



DISTRICT BOARD OF TRUSTEES REGULAR MEETING

Tuesday, August 7, 2018

Northcentral Technical College

1000 W. Campus Drive

Wausau, WI 54401

Timberwolf Conference Center

12:15 p.m. Lunch

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 MEETING MINUTES

A. [Approval of meeting minutes from July 9, 2018 Board of Trustees Meeting](#)

Motion: That the Northcentral Technical College Board approve the meeting minutes from the July 9, 2018 Board of Trustees meeting.

Voice Vote Required

IV. REGULAR VOTING AGENDAS

A. [Approve Draft 3-Year Facility Plan](#) – Rob Elliott

Motion: That the Northcentral Technical College Board approve Northcentral Technical College's draft Three-Year Facilities Plan 2019-2021.

Voice Vote Required

B. [Additions: Antigo – Merrill Candidate Physical Ability Test \(CPAT\) Addition](#) – Rob Elliott

Motion: That the Northcentral Technical College Board approve the Merrill Candidate Physical Ability Testing addition at a cost not to exceed \$525,000 and request the WTCS State Board to do the same.

Voice Vote Required



V. CONSENT VOTING AGENDA

A. Approval of consent Voting Agenda

- [Personnel Report](#)
- [Receipts and Expenditures](#)

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

- Personnel Report
- Receipts & Expenditures

Roll Call Vote Required

VI. BOARD DEVELOPMENT

A. Next Steps to IT Infrastructure Improvement Plan – Chet Strebe/Rob Elliott

VII. INFORMATION/DISCUSSION

A. President's Report

- Board Dashboard Executive Summary and Year-End Report 2017-2018 – Handout – Vicki Jeppesen/Angie Servi
- [Business & Industry Annual Report](#) – Darren Ackley/Brad Gast/Rob Elliott
- [Draft CEO Goals](#)
- Board Development Topics for 2018-2019 – Vicki Jeppesen
- Comments from Informational Update

B. Chairperson's Report

- WTC District Boards Association Summer Meeting Update – Paul Proulx
- [Establish WTCS District Boards Association 2018-2019 Committee Assignments](#)
- Annual Review of Policy 2.7 Conflict of Interest Declaration – Handout

C. Information

- [Upcoming Meetings/Events](#)
- [Advisory Meeting Minutes](#)
- [Good News](#)



VIII. CLOSED SESSION (Approximately 3:00 CLOSED SESSION or immediately following the above Open Session)

A. Adjourn Board into Closed Session pursuant to Wisconsin Statutes Section 19.85 (1) (c), (f) and (g) for the purpose of:

- Approval of the May 1, 2018 and June 12, 2018 Closed Session Minutes.
- Update regarding pending litigation.
- Consideration of personnel matters.

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

- Approval of the May 1, 2018 and June 12, 2018 Closed Session Minutes.
- Update regarding pending litigation.
- Consideration of personnel matters.

Roll Call Vote Required

IX. OPEN SESSION

A. Adjourn Board into Open Session to take any action deemed necessary as a result of the closed session.

Motion: Adjourn Board into Open Session to take 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 Open Meetings Law.

Mission Statement: Northcentral Technical College is the customer-focused, accessible provider of innovative life-long learning that builds a globally competitive workforce.



DISTRICT BOARD OF TRUSTEES REGULAR MEETING

Monday, July 9, 2018

Northcentral Technical College
1000 W. Campus Drive
Wausau, WI 54401

Timberwolf Conference Center D100

The Northcentral Technical College District Board of Trustees met on July 9, 2018 at the Wausau Campus. Chairperson Tom Felch called the meeting to order at 1:03pm.

Roll Call:

Douglas Faragher <i>Joined via teleconference</i>	X	Ruth Risley-Gray	X
Tom Felch	X	Dale Smith	X
Kristine Gilmore	E	Maria Volpe	X
Lee Lo	X	Paul Proulx	X
Charlie Paulson	X		

Compliance with Open Meeting Law

PaHnia Thao reported the meeting was being held in compliance with Open Meetings Law 19.81-19.88 of the Wisconsin Statutes.

Swearing in Ceremony

Dale Smith, Ruth Risley-Gray, and Kristine Gilmore was reappointed to another term on the NTC Board. PaHnia Thao swore in Dale Smith and Ruth Risley-Gray, Jamie Allar notarized the Oath of Office. Kristine Gilmore was excused from the July 9th Board meeting but, she was sworn in to office on June 27th.

I. PLEDGE OF ALLEGIANCE TO THE FLAG

A. Recited the Pledge of Allegiance.

II. PUBLIC COMMENTS

A. There were no public comments

III. APPROVAL OF MINUTES

A. It was moved by Lee Lo and seconded by Dale Smith that the NTC Board of Trustees meeting minutes from June 12, 2018 be approved. Motion carried unanimously.

IV. REGULAR VOTING AGENDAS

A. Election of Chairperson

Chairperson Tom Felch turned the meeting over to Vice Chairperson Paul Proulx to ask for nominations for Board Chair. Dale Smith nominated Tom Felch as Chairperson. Paul Proulx asked three additional times for nominations for Board Chair. It was moved by Dale Smith and seconded by Lee Lo that the NTC District Board approves that the nominations be closed. It was moved by Dale Smith and seconded by Lee Lo that the NTC District Board approves that Tom Felch be elected as Chairperson. Motion carried unanimously.

B. Election of Vice-Chairperson

Chairperson Tom Felch took over the remainder of the meeting and asked for nominations for Vice Chairperson. Tom Felch nominated Paul Proulx for Vice Chairperson. Tom Felch asked three additional times for nominations for Vice Chairperson. It was moved by Charlie Paulson and seconded by Maria Volpe that the NTC District Board approves that the nominations be closed. It was moved by Maria Volpe and seconded by Lee Lo that the NTC District Board approves that Paul Proulx be elected as Board Vice Chairperson. Motion carried unanimously.

C. Election of Secretary-Treasurer

Chairperson Tom Felch asked for nominations for Secretary-Treasurer. Paul Proulx nominated Maria Volpe for Secretary-Treasurer. Chairperson Tom Felch asked three additional times for nominations for Secretary-Treasurer. It was moved by Dale Smith and seconded by Lee Lo that the NTC District Board approves that the nominations be closed. It was moved by Lee Lo and seconded by Charlie Paulson that the NTC District Board approves that Maria Volpe be elected as Secretary-Treasurer. Motion carried unanimously.

V. CONSENT VOTING AGENDA

A. It was moved by Paul Proulx and seconded by Dale Smith that the NTC District Board approves the consent Voting Agenda:

- New Automation Systems Technology Associate Degree Program
- Receipts & Expenditures
- Personnel Changes

Roll Call Vote Ayes: Faragher, Felch, Lo, Paulson, Risley-Gray, Proulx, Smith, Volpe. Motion carried unanimously.

VI. BOARD DEVELOPMENT

a. Setting the Stage for the Future of NTC – Jeannie Worden

Jeannie Worden presented to the Board on enrollment trends. Factors that will impact enrollments are demographic of high school enrollments, race/ethnicity, unemployment, program completion, and competition including employers/workplace. 60 Forward Initiative is an initiative lead by Wisconsin Technical College System, the Wisconsin Associate of Independent Colleges and Universities and the UW System with support from the Lumina Foundation that has set a goal that by 2027 60% of the population ages 25 – 64 will obtain a higher education credential beyond high school.

NTC would like to share at a Board Retreat, strategies to increase FTEs and Completion. Board members indicated that an early morning and/or early morning on a board day in September would work best. PaHnia will send out a doodle survey of a few dates.

VII. INFORMATION/DISCUSSION

A. President’s Report

- Agriculture Center of Excellence Update – Rob Elliott
Rob provided an update to the Board and showed pictures of the addition to the Agriculture Center of Excellence. Thank you to NTC Board Members for supporting and approving our

programs and buildings. This is what keeps NTC facilities updated. These pictures are included in the official meeting minutes.

- **Marian University Update**
We hosted a K-12 Administrator's Breakfast the last week of June and had an official signing with Marian University for our technology education partnership. This agreement is for NTC Students who obtain their associate degree in one of nine programs within the School of Applied Technology and Engineering and then complete teacher training coursework with Marian University to earn their Bachelor's degree and teaching license. The purpose of this partnership is so that students would not have to leave our district to complete their teacher training.
- **Comments from Informational Update**
Regent Jerry Whitburn from UW Board reached out to Chet Strebe and Jeannie Worden to share best practices with UW Madison regarding NTC's recent cyber security incident.

The pizza lunch on behalf of the NTC Board has been scheduled for NTC staff who helped out during the cyber security incident as a token of appreciation.

Will Hsu and the Hsu family coordinated a visit of Chairman Terry Gou, owner of Foxconn. Lori Weyers and Jeannie Worden were invited to the reception and dinner with Chairman Gou and other business leaders. Chairman Gou indicated that central Wisconsin can be the central export hub for ginseng. NTC can look at ways to be a support for this opportunity.

B. Chairperson's Report

- WTC District Boards Association Summer Meeting – July 12th – 14th, 2018 Northeast Wisconsin District – Green Bay, WI
- Established 2018 – 2019 Board of Trustees Meeting Dates
 - August 7, September 18, October 23, December 4, January 15, February 12, March 12, April 2, May 7, June 11, and July 8.

C. Information

- Outcomes-based Funding Annual Report – Vicki Jeppesen/Angie Servi
Angie Servi provided an update to the Board on Outcomes-based Funding.
- Out of State Tuition Remission
- Advisory Meeting Minutes (March, April, & May)
- Upcoming Meetings/Events
- Good News (May & June)

VII. MEETING ADJOURN

It was moved by Paul Proulx and seconded by Lee Lo with unanimous approval to adjourn. By consensus the meeting adjourned at 1:39pm.

Respectfully submitted,

Maria Volpe, Secretary/Treasurer
Northcentral Technical College District Board of Trustees

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

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

MEETING DATE: August 7, 2018

TOPIC: Draft Three-Year Facilities Plan 2019-2021

POLICY: Wisconsin Statute 38.04 (10) requires each Wisconsin Technical College District to prepare and submit a Three-Year Plan to the Wisconsin Technical College System Board (WTCBS). The plan must be approved by the District Board. The plan will be accepted and reviewed by the WTCSB but no action will be taken.

INTERPRETATION: Northcentral Technical College's Three-Year Plan is submitted for the District Board of Trustees review and approval.

DATA/RESULTS: The attached Draft Three-Year Plan 2019-2021 outlines changes that have been made to the potential projects for the current fiscal year. Projects listed are proposed capital improvements, acquisitions, remodeling and new construction exceeding \$50,000 but not greater than \$1,500,000 pursuant to s. 38.04 (10). The Three-Year Plan informs the WTCS Office of potential plans but does not ask for the permission to proceed. Each project must be approved on a project-by-project basis following requirements set forth in WTCS administrative policy.

AGENDA CATEGORY:
Regular Voting Agenda

PROPOSED MOTION:
The Board approves Northcentral Technical College's draft Three-Year Facilities Plan 2019-2021.

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

Signed Dr. Lori A. Weyers

Dated July 30, 2018



Northcentral
TECHNICAL COLLEGE

Draft
Three-Year Facilities Plan
Summary

2019 – 2021

Dr. Lori A. Weyers, President

**Northcentral Technical College
1000 Campus Drive
Wausau, Wisconsin 54401**

Executive Summary

The Northcentral Technical College Board of Trustees understands the workforce needs of its businesses and industries, and the desire of its citizens to live in a safe environment. Through constant contact with community members, community forums with stakeholders, and strategic planning, the College will ensure it is aligned with the future growth and innovation needs of our students, employees, and district communities.

The College has established new goals to exceed 3,100 FTE's. The NTC Board further understands that the college's goal can only be met through continuous quality improvement in the areas of program expansion, flexible delivery, rejuvenation of existing facilities, and construction of new training facilities.

The College plans to make an emphasis in the following areas to achieve its goals:

1. Remodeling and capital improvements of its 50-year-old facility in Wausau.
Emphasis on program delivery methods and general aesthetics.
2. Capital improvements of its 49-year-old facility in Antigo.
Emphasis on program delivery methods and general aesthetics.
3. Capital improvements of District regional campuses.
Emphasis on program delivery methods and general aesthetics.

