submit the Diesel Technician Apprenticeship program District Request form to the Wisconsin Technical College System Office for consideration. By approving the submission of the program request, the College will continue to the next step in the process for developing this as a WTCS approved apprenticeship program.

AGENDA CATEGORY: **PROPOSED MOTION:**

✓ **Consent Agenda** Approval of program request for the Diesel Technician Apprenticeship program

CERTIFICATION OF ACCURACY: I, your CEO, certify that the information contained in this report is true as of this date.

Signed Dr. Joann Worden Dated 1/11/2022

**NORTHCENTRAL TECHNICAL COLLEGE
DISTRICT BOARD OF TRUSTEES
TOPIC SUMMARY SHEET**

MEETING DATE: January 11, 2022

TOPIC: Receipts & Expenditures

POLICY 1.1 – General Executive Constraint – The Chief Executive Officer (CEO), in execution of her duties, shall not cause or allow any practice, activity, decision or organizational circumstance which is either imprudent or in violation of commonly accepted business and professional ethics or that results in failure to be accredited.

INTERPRETATION: To avoid *violation of commonly accepted business and professional ethics* NTC will follow Wisconsin statute 38.12 **District Board Duties (2)** “...All expenditures exceeding \$2500 shall be approved by the district board.” Also, in compliance with Wisconsin statute 38.12(4) District board duties, “The publication proceedings shall include a statement of receipts and expenditures in the aggregate.”

DATA/RESULTS: The following Status of Funds listing receipts and expenditures including operating transfers in the aggregate is included for informational purposes as of **November 30, 2021** (preliminary).

YTD Fund 1 – 7 Revenues: \$55,750,933.34

YTD Fund 1 – 7 Expenses: \$44,782,548.42

AGENDA CATEGORY:

Consent Agenda

PROPOSED MOTION:

(Motion is included with consent agenda.)

CERTIFICATION OF ACCURACY: I, your CEO, certify that the information contained in this report is true as of this date.

Signed: 

Dated: January 11, 2022

**NORTHCENTRAL TECHNICAL COLLEGE
DISTRICT BOARD OF TRUSTEES
TOPIC SUMMARY SHEET**

MEETING DATE: January 11, 2022

TOPIC: Personnel Changes

POLICY 1.1 – General Executive Constraint – The Chief Executive Officer (CEO), in execution of her duties, shall not cause or allow any practice, activity, decision or organizational circumstance which is either imprudent or in violation of commonly accepted business and professional ethics or that results in failure to be accredited.

INTERPRETATION: NTC will follow Wisconsin Statute 118.22 (2) "...No teacher may be employed... except by a majority vote of the full membership of the board. Nothing in this section prevents the modification or termination of a contract by mutual agreement of the teacher and the board."

DATA/RESULTS: A request is made to approve the following personnel changes:

New Hires:

- Chris Langenhahn – Farm Manager
- Josh Lauermann – Custodian
- Yvonne Liska – Custodian
- Josh Stutting – Faculty, IT Technical Support
- Mai Yang – Custodian

Resignations:

- Tong Thao – IT Helpdesk Technician

Retirement:

None

Terminations/Non-Renewals:

None

AGENDA CATEGORY:

Consent Agenda

PROPOSED MOTION:

(Motion is included with consent agenda.)

CERTIFICATION OF ACCURACY: I, your CEO, certify that the information contained in this report is true as of this date.

Signed Dr. Janis Worden

Dated 1/11/2022

Mid-Year Accomplishments

January 11, 2022

Learner Success

- Approved for Competency Based Education (CBE) by the Higher Learning Commission (HLC).
- Students that worked with a tutor or academic coach increased their course retention by 10% and their fall to spring retention was 100%.
- Implemented Regional Technology Centers in Antigo and Phillips which include the ability for students to checkout laptops and mobile broadband devices (MiFis) in order to access instructional content via the internet.
- Secured a \$682,330 Workforce Advancement Grant to expand Move to Manufacturing to four new locations.
- Completed \$582,000 in Workforce Advancement Training (WAT) grant training.
- Fully launched College 101 + the program readiness module for New Student Orientation (NSO).
- Decreased our student borrower cohort default rate from 13.2% in fiscal year 2017 to 8.5% in fiscal year 2018 (lower is better).
- Distributed \$2,342,104 of Emergency Financial Aid Grants to 2,704 students under the Coronavirus Response + Relief Supplemental Appropriations (CRRSAA) and American Rescue Plan (ARP) programs.
- Student Connection Specialists (SCSs) provided outreach to 519 students based on our overall predictive analytics model.
- Successfully replaced the robotic milker at the farm.
- Completed construction of greenhouse at the farm to be used for farm to table programming.
- Expanded process in Student Records to identify 192 additional graduates of embedded credentials.
- Hosted an in-person job fair with 29 employers and 4 transfer partners.
- Created our first “Celebrating Our Graduates” section of our website, featuring some of our December graduates and alumni telling their NTC stories through audio, highlighting our Outstanding Graduates from each program, and encouraging the sharing of graduation moments on social media.

Diversity, Equity, Inclusion + Accessibility

- Debuted the We Belong NTC family diversity video as part of an awareness campaign.
- NTC has designated a director to work with the Inclusion Committee to promote the WTCS Mentors of Color Program.
- All hiring supervisors completed Bias Interview Training. It is also available to any employee to complete as a professional development opportunity.
- Conducting train-the-trainer sessions on Understanding + Engaging Under-Resourced Students.
- Created a Universal Design and Equity + Inclusion rubric to evaluate curriculum against; has been shared by the system office with all 16 WTCS colleges as a recommended model.

- Rolled out a new employee recruiting handbook to ensure consistency/transparency.
- NTC has representation on community collaborations such as YWCA Mosaic Taskforce, United Way Diversity Committee, and the Chamber's DEI sub-committee.
- Addressing equity gaps and working to improve student success through targeted outreach, including disability services in mandatory New Student Orientation, targeted grant activities, using predictive analytics, mandatory program advising, Timberwolf Ready sessions, etc.
- Modified class status information sent to our website from PeopleSoft to improve the User Experience.

Access

- NTC Connect: completed 30 NTC Connect rooms with a plan to complete 40 more. Created a NTC Connect landing page to help communicate our newest flexible modality. Added NTC Connect language to appropriate program and class pages to increase awareness.
- Implemented 24/7 mental health services for students through Virtual Care Group.
- 57 staff members (including student employees) have been trained at NTC as Mental Health First Aiders.
- Implemented flexible work arrangement policy/procedures to support employees.
- 50% of courses now meet Affordable Educational Resources (AER) standards.
- Reconfigured Student services to accommodate additional staffing needs and COVID protocols.
- Delivery of mobile broadband trailer to help students in remote locations have broadband access.
- Foundation moved from paper to Perceptive Content (digitized files) to increase efficiency and access.
- Expanded broadband access at the farm to a 7-mile radius for providing internet service to those within the area that do not have internet access.

Collaboration

- Successful fall in-service where staff spent the day giving back in the community. Over 350 employees dedicated their time to more than 30 organizations.
- Signed Liberal Arts agreements with Michigan Tech, Purdue Global + UWSP.
- Conducted 31 community connection visits with both internal and external stakeholders.
- Over 700 students have been on campus this fall for visits, events, etc.
- Implemented CourseLeaf catalogue system to serve as NTC's new online catalog.
- Launched Simple Syllabus to make syllabi generation and cataloguing more effective and accessible for faculty and students.
- Launched a social media council which has representation from across the College to inform the social media strategy and expand our presence.
- Chet is serving on: Governor's Task Force on Broadband Access, the Wisconsin Digital Equity + Inclusion and Stakeholder Group, and the Wisconsin Cyber Response Team.
- Continued hosting a community COVID-19 vaccination clinic in our Center for Business + Industry.
- Part of a Refugee Resettlement Interagency group to discuss solutions and support strategies for refugees settling in Wausau.

- Hosted a successful, in-person, on-campus December graduation with over 150 students participating.

Innovation + Growth

- Introduced full-time faculty mentoring program with 40 current participants.
- Merrill site improvements have been completed for the CDL expansion project and we can begin training additional students.
- New programming: Vet Tech (renovated learning space + working on accreditation), Law Enforcement in the 21st Century and Data Analytics.
- Have a flat full-time equivalency (FTE) growth compared to last year.
- Move to Manufacturing (M2M) training in partnership with Greenheck + Central Wisconsin Manufacturing Alliance (CWIMA).
- Launch of Industry 4.0 smart manufacturing
 - Renovated the projects lab + the addition is 50% complete
- Began Workday software build in HR + Finance with ongoing training and a full implementation date of July 1, 2022.
- Saw filing renovation is complete and 86% of the campaign funds have been raised.
- Have seen a 10% increase in dual enrollment (Dual Credit + Start College Now) students.
- Added a high school academy for auto in Wausau.
- Completed an expansion of the E101/E102 conference room which will allow NTC to provide a high-tech space for Workforce Training + Professional Development.
- Expanded Esports to Phillips, Medford + Antigo campuses.
- Construction certificate was developed for launch within the LatinX community.
- Increase in English Language Learners (ELL) in the West Region + expansion to East
- Piloting M2M for high schools in the regions.
- Made decision to move forward with Workday Student beginning July 2022.
- Designed and implemented Good + New videos as a method for the President to communicate College updates with staff.

Advocacy

- COVID communications, processes, and mitigation measures are ongoing.
- Staffing restructure implemented to focus on the College's Strategic Directions.
- Awarded the Government Finance Officers Association (GFOA) certificate of achievement for the 25th year.
- Named one of the top 150 institutions by the Aspen Institute in recognition of our excellent work in support of student success.
- Received a military friendly designation + had representation at four Veteran resource events throughout the district.
- Retained Moody's Aa1 bond rating.
- Revitalized the Public Safety Center of Excellence webpage with new images.
- Foundation adopted their Strategic Plan based on the College's Strategic Plan.
- Improved our IT data backup strategy with more offsite backups.
- Implemented Microsoft Defender for Office 365 to increase email security.

- New health + drug plan with improved service and no premium increase to employees.
- Rolled out Family Educational Rights + Privacy Act (FERPA) + End User Security training to all staff through SumTotal.
- Implemented Application Programming Interface (API) access for Canvas to improve the speed and accuracy of enrollment.
- Awarded a \$50,000 Districts Mutual Insurance (DMI) grant for IT security improvements.

Business Management/Business Analyst Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 10/12/2021

Time: 12:00 p.m. – 1:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Derek Boyd – Greenheck
- Kelly Franklin – Cloverbelt Credit Union

NTC Team:

- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- Brad Gast – Dean, Workforce Training & Professional Development/Apprenticeship
- Jim Ortiz – Student Success Advisor
- Kelly Poppe-Gale – Faculty, Business Management/Small Business Entrepreneurship/Leadership Development
- Kimberly Reed – Faculty, Business Management/Business Management/IT-Computer Support
- Sharon Ruff – Learning Coordinator, Workforce Training & Professional Development
- Kurt Swanson – Faculty, Supply Chain Management/Leadership Development
- Tracy Bliese – Administrative Assistant-School of Business, Community Services & Virtual College

Summary—Include a brief statement(s) of topics and action items

- **Industry Trends**
 - Kelly Franklin – Kelly is an HR Specialist at Cloverbelt Credit Union. They had more than their average share of turnover during late spring and early summer. Hiring trends have been the same for a while. It's more difficult to bring in candidates as well as candidates are ghosting and not returning calls. It's definitely an employee market, especially for entry level positions. Since the start of COVID there have been a lot of people retiring. Some have been on the fence or working past the traditional age and have since decided they are ready to retire from the workforce. With school starting again there has been a new wave of COVID and more of the same challenges everyone has been seeing with that.

- Derek Boyd – Derek is the Director of Global Environmental Health & Safety at Greenheck. Greenheck continues to grow significantly. They are working extremely hard to become an employer of choice beyond what they have already established in the local market. Their growth rates for full time employees are very aggressive. They are working hard and hiring hundreds of employees. The organization is focusing a lot on diversity, equity, and inclusion, as well as on flexibility. Flexibility expectations are greater than ever. Greenheck employees have traditionally worked in the office and now many positions can be performed remotely. They are hiring people in professional roles from all parts of the country. COVID has escalated their ability to keep up with the demand for heating, ventilation, and air conditioning products. The pandemic shed light on the importance of high-quality air filters in HVAC units, especially in schools. In terms of hiring, they experience the same things Kelly mentioned. They don't have enough employees and started offering bonuses to current employees who refer new employees. Greenheck has low turnover, however, the baby boomer generation is retiring at an aggressive rate. They are improving benefits and improving efficiencies to make Greenheck a great place to work.
- **Program Information**
 - **International Business Associate Degree**
 - We want to reach out to industry members, or the appropriate person within their organization, to receive feedback for an International Business program. Derek asked about the focus NTC plans to take with the program as international business is very broad. Kelly Poppe-Gale explained NTC would like to focus on certain types of international business that might be specific to our area, that's why we are looking to connect with local businesses for more data and feedback. Derek explained that some of the things that may seem simple or elementary are critical. Cultural norms are very important to understand. Things a person does or says could be very offensive even though that is not the intention, and that can destroy a business relationship. Awareness and high emotional intelligence about cultural norms and behaviors is very important in international business.
 - **Business Management**
 - **Curriculum Modification – Business Management Associate Degree**
 - We discussed a lot of these changes during the spring advisory meeting so much of this information is a review of the previous discussion.
 - Add 10-101-147 Accounting Fundamentals (3cr) and make 10-101-111 Accounting 1 (4cr) the alternate
 - Accounting Fundamentals offers an overview of accounting, financial statements, and the role of accounting in a business and the course will be offered as an alternate option to Accounting 1.
 - Add 10-196-191 Supervision and Management Skills (3cr) and change the course title to Management Principles

- This course is from our Leadership Development program and is being revised along with the course title changing to Management Principles. We want to include functions of planning, controlling, staffing, and directing in this course.
- Remove 10-182-141 Project Management Leadership Principles (3cr) as the alternate to 10-196-193 Managing Human Resources (3cr)
 - We are removing Project Management Leadership Principles to allow other courses so we can create a more well-rounded business program.
- Remove 10-196-114 Lean Organizations (3cr)
 - We are removing the leadership focused courses to put the focus on the functional areas of finance, analytics, and supply chain management.
- Remove 10-196-169 Leading Change and Diversity (3cr)
 - We are removing the leadership focused courses to put the focus on the functional areas of finance, analytics, and supply chain management.
- Remove 10-196-190 Leading Strategically (3cr)
 - We are removing the leadership focused courses to put the focus on the functional areas of finance, analytics, and supply chain management.
- Remove 10-101-113 Accounting 2 (4cr)
 - With the addition of the Business Finance course we will be able to focus on different financial functions related to business while Accounting had a more limited scope.
- Remove 10-102-127 Mentored Business Experience (3cr) as the alternate to 10-102-200 The Branch: Skills Accelerator (3cr)
 - The Mentored Business Experience course option will be replaced with a Business Capstone that will focus more on case studies and application of business and management principles.
- Add new course 10-102-XXX Introduction to International Business (3cr)
 - The International Business course will be an extension of the Introduction to Business course and we feel it's important for students to have some international perspective. Many local businesses have international components and our region is experiencing a lot of cultural growth.
- Add new course 10-102-XXX Business Finance (3cr)
 - This course is being added to include content on the functions of finance in business.
- Add new course 10-182-XXX Fundamentals of Supply Chain Management (3cr)
 - This course is being added to include content on supply chain management as an important function in business.
- Add new course 10-102-XXX Business Analytics (3cr)
 - This new course is being added to include content on analytics and business data.

- Add new course 10-102-XXX Business Management Capstone as alternate to 10-102-200 The Branch: Skills Accelerator (3cr)
 - The Mentored Business Experience course option will be replaced with a Business Capstone that will focus more on case studies and application of business and management principles.
- Remove 10-809-166 Intro to Ethics: Theory & App (3cr) as a primary course and make it the alternate course to 10-809-172 Introduction to Diversity Studies (3cr)
- Remove 10-80-196 Intro to Sociology (3cr)
 - **The advisory committee supports these changes.**
- **Curriculum Modification – Business Operations Management**
 - Add new course 10-102-XXX Introduction to International Business (3cr)
 - The International Business course will be an extension of the Introduction to Business course and we feel it's important for students to have some international perspective. Many local businesses have international components and our region is experiencing a lot of cultural growth.
 - Add 10-101-147 Accounting Fundamentals (3cr) and make 10-101-111 Accounting 1 (4cr) the alternate
 - Accounting Fundamentals offers an overview of accounting, financial statements, and the role of accounting in a business and the course will be offered as an alternate option to Accounting 1.
 - Add 10-196-191 Supervision and Management Skills (3cr) and change the course title to Management Principles
 - This course is from our Leadership Development program and is being revised along with the course title changing to Management Principles. We want to include functions of planning, controlling, staffing, and directing in this course.
 - Remove 10-196-189 Team Building and Problem Solving (3cr)
 - With the updated sequencing, this course no longer aligns with the first two semesters of the Business Management degree.
 - Remove 10-196-193 Managing Human Resources (3cr)
 - With the updated sequencing, this course no longer aligns with the first two semesters of the Business Management degree.
 - **The advisory committee supports these changes.**
- **New Courses in Development**
 - **Business Analytics**
 - We want to offer students an opportunity to understand how to apply data for making good business decisions. Most decisions should be data driven. The course will examine theory and application of business analytics applied in accounting, finance, marketing, management, and other business disciplines. Students will use Microsoft Excel, R, and RStudio. RStudio is populated with

different data sets that students will use to mimic or simulate real data.

Students will learn about qualitative and quantitative data, how to analyze data, and how to report data in a fair and unbiased manner. Derek is familiar with R Shiny and if that is the same direction the program is moving toward that is wonderful to hear because it is very powerful.

- **Introduction to International Business**

- Like Derek mentioned earlier, the small things and emotional intelligence are very important in international business. We will look at global trade, tariffs, quotas, embargos, the terminology with global trade, global economic systems, the differences in governmental regulations, and some legal aspects at the international level. Cultural differences will be a big focus with how those transfer into a business environment.

- **Fundamentals of Supply Chain Management**

- Adding the supply chain management aspect is a great addition for a well-rounded program. Supply chain management is often misunderstood because it's so broad and all-encompassing. Upwards of 70% of an organization's costs are estimated to be in supply chain so it's a very important to understand. This course will cover the importance of supply chain management in the 21st century business, defining what supply chain really is, and the impact on the business. We will look at the significance of suppliers and supplier relationships, operations management, process management, logistics and distribution networks, warehousing, customer relationship management, and integration. This course will also become the introductory course in the Supply Chain Management Associate Degree program.

- **Business Analyst**

- **Curriculum Modification – Business Analyst Associate Degree**

- Change title of 10-102-180 Human Centered Design (3cr) to Design Thinking
 - The change is primarily because Design Thinking is the overarching umbrella for working through a business problem and applying those steps of design thinking to create solutions.

- **The advisory committee supports this change.**

- **Continuing Education/Workforce Training & Professional Development**

- Sharon Ruff introduced herself as the new Learning Coordinator in Workforce Training & Professional Development.
- There are a ton of workforce advancement grants out there. We were able to secure a \$620,000 grant to expand out Move to Manufacturing program to address some of the labor force shortages. There is a large grant deadline coming up from NTC's perspective that will address workforce shortages. We're looking at a program that will work with area businesses and embed training resources within their companies to upskill their workforce.

- We know businesses can't find employees on the street so it's extremely important for employers to be able to provide the training for current employees to gain the skills and certifications needed for higher level positions within their organizations. We are partnering with Northwood Technical College and Nicolet Technical College. Many of the programs listed on the Fall Offerings document in the meeting packet have filled up but we plan to offer them again in spring.
- Derek asked if NTC has done any root cause investigation training in the past, like Tap Root. Brad said they did about 6 or 7 years ago but they haven't seen an interest since then. If there is interest we can definitely investigate and look into bringing that type of programming back to provide for businesses. If there are other ways we can help with your workforce please contact Brad Gast at gast@ntc.edu.
 - **Advisory Membership Term Length/New Members**
 - We would like to recruit new members for all of our advisory committees, especially this committee. Business Management is one of the biggest programs at NTC and we serve a ton of students. We want to make sure we are getting input from across the industry to help us provide the best education and to prepare graduates for the workforce. We may also need to look into adjusting the time we meet to see if more industry members would be able to attend at another time or day of the week.

Jail/NTC Advisory Committee Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: October 12, 2020

Time: 11:30 a.m. – 1:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Gail Hurd – Employment and Training Coordinator, Department of Workforce Development
- Dani Peterson – Jail Lieutenant, Price County Sheriff's Office
- Ray Slatton – Director, Greater Wausau Christian Services
- Jane Spencer – Executive Director, North Central Wisconsin Workforce Development Board
- Laura Yarie – Justice System Coordinator, Marathon County

NTC Team:

- Kellie Bales – AE Faculty, Taylor County Jail
- Iain Cameron – Dean, School of Engineering & Advanced Manufacturing
- Tanya Grupe – AE Instructor, Marathon County Jail & Marathon County Job Center
- Kay Hennes – AE Instructor, Price County Jail
- Barb Juliano – Instructional Assistant, Marathon County Jail & Marathon County Job Center
- Jacki Knoblock – Academic Transitions Advisor, College Prep Center & School of General Studies
- Mari Kraege – AE Instructor, Marathon County Jail
- Kathy Krause – AE Program Director, GED/HSED Advisory, AE Faculty; Wausau NTC
- Hannah Lee – Administrative Assistant, School of General Studies
- Shannon Livingston – Dean of Student Services
- Erika Rist – Administrative Assistant (Temp), College Prep Center
- Brooke Schindler – Dean, School of General Studies
- Wendy Storlie – AE Faculty, Langlade County Jail
- May Thao – Learning Coordinator, School of General Studies
- Ronda Zastrow – AE Instructor, Marathon County Jail

Summary—Include a brief statement(s) of topics and action items

- Ray Slatton, Chairperson, and Brooke Schindler, Dean of School of General Studies at Northcentral Technical College welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.
- The group was given a few minutes to review the minutes from the previous meeting. The meeting minutes were approved by all.