Project Summary **FY2018 – 2019**

Additions/Acquisitions

Antigo Single Site

- Merrill Candidate Physical Ability Testing (CPAT) Addition (\$525,000)
- Merrill Electrical Power Distribution Land Acquisition (\$400,000)

Remodeling

Wausau Campus

- Ag Center Veterinary Science Lab Renovation (\$250,000)
- Antigo Campus IT Backup Server Remodel (\$400,000)
- CHS Auditorium Remodel (\$925,000)

Improvements

Wausau Campus

- A Handicap Parking Lot Replacement (\$175,000)
- B Parking Lot Patch/Seal Coating (\$25,000)
- Cafeteria Roof Replacement (\$450,000)
- CBI Road and Culvert Replacement (\$125,000)
- CHS ARC Center Furniture/Renovation (\$75,000)
- CHS Dental Dark Room Removal/Furniture (\$25,000)
- CHS 2014 Tiered Classroom Removal (\$85,000)
- CHS 2016 Tiered Classroom Removal (\$75,000)
- CHS 3016 Tiered Classroom Removal (\$95,000)
- Clock Replacement (\$30,000)
- E101 & E102 Chair Replacement (\$50,000)
- Fire Alarm Upgrades (\$28,000)
- Fleet Vehicles (\$50,000)
- General Facility Contingency (\$100,000)
- H117/118 Classroom Divider (\$25,000)
- Library Furniture/Updates (\$200,000)
- Lighting Upgrades (\$50,000)
- Maintenance Equipment (\$100,000)
- Restroom Door Operators (\$60,000)
- Sidewalk Replacement (\$50,000)

Regional Campuses

- Ag Center Parking Lot Expansion (\$60,000)
- Antigo Classroom Renovation T104 (\$50,000)
- Merrill Electrical Power Distribution Utility Field (\$325,000)
- Merrill Parking Lot Resurfacing (\$320,000)
- Spencer Parking Lot Seal Coat and Stripping (\$15,000)
- Spencer CNA Lab (\$40,000)
- Phillips Parking Lot Seal Coat and Stripping (\$20,000)
- Phillips Exterior Staining (\$35,000)
- Phillips Landscaping and Drainage Repair (\$25,000)

Project Summary

FY2019 – 2020

Additions/Acquisitions

Wausau Single Site

- Diesel Center Land Purchase (\$120,000)
- Farm-to-Table Solarium Addition (\$300,000)
- Maintenance Warehouse Addition (\$500,000)

Remodeling

Antigo Campus

- Conference Center (\$400,000)

Wausau Campus

- Civil Engineering Lab Renovation (\$200,000)
- E101 & E102 Renovation (\$300,000)
- Red Shed Remodel (\$600,000)
- Salon & Spa Renovation (\$1,200,000)

Improvements

Wausau Campus

- Auto Shop Exterior Door Replacement (\$45,000)
- C Parking Lot Seal Coating (\$25,000)
- CHS Corridor Painting (\$75,000)
- CHS Roof Top Exhaust Fan Replacement (\$50,000)
- General Facilities Contingency (\$100,000)
- Farm-to-Table Equipment (\$400,000)
- Lighting Upgrades (\$50,000)
- Maintenance Equipment (\$25,000)
- Handicap Door Operators (\$40,000)
- Sidewalk Replacement (\$50,000)
- South Property Fence (\$125,000)

Regional Campuses

- Diesel Parking Lot Resurfacing (\$250,000)
- Merrill Gas Utility Field (\$125,000)

Project Summary FY2020 – 2021

Additions/Acquisitions

Wausau Single Site

- Diesel Center Addition (\$400,000)

Remodeling

Wausau Campus

- Mortuary Science Renovation (\$200,000)

Improvements

Wausau Campus

- A Building Window Replacement (\$75,000)
- Auto Shop Roof Replacement (\$400,000)
- Auto Shop Service/Parking Resurfacing (\$200,000)
- C Parking Lot Resurfacing (\$300,000)
- C Roof Replacement (\$320,000)
- CHS Chair Replacement (\$45,000)
- E Parking Lot Resurfacing (\$700,000)
- F Building Air Handler Replacement (\$100,000)
- Fleet Vehicle Replacement (\$60,000)
- G Building AHU Replacement (\$100,000)
- General Facility Contingency (\$100,000)
- H Building AHU Replacement (\$150,000)
- Library Roof Replacement (\$325,000)
- Library Window Replacement (\$50,000)
- Lighting Upgrades (\$50,000)
- Maintenance Equipment (\$75,000)
- Sidewalk Replacement (\$50,000)

Regional Campus

- Antigo Main Campus Roof Replacement (\$800,000)
- Antigo Wood Dust Collection Updates (\$100,000)
- Phillips Roof Replacement (\$100,000)

Board Summary

FY2018-2019

Additions/Acquisitions:	\$1,325,000
Remodeling:	\$1,175,000
<u>Improvements:</u>	<u>\$3,468,000</u>
Total:	\$5,968,000

FY2019-2020

Additions/Acquisitions:	\$ 920,000
Remodeling:	\$2,700,000
<u>Improvements:</u>	<u>\$1,360,000</u>
Total:	\$4,980,000

FY2020-2021

Additions/Acquisitions Total:	\$ 400,000
Remodeling:	\$ 200,000
<u>Improvements:</u>	<u>\$ 4,100,000</u>
Total:	\$4,700,000

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

MEETING DATE: August 7, 2018

TOPIC: Additions: Antigo – Merrill Candidate Physical Ability Test (CPAT) Addition

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 (2) (a) A resolution of the district board approving the additional or new facilities

INTERPRETATION: Additions to existing facilities requires Board approval.

DATA/RESULTS: At the March Board meeting, the Board approved the capital budget which included \$500,000 for a new Candidate Physical Ability Testing addition to the Merrill Public Safety Center of Excellence. This addition will provide 5,000 sq.ft. of conditioned space needed to conduct year round CPAT testing. Since 1996, candidate physical ability testing has been providing fire departments with a tool that enables them to select and hire inherently physically capable individuals to their local fire departments. Lack of indoor testing sites require fire departments to send new recruits as far as Chicago, Illinois for testing. The facility will provide year round testing for Wisconsin and our neighboring states. The new facility will include eight essential stations that will test each candidates cardiovascular abilities, flexibility, range of motion, strength, and core training. In order to begin construction in September, the College will be requesting WTCS State Board approval at its September Board Meeting. The NTC Board is asked to approve the proposed expansion and request 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:
Regular Voting Agenda

PROPOSED MOTION:

BE IT RESOLVED that the Northcentral Technical College Board approves the Merrill Candidate Physical Ability Testing addition at a cost not to exceed \$525,000 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. Lori A. Weyers

Dated: July 30, 2018

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

MEETING DATE: August 7, 2018

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:

1. Iddisui Adam – Associate Dean of General Studies
2. Kristin Reincke – Marketing Coordinator
3. Emily Stuckenbruck – Director of Academic Excellence
4. Mai Xiong – Human Resources Coordinator
5. Angela Cook – Custodian
6. Jean Barlow – Accounts Receivable Specialist
7. Brad Fuller – Information Technology Systems Administrator
8. Ariel Loftus – Enrollment Services Assistant
9. Katherine Oelig – K-12 Pathways Transition Specialist
10. Timothy Fetting – STEM Faculty
11. Andrea Hebert – Nursing Faculty
12. Leslie Jackson – Nursing Faculty
13. Amanda Paulson-Myrblom – Nursing Faculty
14. Melissa Swanson – Early Childhood Education Faculty

Resignations:

1. Michael Deedon – Accounting Faculty
2. Mary Fronck – Assistant Farm Manager
3. Nicole Gollon – Custodian
4. Nathan Kalenske – IT Help Desk Technician
5. Konmong Vang – IT Help Desk Technician

Retirement:

1. N/A

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 Lori A. Weyers

Dated 8/1/18

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

MEETING DATE: August 7, 2018

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 June 30, 2018 (preliminary).

YTD Fund 1 – 7 Revenues: \$95,950,662

YTD Fund 1 – 7 Expenses: \$93,720,446

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. Lori A. Weyers

Dated July 30, 2018

2017-2018

***Business & Industry and Continuing Education
Division
Annual Report***

The Business & Industry and Continuing Education Team



Rachel Alwin

Learning Coordinator, Continuing Education



Tracy Brewer

Business Development Manager



Amanda Brzezinski

Learning Coordinator, Business & Industry and Continuing Education



Ashley Deaver

Business Development Manager



Jared Eggebrecht

Director, Business & Industry



Brad Gast

Dean of Business & Industry and Continuing Education



Rhonda Hoffer

Administrative Assistant, Business & Industry



Cindy Malcolm

Assistant, Business & Industry



Leslie Williams

Continuing Education and Events Assistant



Catherine Yang

Assistant, Business & Industry and Continuing Education



Brenda Zimmermann -Thorpe

Business Development Manager

Summary

The economic environment of low unemployment and the industry needs for a well-trained workforce had a significant impact on the NTC Business & Industry and Continuing Education Division (BICE). There was an increased demand in our customized training services, consulting, and professional development offerings. This resulted in a very successful year for the division. The division was able to successfully meet employer demand and in doing so exceeded many metrics.

Key 2017 – 2018 Highlights

- Delivered \$1.6 in customized training
- Ranked #5 in the WTCS in contract training (NTC is 8th in size)
- Secured \$581,329 in WAT grants for 2017 – 2018
- Applied for and awarded an NTC record \$730,735 in WAT grants for 2018 – 2019
- Generated \$184,930 in state aid from divisional FTE
- Hosted 65 major conferences and events
- Ranked #1 in the WTCS in Professional Development credits
- Ranked #5 in the WTCS in outcomes based funding Category 7 – Workforce Training (7th last year)
- Achieved the net cost neutral goal, completely covering all costs and expenses

The team saw new individuals take on leadership roles and welcomed several new staff members. Brad Gast accepted the role of Dean and Jared Eggebrecht accepted the role of Director of BI. The team welcomed Ashley Deaver and Tracy Brewer as Business Development Managers and Cindy Malcolm as the BI Administrative Assistant.

The entire BICE team thanks the Board of Trustees and NTC Leadership for your continued support of the division. It is a pleasure to serve our area employers and provide a strong workforce for the NTC district.

FTE and Headcount

The division experienced an increased demand in customized training and professional development during the past year. Over 11,000 individuals received training, an increase of over 1,600 individuals from the prior year. This resulted in an increase of 17FTE over prior year.

TOTAL HEADCOUNT

9,852 
Total Headcount FY2017

11,549 
Total Headcount FY2018

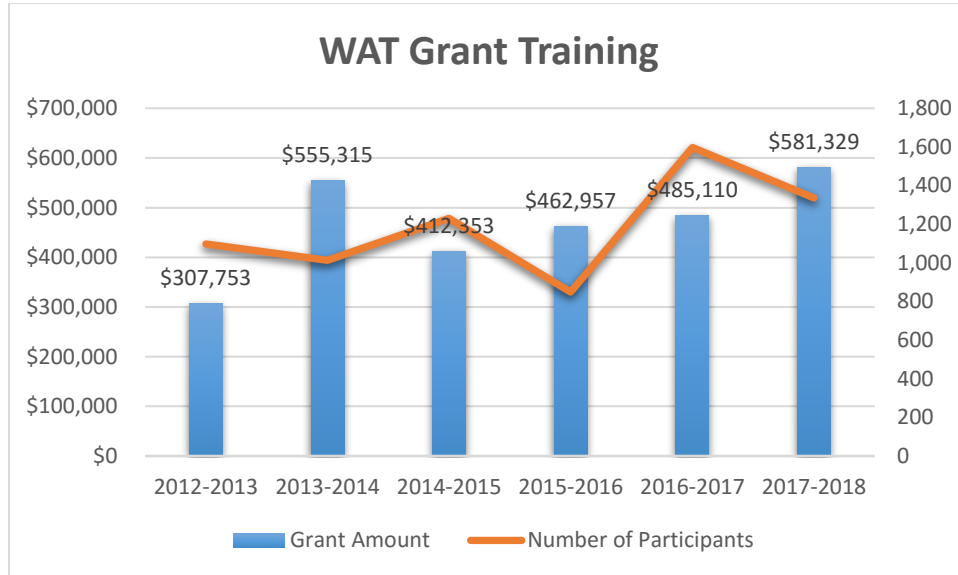
DIVISION FTE

122.14 
Total FTE FY2017

139.57 
Total FTE FY2018

WAT Grants

NTC continued to be a leader in securing valuable training dollars to invest in our local businesses. The college has received over \$2.8 million in Workforce Advancement Training (WAT) grants during the past 6 years. NTC secured \$588,329 the past year alone. These dollars helped to train 1,336 employees across the district, providing valuable training in talent development, leadership, technical skills, and worker safety.