- Brooke presented the Fall Advisory Committee PowerPoint.

A. Industry Trends

- Ray: Individual inmates' choice not to get vaccinated puts a damper on things, because they are not able to come to programming. Visitors are not able to come in until we have verified their vaccination status. I am running a joint men's and women's Bible study/Breaking Barriers class.
- Jane: The Workforce Development Board is returning to some in-person and hybrid meetings, including our Wood County Windows to Work reentry program. The reentry coach has been back inside the jail and in the Job Centers in Wisconsin Rapids and Marathon County. We continue to offer several grants: WIOA, Support to Communities, and COW. We are expecting some ARPA dollars and have applied for additional monies. Our Stevens Point Administration office will be moving. Our ribbon-cutting at the Job Center was last week.
- Gail: We have an abundance of employers looking for job seekers; we aim to connect them with those seekers who have been justice-involved. We really appreciate having Barb here at the Job Center on Wednesdays, running workshops, connecting people with services at NTC.
- Laura: People are not having difficulty finding a job, but they are having difficulty finding a job that supports the cost of living. So we are trying to get people into trainings so they can up-skill.
- Brooke: We offer something called Integrated Education and Training Opportunities, where we take job seekers who have gaps in their skill sets and provide some Adult Basic Education to fill in those gaps. This is along with the Workforce Training and Workforce Readiness Certificates. Do you find the need to be mostly in manufacturing or some other industry over another?
- Laura: We have individuals who lack the basic life skills to maintain employment, but also those who seek work more meaningful to them. There is a lot of interest in AODA counseling.
- Brooke: We are working right now on an Integrated Education and Training opportunity up in Merrill, which will concurrently provide Adult Basic Education alongside the training for truck driving, as well as some employability/workforce readiness pieces.
- Kathy: We are going to work specifically with the CDL-class B, or "straight truck." The program will run from November eighth until December seventh. We will help out with some math, reading, communications. The students will take a TABE test. As of February seventh, any CDL student will have to go to a registered training provider. We can be that provider.
- Jane: If those individuals want to take that step into training, know that there are plenty of financial resources available, and that Gail and the other staff at the Job Center do a really great job of career planning and the case management.
- Shannon: There is a lot of mental health need right now. This past summer our contract with Peaceful Solutions expired. We have now contracted with The Virtual Care Group (VCG) which provides telehealth services 24/7/365. With this service, we are able to serve more equitably across our district. There is no limit to the number of sessions with their therapist as long as the student is enrolled at NTC. I am also playing the part of Lindsay Zakrezewski who is on maternity leave. I can say that there is a lot of need for accommodations right now. We are working on civility opportunities and trainings to help students re-acclimate to being in person.
- Brooke: Agreed. I took on a role to do some College 101 instruction. The course is all about how to be successful in college, career, and life. It has been amazing to me how many students mentioned issues of depression or anxiety in the posts that they shared privately with me. We had an assignment last week where they talked about what they could do to be more successful, and many said that they needed to take better care of their mental health. I shared the VCG link.
- Ronda: Despite continued restrictions this semester, the students we are getting are very

committed and attending every session.

- **Iain:** Adam Zogata, who is the jail instructor for the welding program, is keen to get back in to the jails. Darren Wild is a new Welding instructor. We will still be focusing on the virtual welding and the print welding classes. Adam partook in an ELL initiative targeting minority populations in the West Region. He has ideas about how to improve that curriculum that he thought might translate well for incarcerated individuals. We will do what we can to offer machine tool programming in order to meet current industry demand, which is high.

B. Program Information

1. Jail FTEs

- **Langlade:** Currently at 11.46 FTEs, down 8.59 FTEs from last year.
- **Lincoln:** Currently at 16.32 FTEs, up 3.96 FTEs from last year.
- **Marathon:** Currently at 19.38 FTEs, up 4.56 FTEs from last year.
- **Price:** Currently at 1.03 FTEs, up 1.37 FTEs from last year.
- **Taylor:** Currently at 7.06 FTEs, down 0 FTEs from last year.

2. Grants Update for FY2022

For FY22 and for the following three years, we have again been awarded an at-risk population (justice-involved) grant. We hope to incorporate upcoming grant opportunities into our postsecondary work.

C. Curriculum/Assessment

1. 2020 – 2021 Jail Summaries

This annual summary sheet includes (a) classes/programs: high school credentials, career readiness paths, post-secondary paths, (b) student successes: GED tests passed, credentials earned, academic gains, and (c) completed offerings: Employability, Financial Literacy, and others unique to each jail.

2. Instructor Report

- **Wendy:** Langlade County has been a challenge for me, as they have been closed. I will be starting again next week, which is exciting. At Lincoln County, I have a fair number of students.
- **Kay:** Currently, I am working with five students. I have had a total of seventeen over the past year. Fifteen of them are working on self-improvement skills or on the HSEDs and two are working on their GEDs. One recently completed.
- **Mari:** I have seen twenty-seven students, fifteen self-improvement, one GED, and one ELL.
- **Tanya:** I have started handing out the MoneySmart packets and trying to identify which of the students have student loans. We talk about credit scores. We talk about savings.
- **Ronda:** I would like to compliment Gail on being so flexible with our new system. We have done a lot of communicating messages between students, sending resumes back and forth.
- **Barb:** For those students in the jail systems coming to class for self-improvement, I have been trying to push the Workforce Readiness Certificate.

3. Curriculum Updates

- **Workforce Readiness Certificate:** Barb: It has been really great, this fall, coming back. This morning, from Wendy, we got our very first completion of one of the programs—a gold-level graphic literacy certificate to be handed out first semester.

D. Curriculum/Facilities

1. NTC COVID-19 Protocols

Upon entering the building, all must hand-sanitize. Cleaning and disinfection and cleaning in/out of shared spaces and equipment continues daily. Areas used by an employee/student who experienced COVID symptoms receive extra cleaning and disinfecting. All non-vaccinated persons must mask on all NTC campuses unless alone in an office/cubicle or socially distanced. People are fully vaccinated ≥2

weeks after the second dose in a two-dose series or ≥ 2 weeks after a single-dose vaccine.

2. Jails' COVID-19 Protocols:

- Langlade: All new inmates undergo a ten- to fourteen-day quarantine and must rapid-test before they enter the general population. Inmates claiming or displaying symptoms rapid test. All visitors mask. Students under quarantine do not participate in programming.
- Lincoln: Inmates are quarantined for five days. After a negative test, they can attend class.
- Marathon: Prior to entry into the general population, each intake must provide a negative test. If they refuse a test, they must quarantine for fourteen days. Outside the cell block, inmates may mask. Staff mask whenever in contact with inmates. Visitors and volunteer staff mask in the presence of inmates. Inmates are provided vaccinations. Inmates must be vaccinated to participate in programming, but are prohibited from masking in the classroom. Class facilitators must mask. Instructors clean in/out.
- Price: Masks are not mandatory for visitors, but if feeling ill they need to cancel. New book-ins mask on a case-by-case basis. New inmates are kept separate from long-term inmates.
- Taylor: Anyone entering the jail must have their temperature taken. They are mixing blocks, and everyone normally eligible for programming is able to come to programming. There is no masking. If someone is symptomatic, they will quarantine.

3. Huber Update

- Ronda: Huber has officially been eliminated by the County Board. The Huber program at Marathon County Jail no longer exists.

E. Focus Discussion Item: FY2022 PS Programming Updates/FY2021 Possibilities

- Ronda, Mari, Tanya, Kay: Everyone wants Adam and Welding back!
- Brooke: Clearly, welding needs to come back!

F. Continuing Education/Business & Industry Solutions Initiatives

Handouts:

- Mind Trekkers: New Dates, Sponsorship Opportunities, Volunteer Opportunities

G. Other Items: Success Stories

- Wendy: I have a student who started her 509 work at Marathon County, continued her coursework at Langlade County, and was able to complete her diploma at Lincoln. Another student at Lincoln County who is expecting a child soon was able to complete her diploma.
- Kay: One of my students worked on her GED with me over Zoom throughout the shutdown and passed each of her GED tests with flying colors. She is looking into computer coding classes.
- Mari: A student started with the Workforce Development Certificates. We could not get his out-of-state GED transcript, so he is getting his GED (again). He will have his certificate next week.
- Tanya: We have had one young lady who has been working to finish her GED for many years. Seeing her at the jail again, she was proud to report that she had finished her GED. Math has always been hard for her, but she has accomplished this. Now she is thinking about college.
- Ronda: I have a gentleman who has done every academic offering we have. So he agreed to do a classics book club with me. He is now on his fourth classic. I was also at a community recovery event this past week and ran into former students who are happy, sober, and successful!
- Barb: My success stories are all of my instructors' success stories!

Next Meeting: Tuesday, April 12, 2022, 11:30pm – 1:00pm

Small Business Entrepreneurship Advisory Committee Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 10/26/2021

Time: 12:00 p.m. – 1:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Paul Dau – Edward Jones
- Tim McKeough – Q Up Success
- Mark Mudler – Integra Tool & Manufacturing
- Cory Tomczyk – IROW

NTC Team:

- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- Brad Gast – Dean-Workforce Training & Professional Development
- Jim Ortiz – Student Success Advisor
- Kelly Poppe-Gale – Faculty, Small Business Entrepreneurship/Business/Leadership Development
- Tracy Bliese – Administrative Assistant-School of Business, Community Services & Virtual College

Summary—Include a brief statement(s) of topics and action items

- **Industry Trends**
 - Cory Tomczyk – Owner of IROW, a document destruction, general recycling, and record storage facility. With all the people working remotely over the past year due to COVID it has accelerated the paperless society to the point there is a shortage of office scrap paper. This has had a positive effect for their organization because it has increased the value of scrap paper, however, there is an industry wide shortage. Cory estimates that within a year the industry will need to use trees again to make toilet paper. COVID has not affected their staffing and they are currently fully staffed. They have not forced COVID protocols on their employees and have had people come to their organization because of that. IROW is expanding into the Fox Valley and projects they will have a good year.
 - Mark Mudler – Owner of Integra Tool & Manufacturing, a tool and die, precision machine shop, and staffing facility. They don't have a specific product line so their work ebbs and flows according to customer needs. Since COVID began Mark has noticed tighter lead times. Customers are waiting until the last minute or they are having supply issues, so there is a lot

of walk-in work because customers are unable to get things from their normal supplier. They are fortunate to have a well-staffed facility on all sides of their business.

- Paul Dau – Financial Advisor with Edward Jones. Industry wide they have seen a large move to virtual meetings with clients. There is still a strong need for human interaction but people seem to be accustomed to the virtual environment and are willing to meet with advisors across the country as long as they receive that personal interaction. With everything happening in the last year, people seem to really have the desire to get of hold of where their finances are. Clients are calling just to talk sometimes because they aren't getting that social interaction elsewhere. It's been an interesting year and Paul is eager to see where things go.
- Tim McKeough – Owner of Q Up Success. Tim is a management consultant, provides executive coaching, strategic planning, organization development, leadership development, team building, and sales training. Over the last couple years, he has worked with NTC's Workforce Training & Professional Development teaching in the Leadership Academy. People are seeing what is being called The Great Resignation, with an increase in the number of people quitting their jobs. The baseline stress people are dealing has increased from what it was a few years ago. That stress is part of peoples' lives and is brought to the workplace. They are looking at work and their organizations differently and it's not just about compensation, people want to feel safe and valued. Even through his own work, Tim is seeing a focus on culture, organizational development, and leadership skills more than technical skills.
- **Program Information**
 - **Enrollment Report**
 - There are 22 traditional students and 19 Virtual College students matriculated this fall. There are 4 students matriculated for the spring semester so far. The FTEs (full-time equivalent) increased by 26% from last year to this academic year. This program is doing very well.
 - **Curriculum Modification – Small Business Entrepreneurship Associate Degree**
 - The courses in the technical diploma match the first two semesters of the Small Business Entrepreneurship and Business Management programs. These changes are occurring due to updates in the embedded Business Operations Technical Diploma and the Business Management Associate Degree.
 - Add 10-102-XXX Introduction to International Business (3cr)
 - The International Business course will be an extension of the Introduction to Business course and we feel it's important for students to have some international perspective. This will give students an idea of the scope of international business, cultural elements, and supply chain. Many local businesses have international components and our region is experiencing a lot of cultural growth.
 - Remove 10-196-189 Team Building and Problem Solving (3cr)

- This course is being replaced with the Introduction to International Business course.
- Add 10-196-191 Management Principles (3cr)
 - This course will replace Managing Human Resources. It is from our Leadership Development program and is being revised to include functions of planning, controlling, staffing, and directing.
- Remove 10-196-193 Managing Human Resources (3cr)
 - This course is still part of the Business Management program but now falls in the second year. We will discuss whether there is value in maintaining this course in the Small Business Entrepreneurship program in the future.
- Add 10-101-147 Accounting Fundamentals as an alternate to 10-101-111 Accounting 1
 - Accounting Fundamentals offers an overview of accounting, financial statements, and the role of accounting in a business and the course will be offered as an alternate option to Accounting 1.
 - **The advisory committee supports these changes.**
- **Overview of Program Courses, Feedback & Entrepreneurial Experiences**
 - Small Business Entrepreneurship Associate Degree
 - What are some of the areas that you wish you have more exposure to through your education prior to starting a business? What areas did you seek education in after starting a business? What was most valuable in your education? As an example, Cory had asked in our spring 2021 meeting about a course that teaches students how to facilitate a meeting. These are the types of suggestions we are looking for.
 - There are 18 general education credits included in the program and those cannot be removed. The first year of the program is the Business Operation Technical Diploma we discussed and the second year includes Marketing courses, Entrepreneurship courses, QuickBooks courses, and Project Management.
 - Cory asked if students learn about profit and loss statements and balance sheets. Kelly confirmed they touch on these in Accounting 1 and then they learn more about the application in QuickBooks 1 and QuickBooks 2. We are adding a Business Finance course to the Business Management program that will focus on financial decision making and reporting, and not so much the classification of debits, credits, and accounts. We could look at the potential for an entrepreneurial finance course. Cory clarified that understanding what these means for your business is what's really important, not necessarily the physical function. A banker looks at a balance sheet differently than a business owner so it's important to understand what it means to both parties early on. Tim asked if this could be part of the Entrepreneurship 2 course as students develop their business plan. Students could meet with a banker, or one of the advisory members, for a mock meeting. Kelly confirmed this is part of the Entrepreneurship 1 course. There are not many venture capital firms or annual investment organizations so students need to reach out to a business banker. Students go through the process of creating pro forma financial statements or projected financial statements. There is a bit

more emphasis on this in Entrepreneurship 2 but it's not a huge part of either course. This will be something that we will take into consideration as we move forward.

- Tim asked if the program includes strategic planning, mission, values, and vision statements. In Entrepreneurship 2 students need to set up the mission, vision, and values for a proposed enterprise and discuss some strategic planning. The Management Principles course also covers strategic planning. Students do a SWOT analysis, set the mission and vision, and create goals and objectives, so that is something we can look at retaining in that course.
- Paul asked if the degree is intended for someone who already knows what type of business they want to start or for someone who just knows they want to start a business and they can work through the process of coming up with a good business idea. Kelly explained most students she has worked with already have an idea of the type of business they want to start. In Entrepreneurship 1 students need to generate a new business idea and take it from start to finish. Then in Entrepreneurship 2 students can apply the knowledge they learned in Entrepreneurship 1 to their own business idea. Jim shared that about a third of the students he talks with have a family business so they are looking to move into a role within the business. There are also a number of students with small online businesses that they want to expand.
- Mark feels it would be difficult to get deeper into many other topics within the two-year time frame for the program. The program looks very solid and already covers some things he wished he knew prior to owning his business. His advice for students is to recognize their weaknesses early and pay special attention in those areas. Tim agrees it's important for students to have that awareness. When he does executive or business coaching, he has the client complete some sort of personality testing so they can understand their preferences and areas where they may potentially struggle. Paul agrees and completed a similar entrepreneurship program a number of years ago. There are topics in this program he wishes had been covered in the program he completed though. One thing he did find extraordinarily helpful from his experience was that each week someone came into the classroom to answer student questions. It could be a venture capitalist, entrepreneur, small business owner, or someone else within the community. It's an opportunity to build a network and to discuss experiences with people who have been through the things students are learning about. Tim suggested students try to connect with someone in the business area they are interested in. There are a lot of people who would be willing to share their story, their successes and their failures. Crisis management is a topic to consider, especially seeing what happened with COVID and how that effected small businesses. When students are putting their business plans together, Paul suggested a change could be introduced to force them to pivot and think things through differently. Having the experience working through a large change would be very beneficial. Tim recommended the sales course should include strategies for online sales since there has been such a shift with the pandemic. All of the sales training he's done lately has been virtual. Paul agreed that adapting to the virtual environment takes skill, especially in situations trying to connect with someone in a virtual environment who doesn't have their camera on and you are forced to talk to a blank screen.

- Business Operations Technical Diploma
 - We have the Operations Technical Diploma set up to be the same as the first two semesters of the Small Business Entrepreneurship and Business Management degrees so students can easily transition between the associate programs if they decide the other program is a better fit for them. Kelly asked if the committee feels there should be courses in the first two semesters that are specific to entrepreneurship or if they agree with the way the first semesters are set up. Cory and Tim feel there should be some entrepreneurship courses earlier on to jump start their learning. Tim suggested including student self-awareness up front that may help students realize earlier on if they are not in the right program. Cory stated an entrepreneur will likely display a burning drive so those students will be more easily recognizable and will want to get started right away. While it can be great to get students going right away, Paul mentioned some students may get going faster than they can keep up with. They may start their business before they are ready and could make some costly mistakes. They are there to learn how to run a successful business and it shouldn't be a rush to start sooner than they are ready. Mark said there is no really good time to start a business, you just need to jump into it. You can try to prepare for it but until you are into it and are running your business daily it's difficult to know exactly how to prepare for some aspects. Members agreed everyone's experience is different and entrepreneurs are often eager to get started right away so offering entrepreneurship focused courses earlier in the program would be beneficial. Industry members also suggested students include flexibility in their planning for the possible need to pivot, from making mistakes or for other reasons. It would be very beneficial if students could work with a mentor or coach to network and to have the experience and guidance. Kelly agreed this could be an option especially since it could take place virtually. Kelly will put some ideas together around existing courses, with the potential to offer new courses, and the committee can discuss the options at our next meeting.
- **Advisory Membership Term Length/New Members**
 - We have a recommended term length of three years. More important for this committee we want to increase the number of industry members to ensure well-rounded feedback and experiences that can be shared. Kelly added that some students are trying to start a business from a technical or trade standpoint, like an automotive or repair business. If there are any individuals you know who can speak specifically to this type of experience it would be great to have their voice on this committee. If there are any individuals you know or work with who may want to join this committee please invite them and share their contact information with Tracy at blieset@ntc.edu.
- **Continuing Education/Workforce Training & Professional Development**
 - Brad shared the link to the digital catalog of offerings: <https://lp.constantcontactpages.com/cu/dkQ3SXE/WTPDFallCatalog2021>. There are courses offered on change management, emotional intelligence, and boosting productivity or some other areas where people may be seeing gaps within their organization or with employees.

Most offerings are now available in person as well as through a live Zoom feed or a recording.

You may be hearing about some of the workforce development grants. We are applying and hope to bring some of those here. NTC was successful in securing about a \$600,000 grant to enhance the pipeline of workers in to entry level positions in the manufacturing field. We recently submitted for the Governor's grant proposal that's a \$100 million pool for some strategic pathways and community assistance to try to pull some of the discouraged workers out in the population. The employment rate is 3.9% but the true rate of people that are disengaged from the workforce is about 12%. We are trying to access that population because they have fewer barriers than what we see with those who are actually unemployed. If there are other ways we can help with your workforce please contact Brad Gast at gast@ntc.edu.

- Cory really appreciates the MindTrekks event and feels we need more of these types of events. It's important to get kids involved in different ways of thinking, and events like this are very engaging and make hands on learning exciting. Brandy shared that NTC is partnering with the Wausau School District in their after-school programs to bring STEM to younger kids. At NTC we are finding there are basic digital literacy and computational thinking skills we wish students had when they started here. Kelly and Kimberly have been working on a tech innovation program for girls with some hands on project work. You will see more of these types of events and programming coming.