Business and leadership topics included:

- Team Building
- Strategic Planning
- Facilitation Skills
- Problem Solving
- Crucial Conversations
- Time Management
- Supervision & Leadership
- Critical Core Business Skills
- SMART Goals
- Supervision Technical Diploma
- Leadership Technical Diploma
- Team Leader Training
- Effective Communication

- Training with Industry
- 5S Methods
- Lean Sigma Certificate

Safety programs topics included:

- Confined Space
- Hazmat
- First Aid CPR w/AED
- Emergency Medical Response
- Fire Extinguisher Training
- Electrical Safety
- Forklift Safety
- OSHA 10-Hour & 30-Hour
- Driver Safety
- Aerial Lift Safety

Technical & Trades programs topics included:

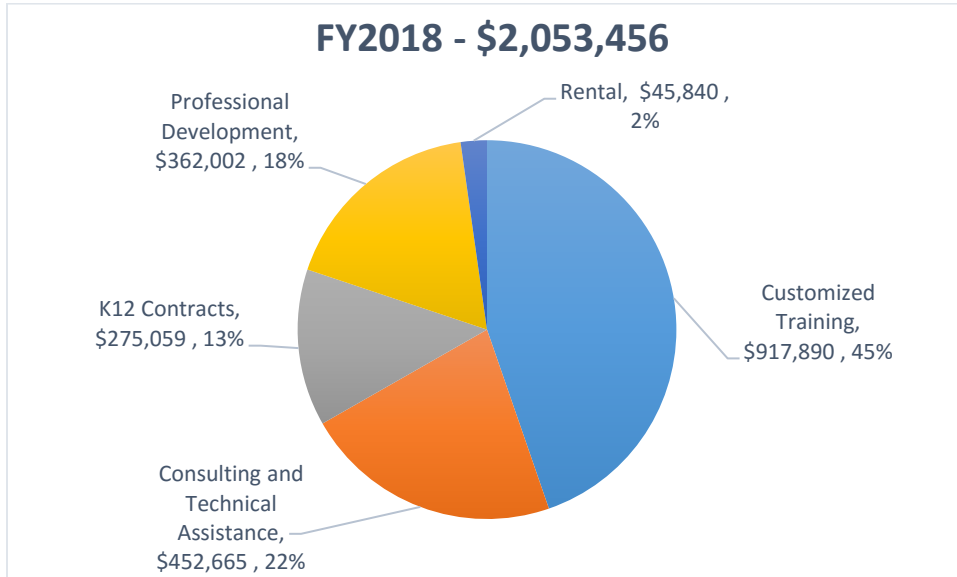
- AutoCAD
- Tool Sharpening
- NHLA Lumber Inspection
- Supply Chain Certificate
- Electromechanical (NTC MET trailer)
- Electrical Motors and PLC
- Electrical Troubleshooting

\$730,735

Amount in WAT grants awarded to the college for 2018 – 2019, an all-time record

Financial Performance

Annual revenue increased with the increased employer demand for training. Over \$2 million of training services were offered in 2017 – 2018, a 15% increase over the year prior.



\$0

Amount of district taxpayer dollars used to fund BICE operations. The division was cost neutral in 2017 – 2018.

Conferences and Events


New Initiatives

BI Industry Meetings

New this past year was the development of industry meetings to address the ongoing workforce and training challenges facing our district employers. Over 130 district employees representing 70 businesses attended these events.

- All Campuses: Addressing the Workforce Shortage
- Antigo Manufacturing Meeting
- Medford Health Care Meeting

Informational updates, opportunities for improvement, and business connections help provide direction and strengthen NTC Business and Industry’s ability to serve the ever changing needs of our district businesses.



You're Invited
to a free lunch and informational session on
Solutions for Addressing the Workforce Shortage

TUESDAY, MARCH 6, 2018 | 12:00 P.M. - 1:30 P.M.
Center for Business & Industry:
Northcentral Technical College - Room CB1127*
1000 W. Campus Drive
Wausau, WI 54401

**Join us at NTC campus locations in Antigo, Medford, Phillips and Spencer via Interactive Video Conferencing*

Please RSVP online by Friday, March 2 at <http://bit.ly/NTClunchandlearn> or call 715.803.1471

FEATURED SPEAKERS

Derek Huthinson
Business Services Director, North Central Wisconsin Workforce Development Board
Derek will provide the workforce outlook forecast.

Bruce Keene
Certified Lean & TQM Trainer, Six Sigma Black Belt
Bruce will provide insight on how continuous process improvement can help with workplace shortage issues.

NTC's Business & Industry team will share grant options that can help support your workforce development efforts.

NTC Fusion



NTC Fusion ran as a pilot program for FY2018. Led by faculty in the Machine Tool and Welding areas, this innovative program provided incumbent workers with competency based training in technical and soft skills.

Employers purchased cards pre-loaded with training credits and had the flexibility choose which employee(s) each week to gain the covered competency in Welding and Machine Tool.

Key Results

78 Employees trained
26 competencies covered

Based on the successes, NTC Fusion continue in 2018 – 2019 in order to provide employers with flexible competency based training for their workforce.

MY EMPLOYEES ENJOYED THE TRAINING AND THOUGHT IT PROVIDED A GREAT VALUE. WE WILL DEFINITELY BE ATTENDING [NTC FUSION] AGAIN!

Allison Brill
Northwest Tool & Mfg. Co

NTC Continuing Education

Over 800 course offerings

#1 NTC's ranking in the WTCS for professional development credits

Conferences and events

The division hosted 65 major conferences and events the past year. These events helped bring over 2000 people to the NTC campuses.

Sample Major Conferences

- *Garden Visions* – 456 attendees
- *Leadercast* – 299 attendees
- *Customer Service* – 155 attendees
- *Women's Community Conference* – 359 attendees

Guest Satisfaction



4.63 Stars – Average guest satisfaction for NTC conferences (out of 5 stars)



Amount of economic impact to our district from our conferences



When looking for a partner to help provide Crisis Intervention Team training to first responders, we had to look no further than NTC and their Continuing Education team. This team provided exceptional service to our group ensuring we had the appropriate facilities, technology and classroom resources to deliver a high quality experience for our students. Without them this training would not be possible. The entire community is better served through their partnership with us.”

Chief Deputy Chad Billeb, Marathon County Sheriff's Office



Strategic Partnerships / Business & Industry Clients

The BI team believes in the strength of strategic partnerships. We've had the privilege to work with the following businesses / organizations over the past year through contract training projects.

1 st Call Explosive Solutions	273 rd EN CO (SAPPER)
Abbotsford School District	Abbyland Foods
ADC Custom	American State Equipment
American Wood Fiber	Ansay & Associates
Antigo Food Pantry	Applied Laser Technologies
Aspirus	Aspirus Langlade
Aspirus Medford	Aspirus Wausau Family Medicine
Blenker Companies	Bridge Community Health Clinic
Church Mutual	City of Medford
City of Wausau	Colby Metal
CoVantage Credit Union	Creative Automation
Crystal Finishing	Custom Steel, Inc.
Domtar	EO Johnson
Expera	Flink Builders
Foremost Farms	Frontline Bldg
G3 Industries	Goetsch's Welding
Granite Peak	Graphic Packaging
Grayhill	Greenheck
Ho-Chunk Gaming	Homme Home
Insight	Interflex
Iola Fire Department	J&D Tube Benders
Jarp	Johnson of Merrill
Kolbe & Kolbe	L&S Electric
Langlade County EDC	Lincoln County Service Center
Lincoln Wood Products	Linetec
Marathon County	Marathon Plumbing
Marathon Residential	Marshfield Glass
Medford Chamber of Commerce	Medical College of WI
Merit Gear	Mid-State Truck Service
Mosinee Veterinary Clinic	Motor Service and Supply
MP&C	MTE
Multitek North America	NCWWDB
Nestle Pizza	NICA Wisconsin
Norlen	North Central Health Care
Northern Regional Partnership	Northern Valley Industries, Inc.
Nueske's	Oldcastle BuildingEnvelope
Pat Walker Trucking	PCA
Phillips Medisize	Polaris Defense-Resilient Technologies
Polywood Fabrication, Inc.	Potawatomi Carter Casino Hotel
Prevention Genetics	Price County Economic Development Assoc.
Price Electric Cooperative	Primrose Retirement Communities
PSI	Regal Beloit
River Valley Bank	Riverview Construction
Roastar	Robbins
Rocket Industrial	Ryan Manufacturing
Sierra Pacific	Sonoco
SpecSys, Inc.	Stibbe
The Samuels Group	Thiessen Endodontics
Trinity Lutheran ECLC	UAS Labs
United Way	University of Minnesota
Urban Steel	Veritas Steel
Volm	Wadal Plastics
WATEA	Waukesha Bearing
Wausau Coated	Wausau School District
Wausau Tile	Wausau Window and Wall
Weather Shield	Weinbrenner
WPS	Zelazoski Wood

Draft CEO Goals 2018-2019

1. Develop a strategic enrollment plan based on economic shifts, low unemployment and declining high school enrollment in the NTC district.
2. Implement phase 2 of program completion to include integrating and addressing the needs of part-time students.
3. Implement an Information Technology infrastructure plan.
4. Continue to build key strategic partnerships throughout NTC' s District:
 - a. Individual meetings with District Legislators;
 - b. Host K-12 Administrator meetings;
 - c. Continue my leadership role with the Entrepreneurial and Education Center (EEC) Board and Business and Industry partners.
 - d. Provide leadership to the Steering Committee for Economic Development for the greater Wausau-Marathon County region with other area CEOs and Chamber of Commerce.
5. Serve in leadership roles with the WTCS Presidents Association:
 - a. Incarcerated Individuals Task Force committee member;
 - b. Solutions for Part-time Adults Task Force committee member;
 - c. Student Services Administrators - President Liaison

Committee Descriptions

External Partnerships Committee

This committee would work to better understand innovative initiatives, external challenges, and emerging opportunities for collaboration, while building understanding and strengthening relationships between trustees and local, state, and national leaders. The committee would dialogue with local, state, and national strategic partners including but not limited to:

- K-12 leaders
- Employer-partners
- Chamber officials
- County board members
- Presidents Association
- Higher education leaders
- Association of Community College Trustees
- Community and Faith-Based Organizations
- Other stakeholders and partners

Through its work, the committee would advocate on behalf of the colleges, as well as serve as a conduit of information, to help inform our ongoing advocacy efforts with policymakers. The External Partnerships Committee would receive periodic briefings from the chair of the Presidents' Association External Partnerships Subcommittee, in order to facilitate and coordinate the work of the two committees. This committee would also be responsible for generating programming input for Association staff to develop for in-service sessions. Each district would be asked to appoint one to four members to serve as part of the External Partnerships Committee.

Internal Best Practices Committee

This committee would share and discuss best practices information internal to the technical college system on topics of interest to the members. Past topics that might be appropriate for this committee could include:

- Board and Association best practices around new member orientation;
- "Boardsmanship," or how to be effective at the board table, legal and ethical parameters, and other skillsets;
- Human resources and employee compensation best practices;
- Student services best practices (mental health, veterans services);
- Instructional services best practices (career pathways, credit for prior learning, Promise programs); and
- Other emerging trends and topics

With support from staff, the committee co-chairs would be expected to set agendas, facilitate dialogue and small-group breakout discussions as needed, and solicit input from members on topics of interest or possible projects. Led by the co-chairs, the Internal Best Practices Committee would also be responsible for generating programming input, suggesting topics for Association staff to develop for in-service sessions. Each district would be asked to appoint one to four members to serve as part of the Internal Best Practices Committee.

Bylaws, Policies and Procedures Committee

The Bylaws, Policies and Procedures Committee, as set forth in Article IX of the Bylaws, reviews the Association's Bylaws, Policies and Procedures and recommends changes to the Board of Directors when appropriate.

The Committee has additional specific assignments:

- At the Board of Directors' request, develop a select list of major issues on which the Board of Directors may request member consideration.
- At the request of the Board of Directors, committee chair, or an individual unit member of the Association, review a proposed resolution or proposed change in the corporate bylaws, policies or procedures for the purpose of recommending whether the proposed language will accomplish the desired effect and/or whether the proposed change would require amendment of any other portion of the corporate bylaws, policies, or procedures.

Awards Committee

The Awards Committee has responsibility for identifying and recognizing:

- Board Member of the Year;
- Technical Education Champion (TECh) Award recipients;
- Media Award recipients;
- Distinguished Alumni of the Year;

The Board of Directors shall approve an awards rating committee. Each unit member district will select its own member to review and rate nominations for the Association awards program. Members will serve in this role for one year and can be re-appointed indefinitely. The Committee will determine, select the recipients of, and deliver the corporation's annual awards. The members will select award recipients by rating official award nominations, and Association staff will announce the nomination period for each award. At the end of the nomination period, the Association will provide committee members with a slate of nominees eligible for the award and with corresponding nomination materials. Committee members will rate the nominations according to criteria for each award. The Association will then tabulate the results of the award rating and announce the winner. When possible, awards will be presented at the next quarterly meeting of the Association. Committee members will be expected to rate awards during a time period outside of the Association meetings.

2018-2019 Technical College Representatives

District Name: _____

Chairperson of the Board: _____

Vice-Chairperson of the Board: _____

Secretary of the Board: _____

Treasurer of the Board: _____

Board of Director Member: _____

Awards Committee Representative: _____

**Bylaws, Policies, & Procedures
Committee Representative:** _____

**External Partnerships
Committee Representatives:** _____
(Up to 4)

**Internal Best Practices
Committee Representatives:** _____
(Up to 4)

PLEASE INCLUDE A COPY OF YOUR 2018-2019 BOARD MEETING SCHEDULE.



Date	Event	Douglas Faragher	Tom Felch	Kristine Gilmore	Lee Lo	Charlie Paulson	Paul Proulx	Ruth Risley-Gray	Dale Smith	Maria Volpe
2018										
July 9	Annual Organizational Meeting (Wausau)	X	X	E	X	X	X	X	X	X
July 12-14	WTC District Board Assn. Summer Meeting (Green Bay)						X			
Aug 7	Regular NTC Board of Trustees Meeting (Wausau)									
Sept 12	A Day for NTC Students (Medford)									
Sept 18	Regular NTC Board of Trustees Meeting (Wausau Campus)									
Sept 26	A Day for NTC Students (Antigo)									
Oct 11-13	WTC District Board Assn. Fall Meeting (Appleton)									
Oct 23	NTC Board & NTC Foundation Joint Lunch (Wausau) Regular NTC Board of Trustees Meeting (Wausau)									
Oct 24-27	ACCT Leadership Congress (New York, New York)									
Nov 15	NTC Foundation Regular Meeting (4:00 – 5:30)									
Nov 29	Scholars & Donors Reception (3:30 – 5:30)									
Dec 4	Regular NTC Board of Trustees Meeting (Wausau)									
Dec 15	Mid-Winter Commencement (Grand Theatre)									
2019										
Jan 15	Regular NTC Board of Trustees Meeting (Wausau)									
Jan 16-18	WTC District Board Assn. Winter Meeting (Madison)									
Feb 12	Regular NTC Board of Trustees Meeting (Wausau)									
Feb 10-13	ACCT National Legislative Summit (Washington, D.C.)									
Mar 12	Regular NTC Board of Trustees Meeting (Wausau)									
Mar 13	NTC Foundation Regular Meeting (4:00 – 5:30)									
Apr 2	Regular NTC Board of Trustees Meeting (Wausau)									
Apr 11-13	WTC District Board Assn. Spring Meeting (Fond du Lac)									
TBD	Scholars & Donors Reception (3:30 – 5:30)									
May 7	Regular NTC Board of Trustees Meeting (Wausau)									
May 9	A Day for NTC Students (Wausau)									
May 18	Commencement (Wausau West Fieldhouse (9:00 – 12:00))									
June 11	Regular NTC Board of Trustees Meeting (Wausau)									
June 12	NTC Foundation Regular Meeting (4:00 – 5:30)									
July 8	Regular NTC Board of Trustees Meeting (Wausau)									

SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: April 11, 2018

Program Name: Mechanical Design Engineering

Attendees

Industry Members

- Mike Sagstetter (Greenheck Fan Corp), Jeremy Gabor (Jarp Industries), Carl Dahm (Greenheck Fan Corp), Roger Clark (Imperial Industries), Shane Herdt (Imperial Industries), Theran Peterson (Wausau West High School), Troy Piskula (Luoma Design Systems), Jim Peterson (Enerquip), Richard Metzler (Siemens Energy), Luke Schultz (A&B Process Systems), Mike Koss (Rops & Cab Engineering), Sundar Ananthasivan (Wausau Window & Wall), David Williamson (A Team Machine)

NTC Staff:

- Bryan LaVigne (faculty), Brad Schinker (faculty), Laurie Schulz (faculty), Chris Severson (Dean, ScET), Tracy Brewer (Business Development Manager)

Other

-

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

- Agenda 1: Those present introduced themselves and the organizations they represent.
- Agenda 2: The minutes were reviewed. A sign-in sheet was circulated among attending advisory committee members.
- Agenda 3:
 - NTC is pursuing a variety of new programs, including Electrical Power Distribution (Fall 2018), Gas Utilities (Fall 2019), and Civil Engineering (Fall 2019).
 - Expanding at Agriculture Center of Excellence including adding the Ag Center Student Engagement Center and the Robotic Feeding System additions.
 - NTC is building a new CDL facility near the Public Safety Center of Excellence. NTC has completed seven sections of the CDL program, with 51 students enrolled. 94 percent of students enrolled have obtained their Class A CDL.
 - NTC launched a new STEM Center; a facility developed to create an innovative, collaborative learning environment. The space will be used for tutoring, information on transfer opportunities for STEM Programs (academic advising), extended learning opportunities (internships, job shadows, industry speakers, capstone courses), cross-functional programming, community outreach, and maker space.
 - NTC now has student housing available, Timberwolf Suites. The facility is managed by a private organization. It has the capacity to house 150 students. NTC has seen an increase in enrollments, especially out of district, as students seek out that ‘college life’ experience.
- Agenda 4:
 - Industry Trends
 - Overall, employers reported a strong market with high demand and record quarters projected. A few stated that certain industries were experiencing a slight softening as a wave of cautious growth follows tariff discussion. Many are hiring new employees.
 - Program Information
 - Enrollment Report: Spring 2018 has a total of 60 students enrolled among full-time and part-time students. Fall 2018 has 16 student applications.
 - Welding & Mechanical Design Competition (4.10.18): Four high schools were represented in this year’s competition. This is a team event that combines high school mechanical design students with high school welding students. The teams are given parameters and the students develop the designs. The high schools are

- responsible for acquiring the resources, which are typically donated by industry. Some teams built artistic projects, others created utilitarian projects. The winning team came from DC Everest High School.
- Career Focused Day: The event included breakout sessions so students could listen to industry professionals. Student could pick from these seminars, including soft skills, employment benefits, and expectations of employers in interview situations. Students were required to go to the Job Fair afterwards. Feedback from students was very positive, many stating they wished break-out sessions were longer and they could have gotten more information and time for questions.
 - Nuts, Bolts and Thingamajigs (6.11.18): Veronica Hope and Laurie Schulz are conducting a camp for girls 6th grade – 10th grade. This is a grant funded, four day event. The girls will be designing a bird house using Solidworks, then manufacturing the bird house in Machine Tool and Welding. They will also have the opportunity to use the 3D Printer to produce parts. Laurie invited anyone who knows of a girl(s) in the required age group, who might be interested in attending, to contact her (schulzl@ntc.edu).
 - Adjunct Interest: Chris shared the need for adjunct faculty. It's a great experience for students to learn from industry experts. There's tremendous value-added to the program bringing the industry perspective into the classroom. If interested or have any additional questions, please contact Chris at seversonc@ntc.edu or Jessica at benton@ntc.edu.
- Curriculum/Assessment:
 - Add-on Certificates: Laurie shared that NTC has several add-on certificates available to students. If students complete the Mechanical Design program and are looking for specific enhancements to their education, there are opportunities available. Annually, curriculum is brought before the advisory committee to discuss modifications that will best prepare the student for employment upon graduation. One example was the credit reduction to increase persistence and graduation rates while maintaining content rigors and career preparedness.
 - Review of Curriculum modifications for the associate degree:
 - **Removed Excel 2016 Level 1 due to reduction of credits. Excel skills will enhance a student's skill set but are not required. Other tools based classes (AutoCAD and SolidWorks) still remain in the program.**
 - The advisory committee felt this was an appropriate change to program curriculum.
 - **Removed Materials of Industry 1. This class was a one credit class and it was combined with Materials of Industry 2 to make one 2 credit Materials of Industry class.**
 - The advisory committee felt this was an appropriate change to program curriculum.
 - **Removed Materials of Industry 2. This class was a one credit class and it was combined with Materials of Industry 1 to make one 2 credit Materials of Industry class.**
 - The advisory committee felt this was an appropriate change to program curriculum.
 - **Added Materials of Industry class. NTC combined Materials of Industry 1 and Materials of Industry 2 to make one class that amounts to two credits.**

- The advisory committee felt this was an appropriate change to program curriculum.
- **Removed Fluid Power Systems 2 due to the reduction of credits and also due to the fact that these are specific skills that are good to have but not required.**
 - The advisory committee felt this was an appropriate change to program curriculum.
- **Removed Fluid Power Systems 3 due to the reduction of credits and also due to the fact that these are specific skills that are good to have but not required.**
 - The advisory committee felt this was an appropriate change to program curriculum.
- Course Overview/Canvas: Bryan LaVigne gave a brief demonstration of the new learning management system, Canvas. He shared with the advisory committee the new module interface, including activities and course content progression. All course content will be delivered via Canvas June 2018.
- Continuing Education/Business & Industry Initiatives
 - Tracy Brewer shared the role of Continuing Education and Business & Industry. They deliver customized training for incumbent work force on site. Training is designed to meet the needs of the organization. Business & Industry works closely with industry to increase productivity (Lean, 5S, process improvement). There are numerous continuing education and customized training opportunities available to industry. For more information, please contact Tracy at brewer@ntc.edu.
 - Chris Severson shared NTC has a Director of Adult Recruitment, Zach Popp. His role to connect with individuals and organizations to help identify credentialing opportunities. He will come on-site to discuss how to best navigate the enrollment and academic experience. For more information, or to schedule a meeting with Zach, please contact him at popp@ntc.edu.
- Agenda 5: The next meeting will be scheduled for Wednesday, October 24, 2018; 4:00 PM.
- Agenda 6: Chris gave a guided tour of the new STEM Center to interested advisory committee members.

SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: May 4, 2018

Program Name: Certified Nursing Assistant

Attendees

Industry Members

- Brad Beranek, HR Recruiter, North Central Health Care
- Ann Faehling, Director of Nursing, Homme Home for the Aging
- Mary Grundman, Staff Coordinator, Rennes Health and Rehab Weston
- Becky Johnson, Assistant Director of Nursing, Dycora Transitional Health & Living
- Ryan Locy, Administrator, Rennes Health and Rehab Weston
- Mindy Meehean, Director of Nursing, Pine Crest Nursing Home
- Shannon Repka, Aspirus Medford

- Lauren Schrage, Talent Acquisition Specialist, Aspirus
- Jill Scutowski, Director of Nursing, The Bay at Colonial Manor
- Jane Shidell, Bell Tower Residence
- Julie Webb, Director of Nursing, The Bay at Eastview Health and Rehabilitation

NTC Staff:	Other
<ul style="list-style-type: none"> • Janet Baumann, Associate Dean of Health • Ashley Deaver, Business Development Manager • Laura Hoffmeister, CNA Program Director • Stacy Kunz, Administrative Assistant – Health • Jennifer Sperl, CNA Faculty • Emily Steinbach, Learning Coordinator • Silvia Tzinoglou, CNA Faculty 	<ul style="list-style-type: none"> •

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

- Students have moved into the new on campus housing, Timberwolf Suites. The college is preparing for full occupancy of 187 students in Fall of 2018.
- The Spencer regional campus of NTC is adding a Certified Nursing Assistant (CNA) bed lab. With increasing demand for CNA classes in Spencer, it was determined that a bed lab on campus was necessary.
- Laura Hoffmeister has decided to step down as program director for the CNA program. Laura will remain a part of the CNA program faculty. Candy Weinzinger will be the new program director. Laura and Candy will be working over the summer to transition the role and Candy will start the position in Fall of 2018.
- There are many CNA and Nurse positions open at area facilities. Many of the shifts that need to be filled are evenings and nights.
- With the facilities present at the meeting, starting CNA wages range from \$10.50/hour to \$13.50/hour with some facilities starting CNAs higher based on experience. Most of the facilities also have pay differentials for evenings, nights, and weekend shifts. Facilities are providing a variety of incentives to retain employees.
- Enrollment is down in many programs across Northcentral Technical College (NTC). This is partially due to the workforce being so strong. Programs with lower paying jobs are having a difficult time getting students into their programs. To work on recruiting students into these areas, NTC staff and faculty are participating in K-12 events, doing high school visits, hosting open houses, and marketing with mailers to high school students.
- The School of Health Sciences leaders have been discussing having the CNA course be a prerequisite to starting the Medical Assistant program. They believe that this would be beneficial for both CNAs and Medical Assistants as the skills for both programs are so useful in providing great patient care.
- The CNA program will be eliminating their workbook that has been used previously. This will be eliminated starting this summer. The instructors found that the workbook was too repetitive and added an unnecessary expense to the students. They will be adding an online discussion board in place of the workbook.
- The proposed law to decrease the training hours for CNA programs in Wisconsin did not pass. The earliest that this legislation could go through now would be next year. Laura has a plan in place to decrease hours if this is a requirement in the future.
- The NTC Wittenberg campus is teaming up with Homme Home to use their facility as a classroom and lab. This space is two full resident rooms with a shared bathroom. There is also a lounge area with Audio/Visual equipment.
- The Wisconsin Caregiver Career Program started March 1 and is underway. NTC has about 32 students currently participating in this program and are seeing more enrolling every day. This program stemmed from the Department of Workforce and allows students to enroll in the CNA course at no cost.
- Pearson Vue notified CNA training programs about a 65% increase in the testing fee. As of March 1 the testing price is \$195 (previously \$115). The state and soon after the state put out bids for a new testing

service. Starting in September of this year, the state will be testing through a vendor called Head Master. The test will cost \$125 through Head Master.