Leadership Development/Human Resources Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 10/27/2021

Time: 11:30 a.m. – 1:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Laurie Plisch – Wausau Homes
- Lisa Westphal – Westphal Staffing

NTC Team:

- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- John Burgess – Faculty, Leadership Development
- Brad Gast – Dean-Workforce Training & Professional Development/Apprenticeship
- Jim Ortiz – Student Success Advisor
- Kelly Poppe-Gale – Faculty, Small Business Entrepreneurship/Business/Leadership Development
- Kurt Swanson – Faculty, Supply Chain Management/Leadership Development
- Cher Vink – Associate Vice President of Human Resources
- Tracy Bliese – Administrative Assistant-School of Business, Community Services & Virtual College

Summary—Include a brief statement(s) of topics and action items

- **Industry Trends**
 - Laurie Plisch – Director of Human Resources at Wausau Homes. They are still impacted with a lot of supply chain issues due to COVID. In terms of hiring, they have people starting and finding out the first day that the job is not for them and leaving. There are a lot of people who just don't want to work, it doesn't seem to matter their age, it just seems there is a lazy workforce. Many people are making more money by staying home so they are not interested in working. Somehow, we need to get that to change. Wausau Homes is investing more in professional and individual development programs and working with NTC on program development for their managers. There was never a lot of training from a management perspective so they are putting together a supervisory curriculum. This program will also groom those who want to move into a supervisor position at a later time.

- They are looking at compensation and the inflation occurring, trying to balance wages and other types of incentives. It's a really weird and difficult time everyone is facing right now. From an educational standpoint, it's important to continue increasing soft skills, communication, and leadership. Brandy thanked Laurie for working with NTC on their training program. A lot of organizations are finding the need to develop their current employees to fill positions within.
- Lisa Westphal – President of Westphal Staffing. COVID is still creating challenges but not as much as six months ago. Some of their customers are slowly transitioning back into the office. As far as human resources leadership, there is a continuing need for growth in recruitment and development as Laurie mentioned. It is going to be very important to develop employees to keep them happy and to retain them because replacing them is really tough. Recruitment will continue to be very important and it's difficult to teach someone to become a recruiter because it takes years of practice and business acumen. They are currently developing two recruiters for a total of five recruiters, including Lisa. Their staff is growing and they are working three times harder than they normally would for similar to less than similar results. There simply aren't people to replace all those leaving the workforce. Right now, accounting is the area that's most challenging and they are looking for three CPAs.
 - Cher Vink – Associate Vice President of Human Resources at NTC. Cher agrees with Laurie and Lisa that recruitment is challenging right now. NTC is having the same difficulty finding qualified applicants and is looking at pathways for internal employees. When a vacancy opens they look at possibilities for redistribution, other people assuming responsibilities, or tweaking job duties. They are taking a hard look at compensation, the total rewards package, and how competitive and transparent NTC is. Salaries in the private sector have really been moving a lot over the last year. This has impacted the ability to find qualified candidates and to retain current employees because they are being lured away by increasing compensation. Cher agrees with Lisa that they are working harder than they have had to fill positions. NTC has a really great HR team and if they can help business partners with job descriptions or things like that Cher is happy to help.
 - Lisa added salary and wages are becoming out of line with the skillset needed for jobs. Laurie agrees and asked at what point in time will that turn. Everything will be out of line. If employers are paying a \$14/hour employee \$21/hour because they have to in order to retain them, what will happen when the economy shifts? Will they need to lower wages or lay people off? It will be interesting to see how things end up in the future when the economy changes.
 - John explained they discuss these issues during the Human Resources classes each time they meet. Nationwide, there are 10,000 baby boomers retiring every day. There are still challenges with employees who need to quarantine due to COVID exposure or having a family member exposed. The labor participation rate is just over 60% right now, so 40% of

the people who are eligible to work are not working. Based on this information, it's not surprising recruitment is so challenging.

- **Program Information**

- **Enrollment Report**

- This fall, 33 students were matriculated and enrolled in the Human Resources program. There are 7 student who were matriculated and enrolled in the Leadership Development program. Most of these students are attending online for Leadership Development and the Human Resources program is 100% online.
 - There is a lot of mix and exchange between the two programs since the first two semesters of courses are the same. We have a couple other programs that have a similar situation with students switching between the programs. We are excited the Human Resources program has grown so quickly. Compared with other programs we've started this one has had a lot of new students.

- **Leadership Development**

- Leadership is important at every level in an organization. That's why this program exists because there are students who have just been promoted or who aspire to be promoted, and we are helping them develop the skill set to lead people and accomplish goals with a team. Even though the curriculum and the competencies have not changed much, the way we're going about teaching and what we're discussing has changed. Kurt mentioned there are some really high caliber students in the first semesters of the program. They seem very motivated to learn and really grasp the competencies. The student demographics have changed a bit and there seem to be more Human Resources and Business Management students in some of the classes.

- **Human Resources**

- The competencies themselves are not changing. Some of the things we are talking about during class time are changing though due to COVID and the workforce participation rate. The conversation is always changing, but right now it is about the lack of willingness to work, people retiring, COVID, or staying home and still getting paid. Employers are in such competition to get people to come to work and also to retain those employees. Sometimes it's not just the salary, sometimes people are looking for flexible work arrangements. This has been going on for a while but things are really heating up.
 - Cher is working on a capstone course and the draft looks great. The capstone course will be experiential. Student will not just learn the components, but will actually write a job description, create a recruitment ad, and develop a compensation and benefits plan. The development of the course and engagement will benefit students. Brandy explained we are developing the final semester of curriculum for the Human Resources program, one of which is the capstone Cher has been working on. There is an expectation for graduates of this type of program to have certain skills that go along with human resources positions. Skills like business writing, verbal and written skills, critical thinking

and soft skills are important so we are going to keep at those areas. These are areas that employers will appreciate. We think an internship could be beneficial to the program as well and something we can consider in the future.

- Laurie feels active listening is a very important skill for the Human Resources and Leadership programs to cover. They want to make sure their leaders have those listening skills to understand and relate to employees.

- **Curriculum Modification**

- Human Resources Associate Degree
 - 10-196-191 Supervision and Management Skills (3cr) change the course title to Management Principles
 - The course name better aligns with content changes we intend to make in the future. The course will set the foundation for the Business Management program including a lot of what is already covered with supervising and managing.
 - **The advisory committee supports this change.**
- Leadership Development Associate Degree
 - 10-196-191 Supervision and Management Skills (3cr) change the course title to Management Principles
 - The course name better aligns with content changes we intend to make in the future. The course will set the foundation for the Business Management program including a lot of what is already covered with supervising and managing.
 - **The advisory committee supports this change.**
- Accelerated – Supervision Technical Diploma
 - 10-196-191 Supervision and Management Skills (3cr) change the course title to Management Principles
 - The course name better aligns with content changes we intend to make in the future. The course will set the foundation for the Business Management program including a lot of what is already covered with supervising and managing.
 - **The advisory committee supports this change.**
- Leadership Essentials Certificate
 - 10-196-191 Supervision and Management Skills (3cr) change the course title to Management Principles
 - The course name better aligns with content changes we intend to make in the future. The course will set the foundation for the Business Management program including a lot of what is already covered with supervising and managing.
 - **The advisory committee supports this change.**
- **Advisory Membership Term Length/New Members**
 - We have a new document coming out with information for advisory members. A three-year term is recommended with a limit of two consecutive three-year terms. The most important thing is that we need new members on the committee. We would like your help in recruiting new members to provide us with feedback to better develop our programs. If there are

individuals that you know or work with who may want to participate with this committee please invite them or share their contact information with Tracy at blieset@ntc.edu and she will invite them.

- **Continuing Education/Workforce Training & Professional Development**

- Brad attended an apprenticeship meeting today and they discussed the workforce challenges. One of the things we want to focus on as a college is how we can increase the pipeline to your organizations. During the meeting it was the final approval for our Diesel Technician Apprenticeship program so that will be coming shortly. We have tried to be very aggressive and intentional about additional apprenticeship opportunities. Pre-apprenticeship programs can start as early as high school. Apprenticeship is one of those areas that can hopefully help with training and creating a skilled workforce. We continue you to work on and have the SHRM certification course available at NTC and will run it again in spring. We partner with the local chapter to offer that service along with recertification credits available through our courses. The NTC Connect model allows attendees to attend conferences and training in person, virtually, and with a recorded option. If there are other ways we can help with your workforce please contact Brad Gast at gast@ntc.edu.

Medical Assistant Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 11/03/2021

Time: 12:00pm – 1:30pm

Location: Zoom

Attendees

Industry Members:

- Carrie Arrowood, Operations Assistant Manager, Marshfield Clinic
- Gina Backus, Operations Manager, Marshfield Clinic (Mosinee and Wittenberg Centers)
- Jodi DeBroux, Nurse Practitioner, Marathon Cheese Health Clinic
- Kessa Erickson, Nurse Practitioner, Marshfield Clinic Family Practice
- Tammy Freese, Operations Manager, Urology Specialists of Wausau
- Mason Heldt, Student Placement Coordinator, Aspirus Wausau Hospital
- Jennifer Hinker, Practice Administrator, ENT Associates
- Tammy Kirsch, Community Member, Independent Sales Director at Mary Kay
- Heidi Kramer, Director of Talent Acquisition and Workforce Planning, Marshfield Clinic
- Cassie Lambrecht, MA Student
- Mary Moore, Supervisor of Organizational Development, Aspirus – Langlade Hospital
- Becki Mork, MA Supervisor Cardiology Clinic Manager, Aspirus
- Liz Porter, HR Business Partner, Aspirus Medical Group
- Juanmanuel Rocha, MA Graduate, Marshfield Clinic
- Krissy Rodewald, Director of Human Resources, G.I. Associates
- Suzette Samuels, Recruiter Wausau/Weston, Marshfield Clinic
- Linda Schemenauer, MA Graduate, Aspirus Clinics
- Karin Schmoldt, Clinic Coordinator, GI Associates
- Jenna Schwabe, Recruiter for Medical Assistants, Aspirus
- Maria Tannah, Human Resources Business Partner, Marshfield Clinic Health System
- Malafu Taitia, Health Care Manager Greenheck, Quad Medical

NTC Team:

- Janet Baumann, Associate Dean of Health
- Brad Gast, Dean of Workforce Training and Professional Development
- Michael Kozlowski, Instructional Designer
- Katie Metko, Apprenticeship Manager
- Bethany Snyder, Administrative Assistant
- Jenny Stieber, Medical Assistant Faculty and Program Director

Other:

- Tammy Kirsch, Community Member, Independent Sales Director at Mary Kay
- Cassie Lambrecht, current MA Student

Summary—Include a brief statement(s) of topics and action items

- The Medical Assistant (MA) apprenticeship program was launched in January 2021. The first group of apprenticeship students are doing well. There are plans to have another cohort in the fall, after the program completes the evaluation process with State of Wisconsin (DWD – Department of Workforce Development).
- Enrollment Report and Retention:
 - For the spring 2021 semester, the MA Program for Clinical Procedures 1 started with 4 students. Due to different reasons, we were down to 2. We have 4 students in second semester, preparing to go to Practicum 11/8/21.
 - For the fall 2021 semester, the MA program for Clinical Procedures 1 started with ten students and again, due to different reasons, we are down to eight students. Of the eight remaining students, seven are full-time and 1 is part-time.
 - 1 – changed programs
 - 1 – academics
- Fall 2021 Practicum Placement:
 - There will be four students in Practicum, which will run from November, 8 2021 –December 17, 2021.
 - It has been decided to keep Practicum hours at 200 hours. Students shared that 160 hours was not enough time in the clinic.
- 2021 CMA Exam Results:
 - This past spring, there were a total of four students and, of the four, three took the CMA (Certified Medical Assistant) Exam with two passing and one not passing.
 - This past year (2021), there were a total of 9 students who took the CMA Exam with six of those passing and three failing. One student has reached out to Jenny for guidance/ assistance and Jenny has reached out to offer additional resources they can use prior to retaking the exam.
- Janet shared that there have been lower enrollment college wide. She explained they are brainstorming how to market better and strategize to have more students come in through K-12 events and showing juniors and seniors dual credit opportunities early.

Supply Chain Management Advisory Committee

Summary of Advisory Committee Meeting Minutes for

NTC Board of Trustees

Date: 11/04/2021

Time: 4:00 p.m. – 5:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Victor Carungi – Wausau Homes
- Tim Daanen – D&B Warehouse
- Tom Janssen – AROW Global
- Scott Pettit – The Lake Companies
- Marty Robbins – Marathon Cheese
- Laurie Sazama – Greenheck
- Deniale Stephen – Woods Equipment

NTC Team:

- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- Jim Ortiz – Student Success Advisor
- Kurt Swanson – Faculty, Supply Chain Management & Leadership Development
- Tracy Bliese – Administrative Assistant-School of Business, Community Services & Virtual College

Summary—Include a brief statement(s) of topics and action items

- **Industry Trends**
 - Laurie Sazama – Indirect Commodity Manager at Greenheck. Greenheck has seen suppliers breaking contracts with many declaring force majeure. They are trying their best with ordering but still not getting parts as suppliers, as well as Greenheck, are struggling with labor. Greenheck is focusing a lot on automation and asking their suppliers to do the same. Storage is becoming an issue because they are ordering some product ahead when they can get it. Instead of ordering a week's worth they will get a month's worth if it's available. They have hired three new Buyers/Senior Buyers during the last six months which was helpful. Employees are still working from home. Greenheck has different levels for COVID protocols and may require masks, social distancing, and break room closures depending on the level. With the new mandate they are struggling with how to test all unvaccinated employees

- each week. They have roughly 2000 employees across the United States who are not vaccinated so they are trying to figure out the best way to complete that process.
- Marty Robbins – Director of Fleet Operations at Marathon Cheese. They have seen the same problems others are facing with labor issues. Marty is finding when he makes an offer to a driver or office worker the candidates are coming back with counter offers, some of the counter offers are a little extreme. He wonders if the candidate is leveraging them against their employer or if their employer suddenly realized they can't afford to lose the person. Down the road there will be a lot of overpaid middle management employees. They have taken the stance that they will pay market or maybe a little bit more than market because they are afraid of overpaying people and having to deal with that down the road. Marathon Cheese isn't getting the skilled labor they need, however, a positive over the last couple years is suddenly they are able to attract professionals from other areas, including Chicago, northern Illinois, and southern Wisconsin. In the trucking industry they can't get tractors. The used market is overpriced because people are holding on to their fleet equipment in case of a breakdown so they will have parts available. Now when there is a breakdown it's difficult to find parts and trucks are down longer on the road. The used market is putting a lot of strain on the carrier side of the industry.
 - Scott Pettit – Scott works for The Lake Companies, consulting small to medium-sized businesses on their business systems. He works with different companies all over the Midwest and the shortages and delays still persist. The raw material delays have subsided but those components requiring labor have the largest delays due to the worker shortage. Nearly every company he is in contact with is trying to fill at least one position within supply chain. Some of them are experiencing turnover and others had supply chain duties spread across their organization and are now realizing they are at a big disadvantage without the supply chain expertise in their business. Scott talks with customers about automation and innovation. Not only on the shop floor, but in the back office, they look at how to best optimize processes to do more with less. In terms of COVID protocols, he sees a wide range from vaccine mandates and masking to businesses that have moved on and don't enforce any requirements.
 - Tim Daanen – President of D&B Warehouse. Tim is new to the Wausau market but the company has been in Green Bay since 1950. It's interesting to hear Marty's comments because he recently had some trucking companies contact him asking to buy some trailers he is using for storage. There is a lot of push into the building, instead of "just in time" customers want to store a lot of supplies to ensure they don't run out. Several clients want to store items for 6-12 months. The business makes money off storage and handling so Tim needs to evaluate what type of business he wants to work with, and working with his clients' current needs. Several customers moved closer that used to be farther away, including a customer from Nebraska that moved their supply into Wisconsin to be closer to the cheese plants. D&B Warehouse is receiving their shipments, consolidating, and shipping.

As far as hiring trends, they have a skeleton crew of about 10 employees for the whole company with 325,000 square feet in Green Bay and 100,000 square feet in Wausau. Tim comes to Wausau about once a week and has two employees here who can manage the location. It's difficult to find people who can drive lift trucks and perform the lumping activities so he's struggling to find new and younger people as some of his employees get closer to retirement. He starts at \$15-17/hour with midyear and end of year bonuses. On the COVID side, they haven't been impacted too heavily but did have one of the employees in Wausau get COVID last year so Tim was there more frequently. They don't require any masking because the warehouses are so large it's like being outside.

- Deniale Stephen – Materials Manager at Woods Equipment. She has seen many of the things others mentioned. They are working in the office and are not required to wear a mask if they are vaccinated and the COVID levels are low in the region. Since the COVID levels are high in Marathon County, all employees are required to wear a mask regardless of vaccination status. With the new policy that came out today for employers with more than 100 employees, they were told they need to be vaccinated within 60 days. They may do weekly testing for those who don't get vaccinated but the cost will be about a half million dollars every quarter for the company. On the material side, they are seeing long lead times on many items. They do get some parts from overseas and they have been receiving container after container recently so a ship they were waiting for must have been unloaded at the port. They have to take extra time for follow up calls and emails with suppliers to confirm where things are. Even with some of the delays, their service level is still quite good and some of their customers are saying their lead times are much less than others in the industry. The company is growing and they have increased their workforce from about 80 to 100 employees here. Wages are competitive and they created a 2-step process to increase wages for their current employees to make sure they are receiving a fair and competitive wage to keep them with the company. They are looking to fill a couple positions for material handlers, a saw operator, and an engineer.
- Tom Janssen – Supply Chain Manager at AROW Global in Mosinee. This region is heavily involved with manufacturing and everyone is fighting for the same labor pool. It has turned into a wage war which makes it challenging to retain good employees because many are moving to the next employer who will offer them a higher wage. It's not always about whether they are happy in the work environment and you can try increasing incentives and bonuses, but some just want the higher wage. Like Marty mentioned, at some point there will need to be a wage correction which will be another struggle. Tom is experiencing multiple price increases from the same suppliers. There has been a shift in the relationship and customers now cater to suppliers rather than the other way around. Suppliers are keeping the 20% of their customers that provide 80% of their net sales. If the company loses a supplier it's hard to recover because good suppliers are not accepting new customers. One thing that's really been helping is creative thinking because the old way of doing things is no

- longer relevant. Their buyers need to get involved with suppliers on their issues to see how they can help. AROW Global has gone so far as to share labor to get product out the door. They have kept their purchase orders steady so their suppliers can better plan their inventory and shipments with them. They are learning to manage COVID so it's not as much of an issue. They have a pretty high vaccination rate in the plant and in the office and they will be looking at the mandate that came out today as well.
- Victor Carungi – Victor is at Wausau Homes leading the operations group. The cost of lumber has caused some issues in the supply chain. The price peaked in May and then finally dropped over a six-week period. Wausau Homes has a lumber broker out of Canada that helped them out and they were able to buy before the big swell. As others mentioned, suppliers are increasing prices at least once a quarter depending on the product. Victor explained some suppliers are limiting their varieties of some products, like color, which has helped because they can still supply the product with fewer challenges creating the varieties. The challenges will only continue with the growth in the housing market. Suppliers will likely limit allocations and sell less than the previous year. Wausau Homes anticipates more growth with the market so they would then be operating at a deficit. Victor suggested a secondary source or a distribution source which has been helping them. In terms of COVID, they are a smaller organization around 100 employees. They have offered masks and temperature checks but these have not been heavily enforced. For office employees, remote work is an option and a lot of people have taken advantage of that so people are pretty spaced out in the office. The plant and warehouse are large and open as well.
 - **Program Information**
 - **Enrollment Report**
 - There are 8 students matriculated this fall and there are 4 students matriculated for spring. Currently there are 15 students active in the program with the equivalent of 4 full-time enrollments (FTEs). The numbers in the program are slowly but steadily increasing over the last couple years. With all the focus on supply chain over the past year or two it has provided more awareness. Kurt has been active in the schools and will continue to be involved with organizations as well to recruit students.
 - **Program Updates**
 - Last spring, we saw a drop in the number of students which was mostly due to students who worked within supply chain and just couldn't continue their classes with their workloads. We are starting to see some recent high school graduates entering the program which means people are starting to understand the need for supply chain professionals. Awareness for supply chain has definitely increased in the local high schools.
 - **Curriculum Modification**
 - **Supply Chain Associate Degree**

- When we initially started the program we were a pilot for 1-credit course offerings. Most of the course changes are to combine some of the 1-credit offerings together to create 2 or 3-credit courses. We found, along with other WTCS colleges, that the 1-credit courses didn't have as much value as we hoped they would. Kurt has been combining these courses in the learning management system to help with the situation in the meantime. We are also adding some new courses that will be beneficial for a well-rounded program and will then remove some existing courses to accommodate the new content.
- Add 10-182-XXX Fundamentals of Supply Chain Management (3cr)
 - Kurt is developing a Fundamentals of Supply Chain Management course within the Business Management program and this course will also be added as an introductory course for the Supply Chain Management program. We will get into details of the supply chain throughout the program but this course will initially provide a broad overview of the field. The course will combine content from Forecasting and Scheduling, Operations Control, and Supply Chain Management.
- Remove 10-182-111 Forecasting and Scheduling (1cr)
- Remove 10-182-112 Operations Control (1cr)
- Remove 10-182-113 Supply Chain Process Management (1cr)
- Remove 10-182-114 Professional Networking & Development in Supply Chain Management (1cr)
 - This course content will be included in Supply Chain Career Experience.
- Add 10-182-XXX Principles of Managing Operations (3cr)
 - This course will combine Technology in the Supply Chain, Enterprise Resource Planning Software, and Benefits & Challenges of an ERP System.
- Remove 10-182-122 Technology in the Supply Chain (1cr)
- Remove 10-182-123 Enterprise Resource Planning Software (1cr)
- Remove 10-182-124 Benefits & Challenges of an ERP System (1cr)
- Add 10-182-XXX Demand and Inventory Management (2cr)
 - This course will include Foundations of Inventory and Managing Inventory Levels.
- Remove 10-182-125 Foundations of Inventory (1cr)
- Remove 10-182-126 Managing Inventory Levels (1cr)
- Add 10-182-XXX Logistics and Distribution Management (3cr)
 - This course will combine The Role of Logistics, Transportation Management, and Warehousing.
- Remove 10-182-135 The Role of Logistics (1cr)

- Remove 10-182-136 Transportation Management (1cr)
- Remove 10-182-137 Warehousing (1cr)
- Add 10-182-XXX Purchasing and Supply Management (3cr)
 - This course will include Evaluating the Purchasing Process, Purchasing Process, and Principles of Negotiation.
- Remove 10-182-127 Evaluating the Purchasing Process (1cr)
- Remove 10-182-128 Purchasing Process (1cr)
- Remove 10-182-129 Principles of Negotiation (1cr)
- Add 10-182-XXX Global Supply Chain Management (2cr)
 - This course will include content from Global Supply Chain Management, Global Sourcing, and Global Logistics.
- Add 10-182-XXX Supply Chain Design and Simulation (2cr)
 - Students will utilize SCM Globe to look at all the aspects of an operation where they are responsible for the supply chain design for a 12-month period.
- Add 10-182-XXX Supply Chain Career Experience (2cr)
 - This course will provide an opportunity for service learning or internships. Other colleges have been offering this and it will be a great opportunity for students to experience the industry.
- Remove 10-182-118 Supply Chain Management Project (3cr)
 - This content will be included in Supply Chain Design and Simulation.
- Remove 10-182-130 Introduction to Service Operations (1cr)
 - This content will be included within other program courses.
- Remove 10-182-131 Service Delivery Systems (1cr)
 - This content will be included within other program courses.
- Remove 10-182-138 Global Supply Chain Management (1cr)
- Remove 10-182-139 Global Sourcing (1cr)
- Remove 10-182-140 Global Logistics (1cr)
- Remove 10-196-189 Team Building and Problem Solving (3cr)
 - We include team building and problem solving content through other courses so we are still covering these aspects. The new analytics and finance courses are very important to include in the program so we need to remove other courses to add those.
- Add 10-102-XXX Business Analytics (3cr)
 - In the past we have discussed the need for an analytics course. The College started a new Data Analytics program and we are looking to include aspects from this area in our Business programs and in the Supply Chain Management program. Students will have exposure to

modern analytics and how we use them from a managerial decision-making perspective.

- Add 10-102-XXX Business Finance (3cr)
 - The Business Finance course will provide an overview of fundamental financial aspects in business and supply chain.
- Tim feels the Excel courses offered during the program are great because that knowledge is valuable. He suggested changing the order of Principles of Managing Operations and Demand and Inventory Management so students take Principles of Managing Operations first. Kurt will take a look at possibly changing this and can follow up with an email to the committee. Tom asked about supplier development or quality control and Kurt explained quality control is included in the courses and they talk about supply selection and relationships as well. Victor feels the analytics course will be an important addition to the program.
 - **The advisory committee supports these changes.**
- **Supply Chain Assistant Technical Diploma**
 - Add 10-182-XXX Fundamentals of Supply Chain Management (3cr)
 - Kurt is developing a Fundamentals of Supply Chain Management course within the Business Management program and this course will also be added as an introductory course for the Supply Chain Management program. We will get into details of the supply chain throughout the program but this course will initially provide a broad overview of the field. This course will combine content from Forecasting and Scheduling, Operations Control, and Supply Chain Management.
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- Remove 10-182-138 Global Supply Chain Management (1cr)
- Remove 10-182-139 Global Sourcing (1cr)
- Remove 10-182-140 Global Logistics (1cr)
 - **The advisory committee supports these changes.**
- **Supply Chain Operations Effectiveness Certificate**
 - Add 10-182-XXX Fundamentals of Supply Chain Management (3cr)

- Kurt is developing a Fundamentals of Supply Chain Management course within the Business Management program and this course will also be added as an introductory course for the Supply Chain Management program. We will get into details of the supply chain throughout the program but this course will initially provide a broad overview of the field. This course will combine content from Forecasting and Scheduling, Operations Control, and Supply Chain Management.
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- Remove 10-182-138 Global Supply Chain Management (1cr)
 - **The advisory committee supports these changes.**
- **Advisory Member Terms/New Members**
 - This is a large committee and we typically have healthy meeting attendance with great feedback so the need for new members is not as critical for this committee as for some others. We appreciate the involvement of our industry members and Kurt thanked those who were recently involved with revamping the Youth Apprenticeship competencies for the state.
- **Continuing Education/Workforce Training & Professional Development/Apprenticeship**
 - Kurt referenced the training offerings included in the meeting material and asked members to review. Kurt also asked for feedback about the potential for warehousing training or



certification. Victor doesn't have a need for this type of training for his organization but there could potentially be a need for it at organizations with more emphasis on the warehousing or distribution functions.

Culinary Arts Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 11/09/2021

Time: 9:00 a.m. – 10:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Dan Dillabough – Sysco
- Olivia Telschow – Helene’s Hilltop Orchard

NTC Team:

- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- Vicki Jeppesen – Vice President of College Advancement & NTC Foundation Executive Director
- Travis Teska – Faculty, Culinary Arts
- Tracy Bliese – Administrative Assistant-School of Business, Community Services & Virtual College

Summary—Include a brief statement(s) of topics and action items

- **Industry Trends**
 - Olivia Telschow – Owner of Helene’s Hilltop Orchard. Continuing to provide the highest quality products conveniently. They have their drive thru going with online ordering. People really love having free time and want things to be convenient. They have been able to staff with far less people. They prepare menus based on what they receive in their shipments. Their biggest challenge, other than hiring enough employees, is getting all the products from their suppliers. There are issues in the supply chain, with employment issue in the warehouses, shortages with truck drivers, and issues with receiving incorrect items. They are receiving fewer deliveries each week and sometimes supplies tell them they can’t fulfill an order. They had placed preorders back in March, April and May that still have not arrived. People in the community are not used to this. Remote work is not something they have figure out yet. There has been some experimenting with phone apps for ordering but it has not been perfected yet. An intern from NTC’s Culinary Arts program worked with Olivia this summer and it was interesting to see what the student had learned, what they hadn’t learned yet, and to watch them grow after their first year in the program. Olivia toured Spoons last week and complimented Chefs Travis, Jon, and Brock on the amazing program and their plans for the future.

- Dan Dillabough – Premium Protein Specialist with Sysco Foods. Dan was part of this committee a while back when he was a chef at Greenwood Hills Country Club. They have had to overcome some significant difficulties. There is a lot of frustration on the customer side due to unavailable products and pricing is astronomically high. There are shipping issues out of China so they are trying to source cod and haddock out of Russia and Boston which drives the price up. The shortage of workers is another big challenge. They don't have the people to load the trucks and drive the trucks. Anyone working in the warehouse has a very good wage. Now their focus is training, like Olivia mentioned, there are mistakes while training new employees. Everyone has adjusted to the COVID challenges which are ongoing. Sysco employees are working remotely, except the merchandising and warehouse teams. Dan talks about NTC's Culinary Arts program when speaking with owners and workers in the kitchens who want to move up in the industry. He thanked NTC and the faculty for the work they do in this program and for our community.
- **Program Information**
 - **Enrollment**
 - We have had lower numbers in the first-year cohort than we have seen in quite a few years in our Culinary Arts program. We don't want to blame everything on COVID, however, we know students had concerns about how the program would operate this year with COVID protocols. There are 6 students in the first-year cohort and they have been really great. They are engaged, interested, competent and dependable. One student had taken some dual credit courses in high school so he was able to skip the sanitation course this semester. The second-year cohort is also small with four students. Travis mentioned another reason enrollment is likely down is the desperate need for employees in the industry. Students who would normally have completed their education first have instead been hired in the industry without education or experience due to the need for employees.
 - **Facility Update**
 - Spoons – The restaurant experience has been great for students and even with the small cohort the students have been very successful. Chef Jon and Chef Travis have also done a great job leading the students and providing relevant experiences for them. We did accept reservations from the public but did not widely advertise it so we could maintain social distancing and keep numbers low with the smaller cohort. The restaurant is closed for this semester and it will open again during the spring semester
 - Food Trailer – The food trailer will not be running until later in spring and is dictated by what the students and where they want to focus. Students decide on their menu and whether it will be run out of the restaurant or the food trailer. In the spring Travis is guessing at least one of the students will be ready to run out of the food trailer.
 - **Program Modification Update**
 - The only change we made was with a general education requirement. General Studies faculty realized the Diversity Studies course is not an introductory course so we switched it around with Intro to Sociology so it is taken later in the program.
 - **Culinary Club Update**

- The club has been a little quiet this year. There is more interest now that they have been here a couple months and they know how things are going. We will likely go out to some restaurants. It's a great way for the students to experience new foods. Sometimes there are students who have never tried some of the foods discussed on class so it's a great opportunity.
- **Slideshow**
 - Some of the topics highlighted in the slideshow:

Chef Brock has been championing the use of a food printer we purchased this year. Last year we had a competition for raising the most items for the food pantry and the Culinary Club won by a landslide. For NTC's Day of Giving, Travis and Brock donated and prepared meals for the homeless downtown and it was a nice way to interact with the community. Pictures of students and some of the food they made in class. A Mid Wisconsin Chefs Association fundraising dinner was held in Spoons recently. Students carved pumpkins in the Seasonal Pantry course.
- **Continuing Education/Workforce Training & Professional Development**
 - The chefs are working on offering some continuing education courses and have some Culinary Team Building events scheduled with local organizations. Sysco had participated in a team building event in the past cooking new proteins, which was a very successful event.

Welding Technology

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 11/9/2021

Time: 7:30 a.m. – 9:30 a.m.

Location: Zoom/NTC Connect-Room F208

Meeting Attendees

Industry Members:

- Brad Miller – Merrill Steel
- Jesse Richardson – Agra Industries
- Jeff Dums – Enerquip
- Mark Synder – A & B Process Systems
- Chris Weinkauff – Goetsch's Welding
- Mark Falstad – Jarp Industries
- Andrew Hessedal – Innovative Industries
- Aaron Hoffman – D.C. Everest High School

NTC Team:

- Iain Cameron – Dean
- Tim Fetting – Associate Dean
- Adam Zogata – Faculty
- Dan Grabko – Faculty
- Robert Leafblad – Faculty
- Darren Wild – Faculty
- Susan Clark – Administrative Assistant
- Amy Pippenger – NTC Mathematics Instructor
- Brad Gast – Dean, Workforce Training & Professional Development

Welcome and Introductions

Iain Cameron, Dean of the School of Engineering and Advanced Manufacturing at Northcentral Technical College (NTC), welcomed everyone to the meeting and thanked them for attending.

Highlights from the previous meetings / updates

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



9th November 2021 | 7:30am to 9:30am | Zoom/NTC Connect-F208

The previous meeting minutes were distributed in advance for the committee to review. There were no specific follow-ups to discuss from previous meetings.

NTC College-Wide Updates

- NTC Strategic Plan - The plan was formulated based on feedback received from the communities NTC serves. Consideration was given to several data points including Business & Industry, Region-wide K12 school districts, parents & students, advisory committees, among others. The plan highlights the following areas:
 - Wildly Important Goals (WIGs)
 - Increase Student Success: Increase 3-year graduation rate for all WTCS-approved programs from 42% to 50% by 6.30.2022
 - Grow Skilled Workforce: Increase FTEs from 2,799 to 3,058 by 6.30.2022
 - Strengthen Infrastructure: Streamline college-wide processes to increase the safety, sophistication, and efficiency of learning and work environments by 6.30.2022
 - Learner Success: Provide timely and relevant education, training, and services within safe and secure learning environments.
 - Diversity, Equity & Inclusion: Identify and reduce obstacles within learning and working environments, and actively promote purposeful diversity awareness and conversations.
 - Access: Foster the ability to learn, train, and work anywhere and anytime through training, connection, flexibility, and innovation.
 - Collaboration: Create, cultivate and strengthen intentional, mutually beneficial partnerships and practices.
 - Innovation & Growth: Apply research, implement new technologies, encourage creative intellectual exploration, and provide leading-edge education.
 - Advocacy: Actively promote policy and practice changes that impact education.
 - Evaluation & Analysis: NTC practices continuous assessment and improvement. An evaluation and analysis of the successes and challenges of the work implemented toward the College's Strategic Directions and Wildly Important Goals will be presented to the Executive Leadership Team and Board of Trustees annually; a Board Dashboard will be created and adopted through 2023 to track and report data important to transparency and accountability; and the Strategic Plan for 2021-2024 will be reviewed twice a year by the Executive Leadership Team to ensure it remains nimble, proactive, and responsive to changing/shifting economies, environments, trends, and needs. Best and promising practices will be shared with staff, advisory committees, donors, and external partners in order to broaden impact.
 - More information may be found by clicking this link [NTC Strategic Plan](#).
- Legislative Updates
 - The budget includes:
 - \$2.25 million annually for WTCS general aid, with 70% distributed through the general aid formula and 30% distributed as Outcomes-Based Funding
 - \$2.25 million annually for grants to technical colleges
 - \$29 million in 2021-22 and \$43 million in 2022-23 in property tax relief aid. This is a dollar for dollar swap rather than new funding

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



9th November 2021 | 7:30am to 9:30am | Zoom/NTC Connect-F208

- Unfortunately, the budget did not include need-based grants for technical college students, which is part of our WTCS budget request.
 - The bill to repeal WI Statute 36.31 was introduced as separate legislation (AB-266/SB-291) and is not part of the budget process. NTC has moved forward with a private partner to offer both the Associate of Arts and Associate of Science degrees. Please watch for more to come on our ability to offer both degrees on our own.
- Dual Credit Accomplishments (Fall 2006-Spring 2021)
 - 100,718 Dual Credits earned
 - \$14,037,074.55 Dual Credit tuition saved
 - 9,849 High School graduates transitioned directly to NTC
- NTC Connect
 - 32 courses will be offered in NTC Connect
 - Students can take their courses in a way that suits their needs:
 - In-person, Zoom live or online when they can
 - Wraps education around the life of the student rather than expecting the student to wrap their life around education
- Competency-Based Education (CBE) was explained to the committee. We are piloting CBE in our Automation Systems. In Competency-Based Education time is switched to be the variable in learning. The student sets their own pace of learning and progresses through classes as they master skills. We believe this can be an evolved version of flexible learning and may be an option for our Welding, Automotive, and Machine Tool classes.
- Industry 4.0 Updates
 - NTC's first step will be Manufacturing
 - Automating traditional manufacturing and other systems to improve efficiencies and reliability
 - Pathways for first-time learners, full-time workers, and those seeking expertise
 - Cross-functional projects planned (e.g. data analytics)
 - AME Lab addition will feature:
 - Lights out manufacturing line
 - Student Automation cell development lab
 - Flexible Learning Space
 - Future NTC programs areas will include Health Sciences, Agriculture and Transportation
- Central WI Science & Engineering Festival (Mind Trekkers, April 8-9, 2022): Approximately 6000 middle school students participate at the Wausau campus on Friday (4/8). The event is open to the public on Saturday (4/9). This STEM roadshow is hosted at NTC and run by volunteers and the Michigan Tech Mind Trekkers team, which consists of undergrad and graduate students. Mind Trekkers will guide those who attend through fun, hands-on experiments. Let the Michigan Tech Mind Trekkers be your guide as you explore the excitement of STEM. [Click here](#) to watch the event video.
- Student Support (available resources)
 - Timberwolf Table
 - Peaceful Solutions Counseling
 - Timberwolf Learning Commons

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



9th November 2021 | 7:30am to 9:30am | Zoom/NTC Connect-F208

- ARP Grant directs student funding
- "It's In Our Jeans" employee giving campaign
- Student Scholarships

Instructional Area / Program Updates

- Program Enrollment
 - 99 total students are enrolled in the welding programs
 - 27 students are in the Wausau technical diploma program
 - 7 students are in the Wausau associate degree program
 - 33 students are in the Wausau flex or night classes
 - 6 students are in the Antigo evening classes
 - 21 students are in the High School Welding Academy in Phillips
 - 5 students are in the Phillips evening classes
- Program Feedback
 - Several employers mentioned that the students that have come from the Welding programs in Wausau and Antigo are well prepared for welding positions in their companies. The instructors were told to keep up the good work; they are doing an excellent job.
 - Adam Zogata asked the committee for feedback on what strategic plans their companies have to recruit and retain employees in the future. Committee members mentioned that loyalty to a company has to be communicated to new employees so that they can see the value of a full package of benefits that a company can provide them. Younger employees need to be informed about the long-range benefits of full-time employment through their lifetime versus immediate gratification of a wage increase that they may obtain by switching positions. Members mentioned that employee recognition is important to employee retention.
- Industry Trends-Survey results

The spring survey results from advisory committee members were as follows:

 - 50 total responses were received
 - 89% stated business has been flat or demonstrated growth YOY
 - 81% of staffing needs are medium to low preparation positions
 - 50% Medium – technicians
 - 31% Low – general laborers
 - 95% have forecasted growth over the next fiscal year
 - Technology and Investment Goals
 - 37% Automation, equipment, facilities
 - 32% Personnel
- Industry Trends-Roundtable
 - Brad Miller, Merrill Steel, stated that business is good. They are trying to push more growth but finding the employees is difficult. Merrill Steel has been able to retain employees and add a few

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



9th November 2021 | 7:30am to 9:30am | Zoom/NTC Connect-F208

but would prefer to hire another 20-25 craft workers. They have adapted to employees' needs with more flexibility in scheduling.

- Jeff Dums, Enerquip, stated that they have seen growth over the past year and currently have an outstanding backlog. They are seeing serious issues with the supply chain and being able to get raw material. They have increased staff but are still short of individuals in some areas.
- Andrew Hessdahl, Innovative Industries, echoed opinions that were previously stated that staffing has been a challenge along with supply chain issues. Employee retention has been an issue in some cases as they have had several cases where employees have quit due to burnout from life in general. Finding new employees to integrate into their focus of automating processes is their current focus for the next year.
- Mark Falstad, Jarp Industries, felt their challenges were hiring new employees, retaining employees, and working with the supply chain problems. They are looking at adding more automation.
- Chris Weinkauff, Goetsch's Welding, reiterated that the cost of materials is ever-increasing and they have supply chain issues. Goetsch's has about 20 to 25 welders on first and second shifts. The company is doing well in sales. This year they have Youth Apprenticeship students from Merrill High School and Wausau West which are working out well. There is a push to process as much work as possible which does burnout some employees.
- Mark Synder, A&B Process Systems, is seeing an exceptional year in sales even with the supply chain issues. They are seeing that new employees are having a hard time adapting to the world of the working individual. We work ten-hour days and it seems that is hard for new employees to do that schedule. They have acquired a few large jobs which require more automation. The challenge is to keep good employees.
- Jesse Richarson, Agra Industries, stated his company has had to turn down some jobs due to not having the workforce to complete the job. He said that his company has used temp agencies in the past and has tried that again but he has not seen the skill level that is needed for positions at his company that are on the low level to start. They have also tried Youth Apprenticeship students and they do work well with the two or four students that they can acquire. They have several openings.
- Aaron Hoffman, D.C. Everest, informed the committee that Everest has a new welding and machining instructor named Steve Kmosena. He has been doing a great job reinvigorating the programs at the high school. The high school is gearing up toward more automation and has a class running that is entitled Stem Robotics. They are fortunate to have a robotic weld cell and a Fanuc arm.

- Facilities and Equipment

- NTC is adding an approximately 1.7 million dollar addition to the school, relating to Smart Manufacturing and Industry 4.0. The timeline shows the building being completed between December 2021 and April 2022. We are exploring how we can adapt this new technology to different program areas. We have a lot of robotic welding in our Welding program but we are hoping to create a live manufacturing line for students to plan out and analyze a production line. This will be a manufacturing space for students from various programs to collaborate. More information will be forthcoming.

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



9th November 2021 | 7:30am to 9:30am | Zoom/NTC Connect-F208

- Workforce Training and Professional Development Update
 - Brad Gast, Dean of Workforce Training and Professional Development, gave the committee an update on his team. He mentioned that his division of the college is designed to serve businesses with professional development or contract training. The training events are provided with a new training model called NTC Connect which allows individuals to come onsite, attend through Zoom, or view the recorded event at a later date.
 - The employment shortage is forecasted to continue, especially as productivity increases. NTC offers Move to Manufacturing (<https://www.movetomanufacturing.com/>) as a way for unskilled workers to earn a quick degree and enter the manufacturing industry. Brad shared that we received a grant to expand this program to Ashland and Superior along with our partners at Northwest Technical College. It is designed to get people exposed to manufacturing through a twenty-eight-hour training program that will get them into an entry-level manufacturing position.
 - A Pre-Apprenticeship in Manufacturing is being developed to provide a pathway into the college in Welding or other program areas.
 - There are grant opportunities with Workforce Advancement Training Grant dollars available. This grant will pay for approximately 50% of the cost of training incumbent workers. We will be reaching out to companies in January to explore your companies options regarding these grant dollars.
 - If there is anything NTC can develop and/or provide to help upskill incumbent workers, please reach out to Brad Gast at gast@ntc.edu.