- NTC has a Health Mobile Training Lab that is currently being used to host dementia and aging simulations. Facilities can work with Business and Industry Solutions at NTC to have this mobile lab come to their facility and have employees or community members go through the simulation.

SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: May 9, 2018

Program Name: Wood Science

Attendees

Industry Members

- Troy Brown – Kretz Lumber Company
- Jeff DeLonay – Kolbe & Kolbe Millwork
- Tom Gallenberg – Gallenberg Studio
- Tim Kassis - Kretz Lumber Company
- Ben Zelazoski – Zelazoski Wood Products
- T.J. Morice – TNT Ventures

NTC Staff:

- Greg Cisewski-Dean, School of Advanced Manufacturing and Transportation
- Susan Clark – Administrative Assistant
- Katie Metko-Learning Coordinator
- Travis Allen - Instructor Travis Allen - Instructor

Other

-

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

- **WOOD SCIENCE COMPETITION UPDATE:** The Wood Science Competition was taking place immediately following this advisory meeting. Travis gave an overview of the approximately 14 competitors from area high schools. The committee discussed the competition and the number of competitors which was lower than the past several years. The committee felt that the date of this year’s competition impacted the number of entries. It was suggested, and all committee members agreed, that next year’s competition should be scheduled to give the high schools the best chance of completing their projects. Several of the high school competitors could not finish their projects in time for the competition due to high school class project requirements. All the high school instructors get a power point to advertise the contest for the upcoming year. D.C. Everest will be adding an Advanced Woodworking class back into their curriculum for the 2018-2019 school year. D.C. Everest’s participation will increase competitors for next year.
- **APPRENTICESHIP OPPORTUNITIES:** There was a discussion about apprenticeship in the forestry area and how this opportunity could be structured. Currently, the concentration of logging and forestry is at the high school level. Nicolet College has also been considering a heavy equipment degree. The committee felt there was a demand for heavy equipment operators as well as forestry workers. Katie Metko gave the committee information on how an apprenticeship could work in these areas. Katie will gather information from Ben Stahlecker, the State Apprenticeship Representative. Ben will be asked to attend the next Wood Advisory Committee meeting to further explain apprenticeship to the group and how one could be structured to suit the needs of the employer and employee.
- **ENROLLMENT REPORT:** Travis shared with the committee that we have five second year students that will be graduating in May and six first semester students. We have always had a great retention rate, but this year we have lost three students due to attendance issues. The NHLA certificate had six students enrolled.

We have eight applications for the fall semester that are matriculated. The Hardwood Manufactures Certificate offered for the Hardwood Manufactures Association (HMA) in a short 16 week program was well attended with five attendees. The HMA is country wide so employers are from a variety of different states.

- **RECRUITMENT:** Members felt we need to use a promotional video to promote the program. Wage information must be shared along with showing the types of jobs in this industry. Troy Brown informed the group that HMA has a video that is excellent and NTC could link to that on their website. The committee felt NTC should include a link to Langlade County recreational activities to show what is available for students on the Antigo Campus. Members felt that the Antigo Campus should increase their appeal to students. The committee suggested that the campus should have a designated area for students to interact and develop a student community atmosphere. Members suggested that having a pool table, lounge area and basketball court would have a positive impact on recruitment.
- **CLUB UPDATE:** Club is active with several projects. Elections were held. Club is doing well.
- **WOOD TECHNOLOGY OPEN HOUSE:** Wood Technology Open House was held on March 21, 2018. Fourteen companies were in attendance trying to recruit our students for multiple locations. The range of salaries was from \$19-\$23 per hour. Travis shared with companies what programs we offer, and also which Continuing Education classes would benefit their employees.
- **HARDWOOD MANUFACTURERS CERTIFICATE:** Employers within Hardwood Manufacturers Association have employees that need these courses. One company has already agreed to send employees every September. This cost is \$3,000, local employers can't train them for the price of this certificate. The HMA is country wide so employers are from a variety of different states.
- **EQUIPMENT UPDATE:** We have submitted to acquire a vacuum press kiln. It was decided that the only way to afford this piece of equipment was to have it subsidized by a grant or business partner match. Travis has been actively trying to acquire funding through Wisconsin Development Corporation, Forest Products Team, the DNR, and Great Lakes Kiln Drying Association. This kiln would take 800 board feet with a drying time of four hours. If we acquire the kiln, we could also offer contracts through Business & Industry for revenue. We will be the only institution in the United States that has this capability. The kiln company has given us a substantial discount.
- **WOOD TECHNOLOGY DISCOVERY DAYS:** The Wood Technology Discovery Days was held this past February. We had two students sign up for the program the day of the event which was great and they were awarded an extra \$500 scholarship for committing on this day. Having a career coach on the campus along with alumni for this day was a plus.
- **BUSINESS & CONTINUING EDUCATION OPPORTUNITIES:** Presentations were made recently to different groups including the Lake States Lumber Association and the Stainable Forestry Conference. We had six students attend the Moulder Training in January, which we ran again in March, and will run on June 6-8th due to the high demand for this training. It is a hands on training at a cost of \$700 per student. Even with the limited enrollment, this is a profitable offering for the college. The college is looking at doing more Continuing Education training. The Saw Filers Certificate is helping to fill a huge demand for saw filers. We are looking to offer this saw filing training in conjunction with Menominee Saw in Michigan and Saw Pro Inc. from Montana. Saw Pro would be providing the trainer for the training.

SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: May 9, 2018

Program Name: IT Programs

Attendees

Industry Members

- Wayne Pierce (Aspirus), Molly Diers (Aspirus), Joni Van Ooyen (CoVantage Credit Union), Elgin Hushbeck (CGI), Joel Hynes (PC Portals), Julie Henrichs (City-County IT), Matthew Hall (Greenheck Fan Corp), Andrew Hale (Dirks Group), Jeff Dirks (Dirks Group), Kevin Sather (Invizion), Emmet McBride (DC Everest School District)

NTC Staff:

- Jake Seever (Instructional Assistant), Kimberly Reed (Faculty), Ruth Muschinske (Faculty), Calvin Thorne (Faculty), Jamie Chavez (Faculty), Marie Auner (Faculty), Chris Severson (Dean, ScET), Gregg Husband (Faculty), Tracy Brewer (Business Development Manager), Sarah Watson (General Studies Faculty), Dominic Gruetzmacher (Faculty), Mitch Block (Academic Advisor), Ellen Anderson (VC Academic Advisor), Raymond Gruetzmacher (Faculty), Angela Reimer (Program Development Specialist), Clay Hess (Faculty), Jake Schneider (Faculty)

Other

-

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

- Agenda 1: All present introduced themselves and the organizations they represent.
- Agenda 2: The minutes were reviewed. A sign-in sheet was circulated.
- Agenda 3: The focus of the advisory committee meeting was to revisit proposed curriculum modifications to several associate degree and technical diploma offerings to ensure that the changes recommended by faculty would deliver hireable graduates upon completion of the appropriate credential.
 - The products reviewed and approved by the advisory committee are as follows: Business Analyst AAS, IT-Network Specialist AAS, IT-Software Developer AAS, IT-Web Designer AAS, IT-Mobile Applications AAS, IT-Computer Support Specialist AAS, IT-Network Technician TD, IT-Software Developer Specialist TD, IT-User Experience Programmer TD, IT-Web Design Specialist TD, IT-Help Desk TD, IT-Mobile Programmer TD, and IT-Computer Support Technician TD.
 - The advisory committee endorsed the suspension of the following Technical Diplomas: IT-Microsoft Office, IT-Health Care Services for IT Professional, IT-Mobile Web Development Specialist, IT-Web Design, IT-Microsoft.NET Programmer, IT-Database Programmer, and IT-Software Project Manager.
- Agenda 4:
 - Adjunct Discussion: Chris invited those interested in sharing their knowledge and expertise in a classroom setting to consider joining NTC's team as an adjunct faculty member. If interested, please connect with Chris at seversonc@ntc.edu.
 - Chris shared that Marie Auner will be retiring at the end of this semester. Marie has shared her knowledge with NTC's students for 34 years. She will be greatly missed.
- Agenda 5: The next advisory committee meeting will take place on Wednesday, 11/14/18, 4:00 PM.

SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: May 16, 2018

Program Name: Electromechanical

Attendees

Industry Members

- Jim King (Greenheck Fan Corporation), Randy Beck (Forward Electronics), Rick Wilson (Nicolet Plastics), Brandon Rindfleisch (A&B Process Systems), Mike Henrichs (Sierra Pacific Windows), Richard Buhr (Norlen), Robert Fromm (Northwest Petroleum), Tom Mroczenski (Wausau Tile), Wesley Hoffman (Rocket Industrial), Paul Smith (Greenheck Fan Corporation), Ryan Hall (Rocket Industrial), Brady Hoes (Loos Machine & Automation), Dave Tanger (Marathon Technologies), Andrew Marvin (Harley Davidson), Fred Wenzell (Harley Davidson)

NTC Staff:

- Michael Hladilek (Faculty), Tracy Brewer (Business Development Manager), Chris Severson (Dean, ScET), Bryan Schroder (Faculty), Mike Rhyner (Faculty), Dustin VanDeWeerd (Faculty)

Other

-

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

- Agenda 1: All present introduced themselves and the organizations they represent.
- Agenda 2: The minutes were reviewed. A sign-in sheet was circulated among those in attendance.
- Agenda 3:
 - Student Projects Review: Overall, the advisory committee members were extremely impressed with the projects the students presented. They found it encouraging to see the passion students displayed through their creativity and were very impressed with how engaged the students were. They also admired how much each students strove for excellence. Faculty commented on how interesting it was to observe students design and develop robots in preparation for RoboGames and their growth/evolution from student to professional. Overall, it appeared that many of the projects were functional. Advisory committee members were impressed with both the technical skills and soft skills the students demonstrated. It was nice to observe the willingness to engage in open dialog. This is important when preparing to enter into the workforce. When engaging students, they seemed to have a clear vision of where they plan to be once they graduate. Further, the students asked advisory committee members how their degree had real-world application (career exploration).
- Agenda 4:
 - Industry Trends: Overall, the advisory committee members shared there is high demand for Electromechanical professionals. NTC's program provides a solid foundational training to new and incumbent work force. It's important to understand the advancement in technology and its impact on industry. One challenge is the level of technical need is higher than it was a decade ago, which impact opportunities. Unlike other career paths, graduates from the Electromechanical program have a plethora of opportunities ranging a variety of industries.
 - Program Information
 - Enrollment Report: For the Spring 2018 term, the Electromechanical program had 13 first semester students, 16 second semester students, 6 third semester students and 20 fourth semester students. There are 72 students taking 30 different courses through the Flexible Learning environment. Fall 2018 applications to enter the Electromechanical associate degree program total 30 with several months prior to the