Program and Curriculum Modification Discussion

- General Education Update
 - Amy Pippenger, Math Instructor, attended the meeting to survey the employers regarding the Math that is being taught to students in the Welding Program. She asked for feedback on the specific mathematical calculations and formulas that a student will have to use on the job. She is also working with a national group through the University of Texas at Austin to see what can be done to identify topics that more attention for students being employed in manufacturing.
 - The committee mentioned that employees to be able to add, subtract, multiply and divide along with knowledge of conversions, percentages, quantities, algebra, and geometry. They need to be able to use a calculator and a spreadsheet in excel.
- Welding Fabrication & Robotics Associate Degree
 - Robotic Welding Applications 2 will be combined with Welding Technique Exploration into a 3 credit class. This will aid in scheduling and keep the curriculum integrated for our students.
- Welding Robotic Operation Technical Diploma
 - Robotic Welding Applications 2 will be combined with Welding Technique Exploration into a 3 credit class. This will aid in scheduling and keep the curriculum integrated for our students. This will increase the total credits for the Technical Diploma from 13 to 14 credits.

Next Meeting Details and Suggestions

- We will decide on the date and format for the spring meeting and inform the committee at a later date. Tentatively, we are looking at the middle of April for the next advisory meeting. We will let you know what

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



9th November 2021 | 7:30am to 9:30am | Zoom/NTC Connect-F208

the protocols are for the meeting whether in person or virtual, depending on the situation at the time. Committee members were asked to provide feedback on the NTC Connect format that was used for this meeting.

Graphic Communication Technologies/ Video Production Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 11/10/2021

Time: 12:00 p.m. – 1:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Mike Busch – Worzalla
- Jim Butch – Rocket Industrial
- Dan Jalinski – Marshfield Clinic Health Systems
- Christopher Klesmith –
- Todd Langseth – Eastbay/Footlocker
- Curtis Miles – WAOW Channel 9
- Brianne Petruzalek – Worzalla
- Scott Reindl – Reindl Printing
- Bob Stephan – Rocket Industrial
- Joe Van Der Geest – Quality Resource Group

NTC Team:

- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- Brad Gast – Dean-Workforce Training & Professional Development
- Jordan Innes – Faculty, Video Production
- Dan McRoberts – Faculty, Communications
- Jila Nikpay – Faculty, Video Production
- Dan Seanor – Faculty, Graphic Communication Technologies
- Andy Somers – Faculty, Graphic Communication Technologies
- Tracy Bliese – Administrative Assistant-School of Business, Community Services & Virtual College

Summary—Include a brief statement(s) of topics and action items

- **Industry Trends**
 - Bob Stephan – Director of Marketing at Rocket Industrial. Rocket Industrial is a wholesale distributor focusing on the needs of industrial manufacturers. They help manufacturers

- package with less cost, waste, CO₂ emissions, and labor. With the current labor issues automation is very important. The problem is that the internationally manufactured equipment needed to automate processes can't get through the ports. A key trend since COVID began is the increase in e-commerce in wholesale distribution. Another trend is sustainability. It used to be the fourth or fifth thing packagers thought about, and now it's number one. The labor crisis and supply chain interruptions are currently the biggest challenges for many.
- Jim Butch – Jim works closely with Bob at Rocket Industrial and agrees with the trends he mentioned. Jim reiterated that automation continues to be a big factor.
 - Christopher Klesmith – A Project Activator at Create Portage County, which is a community and economic development support organization, that works primarily through the arts, business, and community impact model. The trends they are following through economic and community development focus on economic gardening, supporting new entrepreneurs, and other community support mechanisms. Another trend is creative place making, which utilizes arts, such as graphic and communication technology to support public spaces and city development. There is a huge need for creative thinkers, especially through video and graphic design to advocate for the branding of spaces and as the creative content for physical implementation into spaces.
 - Curtis Miles – Vice President and General Manager of WAOW TV. Similar to others, they see a huge demand for talented people in video production and other areas, including IT professionals. There is a demand for more reporters, storytellers, editors, shooters, and directors than ever before. There is a lot of opportunity and it means the wage scale is quickly improving due to supply and demand.
 - Mike Busch – Pressroom Manager at Worzalla in Stevens Point. Worzalla is a book printing company and people staying home want books to read, so COVID has been great for their business. They print a lot of children's books, coffee table books for National Geographic, and cookbooks. Business is growing and they are currently the number four book printer in the United States. Their company is experiencing the same challenges as others with labor and material. Prices continue to increase and lead times are longer. They are in the process of installing a Sunday press bought from a plant in Las Vegas. In terms of hiring, they are currently looking for 70 people. They have a lot of temporary employees that don't really want to come to work or stay around very long. Mike noticed a positive trend of more women working in the printing industry. They have a couple women in the pressroom and four more working their way up.
 - Joe Van Der Geest – Joe works for Quality Resource Group, a print and promotional products company out of Minneapolis. Like everyone else, they are seeing a lack of inventory and delays due to short staffing. There are not enough mills producing paper which is a challenge for their business. They are forced to constantly change directions and it's a difficult time for the print side of the industry. Quality Resource Group produces a lot

of branded apparel and the raw material cost is increasing. Currently, they are seeking four account managers to help manage and build their custom ecommerce portals. Their business is still growing, it's just more of a challenge to grow with all of the difficulties businesses are facing at this time.

- Scott Reindl – Scott works for Reindl Printing Company and focuses on the company's purchasing. They are short on people so it's all hands on deck to cover their positions. There is a lot of demand but the jobs seem to be getting smaller and people want to spend less on print. They are experiencing challenges obtaining the paper needed for their jobs. Sometimes their sales people have to decline jobs from customers because they are not able to get the material needed to complete the jobs.
- Dan Jalinski – Manager of Print Mail Services for Marshfield Clinic Health Systems. They are experiencing a lot of the same challenges others have mentioned with staffing shortages and disruptions in supply chain. The paper mills are extremely challenging to work with due to the uncertainty in the market. It forces organizations like theirs to consider other digital media approaches.
- Brianne Petruzalek – Brianne works in Human Resources at Worzalla. Their biggest challenge is with the skilled group and they have looked at offering a higher shift premium to get more people interested. Currently, they have about 80 opening and 60 of those are on the night shift. The individuals coming to them are less mechanically inclined so they are spending a lot of time and resources modifying training programs to get new workers trained. Some of the presses Mike is running take a year of training to operate, so there is substantial time and resources involved in getting new employees up to speed. There have had fewer people out due to COVID but they are now seeing an uptick in those numbers. More work is coming in, which is requiring overtime, because they are not staffed like they need to be.
- Todd Langseth – Customization Manager at Eastbay/Footlocker. They are a screen print shop for high schools, colleges, and clubs. Everybody has supply chain and labor issues. They are at the point they have started offering an incentive for employees to show up to work. If they show up 80% of the time there is a weekly pay incentive. Once they show up they also need them to do the work, which is another challenge. There are too many things in the mix so it's hard to say if the supply chain situation will really improve in the next year. Their organization is looking at how to increase production while decreasing labor and supply costs.

- **Program Information**

- **Enrollment Report**

- NTC's overall enrollments are staying pretty even. In the Graphic Communication Technologies program, we have 18 students enrolled. Dan said they are doing really well and have 6 students who will graduate in the spring. Brandy asked if any of those students currently have jobs. Dan and Andy don't believe those students are employed outside of NTC so they will be new workers in the industry.

- There are 50 students in the Video Production program with about half of those students attending online through Virtual College. The number of Virtual College student has increased over the past year due to COVID.
- **Graphic Communication Technologies**
 - **Electronic Portfolios**
 - We received some great feedback from student last spring in favor of the electronic portfolios rather than the physical portfolio show, and we would like to do the same thing this spring. We will send the links to the online portfolios out to the committee next semester. Students greatly appreciate the feedback from industry members.
 - **Facilities Update**
 - The program was approved for a direct to garment printer, an Epson F1200, as well as a spot treater. We are very excited for this new technology and the opportunity to offer the hands on experience. It's great for students to see some of the on demand print solutions available.
- **COVID Mode/Delivery Modifications**
 - **Introduction to New Video Production Faculty**
 - As part of the WTCS Core Industry Grant, we were excited to hire a new Video Production faculty member, Jila Nikpay. Jila brings a wealth of experience in teaching and filmmaking, short narrative projects, commercial projects, and documentary projects. She will bring a different perspective to what we are teaching. Jila is glad to be here and looking forward to meeting more students as she gets to know NTC.
 - **Video Production Curriculum Modification**
 - Jordan and Jila have already had some discussions about how to improve some of the Video Production courses. Jila has some great ideas on how to improve some of the first semester courses to keep students engaged, increase their understanding of processes, and increase retention through the second semester.
 - **WTCS Core Industry Grant for Video Production Update**
 - We have ordered equipment and updated some of the eight-year-old camera packages. Students are currently using them and are really excited about the new equipment. We have some camera support equipment and lighting equipment as part of the grant. The most important thing is that we were able to hire Jila as part of this grant to help improve the program and bring new a new perspective. We have talked about some projects moving forward and more involvement in the community. There is potential for a film festival so we are excited about the possibilities as we get things moving. Brandy thanked Jordan for all his work with this grant.

- **Continuing Education/Workforce Training & Professional Development**

- We are adding some new community classes we have not offered in the past, like ballroom dancing and additional culinary options to include craft beer tasting and wine tasting. In the spring we are looking to bring in a wellness component to help people relax a bit. We will focus on mindfulness, stress management, self health, and other components of mental wellness.
- We applied for and secured a \$600,000 workforce training grant to help with entry level skills in the manufacturing field. That concept has been successful over the past year to develop some of the skills that have been mentioned, like people not showing up or not demonstrating a good work ethic. Those types of skills are embedded in the training. We applied for a multimillion dollar grant to use that concept and expand to all industries in our district. We will find out in a few weeks if we have secured some of those dollars. Another focus is working on how to engage the discouraged workforce and hopefully help local organizations going forward.

Dental Programs Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 11/12/2021

Time: 12:30pm – 2:00pm

Location: Zoom

Attendees

Industry Members:

- Sharon Crowe, Registered Dental Hygienist, Director for the Special Olympics Special Smiles Division
- Kati Gress, Dental Assistant, Advanced Dental Professionals
- Paula Hamman, Dental Center Manager, Marshfield Clinic
- Melissa Mueller, RDH, Maple Leaf Dental
- Dr. Mike Murphy, Dentist, Northwoods Dentistry
- Kara Rode, Registered Dental Hygienist, Weston Family Dental
- Kelly Schroeder, Dental Hygienist-Research, Center for Oral and Systemic Health
- Brian Stieber, Pharmacist, Young's Pharmacy
- Cassie Wendler, Registered Dental Hygienist, Szmanda Dental

NTC Team:

- Brenda Alberts, Dental Faculty
- Laura Ahonen, Medical Laboratory Technician/Phlebotomy Program Director and Faculty
- Janet Baumann, Associate Dean, School of Health
- Brad Gast, Dean, Workforce Training and Professional Development
- Michelle Hilts, Dental Program Director and Faculty
- Deb Koziel, Dental Faculty
- Becky Leopold, Administrative Assistant, School of Health

- Karen Turner, Dental Faculty

Other:

- Judith Bennett, 1st year Dental Student
- Sarah Poggi, 2nd year Dental Hygiene Student

Summary—Include a brief statement(s) of topics and action items

- Enrollment report:
 - Student Enrollment numbers
 - DA (Dental Assisting) started the fall semester with 10 students, the program is currently at 9 students.
 - DH (Dental Hygiene) started the fall semester with 28 first year students and the program is currently at 26.
 - DH started the fall semester with 19 second year students.
 - CCC (Colby Community College) started the fall semester with 12 first year students, the program currently has all 12.
 - CCC started the fall semester with 7 second year students.
- Graduation report and exam results:
 - Student Graduation Numbers/Results
 - NTC graduated 26 students in May 2021
 - CCC graduated 11 students in May 2021
 - The National Board Dental Hygiene Examination (NBDHE) results are as follows. Please note that due to COVID, the exam was a ½ day instead of a full day. Results from the Class of 2021:
 - CCC-
 - 7 of the 11 students passed the exam on their first attempt.
 - 2 the 4 remaining students passed the exam on their second attempt.
 - We are currently waiting to hear regarding the remaining two students.
- NTC:

- 22 of the 26 students passed the exam on their first attempt.
 - 3 of the 4 remaining students passed the exam on their second attempt.
 - We are currently waiting to hear on the remaining student.
- The NBDHE returned to the full day exam on October 1, 2021. Both the 2020 and 2021 graduating classes had the ½ day exam. In both classes the pass rate was lower than when the exam was a full day. NBDHE were not able to give us the usual data on how students did in certain subjects with the ½ day exam.
 - Clinical Exam results (Central Regional Dental Testing Service) CRDTS:
 - CCC:
 - 9 of the 10 students passed the exam on their first attempt.
 - 5 students took the manikin based testing.
 - 5 did patient based testing.
 - 1 student from the patient based testing didn't have their patient accepted the first time, however, recently did pass their exam.
 - 1 student took ADEX manikin and passed.
 - NTC:
 - 25 of the 26 students took the manikin based testing and all passed.
 - 1 student took/will take the WREB (Western Regional Examining Board) as they moved to Arizona, however, at this time we do not know if they were successful or not.
 - Graduation survey results:
 - These are from our 2018-2020 graduates:
 - In the three years we had 37 DA graduate 19 of them completed the survey. Of the 19 students, 100% are employed and 81% are employed in the dental field. The average hourly wage is \$15.71
 - For DH, which includes our CCC students, 87 students graduated from that time and 53 completed the survey. Of the 53 students, 100% are employed with 94%

employed in the dental field. The average hourly wage is \$30.03. These numbers include our CCC cohort.

- Program Information:
 - CODA Virtual Site Visit:
 - Our Accreditation visit was April 13, 2021 and April 14, 2021. NTC did extremely well and had no citations. Thank you to all Advisory Board Members who took time to be on the call with the CODA team.
 - CODA In-Person Site Visit:
 - No updates on when the in-person site visit will be conducted, we will keep our board updated when we receive further information.
 - Assessment Pilot:
 - For the Program Outcome, the group is planning to work on counseling patients to reduce health risks.
 - For the Success Skill, the group is going to focus on models integrity.
 - Current COVID Protocols:
 - Patients are expected to wear masks upon entering the clinic, when the students calls the patient they do a pre-screen over the telephone, then when the patient enters the clinic another screening is done by the student (with the patient). Temperature checks are being done after the patient registers at the front desk. Students and instructors are all wearing face shields at this time. Currently, we have six rooms set up as aerosol rooms to utilize our ultrasonics. The clinic is currently not using air polishers and students are practicing on manikins.
 - Textbooks/Redshelf:
 - Students now have an opportunity to purchase an e-book at a greatly reduced cost through a product called Redshelf. The e-textbook is then embedded into their Canvas course through Redshelf. The students pay a one-time fee and then the textbook is available to them throughout the rest of their time here at NTC. The cost varies depending on the textbook, but an example could be a book that was \$200 previously could now be available for \$10-\$40 through Redshelf. This is a great cost savings to the student and can also be helpful to the student in regards to financial aid since the cost for Redshelf is added to tuition.

- Club Update/Pilot Program:
 - The Dental Club is smaller this year, than previous years, but the club has the following activities planned:
 - Baby food, clothing, and toy drive.
 - Continuing to put together care packages for active troop members.
 - Organizing a food drive for The Neighbors Place.
 - A sock drive for a warming shelter for the homeless.
 - In the process of getting a modified t-shirt approval for a t-shirt fundraiser to support our local fire department.
- Capital Equipment/Recent Purchases this fall semester:
 - Six (6) new patient chairs/units.
 - All six (6) radiography rooms were converted to aerosol rooms with a Puro Air UV- C air purifier.
 - Six (6) Nomad hand-held x-ray units.
 - Six (6) typodonts for students to practice on for their CRDTS exam.
 - PSP Scanner is scheduled to be delivered Nov. 18, 2021.

For the last year we have been using radiography badges for students, faculty and staff. We will continue using them for another year.

- Approved and yet to be delivered/installed
 - Eight (8) new patient chairs/units.
 - Cabinets for the Nomad's.
 - Six (6) lead aprons.
 - Flooring in the aerosol rooms.
- Approved to purchase with HEERF
 - Two (2) radiographic mannequins.
 - Two (2) new sterilizers.

Much of the purchases have been done through the HEERF (Higher Education Emergency Relief Fund) grant.

- New Adjuncts:



- NTC continues to need additional Clinical Supervising Hygienists adjuncts, especially for Monday, Tuesday, and Thursday after July 1, 2022, the adjuncts will need a Bachelor's Degree. (Clinical supervising hygienists).

Human Services /
Substance Use Disorder Counseling (SUDC)
Summary of Advisory Committee Meeting Minutes for
NTC Board of Trustees

Date: 11/12/2021

Time: 11:30 a.m. – 1:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Liza Daleiden – Taylor County HSD
- Nikki Holder – Change Within
- Jessica Lind – Women’s Community Center
- Caylee Nichols – Positive Alternatives, Inc.
- Mike Rhea – Aging and Disability Resource Center-Marathon County
- Melissa Walsh – Change Within
- Alecia Weix – Division of Juvenile Corrections

NTC Team:

- Sara Bartelt – Associate Dean, School of Business, Community Services & Virtual College
- Brad Gast – Dean, Workforce Training & Professional Development
- Tammy Gorski – Faculty, Human Services/SUDC
- Shane Heilmann – Dean, Public Safety
- Dan Knoblock – Faculty, Human Services/SUDC
- Christina Lucas – Faculty, Human Services/SUDC
- Vicki LaPorte – Administrative Assistant
- April McHugh – Faculty, Human Services/SUDC
- Katie Oelig – Student Success Advisor
- Sue Priebe – Faculty, Psychology
- Kim Waltz – Faculty, Sociology
- Candy Weininger – Faculty, Geriatrics

Summary

- The Human Services/SUDC program has 230 students actively enrolled in the program. The enrollment numbers for winter and spring 2022 are solid as well.
- NTC and Fox Valley Technical College (FVTC) have a shared Human Services/SUDC program with 19 students.
- An on-campus Counseling Lab is slated to open in fall 2022. The lab would mimic a therapeutic environment where students can work on group/individual helping skills. All rooms would be equipped with recording and broadcasting capabilities to practice telehealth skills. There would be another area to watch recorded sessions, allowing a process to review sessions through the software, GO-REACT. The counseling lab can serve several areas, support other programs within the college, and support industry members as well.
- Our industry partners are experiencing a workforce shortage. There have been significant delays in getting graduates their licensing paperwork processed by the DSPS, due to staff shortages.

Program Modifications Discussion

There are no curriculum modifications at this time. The SUDC program will go through WCTS state-wide alignment next year which will benefit all program students.

Electric Power Distribution Advisory Committee Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 11/16/2021

Time: 11:30 a.m. – 1:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Kelly Zagrzebski-WPS
- Don Bohlin-WPS
- Ben Orysen-Price Electric Cooperative
- Kevin Kurtzweil-Central WI Electric Co-op
- Nick Webber-IBEW Local 953

NTC Team:

- Marc Cegielski-Faculty, EPD Program
- Greg Cisewski-Dean, School of Agricultural Sciences, Utilities & Transportation
- Bobbi Lee, Learning Coordinator, School of Agricultural Sciences, Utilities & Transportation

Summary

- New CE course offering from MEUW called Ropes and Riggings Safety Workshop on December 9th. The class will be held at main campus due to social distancing requirements. Bobbi will send the flyer to the group.

- **Industry trends**-WPS-they have 13 current openings and will be filling these positions sometime in the 1st quarter of 2022. There are potentially 6 more people that will retire after the 1st of the year. They have a new policy to fill positions internally and they will go out to the public then much sooner and in a timely manner. They will have 5-10 external job postings this year. The feeder program is generally through the electric and gas locating program, employees get their seniority and then can move up to linemen. WPS is taking becoming very lean in coal burning facilities very seriously and has a 2030 timeline of no coal. Push towards wind and solar, battery storage, natural gas and natural gas storage, there are big changes coming in next 10 years. You can find more information on battery power storage on the investor's deck on their website at wecenergygroup.com. Telecommunications work is happening in the state-\$50 million state, \$100 million federal and more money coming with new infrastructure bill. Missouri valley line has a \$15 million facility south of Des Moines. The wait for a line apprenticeship is 4-7 months based on aptitude test and interview. We have to keep them in the industry during that wait time. The biggest thing they are short of is qualified people to run a directional drill, there are only 50 people in the country qualified. Greg informed the committee that we have been looking hard to find a directional drill to bring into the program. They are all being used and we can't find one. We are looking for a grant for one that we could buy and share between colleges. We need it to be cost effective, with upkeep and maintenance. Kevin from Central WI Electric Coop stated they had a unique situation over the summer-2 journeymen lineman turned in their resignation and said they were burned out on call outs. Never had that happen before. They did not like being on call and getting called out. They had 80 hours of call out for the year which is not that big. Personal time means more than work to the younger workers. The existing linemen stepped up and took over. They did hire 2 new journeymen out of 60 applications. There will be a new apprentice opening in the spring of 2022 to hire. Material lead times have been an issue. For transformers they needed to get everything ordered by October, usually wait until January. The wait time is 50 weeks right now and what was ordered in December 2020 just showed up.
- **Program enrollment**-Marc said they had 14 starting and after the first day one quit. Now at 13 but will be down to 12 by the end of this class, one person physically unable to climb and might move over to Gas Utility.
- **Equipment/facility update**-a backyard machine engine is needed. They have been looking for a drill rig-between Gas Utility and EPD, the last few years we have rented, but we cannot find one this year. If we can find one just a day or two would be great. It would be great to find one to share with other colleges, they are high maintenance and

have high costs. Greg stated there is a possible opportunity to move utilities to a bigger building closer to their fields. A lot of rules and regulations as to when the college can add educational space, can only add on x amount every year. Investigating this right now.

- Steve is retiring after the 1st of the year.
- Spring meeting-Tuesday, April 5th at 11:30 AM.

Gas Utility Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 11/18/2021

Time: 8:00 a.m. – 9:30 a.m.

Location: Zoom

Attendees

Industry Members:

- Patrick France-France Propane
- Matt Murphy-WPS
- Kelly Zagrzebski-WPS

NTC Team:

- Josh Fenske-Faulty, Gas Utility Program
- Greg Cisewski-Dean, School of Agricultural Sciences, Utilities & Transportation
- Bobbi Lee, Learning Coordinator, School of Agricultural Sciences, Utilities & Transportation
- Brad Gast, Dean, WTPD & Apprenticeship

Summary—Include a brief statement(s) of topics and action items

- MEUW Ropes and Riggings Safety Workshop. Industry coming to main campus December 9th for this training. Bobbi will send the flyer out to everyone.
- Industry Trends- things are stable right now, but need new drivers and new employees. Quite a few people that do not have their CDL have been applying-they would prefer people with CDL. Material shortages are also a huge issue. They used to do a lot of maintenance, now doing only emergencies and new customers. Not replacing the amount of equipment they used to, leaving old equipment unless it is in rough shape.

This might delay hiring in the next year. There have been a ton of people that are retiring, even at the age of 55. Big domino effect when people leave, not just field workers, it is going all the way up to executives. Interviewed 6 people for field positions, 2 students from the program in Green Bay. Broadband has slowed down in central Wisconsin. Last few years they have been overwhelmed, constantly fixing damages from directional boring crews. Several hundred million dollars in 2022 for underground installation for conduit and cable. Students would be qualified to do this right out of school. Directional drilling-we are struggling to bring one in to NTC. In the past we had one rented, right now every drill in the state is busy and we can't find one. Idea was floated to look for grant dollars and go together with 5-6 other colleges to buy one and this an excellent idea. Too expensive for one college to own. Even electric has started going underground. Andy Sherman is trying to get a drill over here, Matt will see if he can get Inter-Con to come over to the college for a few days. It would be nice to have one and not worry about having to get it back to the contractor. The rep from IBEW Local 95 is saying that everyone is coming to him for directional drill operators, so it is definitely a need. Beaver Dam has a 2-credit directional drilling class. Is that something we should look to do in the future? Maybe as a CE course? Down the road we might want to consider a hydro-vac truck. This has exploded lately and goes along with drilling. This is expensive as well, would be another piece of equipment that could be shared.

- **Program information**-Started with 8 students, one had to stop due to medical issues. He is taking other classes like welding and hopefully CDL, then he will join again next year. Josh is going out to high schools for outreach, currently have 3 appointments in Wittenberg, Stratford and Chequamegon. Not as many people are as familiar with gas utility as they are with electric power. Marketing cards-Josh shared the new card-one side has scratch and sniff, the other side has program information from NTC. Feedback from the group was they have been asked in the past to not use them in the school as they get scratched in school and the odor can be quite strong. Safety concern as then they are smelling natural gas and think there is an issue. Might want to get a cheaper version that does not smell as strong. Wausau Area Builders association is having a Parade of Trades event. Potentially looking at hosting at our facility next fall, try to bring high schools here to visit all the programs. Kelly mentioned that we need to think of unique ways of marketing like Chambers, Optimist, Rotary groups. Need to get moms, dads, aunts and uncles interested and getting the information in front of them helps. Getting people to see and experience our programs really helps to sell the

program. We have never invited a group like Kiwanis, might be helpful. Need to find fun ways to highlight what they are seeing.

- **Equipment-facility updates**-Need a real trailer for 2". We have 1500 coil of 4" that we need to uncoil. Capital funds are approved for Trouble Town, it will include different buildings, an 8x8 shed that will mock up houses with gas. Students will see how to trouble shoot inside houses, proper legal venting, code requirements, etc. We will get this next year. Feedback from the group is that Trouble Town sounds great-wonderful way for people to think through ways to overcome problems. Real trailer is pretty simple, between the welding class and your students can't you build your own? There is a difficulty finding pipe-might have to substitute some things when supplies can't be found. Inter-Con does a really good job of setting aside things they usually throw out, they gave us 600-800 feet of 2". Vince had pipe that they couldn't use, they donated some, we purchased some. College looking at potentially moving the classroom and creating a new one next to their field. Investigation stage of that right now and it might happen in stages.
- Matt asked if any one looked at the exploding house? Blowing up a plexiglass house. We are in the process of creating that right now. Is this okay to take to schools? Prior to the presentation depending on the age of students, we may want to prepare them that this is going to make some noise. Especially if there are special needs kids. Don't want to catch them by surprise and scare them and cause trauma. Need to clear with the teacher.
- Patrick stated they came out to the class. He stated more and more lately they are finding more HVAC interior leaks. Matt stated they have too, even with brand new equipment. It is usually a flex connector that is not installed correctly, basic stuff. Crews are not pressure testing their work. They need to figure out who is doing that and let them know what they are doing wrong as that is a dangerous situation. Josh stated they are pressure testing as part of the program.
- Next meeting-February 22nd. Lunch time. If we can meet in person we will. Will also have the virtual option.

Surgical Technologist Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 11/18/2021

Time: 4:30pm – 6:00pm

Location: Zoom

Attendees

Industry Members:

- Dr. Rick Abuzzahab, Surgeon, Orthopedic Associates of Wausau
- Jill Bloch, Materials Manager, Wausau Surgery Center
- Jennifer Check, Senior Consultant Workforce Optimization, Vizient
- Dana DeMeio, ST, Marshfield Clinic Weston
- Todd Dirkman, Vice President of Operations, Aspirus
- Kristen Kilcoyne, CST (NTC Graduate), Eye Clinic Laser and Surgery Institute of Wisconsin
- Andrea Mader, Ambulatory Surgery Supervisor (OR/Procedure Rooms), Marshfield Clinic Wausau Center
- Stacy Pettit, ST, Pine Ridge Surgery Center
- Janet Rohde, ST Student

NTC Team:

- Janet Baumann, Associate Dean of Health
- Jason Beasley, Surgical Technologist Faculty and Program Director
- Brad Gast, Dean of Workforce Training and Professional Development
- Becky Leopold, Administrative Assistant
- Emily Stuckenbruck, Executive Dean of Academic Excellence

Other:

- Janet Rohde, Current NTC Student
- Wendy Wilde, Community Member, CEO Weden Consulting Firm

Summary—Include a brief statement(s) of topics and action items

- Reviewing/Investigating Virtual Simulation Software:
 - NTC is trialing two virtual reality (VR) stations in the Surgical Technologist lab. This software enables students to learn instrumentation and flow of procedures. It also improves anticipation skills, ability to name instrumentation and understanding the flow of the procedures.
- Enrollment Report/Retention:
 - The program began the fall term with 11 students and currently there are 10 students in Clinical 1 this fall semester.
 - Jason explained that 4 out of the 8 students that graduated in May 2021 passed the CST exam.
 - Certification Exam – Many industry partners require certification within six months of employment. One surgical site offers pay incentives to Surgical Technologists to become certified and pays for ongoing education and conferences.
 - Resource Assessment (student, faculty, program, other):
 - The program obtained a new OR table which is more modern than the previous one.
 - VR stations to be installed in December.
 - The program is investigating replacement of the surgical mannequins.
- Outcomes Assessment Exam (CST Exam) Deficiency:
 - 50% pass rate compared to 70%+ national average.
 - Two students admitted they did not study for the exam as they had been hired by facilities that did not require certification.
- Graduate Placement Deficiency:
 - 6 out of 8 (75% of 80% required) graduates found employment in the field.
- Employer Satisfaction Survey Deficiency:
 - Class of 2020 had a return rate of 50% but a satisfaction rate of 100% for employer satisfaction.
- The ARC/STSA site visit took place in October. NTC received a few citations:
 - One major area of concerns was the preceptor signatures on the Platinum Planner submissions.

- The second major area of concern is change in Specialty case requirements.
 - A minimum of 60 surgical specialty cases must be performed in the First Scrub Role and distributed amongst a minimum of four surgical specialties. A minimum of 10 cases in the First Scrub Role must be completed in each of the required minimum of four surgical specialties (40 cases total required).
 - Another citation included the CST exam pass rate and placement rate.
 - NTC believes that each of the citations will be remedied by plans of action submitted to the ARC/STSA.

Curriculum Update:

- The ST program will have a transition from a Technical Diploma to an Associate Degree Surgical Technologist Program.
- CAAHEP will be meeting in January 2022 for approval to go to a two year Associate Degree.
- The two year Associate Degree Surgical Technologist program is nationwide and not an NTC decision.

Nursing Assistant/Geriatric Advisory Committee Meeting Minutes

Date: 11/22/2021

Time: 12:00pm – 1:30pm

Location: Zoom

Attendees

- Rachael Bolder, Administrator in Training, Wausau Manor Health Services
- Justin Cieslewicz, Director of Clinical Services, North Shore Health Care (Homme Home)
- Marshfield Medical Center – Weston; Manager of Patient Care Services, Intermediate Care and Telemetry Ryan Hanson, DON, Pine Crest Nursing Home
- Emily Hess, Clinical Nurse Educator, Aspirus
- Tara Hoppe-Schmidt, Director of Clinical Services, North Shore Health Care, Homme Home
- Dr. Michael Malone, Medical Director Geriatrician, Advocate Aurora Health
- Mindy Meehan, DON, Wausau Manor Health Services
- Scott Seeger, Dementia Care Specialist, Aging and Disability Resource Center of Central Wisconsin
- Karen Simington, DON, Clark County Rehabilitation and Living Center

NTC Team:

- Ann Bauch, NA Faculty
- Brad Gast, Dean of Workforce Training and Professional Development
- Becky Leopold, Administrative Assistant, School of Health
- Laura Litzer, Academic Advisor
- Kelly O'Reilly, NA Faculty
- Kim Rauen-Heidmann, NA Faculty
- Marlene Roberts, Dean, School of Health Sciences
- Candace Weininger, NA Faculty

Summary—Include a brief statement(s) of topics and action items

- Summer (2021) enrollment in the NA program was 118, with 106 completing the course. In comparing the number of enrollees between summer 2021 and summer 2020 semesters, in summer 2020 we had an enrollment of 141 students with 115 completing the course.
- Fall (2021) enrollment in the NA program was 102, with 78 completing the course, however, courses are still active and running. In comparing the number of enrollees between fall 2021 and fall 2020 semesters, in fall 2020 we had an enrollment of 144 students with 107 completing the course. Since this time we have implemented a student pre-enrollment assessment tool to assist students in understanding the course requirements in the hopes of retaining more students when they start the program.
- We received a DHS renewal/approval for another year.
- We will remain at the 120 hours for the NA program, this is 48 hours of online instruction, 35 hours of classes and lab, and then 32 hours in a clinical setting. The remaining 5 hours are set aside on the last day of the program for state test prepping.
- Headmaster is going to remain our state testing program.
- Our pass rate for the Headmaster testing is at 84% (this is from November 2020 to November 2021) with the state pass rate being at 82%.

Radiography Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 12/3/2021

Time: 12:00pm – 1:30pm

Location: Zoom

Attendees

Industry Members:

- Jamie Brown, Imaging Supervisor, Aspirus Riverview
- John Budny, NTC Radiography Student
- Sharon Cwikla, Director of Imaging Services, Aspirus Medford Hospital and Clinics
- Anne Kamke, Clinics Imaging Supervisor, Aspirus
- Jami Lotharius, Radiography Staff, Marshfield Clinic
- Jay Patel, Manager of Clinical Radiology, Aspirus-Wausau
- Alyssa Soyk, Diagnostic Supervisor, Aspirus Wausau Hospital
- Becky Stueber, Assistant Radiology Manager/Hospital Radiology, Marshfield Clinic-Marshfield
- Mike Whitmore, Radiography Staff, Marshfield Clinic

NTC Team:

- Janet Baumann, Associate Dean of Health
- Becky Leopold, Administrative Assistant, School of Health
- Marianne Rhodes, Radiography Program Director and Faculty
- Amber Schuck, Radiology Faculty

Summary—Include a brief statement(s) of topics and action items

- Local Healthcare facilities are experiencing extreme patient volumes and working with many vacant positions in the hospitals and Radiology Departments.
- NTC original policy that students do not work with COVID patients' needs to be re-evaluated now that PPE is available. Students are missing experiences they need to comfortably enter new careers.
- Northcentral Technical College (NTC) maintains a Business Continuity Plan (BCP) designed to define the recovery processes and procedures used to restore critical business functions. The plan components detail the procedures for responding to a business interruption which affects the ability to deliver core services or the ability to meet the mission, legal or regulatory requirements in the operations of a community college.
 - The BCP has the primary goals of:
 - Protecting the health and safety of students, employees, and visitors.
 - Maintaining continuity of operations before, during and after a crisis event.
- Enrollment Report:
 - Second year:
 - 8 of 20 students remain in the program
 - 1 student is returning to the program
 - 1 student transferred to NWTC (Northeast Wisconsin Technical College)
 - 10 left the program due to career changes
 - First year:
 - 16 of 18 students remain in the program
 - 1 student left due to job and school issues
 - 1 student left to pursue a different career
- Review of Radiography Assessment activities to include for 2020 grads 92% pass rate on 1st time taking credentialing test, 100% job placement rate and a program completion rate of 93.3%.
- The number of students who complete the program within the stated program length. The 2020 annual percentage was 93.3%

- 2020 Employer Comments: Overall, positive with some comments on students adapting to difficult patients.
- 2020 Graduate Comments: Students were pleased with their education and requested more surgery experience that was limited due to COVID.
- Update of Computerized Tomography Curriculum occurring in 2022 and investigation of Diagnostic Medical Sonography programming.



Date	Event	Troy Brown	Sherry Buntin	Michael Endreas	Tom Felch	Lee Lo	Charlie Paulson	Paul Proulx	Heather Renzelmann
2021									
MONDAY July 12	Annual Organizational Meeting	X	X	X	X	X	X	X	
July 15-17	WTC DBA Summer Meeting (MSTC-Stevens Point + Zoom)		X					X	
Aug 10	Regular NTC Board of Trustees Meeting	X	E	X	X	X	E	X	
Sept 21	Regular NTC Board of Trustees Meeting	X	X	X	E	E	X	X	
Oct 19	Regular NTC Board of Trustees Meeting	X	X	X	X	X	X	X	
Oct 28-29	WTC DBA Legal Issues Seminar + Fall Meeting (Virtual)							X	
Dec 7	Regular NTC Board of Trustees Meeting	X	X	X	X	X	X	X	X
Dec 18	Commencement (NTC – E101/E102)	X			X			X	
2022									
Jan 11	Regular NTC Board of Trustees Meeting								
Jan 27-29	WTC DBA Winter Meeting (LTC-Cleveland + Virtual)								
Feb 8	Regular NTC Board of Trustees Meeting								
Mar 8	Regular NTC Board of Trustees Meeting								
Apr 5	Regular NTC Board of Trustees Meeting								
Apr 28-30	WTC DBA Spring Meeting (MATC – Milwaukee)								
May 3	Regular NTC Board of Trustees Meeting								
May 21	Commencement (Wausau West Fieldhouse)								
June 7	Regular NTC Board of Trustees Meeting (Public Budget Hearing at 12:00pm, Regular Meeting at 1:15pm)								

All Regular NTC Board of Trustees Meetings begin at 1:00pm and are held on the Wausau Campus located at 1000 W. Campus Drive, Wausau, WI 54401 in Room D100 – Timberwolf Conference Center unless otherwise noted.

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STUDENT OF THE MONTH – Victoria Petrus is the Blue Hills Kiwanis Student of the month for October. Her parents are Dan and Cheryl Petrus; she has one sister, Stacey. Victoria participates in softball, bowling, and Lakeland Honor Society. She received Most Improved Player in softball her freshman year. Her bowling team made it to State her freshman and sophomore years. Victoria was the Bruce School class representative at the Wisconsin Leadership Seminar. Her favorite high school experiences include Homecoming, Red Raider Week, Earth Day, and softball. She currently volunteers most Wednesdays and Fridays at the Dropzone UMA. Sometimes Victoria volunteers for law enforcement fundraisers by taking pictures. After high school she will be attending [North Central Technical College](#) in Wausau for Criminal Justice Studies. Pictured are Victoria, receiving her Award and Certificate from Kiwanian, Jim Doke.

– Submitted photo



Menominee Tribal Department Highlights

Community Resource Center

Christopher Anderson
Menominee Nation News

Department Name: Community Resource Center (CRC).
Director: Sue Blodgett
Phone: 715-799-5137
Location: W3236 Wolf River Drive
Number of staff members: 15

The forerunners to CRC were the programs Aid to Families with Dependent Children (AFDC) and the JTP jobs training program.

Then when welfare reform came about in the mid-1990s (driven primarily by struggling families on welfare rolls who desired the dignity more permanent employment and stable families could provide) the two entities combined into their current building and became known as the Community Resource Center.

CRC has multiple programs, and many sub-programs under them, but the four main ones are Temporary Assistance for Needy Families (TANF), The Public Law (PL) 102-477 Job Training Program (JTP), Income Maintenance programs and Aging and Disability Resources Specialist (ADRS).

Some people seek the CRC program on their own or they get referred by acquaintances.

Like any department CRC also does what promotion of itself it can, be it via public events or, more recent due to the pandemic, social media.

Many other departments also refer clients to CRC such as Menominee Vocational Rehabilitation, Tribal Education (which also utilizes a room at CRC on some days), Maehnowesekiyah (finding work or related education often a prerogative of those in domestic violence or substance abuse situations), Housing and Eagle's Nest; and many others.

Breaking it down some more:

TANF
Perhaps the one CRC sub-group that is most familiar to people is TANF which has by and large replaced AFDC. As its name implies, TANF aims to

provide temporary assistance and not make welfare a perpetual way of life by promoting getting into the workforce and into stable families and providing the means to overcome barriers that could lead to this by making them more employable (in fact, only 20 people were reported to be in Menominee TANF as of this article).

"Similar to the state's W-2 program it provides guidance and payments to families that are below the federal poverty level to work towards self-sufficiency," Blodgett said.

To be eligible for Menominee TANF people must be below the federal poverty line, must live on the Menominee Reservation and must also have their own or court-ordered children in their care.

When the pandemic hit last year a couple of things frequently happened.

One is that many people left TANF to pursue the larger monies available in some other aid programs so the rate of people using the program went down.

At the same time, realizing the fix many people were in, with an inability to go to work, the kids out of school and access to many buildings denied, the income level for people to use TANF was also raised a bit so more people could use the program.

However, things got particularly cumbersome to people who were using TANF already.

"The requirement for TANF are one has to complete 20 hours a week of work or some type of related activity (job training, education) and when job placements were no longer available because of Covid and buildings being shut down and many kids also being home from school our staff had to get creative, and one thing we did was at-home learning packets for TANF clients," Blodgett said.

Serendipitously, another thing that happened right about the time of the shutdown was the CRC was remodeling its front desk area and this included adding a drop box so people could drop off material any time of day or night, and it also repurposed a Little Free Library it had into a place where people



C. Anderson/Menominee Nation News

The CRC building at W3236 Wolf River Drive offers several programs regarding education, training and employment to Menominee tribal members.

could come and pick up documents any time day or night.

In the latest round of pandemic assistance for TANF clients which started in August and runs through 2022 in TANF families with school-age children each child of school age gets \$100 which they can spend on school-related needs and there are also some common continuing features such as help with rent and utilities.

JTP

Staying a little closer to how it was initially organized (but also embracing the aforementioned reforms) is the PL 102-477 JTP which helps tribal members with gaining access to employment and work experience.

"The main purpose of JTP is helping individuals overcome barriers in seeking education or employment," Blodgett said.

Currently JTP averages about 55 clients, who must be below the federal poverty level and can live within 15 miles outside of the borders (measured from the corners) of Menominee County/Reservation or live on the reservation itself.

Perhaps JTP is best known for its summer youths workers program where young Menominee do internships to see what fields they are interested in might be like and also see what responsibilities are expected of workers.

"This last year we had 95 youth workers between the ages of 14 and 24, even though we largely had to do the program virtually for a second year," Blodgett said.

Though more stuff is being done on Facebook and other social media lately, many people don't have computer access, so CRC has its own computer lab that clients can come in and use.

The lab has also been used for related client and community education for things like financial management or CPR certification training which is likely to be required by several employers, especially those in the medical field.

However, recently social distancing protocols have reduced the number of people who can use the lab (and thus what classes CRC can offer), so it's a slow trudge to get the lab back to capacity.

However, in the meantime, CRC has also partnered with [North Central Technical College](#) so student clients who don't have web access at home can come in and do video conferencing.

CRC, especially on the JTP end of things, also provides support services

for people such as helping them find transportation and get bus passes so they can get to interview or job sites; helping find funding for things such as vehicle repairs or utilities; or providing assistance in helping them find appropriate clothes for their worksite; among other things, support services are approved on a case-by-case basis for people who can't afford such things on their own.

Income Maintenance

In 2010, CRC also took on Income Maintenance.

This included several programs such as FoodShare (which would also include the employment and training programs under this program), BadgerCare, child care assistance, medical-based programs, and multiple other ones.

Eligibility criteria is done on a case-by-case basis, but because it covers so many areas, it has the most clients with more than 1,400.

ADRS

The newest program at CRC is ADRS which is open to members of any federally recognized tribe regardless of income level who are age 55 and older; who have physical or mental special needs; or who may be experiencing physical or mental special needs caused by drug or alcohol abuse.

It refers such people to basic and emergency services, makes them aware of benefits that may be available to them and provides counseling and financial guidance for those considering Long Term Care.