- semester start in August. There also 4 fall applications for either a certificate or technical diploma credential.
- Electromechanical Club: EM Club attended RoboGames 2018 in Pleasanton, CA (April 27-29, 2018, <http://robogames.net/index.php>). This was an exciting learning experience for the nine students that participated. The group arrived in California Thursday and participated at the event all day Friday and Saturday prior to being eliminated Saturday evening. Beyond growing their technical skills as they evolved to meet the challenges of the competition, the students exercised soft skills, such as team work and collaboration. As this is an international event, students had the opportunity to engage groups/participants/vendors from all over the world. It was determined that should the EM Club participate next year, they will reduce the number of participant to four.
 - Automation Program: NTC is hosting a listening session (5:30-7:00). The focus is whether NTC should expand the electromechanical program by adding an automation associate degree program. Chris encouraged those able to stay and participate in discussion.
- Curriculum/Assessment
 - Canvas: Bryan Schroder shared that NTC is transitioning its learning management system from Blackboard to Canvas. The goal is to have content migrated by June 1.
 - Equipment/Facilities
 - Capital Equipment: NTC will be acquiring over the next fiscal year the following items: (2) Fenceless LR Mate 200ld/4s WITH r-30lb Education, (10) The Solar Power Training System, (1) Table Top Mill Machine for EM Project Class, (20) AB Micrologix 11 PLC, (12) L33ER Compact Logix PLC Processors, (1) 2-Sided Fluid Power Trainer, (8) AB Powerflex Motro 525 Drives, (1) Band Saw
 - HMI Trainers: NTC has purchased (12) PanelView 7 to replace old HMI Trainer equipment.
 - NSF Grant: 1st NSF grant NTC has received. NTC received this grant focused on science, technology, engineering, math, and computational thinking. The goal of the grant is to train others (high school students) on a variety of STEM related activities and have those individuals conduct those activities with others at their school and in their community. Doing this will grow the excitement and the awareness of STEM in hopes that students will choose STEM related career paths.
 - Continuing Education/Business & Industry initiatives: Tracy Brewer shared the role of Continuing Education and Business & Industry. They deliver customized training for incumbent work force on site. Training is designed to meet the needs of the organization. Business & Industry works closely with industry to increase productivity (Lean, 5S, process improvement). There are numerous continuing education and customized training opportunities available to industry. For more information, please contact Tracy at brewer@ntc.edu.
- Agenda 5: The next advisory committee will take place Wednesday, 12/12/18; 4:00 PM. Included in the communication will be information regarding the EM Projects Presentation prior to the meeting.

10/20/23



Thank-you for having your students
and Mike Block assist us in
drawing up these plans for us.

They came up with ideas for us we
had not even thought of. Our project
will be so much better because of
their input.

41/62

Deb Miller
President, Mesquite Grove
Historical Society

Berry



BELLEVUE
UNIVERSITY

Dr. Weyers,

I want to thank you for all of your support of Danny Rozwadowski @ Bellevue University! We are proud to have partnered with NTC and after a great 17/18 academic year, we look forward to even more excitement over the next! Your feedback and insights at our annual report have encouraged us on many great things to come! We appreciate all you have done for our partnership!

Kristen Bertsch
ADRO, Bellevue University



NEWMAN
Catholic Schools

619 Stark Street, Suite 2
Wausau, WI 54403
715/842-4805
fax 715/848-3582

Advancement & Alumni Relations

July 12, 2018

Schools

Newman Catholic High School

Newman Catholic Middle School

Newman Catholic Elementary School

located at

St. Anne

St. Mark

St. Michael

Newman Catholic
Early Childhood Centers

located at

St. Michael

St. Therese

Supporting Parishes

Holy Name of Jesus

Church of the Resurrection of our Lord
Jesus Christ

St. Anne

St. Mark

St. Matthew

St. Michael

St. Therese

High School Supporting Parishes

St. Mary – Marathon

St. Paul – Mosinee

St. Agnes

Northcentral Technical College
1000 W. Campus Drive
Wausau, WI 54401-1899

Dear Northcentral Technical College,

On behalf of Newman Catholic High School, thank you for the gift of \$1,618.00 for our Youth Apprenticeship Program. The gift is greatly appreciated and will provide great opportunities to enhance our program.

Newman Catholic Schools strives to provide our students with an excellent education in a Catholic environment and enhance the personal and spiritual growth of our students to meet life's challenges. Thank you for sharing in our mission and God bless you for your support.

Sincerely,

Sarah Keene
Director of Advancement

cc: Daniel Sullivan, NCHS Principal
cc: Keri Wulf, NCMS/HS Guidance Counselor

Tax rules require that the school system document all gifts of \$250 or more by issuing a receipt to the donor. Internal Revenue Service regulations further require that the school system notify donors of the value of goods or services provided in return for a gift. No substantial goods or services were provided to you in return for your gift to the Newman Catholic Schools. Therefore, the full amount of your gift is a deductible contribution, within Internal Revenue Service regulations.



6/16 - 7/20

The Christian Science Monitor

— COVER STORY —

Help wanted now! What full employment looks like in one Wisconsin city

WHY WE WROTE THIS

For the first time since the Bureau of Labor Statistics began tracking job openings 18 years ago, there are more positions available than workers to fill them. Wausau, Wis., offers a glimpse into what that may mean for both workers and companies across the US.



Alfredo Sosa/Staff | Caption

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July 20, 2018

TWO WAYS TO READ THE STORY

QUICK READ

DEEP READ (13 MIN.)

By Laurent Belsie, Staff writer @lbelsie

WAUSAU, WIS.

On a Thursday evening in late May, the crew cleaned up the Wendy's restaurant one last time and then defiantly walked out.

They left this hand-lettered sign in the window:

“Due to this corporation’s refusal to pay a living wage and deal with problems before it’s too late, the employees you would have dealt with today have all walked off the job. We wish you all the best.”

The move would have rattled management anywhere, but here in a suburb of Wausau, Wis., it was especially troubling. In a city with an unemployment rate below 3 percent and companies struggling to find someone – almost anyone – to keep their operations going, any threat of similar actions would reverberate ominously through executive suites. Would other workers lay down their restaurant spatulas and factory tools to protest long hours and low pay?

Not exactly. The assistant manager who led the revolt soon found another job – at Arby’s, per her Facebook page. (She declined to be interviewed for this story.) The restaurant owner, a Florida-based company that owns 180 Wendy’s in nine states, scrambled to open the restaurant the next day, apparently with employees pulled from other cities. Within six days, it was training a crew and operating close to normal hours. Instead of resorting to confrontation, Wausau is so far forging a more cooperative path as the worker shortage tips the balance of power away from management and toward labor. As expected, companies are quietly raising wages and improving benefits. But they’re also hiring and training people they wouldn’t have considered before: ex-convicts, homeless people, former drug users. The shift toward greater inclusion is occurring in the middle of another momentous change: the retirement of baby boomers and the rise of Millennials, who by 2020 will make up half of the US workforce. These forces are combining to force employers to rethink how they hire and retain workers, who now have a bevy of choices.

In a year or two, the rest of the United States could find itself in the same position if the nation continues to add new jobs at its current rapid pace. Earlier this year, the Bureau of Labor Statistics reported that for the first time since it began tracking job openings 18 years ago, there were more positions available than there were workers to fill them. In that way, Wausau offers a glimpse into what cities and towns across the country may be facing in the future.

Wausau itself seems a throwback to an older, small-town America. Steeples are prominent. Locally owned shops are active with virtually no vacancies. Some streets remain brick instead of asphalt.

There's a friendliness here more famously connected with Minnesota than northern Wisconsin. Perhaps it's Wausau's relative isolation. With 39,000 people, it's the biggest city in nearly 100 miles in any direction. A postman stops to talk with a neighbor; a construction worker waves to a stranger.

Though not as racially diverse as many American cities and more dependent on manufacturing, Wausau is in many ways a microcosm of the US economy. It combines small and midsize manufacturing plants with a broad mix of service firms, including insurance companies and banks, a mail-order athletic gear business, and a growing health-care provider. It has the usual big-box stores and small retail outlets. In 2016, researchers at Pew named Wausau the most egalitarian city in the US, with a bigger share of its population in the middle class than anywhere in the country.

What almost all businesses here share in common, whether in the Old Economy or New, is one simple problem: a shortage of workers. Walk into practically any business in this tidy city in north-central Wisconsin, in fact, and the refrain is the same: "Probably right about now I could use 40 to 45 [new workers]," says Keith Koenig, vice president of manufacturing at Kolbe & Kolbe, a large manufacturer of windows and doors.

"If you are unemployed you can pretty much pick the business you want," says Miranda Lezcano, district director at the state unemployment office, which these days is quieter than a library. In front of her, a "hot jobs" bulletin board is plastered with some two-dozen offerings from school bus drivers to restaurant workers. "If you want to work a factory job, they are fighting for good people," she adds.

Wausau Coated, which makes labels for olive oil, wines, and squeezable mayonnaise bottles, hasn't been fully staffed for three years. Owner Ben Reif raised the starting wage to \$15 an hour 18 months ago, reduced the time it takes to earn paid vacation, and boosted the company's match in the 401(k) retirement program. And he's still 18 to 25 people short out of a workforce of 300.

It's not that no one's applying for work. But "the people who are walking in the door to work for us, they have got" – Mr. Reif pauses to find the right word – "issues. They don't show up for work. They have had trouble with the law."

Even after the best of the candidates have been trained, 10 to 15 percent don't work out or move on to another job. Despite these setbacks, Reif doesn't have much choice but to keep recruiting. He recalls one young hire who had problems with alcohol. He missed work for a number of days. "We had to let him go," he says.

When the company learned the man had dealt with his problems, Reif, although apprehensive, rehired him. "Seven years ago, I don't know I would have done that," he says. But "we took a chance on this guy, and two years later he's a line operator and he's one of our best employees."

Last summer, Jacob Abendroth was living in a tent on an island in the Wisconsin River that is connected to Wausau by a little footbridge. "I went through a bad divorce and alienated myself from my children," he recalls. He had started drinking heavily, lost his construction job, sobered up and got it back again, only to return

eventually to bad habits and get fired. He lost his apartment and camped on the island for 60 days.

“I think it rained 55 of those days,” he says, which dampened his enthusiasm for his chosen lifestyle. “I know I’m better than this,” he remembers thinking. “I’ll pack up in the morning and get out of here.” It helped that the local police had told him that evening he had to vacate the park.

He checked into a homeless shelter and saw a notice about the Joseph Project, a program started in Milwaukee that connects people in need of stability with employers in need of workers. Mr. Abendroth went through three days of job-training boot camp and then visited Kolbe & Kolbe. As a construction worker, he had plenty of experience hanging aluminum windows and doors. Now, he might make them.

“I saw his application and background and said, ‘You are very qualified,’ ” says Ann Micholic, Kolbe’s vice president of human resources. “He began to tell me his story. From a community standpoint, there was no question that we would be pleased to have him join our team.”

In August, Abendroth will celebrate a year with the company. He’s a glazier working on the company’s curved windows, the most complicated in which to install glass. “I absolutely love what I do,” he says. “A lot of it is pretty cerebral.”

Kolbe continues to hire people through the Joseph Project, even though half don’t last. “The vast majority of them have been troubled by drugs and alcohol,” says Ms. Micholic. “Many people think these are violent criminals. They’re not! They are people seeking safety.”

Alfredo Sosa/Staff | Caption

Wausau’s economy hasn’t always been so vibrant. It has been subject to the vicissitudes of national and international business cycles as much as anyplace else.

Eight years ago, for example, the Great Recession had closed mills and factories that had been here for decades. With a fifth of its workforce in manufacturing, the city’s unemployment rate shot up to 14.6 percent. The following year, in a single week, a window-and-door manufacturer and a paper mill in the county announced plant closings that would throw 1,000 people out of work.

“That was awful,” recalls Robin Hegg, who at the time worked in human relations with a large local manufacturer that laid off 10 percent of its workers, many of them friends and neighbors. “We did whatever we could to help them with the transition.”

Then something dramatic happened. While the nation recovered slowly, Wausau’s economy gathered steam and now enjoys an unemployment rate of 2.7 percent – more than a percentage point below the national average. Only four other US cities with a population of at least 25,000 have moved so quickly from greater than 14 percent

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unemployment in 2010 to below 3 percent today. Santa Cruz and Seaside are coastal California cities where a local university and tourism play a big role. The turnaround of the recreational vehicle industry has fueled the recovery in Elkhart and Goshen, Ind.

Wausau's rebound is more broad-based. The nearby Granite Peak ski resort brings in tens of thousands of tourists each winter. Adding to the strong turnaround of its traditional industries – including manufacturing, insurance, and mail-order sports gear – is the rapid expansion of a nonprofit health-care provider, Aspirus, which is now the largest employer in the county.