The main purpose here is to let the elderly and those with special needs live with dignity and security, and even independently (if applicable) so once an individual is referred to ADRS they themselves will set up an interview to do a functional screening and assessment of their needs, and be provided assistance in applying for Medicaid or similar program if needed.

This program started in 2018 and do date is the least used CRC program, about three people per month using it, the majority of them being elders referred to it.

Nonetheless, if people are in a financial pinch or just want continued help with education, training, work and family, they are encouraged to use CRC.

"We are a building that has a lot of resources for people who are ready to make a lot of positive changes in their lives, so it's a great place to come," Blodgett said.



Legislative Committee Monthly Meeting Schedule

Budget & Finance Committee
2nd Tuesday – 3:00 p.m.

Community Development Committee
3rd Wednesday – 12:00 p.m.

Agriculture & Forestry Committee
2nd Monday – 3:30 p.m.

Governmental Affairs Committee
4th Monday – 3:00 p.m.

Health & Family Committee
3rd Monday – 3:00 p.m.

Housing Committee
Last Tuesday 4:00 p.m.

Labor, Education & Training Committee
3rd Tuesday – 3:30 p.m.

Law Enforcement & Resource Protection Committee
2nd Thursday – 3:00 p.m.

Menominee Tribal Legislature
1st and 3rd Thursday – 5:00 p.m.

Menominee Tribal Legislature-Administrative Meeting
Last Wednesday (as needed) – 4:00 p.m.

Note: All meetings are held in the Tribal Office Boardroom unless alternative meeting place is specified on agenda.

CONTACT MEETING HOTLINE AT 715-799-7094 FOR WEEKLY UPDATES

Dec
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The Wittenberg campus of Northcentral Technical College is located at 402 N. Genesee St.

NTC

NTC Wittenberg campus signs will be updated

Board accepts proposal to fix signs for \$294

By **LUKE REIMER**
Reporter

Signs in Wittenberg to direct traffic toward the local Northcentral Technical College campus will be replaced.

The signs that are displayed currently in the village point to the old campus location on Grand Avenue. The new location of the school is on Genesee Street, right next to Subway.

"Now some signs are pointing the wrong direction, and other signs shouldn't have NTC on them at all," said Wittenberg Village Clerk Traci Matsche.

The village board approved a motion to move forward with paying for the new signs during their meeting on Dec. 6.

After deliberating with Finishing Touch Signs, the board decided only three signs needed to be changed in the village.

"One of them is on the corner on Cherry Street and Grand Avenue," said Matsche. "There is another one that needs to be repaired when you are getting off of the off ramp from Highway 29; it points in the wrong direction. The only other one is the one — if you are coming down Genesee from McDonald's — that is the one needs to be changed or fixed."

The proposal from Finishing Touch Signs to fix the signs is \$98 apiece, for a total of \$294.

"That is all that we would be responsible for," Matsche said.

She added the company is also working with NTC officials to put their own signs around the village.

"They will put those around the village, like they have done for all of their other schools," Matsche said.

She said that she recently visited the school in Wausau, and there were signs all through the city directing traffic to the NTC campus.

"That is what they are going to do here in the spring probably," said Matsche.

Colby's SkillsUSA team earns medals

The Colby High School team of Alaina Becker, Logan Stuttgen, Jazmine Heeg, Jacob Hoppe, Brezlyn Boyer and Jaylin Halverson participated in the District 2 SkillsUSA competition on Dec 10.

Stuttgen, Hoppe and Heeg teamed up together for the Team Engineering challenge, and finished the challenge with the farthest distance of creating a cantilever from a post.

The team of Becker, Halverson and Boyer earned the bronze medal for the same competition. Boyer worked double duty, also participating in the CO2 car competition, which she placed with a silver medal. The CO2 competition was judged on speed as well as the aesthetics and presentation.

"We are very proud of the Colby team, and the bravery it took to overcome the harsh weather to get there," said SkillsUSA advisor Kevin Koehler, industrial tech instructor at Colby High School.

The next competition is at [Northcentral Technical College](#) in Wausau for the regional competitions during February of 2022.

The team looks forward to the state competition, which will be held this coming April at the Alliance Center in Madison.



SHOWING THEIR SKILLS - Colby High School's SkillsUSA team recently competed at the district level. From left to right are Alaina Becker, Jazmyn Heeg, Brezlyn Boyer, Jaylin Halverson, Jacob Hoppe and Logan Stuttgen. SUBMITTED PHOTO



Organizers Seek Support For The Creation Of An Angel Of Hope Memorial Garden

Based on a national model, The Angel of Hope Memorial Garden, planned to be located in donated space in Restlawn Cemetery once funds are secured, will create a place of reflection and remembrance for local families who have lost a child. Angel of Hope Memorial Gardens are known nationwide as a space focused on a bronze angel statue that features a child's face and outstretched wings. This angel was introduced in the best-selling box "The Christmas Box."

There are approximately 150 Gardens throughout the country, and families will have the completed drawings to be used for a bench, planting beds, and landscaping. The deck will be brick; School Art Department has drawn up the design for the Mechanical Design Program at NTC along at Angel of Hope Memorial Garden Fund (fcsuite.com)

Each unique to their community. However, there is no Angel of Hope Garden within 125 miles of Wausau; thus, the reason to create one here in our community. Once created, the memorial will be a place for families who have lost a child to refect upon their loss and find hope and comfort in the Garden's peaceful surroundings.

It will be approximately 800 sq. ft., with the statue featured near the middle. There will be two concrete benches, planting beds, and space and the Wausau East High School Art Department has completed drawings to be used for a base for the statue. A student in the Memorial Design Program at NTC of Wausau will donate the granite memorial space and Michels Granite Park has donated the property for the coming year. Restlawn Memorial Garden a reality in the memorial garden a reality in the funding (\$40,000) to make this the community to raise the necessary fund which provides the nonprofit 501(c)(3) status for the Angel of Hope Memorial Garden fundraising project. Donations can be sent to the Community Foundation's office, 500 1st Street, Suite 2600, Wausau, WI 54403, or given with a credit card along at Angel of Hope Memorial Garden Fund (fcsuite.com)

The Community Foundation of North Central Wisconsin is administering the fiscal sponsorship fund which provides the nonprofit 501(c)(3) status for the Angel of Hope Memorial Garden fundraising project. Donations can be sent to the Community Foundation's office, 500 1st Street, Suite 2600, Wausau, WI 54403, or given with a credit card along at Angel of Hope Memorial Garden Fund (fcsuite.com)

Copies of the design and of the drawings are available upon request.



Business Leaders Gather At NTC To Learn How Apprenticeship Grows Workforce

Over 70 business leaders from 60 local companies attended the “Grow Your Workforce Through Apprenticeship” event held at Northcentral Technical College (NTC). The event was held in recognition of National Apprenticeship Week and was designed to showcase the benefits that apprenticeship brings to businesses as they work to recruit and retain top talent.

“We have seen the positive impacts that both youth and adult apprenticeships have had on area businesses and are excited to help more employers implement these programs at their institutions,” said

Katie Metko, Apprenticeship Manager at NTC.

The event also included an employer-led panel that highlighted the process that businesses can follow by partnering with NTC to begin apprenticeship programs. Anyone who is interested in getting started with apprenticeship can contact either Dina Kilinski, Youth Apprenticeship Manager at NTC, by emailing <mailto:kilinskid@ntc.edu> and calling 715.803.1190 or Katie Metko, Apprenticeship Manager at NTC, by emailing metko@ntc.edu and calling 715.803.1242.



Your Town Greater Wausau Area: Garage owner works to break gender barriers

By [Kassandra Sepeda](#)

Published: Dec. 8, 2021 at 8:10 AM CST

WESTON, Wis. (WSAW) -Your Town Greater Wausau Area is home to a lot of locally owned businesses including mechanic shops. But in one garage, the owner is doing more than fixing cars-- she is breaking barriers.

According to Catalyst, a nonprofit that aims to make workplaces more [equitable](#), in 2019 women represented just 9.9% of automotive repair and maintenance employees. That's not the case at Woosters Garage in Weston. At Woosters, half of the staff are women and its owner is fifth-generation mechanic Stephanie Stanke.

Stanke opened the garage in December 2017 and named it after her great-grandfather's original shop in Michigan. In her journey to owning her own business, Stanke said she came across blatant discrimination being told, she didn't have a place as a woman in the automotive industry. "Some places would tell you that they won't hire you in the shop. I had a local dealership tell me they would not have a woman work in their shop," said Stanke.

Stanke said the rejection only fueled her desire to create her own shop bridging gaps between the industry and consumers and equality among mechanics. "My goal is to have it be an absolute social norm to where it won't be a problem and those girls won't have to hear, 'we don't want a woman in the shop.'"

Woosters has a loyal and growing clientele, part of which can be credited to making the consumer feel more comfortable about what they are investing in. "It's not about how many cars can you turn over. It's about doing the job and doing it 100% correctly. It's all about the customers," explained automotive technician Amy McCaslin.

Others, take comfort in a female camaraderie between customer and auto tech. Customer Dawn Dietsche explained, "It wouldn't deter me, either way, to go to a shop, you know if it's male or female-owned. But I do really think it's cool that she's a female grease monkey!"

Stanke's passion for mechanics doesn't stop at her shop. She also works as a teacher and mentor for [North Central Technical College's](#) automotive classes. "Show them that this is a career choice and just because you might find that one person that's going shut that door, there are so many opportunities out there," said Stanke.

Woosters celebrated their fourth anniversary on Dec. 2. Stanke said they are working on adding new services to their garage and a possible second location is in the works.

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Wausau School District

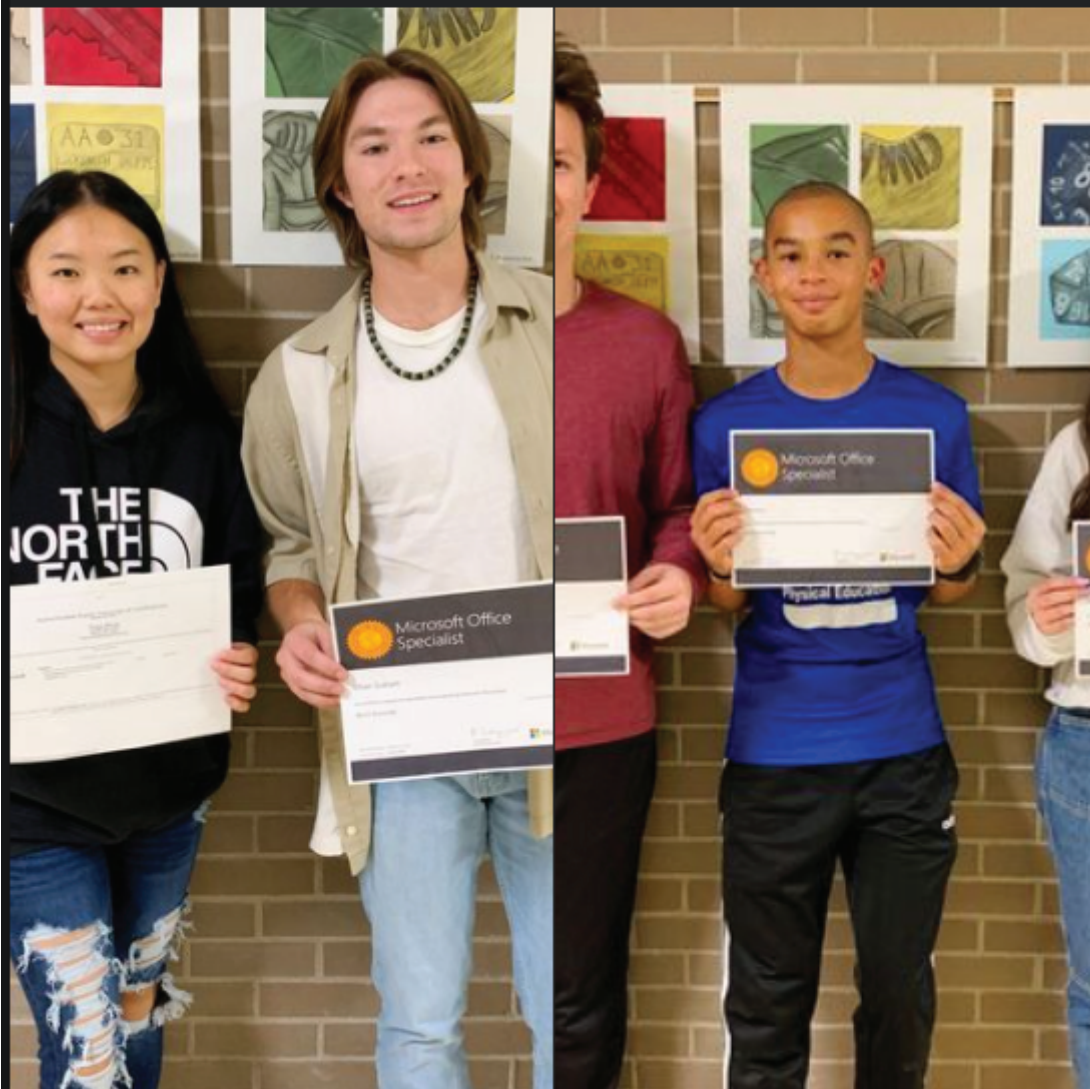
November 4 at 6:00 AM · 🌐

Congratulations to Microsoft Office students from [#WausauSchools](#) West High for earning their Microsoft Office Specialist Master certifications by passing exams in Word, Powerpoint, and Excel!

MOS Master certification demonstrates you have the deepest level of skills needed to proficiently use key office programs needed and required in today's industries.

Special thanks to Northcentral Technical College for their financial support with these programs.

Dawn Jameson is the Wausau West High School Business and Information Technology Instructor.



👍 70

3 Shares

👍 Like

💬 Comment

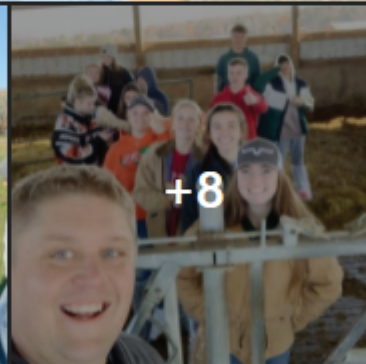
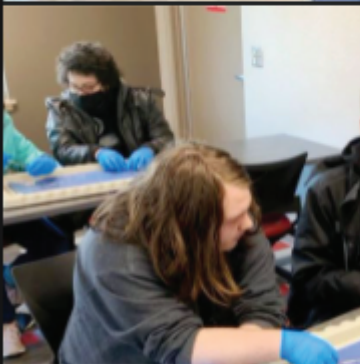
➦ Share



Wausau School District

November 10 at 7:00 PM · 🌐

#WausauSchools Veterinary Science students from East and West High experienced hands-on labs and explored careers in animal science with veterinarians and staff during a Dual Credit Day at Northcentral Technical College's Agriculture Center of Excellence! Students can earn three free dual credits through the vet science class.



👍❤️ 42

2 Comments 3 Shares



Colby School District

November 30 at 10:13 AM · 🌐



Senior Highlight

Congratulations to Justin Hill for his acceptance to North Central Technical College majoring in Software Development! Way to work hard! [#colbyhornets](#)



37

2 Comments 2 Shares



Colby School District

October 20 · 🌐



Senior Highlight

Congratulations to Mercedes Sarkkinen for her acceptance to North Central Technical College majoring in Welding! Way to work hard! #colbyhomets



You and 42 others

4 Comments 3 Shares



Dee Conner Cole is feeling proud with Lindsey Cole and 5 others at Northcentral Technical College.

December 22, 2021 at 6:21 PM · Wausau ·

So much cause for celebration on this trip to Wisconsin. After a roller coaster of "blood, sweat and tears" and so much hard work and determination...our oldest walked the stage and graduated from her nursing program. We cannot wait to see where this journey takes her. We are so glad that you persevered through it all Amberly! You will be an amazing nurse!!! Here's to your future in the medical field. We are so very proud of you. God bless this path He has placed you on! ❤️🙏



151

78 Comments

Like

Comment

Share

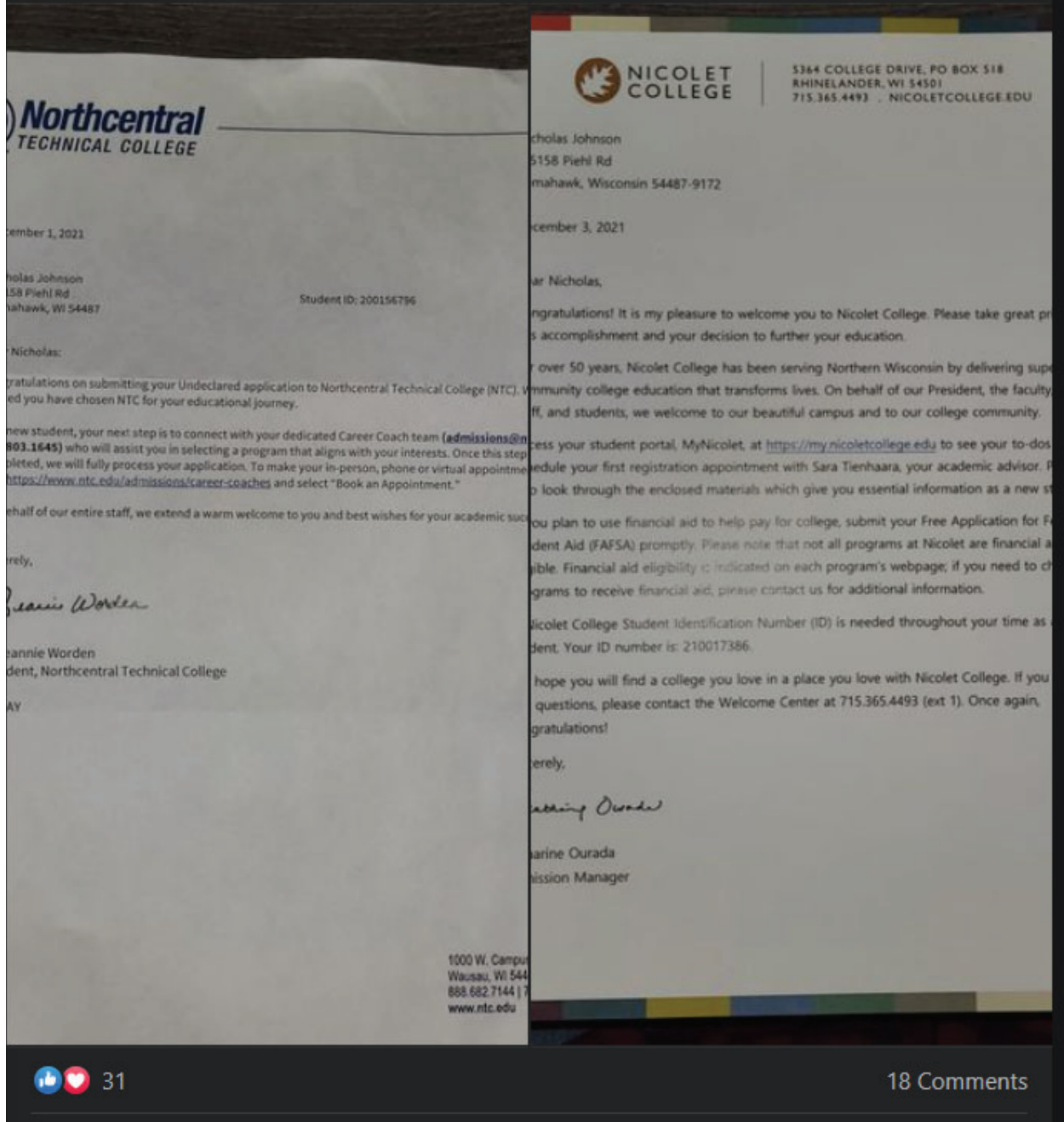


Nicholas Allen Johnson

December 6, 2021 at 5:03 PM · 🌐



I got accepted to both Nicolet College and Northcentral Technical College !!! 🥳🥳🥳



31

18 Comments

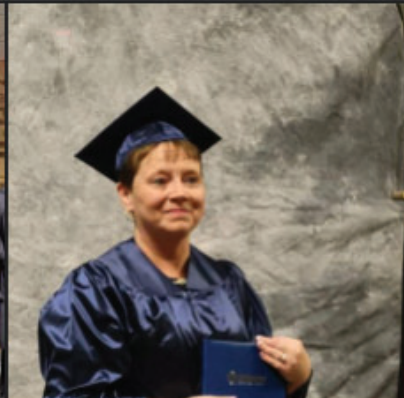


Donna Becker is with **Jeff Becker** at **Northcentral Technical College**.

December 18, 2021 at 11:20 AM · Wausau · 🌐

...

I did it. Note to self don't work on 2 diplomas at once. Thank you to my husband for being my rock and never doubting me.



163

82 Comments 2 Shares



Like



Share

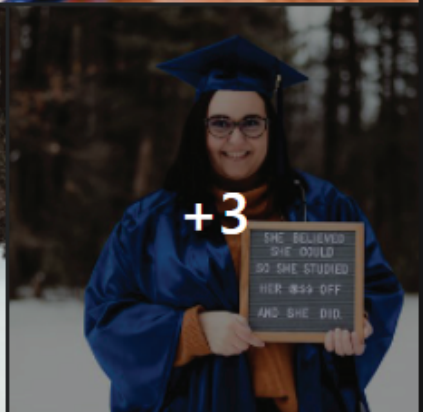


Heirloom + Honey Photography is with Mar Lang.