The revival has happened fast enough that employers are still scrambling to adjust from a period of surplus labor to worker shortage. And that shortage, coupled with the transition of replacing retiring boomers with rising Millennials, is pushing Wausau into a new era. Unemployment is lower than it has ever been, according to federal statistics going back to 1990. State jobless numbers, dating to 1974, have never been lower, either.

The change is most visible at Northcentral Technical College, a two-year school that graduates about 1,670 students a year. In the past two years, the average age of students has dropped from 33 to 23, as the last of the older workers, who had enrolled to upgrade their skills, found new jobs and more Millennials registered to further their education. NTC boasts a new basketball court and other sports facilities, a restaurant, and a break room designed by the students, who asked for on-campus places to hang out with their friends.

Employers, too, are trying to create spaces and new cultures that cater to Millennials.

“There was no ‘aha’ moment,” says Mark Mudler, co-owner of Integra Tool & Manufacturing, who recalls his own apprenticeship in a tool-and-die shop where he was constantly in fear of losing his job. “They’re softer.... You have to be kinder and gentler.”

Mr. Mudler's new approach seems to be working. “I’m pretty happy with this place here,” says Dan Polak, a young press operator making \$15.50 an hour and the newest employee in the nine-person shop.

Alfredo Sosa/Staff | Caption

Part of what employers are doing to appeal to a new generation of workers is to emphasize the uniqueness of their businesses. Down the street from the Back When Cafe and next to a candy store, the Downtown Grocery looks a little out of place. Its shelves of organic broccoli and locally grown greens, gluten-free baked goods, and exotic products from around the world might seem better suited for a bigger city with a university, like Green Bay, 100 miles to the east, or better yet, Madison. But here in blue-collar Wausau, where there's no four-year college population, how does a high-end organic boutique survive?

“We don't use words like that,” says co-owner Kevin Korpela. “We're an old-fashioned grocery.... If you look at what our grandfathers and grandmoms did, they were doing the same thing. They just didn't call it grass-fed or organic.” A little child on a tree swing is the company logo.

The branding seems to work for Jake Benson, one of the grocery's newest employees, who changed jobs to work here in part because it's closer to home and he can bike to the store. "I love all the people I'm working with," he says. Although he makes only \$9 an hour, he also gets a free lunch. "I am a vegan so I really appreciate all the food options that are here."

Many local employers are refashioning their image with Millennial workers in mind. "When they think of River Valley Bank, we want them to think of banking with a purpose," says Ms. Hegg, who is now chief human resources officer with the local bank.

Even the local police are adopting a different approach. "This generation is looking for a cause. They want to be part of something that's bigger than themselves," says Todd Baeten, a patrol captain. "It definitely works in our favor when we talk about principle-based policing."

The department is trying to fill three positions and anticipates two more openings when officers retire at the end of the year. (Crime has not gone down, he says, even though more people are working.)

Alfredo Sosa/Staff | Caption

For all of Wausau's successes, uncertainties still hang over the city. One question is whether the economy is making it too easy for Millennials to skip from job to job before they build the skills to move up.

On a Wednesday evening at a packed Texas Roadhouse just out of town, Frank, a waiter and high school graduate with a ready smile, drops off the check. "Thanks for being a great table," he says. Frank, who doesn't want his real name used, says the restaurant is constantly hiring new people because workers don't stick around. After two months on the job, he is cutting back his own hours so he can work as a lifeguard.

Earlier that day at 400 Block, a green space that's become the heart of downtown, volunteers are hosting the annual Law Enforcement Torch Run for Special Olympics Wisconsin. Five police cars, with lights flashing and sirens going, glide past Erbert & Gerbert's Sandwich Stop to lead a parade for a few blocks, and then about 60 racers, some on foot, others in wheelchairs, take off for a 5K run. Through it all, a half-dozen young men on bicycles, sporting police radios and T-shirts with CSO (Community Services Officer) in big letters, manage the traffic so everything starts on time.

By giving young people a taste of what policing is like, the department hopes to entice more recruits. The pitch is working for Dave Juzwiak, a student in law enforcement at NTC. "I will be graduating this December, and I am optimistic I can go where I want," he says.

But it's not working for Ryan Lynch, who is switching to fire and ambulance work. "It's probably a little bit easier [than police work]," he says. "You don't have to have a two-year degree."

Another troubling question: Why hasn't the economic boom slashed the poverty rate? The local United Way, which tracks the working poor through its own measure called Asset Limited, Income Constrained, Employed (ALICE), finds that just over half the county's poor are in the labor force. In other words, many are working but not making a living wage.

"You'd think the ALICE population would narrow until it disappears," says Jim Waldron, a board member of the local United Way and president of Wausau Window and Wall Systems, which has 30 to 50 open positions starting at \$15 an hour. But "the ALICE population is not shrinking. I have no good answers for that."

The other big question is what will happen when the boom ends. Typically in a recession the last hired are the first fired and the gains that the least qualified workers make during the good times are quickly erased. But the city is projecting that its worker shortage will last through at least 2028, because of impending boomer retirements and predicted job needs.

Wausau has a long history of business leadership, dating back to the late 19th century, when lumber barons diversified into papermaking and door-and-window manufacturing. The city became an insurance hub, too. Local industries reinvented themselves then, and now the business community is being forced to innovate again – this time in finding new ways to recruit workers.

In part, that means persuading current residents to stay. Concerned about the lack of welders and machinists, a group of local manufacturers sponsors a high school welding competition and worked to expand NTC's welding program. The group also hosts the Heavy Metal Tour, in which every eighth-grader in Wausau and surrounding school districts sees firsthand what modern factories look like.

The students aren't that impressed, but the teachers are fired up, says Mr. Waldron, whose Wausau Window is one of the sponsors. "They go back to the classroom and tell the students: 'You can get \$16 an hour!'"

Alfredo Sosa/Staff | Caption

The city is also trying to appeal to outsiders – not always easy for a place where the winters are cold and long. It's transforming its riverfront with bike paths and new housing. It has helped a developer create the city's first town houses, which are aimed at both Millennials and empty nesters.

"We would be pretty happy if we had 50 percent sold by Christmas," says Phil Larkin, the project's salesman, showing off a freshly painted three-bedroom unit at one end of the development while a piece of Tyvek flutters from an unfinished wood frame at the other end.

The city's Live It Up program, now in its third year, has given out \$467,000 to help 33 people from outside Wausau put a down payment on a home. All these programs have caused the city to spend heavily.

"I used to be on the city council and asked: 'Why are we spending money on these businesses?'" says Mayor Robert Mielke. "I don't believe that any more. If we don't cut the staff, we will get left behind."

Historically, not all of Wausau's initiatives have worked. The downtown enclosed mall, so innovative when it opened in 1983, is struggling, like many malls in America. Local control of corporations, which strengthened the civic bond between company owners and workers and helped fund local arts and culture, is slipping away. Liberty Mutual Group in Boston took over Wausau Insurance in 1998. Wausau Window and Wall Systems and Linetec, two big manufacturers in town, are run by Apogee Enterprises in Minneapolis. Will Wausau-based firms, such as health-care provider Aspirus, offer similar leadership going forward?

With \$10,000 from the Live It Up program for their down payment, Andrew Wieland and his girlfriend, Melissa Barak, were able to buy a 1970s-era split-level home in town. That gave them extra money to replace some of the original blue carpeting with hardwood flooring and remove old wallpaper so they could paint several rooms. They kept the once-chic gold vein mirror tiles on the living room wall. "We thought it looked neat," Mr. Wieland says.

"I love my job," adds Wieland, a personal banker at River Valley Bank. "I will get offers on LinkedIn every once in a while, but nothing that I even entertain. It's hard to imagine myself leaving those people [at work]. There's a lot of interconnection between the communities."

"Community-driven is a big deal," Ms. Barak says, holding their daughter. "That's what she is going to grow up with."

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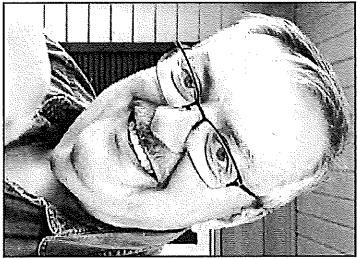


Proulx announces re-election bid for Coroner

Last week, Lincoln County Coroner Paul Proulx announced his intent to seek his fourth term in office, having been first elected in 2007.

“Paul brings 31 years of law enforcement experience plus the 11 and a half years he as served as Lincoln County Coroner,” the Proulx campaign stated as part of an official announcement. “In this time period, he has investigated many deaths, including deaths from natural causes, motor vehicle accidents, suicides, homicides as well as accidental deaths. He has received many hours of training while a member of the Lincoln County Sheriff’s Office and since taking office as your county coroner. This training includes death investigation training and traffic death investigation training.

“Paul and wife Cheryl have been married 45 years and have been blessed with three great daughters; Jenny Jirovec of Merrill; Laura Deasy of Wausau and Molly Schult of Merrill. The Proulx’s currently have six grandchildren; four girls and two boys. Included in their



Paul Proulx

group of grandchildren are a set of triplets; the first triplets to be born in Merrill in 50 years.

“Paul has lived in Merrill and worked in Lincoln County since 1970, when he started working with the Lincoln County Sheriff’s Office. Paul believes in giving back to those who have supported him all these years and to that extent, he has participated in and worked for many causes. Paul has been a Hunter Safety Instructor for 38 years. He also taught Boat Safety, ATV Safety and Snowmobile Safety for many more years. Paul is a member of St. Francis Xavier Catholic Church of Merrill and is a Lay Distributor of Communion. He also serves in a ministry that brings communion to those unable to attend church. He was awarded an Honorary Lifetime Membership in the Knights of Columbus-The Father Rene Menard Council of Merrill. Paul served for six years as the Fourth District Alderman on the Merrill Common Council. He was chairperson of the Personnel and Finance Committee and also served fro

eight years on the Merrill Parks and Recreation Commission. Paul is currently in his 12th year on Northcentral Technical College’s (NTC) Board of Trustees. He previously served two years as the board’s chairperson. During his first term as chairperson, through his leadership he helped save money and time by having all board members issued I-Pad devices, to receive their meeting agendas rather than paper delivery.

“Paul is also a member of the Merrill Lions Club. He has received the Birch Sturm award and a Melvin Jones Fellowship. These two distinguished awards are given for meritorious service to ‘Lion-ism.’ As the coroner for Lincoln County, Paul introduced a computer program that has helped record-keeping and getting information when asked for. During his 12 years as Coroner, Paul has investigated over 90 percent of the calls received by that office. He attends all autopsies performed for his office and returns the information as soon as possible to the families involved. Paul believes that having 43 years of experience in death investigations has given him the qualifications to continue as your Coroner.”



NTRC Foundation awards student scholarships

The Northcentral Technical College (NTRC) Foundation is pleased to award scholarships for the Fall 2018 term to the following local students: GLEASON- Dillon Gnewuch, Alexander Pffingsten, Luke Pffingsten, Brandon Rusch; IRMA-Jacob Grund, Tammy Kautz, McKayla Pankow; MERRILL-Kelsey Amelse, Zachary Becker, Kaitlin Bronsteatter, Lindsey Casper, Jacob Dawson, Hollie Dewar, Christina Doering, Rachel Ellerman, Courtney Erdman, Anna Finnell, Tyler Gehrdes, Monica Gruetzmacher, Shannon Halder, Becky Holzem, Olivia Hostvedt, Jacob Johnson, Lisa Krueger, Hillary Lau, Ryan Leskela, Emily Nylund, Tyler Parr, Konnor Peterson, Troy Pike, Benjamin Rasmussen, Megan Sczygelski, Angela Shorey, Keith Wegner, Zachariah Weix, Tamela Wessling, Noah Wilmink, Robin Woller, Ashley Zick; TOMAHAWK- Samantha Bjelland, Bethany Bunce, Leah Foster, Emma Gane, Makenzie Karlen, Danielle Kurth, Tyler Larch, Tabitha Mayer, Cayton Scholz, Quintin Triplett.