January 2, 2021 · 🌐



🥂🎉🎓 Congratulations to Jaylyn + Marissa on their recent graduation from [Northcentral Technical College](#)! These two ladies sure know how to celebrate. 🥂🎉🎓



👍❤️ 33

5 Comments 3 Shares



Victor H. Cerro is at **Northcentral Technical College.**

December 13, 2021 at 5:50 PM · Wausau · 🌐



Back to college! #antigo #antigocampus



👍 12

3 Comments

👍 Like

💬 Comment

➦ Share

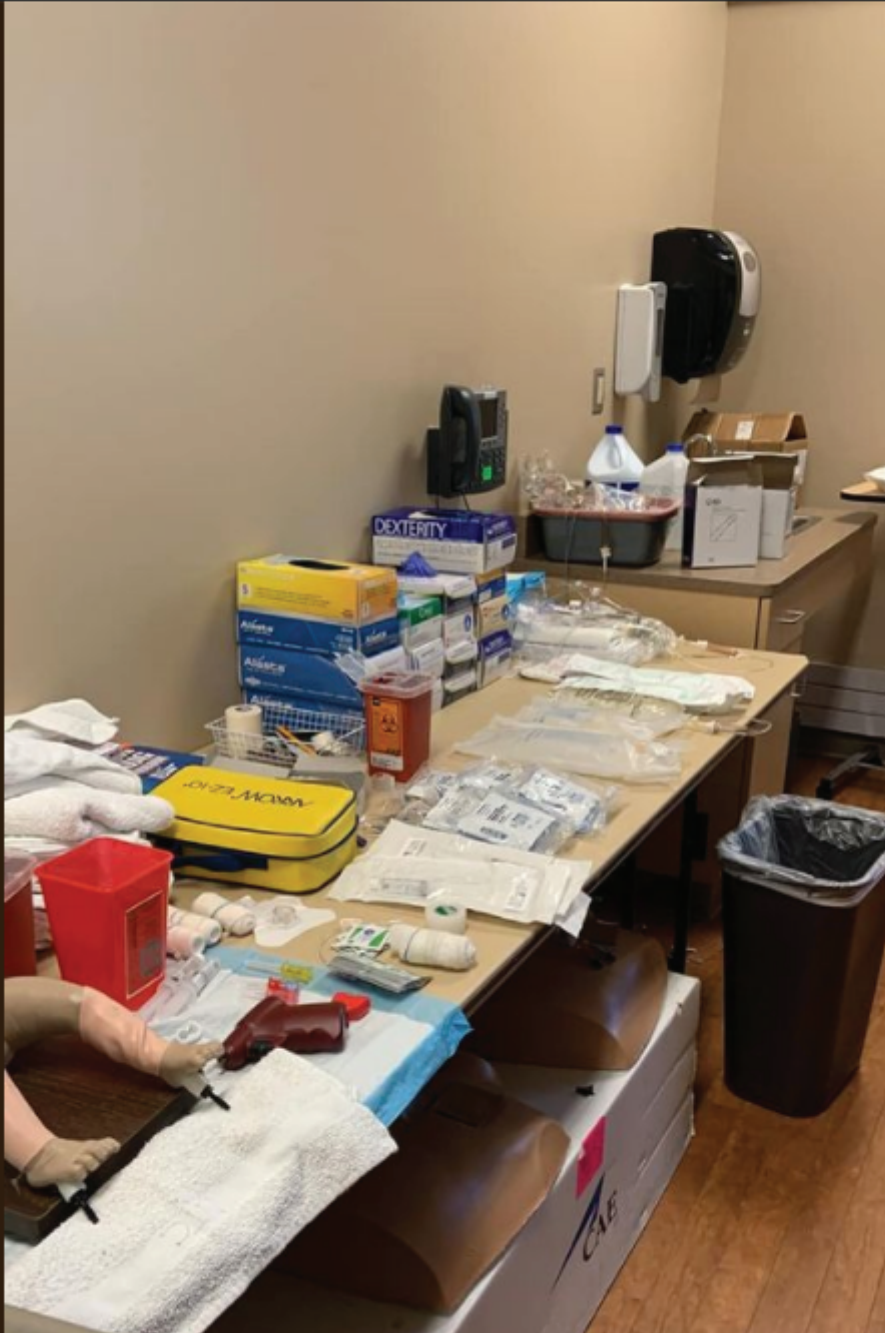


Katrina White Resch is at Northcentral Technical College.

December 19, 2021 at 8:26 AM · Wausau · 🌐



National registry testing



👍 44

3 Comments

👍 Like

💬 Comment

➦ Share



Milton Police Department-Wisconsin is at **Northcentral Technical College.**

December 17, 2021 at 2:51 PM · Wausau · 🌐

...

Northcentral Technical College held a graduation ceremony today for the fall 2021 Law Enforcement Recruit Academy. I was honored to be there in person to congratulate Officer Toby Cook on his graduation. After 720 hours of academy training, he'll be joining us at the department next week to begin the field training process as a full time City of Milton police officer. Welcome to the department, Toby!

- Scott



👍 101

10 Comments 6 Shares

👍 Like

💬 Comment

➦ Share



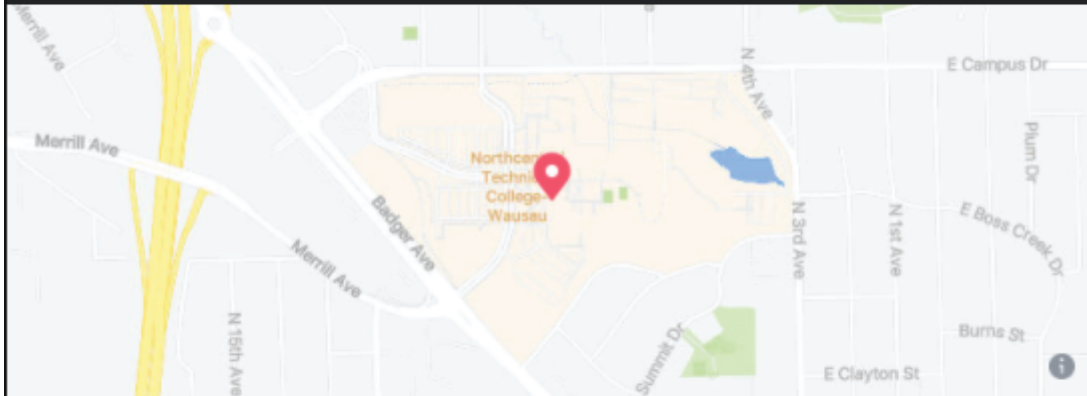


Courtney Dudley

December 19, 2021 at 7:22 AM · Wausau · 🌐



It's about drive, it's about power
We stay hungry, we devour
Put in the work, put in the hours and take what's ours
Ready to rock this NREMT exam today! — at **Northcentral Technical College**.



COMMUNITY COLLEGE

Northcentral Technical College

Kelly and 77 other friends have been here



Linda Graap, Jack Graap and 14 others

5 Comments



Like



Comment



Share



NTC PAS / Northcentral Technical College is with **Charl Van Der Nest** and **5 others** at **Northcentral Technical College Agricultural Center Of Excellence.**

December 4, 2021 at 12:21 PM · Wausau · 🌐

🌱 So thankful for having such an amazing PAS group, with hard work and dedication we were able to sell 169 wreaths this year. Thank you to everyone who went out of their way to help one another and make things go as smoothly as they did! What a great start to the holiday's. 🌱 Merry Christmas & Happy New Year 🎉



👍❤️ 25

2 Shares



Medford Area Public School District Special Education and Student Services



December 22, 2021 at 3:59 PM · 🌐

Medford Adult Diploma Academy is a partnership between Medford Schools and Northcentral Technical College. We offer adult students an opportunity to earn a high school diploma through a credit or GED Option 2 track. Contact mada@medford.k12.wi.us or 715-748-2316 ext 3324 for more information.



6



Like



Comment



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Town Of Wausau Fire Department

December 11, 2021 at 10:16 AM · 🌐

Town of Wausau Fire Department hosted a Northcentral Technical College Fire 1 class this semester. 5 out of the 10 students that took this class are current members of the Town of Wausau. **Congratulations** to all of you. Thank you to [Northcentral Technical College](#) for holding this class at our station.



Jennifer Graham Kohel, Brianna Glodowski and 55 others

7 Comments 3 Shares



Like



Comment



Share





Aaron Shovick ▸ Price County Past and Present...

November 2, 2021 · 🌐

...

It's great to see the local technical college offering many education opportunities for students. I would like to take a moment and highlight the IT- Cyber Security Specialist program. I have been in the Cybersecurity field for six years and the opportunities are endless.



Northcentral
TECHNICAL COLLEGE

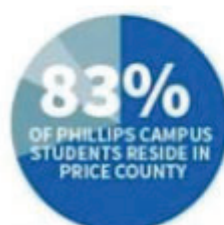
Get the Facts

PHILLIPS CAMPUS

94 CERTIFICATES, TECHNICAL
DIPLOMAS OR
ASSOCIATE DEGREES
CAN BE EARNED ENTIRELY
AT THE PHILLIPS CAMPUS

**OVER
HALF**

OF THE COURSES
FOR MANY OTHER
NTC PROGRAMS
CAN ALSO BE
COMPLETED
AT THE
PHILLIPS
CAMPUS



3% ARE FROM
ASHLAND COUNTY

3% ARE FROM
TAYLOR COUNTY
THE REMAINING 11%
IS COMPRISED OF
STUDENTS FROM
OTHER COUNTIES
IN WISCONSIN

APPROXIMATELY

683 PEOPLE
TAKE AT LEAST ONE CLASS AT
NTC'S PHILLIPS CAMPUS
OR AREA HIGH SCHOOLS
EACH YEAR

\$43,235

Three-Year Average Annual
SALARY OF NTC GRADUATES

**AGE OF NTC'S
PHILLIPS CAMPUS
STUDENTS**

UNDER 25 - 22%

25-44 - 34%

OVER 45 - 44%

FEATURED PROGRAMS:

- LIBERAL ARTS
- WELDING
- MACHINE TOOL
- ELECTROMECHANICAL TECHNOLOGY
- NURSING ASSISTANT (CNA)
- EMT
- IT - CYBERSECURITY SPECIALIST
- CRIMINAL JUSTICE STUDIES
- BUSINESS MANAGEMENT
- HUMAN RESOURCES
- VETERINARY TECHNICIAN
- DATA ANALYTICS
- CIVIL ENGINEERING TECHNOLOGY

Visit www.ntc.edu
for a complete listing
of programs.

/NTCPhillips

Northcentral Technical College does not discriminate on the basis of race, color, national origin, sex, disability or age in employment, admissions or its programs or activities. The following person has been designated to handle inquiries regarding the College's non-discrimination policies:

Equal Opportunity Officer
Northcentral Technical College
2000 W. Campus Drive
Shovese, WI 54482
Phone: 715.855.3357



Jodi Larocque

December 8, 2021 at 9:20 PM · 🌐

Could not be more proud of NTC Phillips class..you all did an amazing job and now onto National Registry!!! Your hard work has paid off

Sabrina Veverka Mark Hill Izabella Rayne Broge Kari Eisenman Cathy Rehorst Schmidt Makala Reukema Brent Casey Richardson Taylor Swiantek Suzanne Witkowski-Weibel



👍❤️ 36

11 Comments 2 Shares



Like



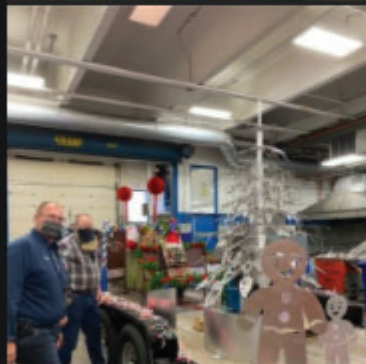
Share



Northcentral Technical College

December 3, 2021 · 🌐

Our Machine Tool and Welding faculty have been busy collaborating on their float for the 2021 Wausau Holiday Parade. Come out to see what students in these programs can create. The parade starts at 6 p.m. and runs from Marathon Park and follows Stewart Avenue to First Street then Jefferson Street to the 400 Block. We hope to see you there!



Kristin Reinicke, Emma Zmolek and 52 others

2 Comments 10 Shares



Like



Comment



Share





Northern Michigan University Global Campus

December 16, 2021 at 3:00 PM · 🌐

...

Do you know a [Northcentral Technical College](#) electromechanical graduate? Send them our way! We're currently accepting students for the upcoming Summer 2022 cohort. Students in this program enjoy in-state tuition, online lectures, labs on the NTC campus, and real-time interaction with NMU faculty. Designed for recent graduates and those already working in the field.

#ShareNMU

<https://www.youtube.com/watch?v=2kEMHASNVZI>



YOUTUBE.COM

Electrical Engineering Technology - Robot Feature

1 Share



Wausau & Marathon County Parks, Recreation & Forestry

December 31, 2021 at 8:00 PM · 🌐

We are teaming up with Northcentral Technical College to offer an experience like no other. Feel like a professional gamer for a night at the NTC Gaming Arena. We will provide an onsite gaming coach along with a live twitch stream of your amazing performance. Register on our CivRec site by following the link below or by scanning the QR code.
<https://secure.rec1.com/.../marathon.../catalog/index...>



**AGES 10-14
YEAR OLD**

FRIDAY GAME NIGHT – MARIO KART

\$20- INCLUDES GAMES & PIZZA

JANUARY 14TH & FEBRUARY 11TH 6-9PM @

NTC'S ESPORTS ARENA



Wausau & Marathon County
Parks, Recreation
& Forestry



Angie Schroeder Harris and 11 others

3 Comments 5 Shares



Ringle Fire & Rescue

December 6, 2021 at 7:58 PM · 🌐

Ringle Fire is proud to say that our new Holmotro extrication tools are in service ready to serve the area. Ringle fire partnering with [Northcentral Technical College](#) learned the basics of vehicle extrication using our new tools. Representatives from Easton Fire and Town of Wausau also participated.



Gretchen Kluz, Hope Rebman and 48 others

6 Shares

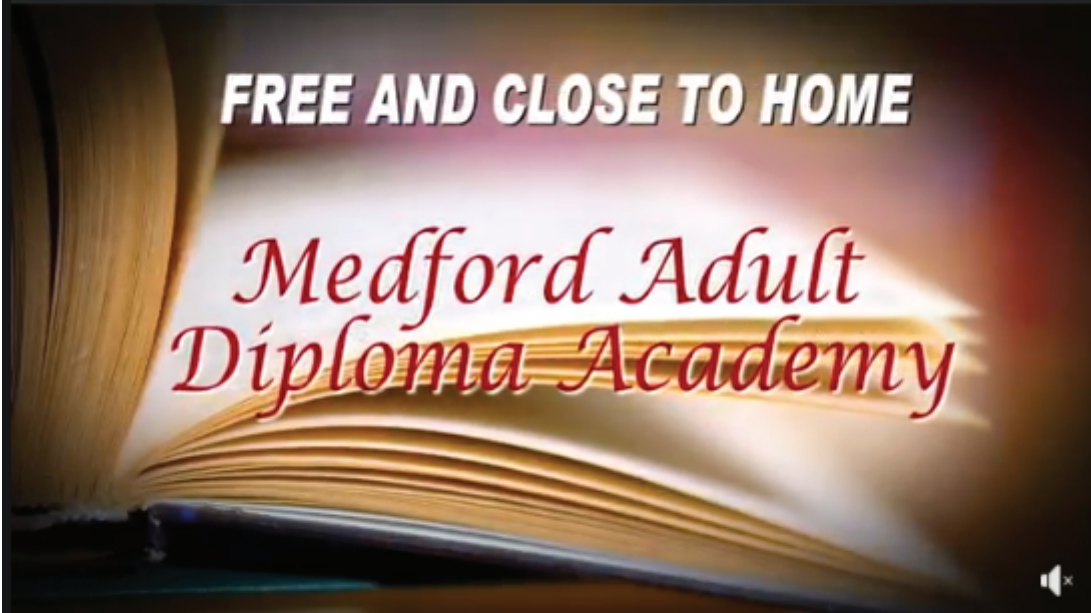


Medford Adult Diploma Academy

December 22, 2021 at 3:56 PM · 🌐



Medford Adult Diploma Academy is a partnership between Medford Schools and Northcentral Technical College helping adult students earn a high school diploma.



👍 1

1 Share

👍 Like

💬 Comment

➦ Share





Medford Area Public School District Special Education and Student Services

December 22, 2021 at 3:59 PM · 🌐



Medford Adult Diploma Academy is a partnership between Medford Schools and Northcentral Technical College. We offer adult students an opportunity to earn a high school diploma through a credit or GED Option 2 track. Contact mada@medford.k12.wi.us or 715-748-2316 ext 3324 for more information.



Adults 18 1/2 and Older

Your class must have graduated for you to attend



6



Like



Comment



Share





WSAW NewsChannel 7

December 8, 2021 at 9:49 AM · 🌐

...

Fifth-generation mechanic Stephanie Stanke also works as a teacher and mentor for Northcentral Technical College's automotive classes. "Show them that this is a career choice and just because you might find that one person that's going shut that door, there are so many opportunities out there," said Stanke.

[Wooster's Garage](#)



👍❤️ 30

2 Comments 13 Shares

👍 Like

💬 Comment

➦ Share





Colby School District

December 14, 2021 at 9:12 AM · 🌐

...

Senior Highlight

Congratulations to Anthony Derrico for his acceptance to North Central Technical College majoring in Firefighter/Paramedic Associate Degree! Way to work hard! [#colbyhornets](#)



32

6 Comments 8 Shares

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Reports

Name Report

Sort By
Date DMAOrder:
Ascending ▲[Export to Excel »](#)

WSAW (CBS) 12/7/2021 5:11:04 PM

Wausau, WI

NewsChannel 7 @ 5

Local Viewership: 10,875

Local Publicity Value: \$407.93

surrounding her self with quality staff. sot amy mccaslin automotive technician, woosters garage "it's not about how many cars can you turn over. it's about doing the job and doing it 100 generation of young technicians at northcentral technical college. sot stephanie stanke, owner woosters "show them that this is a career choice and just because you might find that one person woosters just celebrated their 4 year anniversary on december 2. stanke says business is good and they are in the works adding new services and possibly a second location. this afternoonsnow



WFRV (CBS) 12/12/2021 6:51:52 AM

Green Bay, WI

Local 5 News at 6:00

Local Viewership: 2,513

Local Publicity Value: \$156.96

result. there's a growing demand for skilled forced industry workers. here in antigo at the wood technology center of excellence in extensive northcentral technical college instructors and students work to hone in skills into impactful careers as a 20,000 square foot facility and it set up for training. >> the incumbent workforce that we have here in the state of wisconsin, but also for college programming the one that we're really proud of his or her what science associate's degree that's a 2 year program is the only associate's degree in which science in north america, a major the wood technology center of excellence provides over 25 would related classes, seminars and workshops each



WFRV (CBS) 12/14/2021 4:50:43 PM

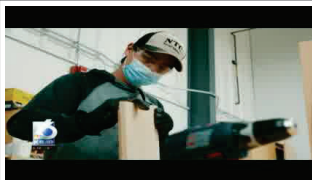
Green Bay, WI

Local 5 News at 4

Local Viewership: 9,953

Local Publicity Value: \$322.58

growing demand for skilled forced industry workers. here in antigo at the wood technology center of excellence in extensive northcentral technical college instructors and students work to hone in skills into impactful careers as a 20,000 square foot facility and it set up for training. >> the incumbent workforce that we have here in the state of wisconsin, but also for college programming the one that we're really proud of his or her what science associate's degree that's a 2 year program is the only associate's degree in which science in north america, a major the wood technology center of excellence provides over 25 would related classes, seminars and workshops each



KBJR (NBC) 12/18/2021 6:19:06 PM

Duluth, MN

KBJR 6 and Range 11 News at Six

Local Viewership: 20,382

Local Publicity Value: \$2,256.76

produces billions of dollars in forest products each year. as a result, there's a growing demand for skilled, forest industry workers. here in antigo, at the wood technology center of excellence an extension of northcentral technical college instructors and students work to hone and advance those skills into impactful careers. (travis) it's a the state of wisconsin, but also for college programing. the one the only associate's degree in wood science in north america. (vo) a major training hub, the wood technology center of excellence provides over 25 wood-related classes, seminars and workshops each year. through hands-on training, their mission is to provide critical skills to the next generation of forest industry leaders. (tom) students opportunities to go into a career that they possibly could love for the rest of their life. (vo) and with 100 percent job placement for graduates, students can be confident they're entering into an industry with a bright future. (travis) we have 17 million acres of forest land here in the state of wisconsin, and of those 17 million acres we

actually have about 1,500 companies that are producing products from our forest, which is a pretty big deal, take it one step further, they employ 64,000 people in the state of wisconsin. what most wisconsinites don't realize is that we actually produce more products, we ship more



WFRV (CBS) 12/26/2021 6:52:05 AM

Green Bay, WI

Local 5 News at 6:00

Local Viewership: 2,513

Local Publicity Value: \$156.96

result, there's a growing demand for skilled forced industry workers here in antigo at the wood technology center of excellence and extensive northcentral technical college instructors and students work to hone in skills into impactful careers as a 20,000 square foot facility. and it set up for training. >> the incumbent workforce that we have here in the state of wisconsin, but also for college programming. the one that we're really proud of his or her, what science associate's degree. that's a 2 year program is the only associate's degree in which science in north america. a major of the wood technology center of excellence provides over. 25 would related classes seminars and workshops each

Items in this report: 5

Total Local Viewership: 46,236

Total Local Market Publicity Value: \$3,301.18

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