CONTRIBUTED PHOTO

Students finish **NTC's** CNA program

Ten students completed their Nursing Assistant (CNA) Technical Diploma at Northcentral Technical College's Spencer Campus during the summer 2018 semester. The Nursing Assistant (CNA) Technical Diploma consists of both classroom and clinical labs, and prepares learners to perform basic nursing skills under the supervision of a nurse for job entry as nursing assistants and home health aides in health care agencies. Students completing the program were (front from left) Paige Vitort, Athens; Kathrine Kunze, Neillsville; Alexis Spuhler, Loyal; (back) Jacob Waltemate, Neillsville; Paul Fischer, Marshfield; Jamie Folz, Stratford; Mindele Tuniz-Cortez, Colby; Megan Schmidt, Edgar; Hailey Rueth, Loyal; and Skylar Leffel, Colby.



Jul
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70%



Randy Wokatsch
Marathon County

My previous article mentioned harvesting second-cutting July 5 or 6 at first flower. That didn't happen. I forgot that we had plans for July 7 and 8 out of town. So I knew leaving the silo open for those two days was unacceptable. Instead of cutting hay Kerry and I were in Greenville, Wisconsin, having a few beers with our friends at their Lion's Club Catfish Extravaganza. It was an awesome evening of music by Firehouse, Starship, Night Ranger and Bret Michaels. There was well in excess of 10,000 in attendance. I'd recommend that annual event to any music lover.

How does that relate to my crops? Well it delayed my hay cutting. But I worked four long days starting Monday morning afterward. I finished 40 acres before the rain this past night of July 12. I can only do 10 acres per day safely with my old equipment and the fast-drying conditions this year. My direct-seeding alfalfa planted this spring yielded great, much to my surprise. I cut it with my old John Deere 800 windrower, as opposed to my discbine, to avoid putting ground and rocks in the hay for the first harvest of that piece. It was the first time in many years that I spring-seeded alfalfa. I usually fall-seed after oats. But my fields weren't lined up right for it this past fall.

We only received five-tenths of an inch of rain this past night and need much more. It barely settled the dust. But more is in the forecast. I think my oat crop will have low bushel weight. The beans are starting to flower, which is a critical time. The corn is mostly 6 feet tall and needs rain soon. I burnt one 13-acre field by applying ni-

trogen when it was stressed. I hope in the end I did more good than harm to it. My rye will be ripe in a couple of weeks.

Next week I have 35 more acres of second cutting to small-square bale or chop into another silo, depending on what weather we receive. I could use more bales because I feed four per day through my total-mixed-ration mixer.

Well I hope everyone is allowed to have a day or two away like we did this past weekend. Summer is short and so is life. Enjoy it! Randy out.

Randy Wokatsch of Marathon, Wisconsin, operates a 330-acre dairy farm of 55 cows. He grows corn, alfalfa, soybeans, oats and rye. Pursuing diversification, he has an on-farm custom seed-cleaning business. He holds leadership positions in the Marathon County Farm Bureau and is a member of Northcentral Technical College's dairy-advisory committee.

Area students receive **NTC** scholarships

The Northcentral Technical College (**NTC**) Foundation has awarded scholarships for the fall term to the following local students:

—Antigo: Victoria Andres, Jessica Becker, Alyssa Bickler, Miranda Blakeslee, Sarah Evanson, Marissa Hartman, Janna Kleinhans, Cassidy Kolpack, Heather Krosnicki, Megan Montgomery, Emma Nicholson,

Kaitlynn O'Connor, Madeline Richling, Sethany Sass, Mekenzie Schisel, Trevor Seis, Brianna Stanke, Sarah Stanton, Mikayla Tucker, Michelle Umland, Melissa Wald, Chas Welke, Lydia Will.

—Bryant: Dakota Kakes.

—Pickerel: Jordan Russell.

—White Lake: Robert Strong.

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Tanner Kocher took third place in the furniture class in Northcentral Technical College's Wood Technology Contest. PHOTOS COURTESY OF D.C. EVEREST AREA SCHOOL DISTRICT

Everest wood manufacturing students win awards

Michelle Rothmeyer
Special to Wausau Daily Herald
USA TODAY NETWORK - WISCONSIN

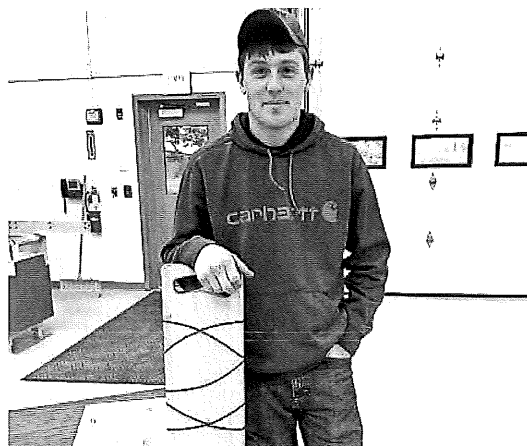
ANTIGO - Three students from D.C. Everest Senior High participated in the Northcentral Technical College Wood Technology Contest at the Wood Technology Center of Excellence in Antigo in May.

David Lannigan earned first place, and a \$500 scholarship, in the open class. Tanner Kocher took third place in the furniture class and secured a \$250 scholarship and gift cards. Micah Lehman completed a custom nightstand for the competition.

All three students were enrolled in the wood manufacturing course at D.C. Everest, for which they earn dual enrollment credits at [NTC](#).



Micah Lehman built a custom nightstand.



D.C. Everest student David Lannigan earned first place in the open class in Northcentral Technical College's Wood Technology Contest.

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June 2018 MADA and **NTC** graduates: front row, Jared Duginski, Cynthia Ravetto, Molly Dymora, Kayla Fabian, Deanna Davis, Marinella Froom, Esther Schulz, and Melanie Hish-Morrical; back row, Becky Murphy (lead teacher), Bretton Nicholson, Keegan Lawrie, Derik Pagel, Tabbi Anglin, Bryn Griebel, Damon Philbrick, and Paige Peterson. Not pictured: Brandon Sanders.

Merrill Adult Diploma Academy announces June 2018 Grads

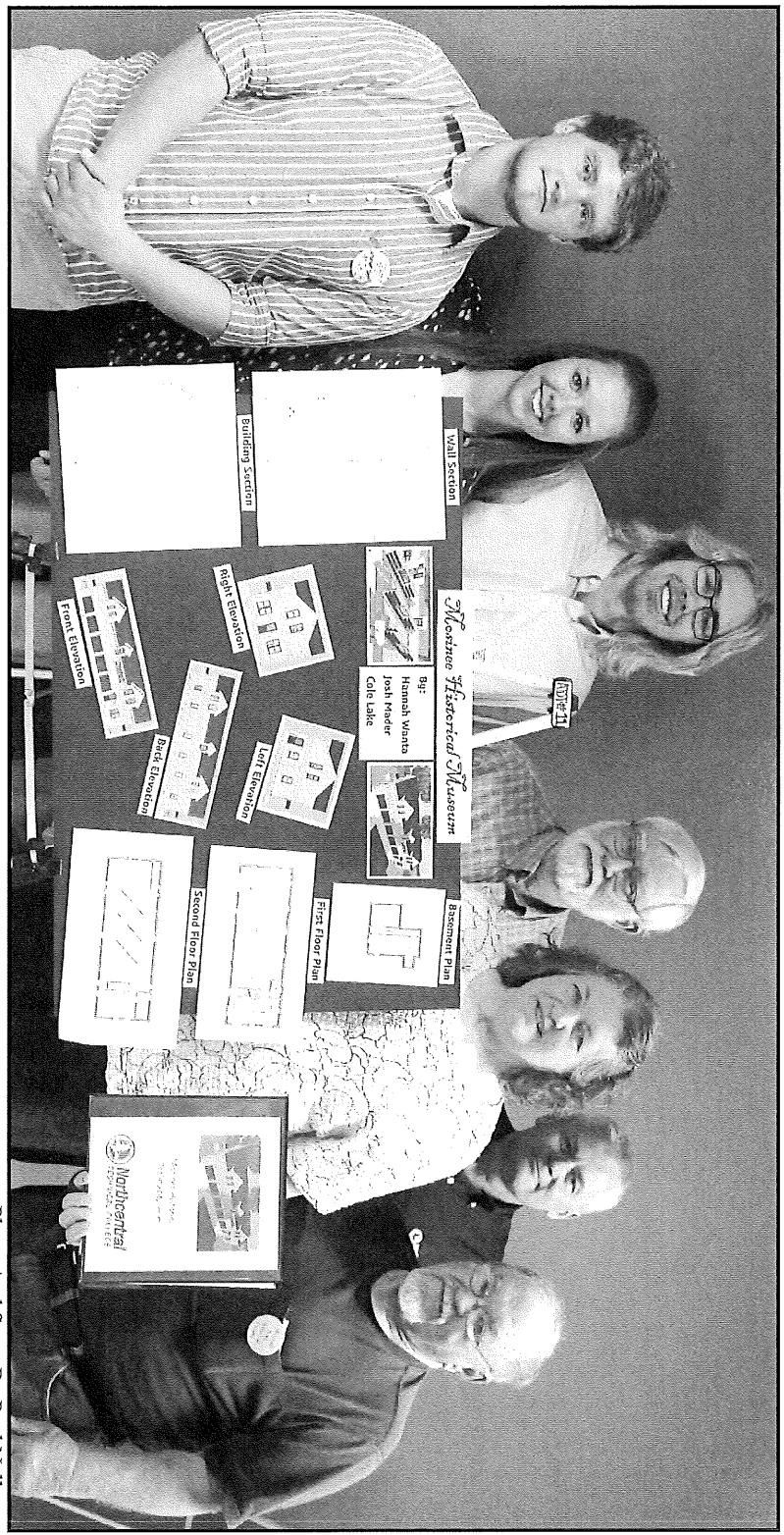
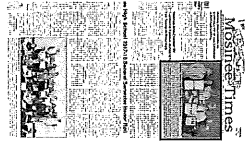
Merrill Area Public Schools and **Northcentral Technical College** are proud to present the Merrill Adult Diploma Academy (MADA) June 2018 graduates. The graduating class consists of seven high school and 10 adult students who have completed their goal and are ready to move forward in their lives. Many of these students already have full-time jobs; some are planning on furthering their education.

The MADA Charter School has served the Merrill Community since 2007. It is a partnership between Merrill High School and **Northcentral Technical College**. The primary purpose of the school is to help both high school and adult students earn a diploma or

GED. In addition, they offer Employability Skills, Computer Basics and they work with students preparing to enter **NTC** programs. The school is located at 1101A N. Mill St.

MADA has been fortunate to have the generous support of Todd and Renea Frederick, who donated the MADA building, free of charge to the Merrill School District for the past eleven years. During those eleven years, 131 high school and 71 **NTC** students have graduated from MADA.

The school is here for the Merrill community. If you are interested in more information, please call 715-536-1431. View the facebook page for additional graduation photos at: www.facebook.com/madadiploma.



Historical Society Gets Ranger Station Blueprints

Photo And Story By Paul Nelles

As a class project, students from the **Northcentral Technical College's** Architectural Design and Technology program recently took measurements of the Mosinee Ranger Station building and created a detailed set of "blueprints". The structure is currently being restored by the Mosinee Area Historical Society for use as an area historical center. In addition to the floor plans, the students also created a three dimensional virtual model and a video walkthrough of the building. The plans include renovations suggested by the class. Copies of all materials were presented to MAHS. MAHS President Deb Nelles said, "Blueprints for this building didn't exist before now. They gave us a tool that will greatly aid in our restoration. These students proposed new ideas for renovations we never thought of." L-R: Students Cole Lake, Hanna Wanta, Josh Mader; MAHS members Dr. Robert Pope, Deb Nelles; **NTC** instructor Mike Block; Emil Wasniewski of MAHS.

PHOTO COURTESY OF MAHS

NTC/Marian College form partnership to produce more tech ed teachers



NEW AT 10

NTC Helping Students Get Teaching Degrees Wausau

Posted: Jul 26, 2018 7:23 PM CDT

WAUSAU (WAOW) - North Central Technical College and Marian University have formed what they call a one-of-a-kind partnership to allow more people to become technology education teachers.

The move is designed to address the shortage of K-12 tech ed teachers in Wisconsin.

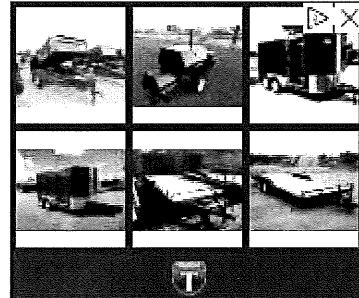
"When our middle schools and K-12s are strong, our communities are strong," Jeannie Worden, NTC's executive vice president of student services, said Thursday. "And that's really how we've looked at this venture."

Students will be co-enrolled at NTC and Marian University and receive hands-on training and local student teaching experiences, leaders said.

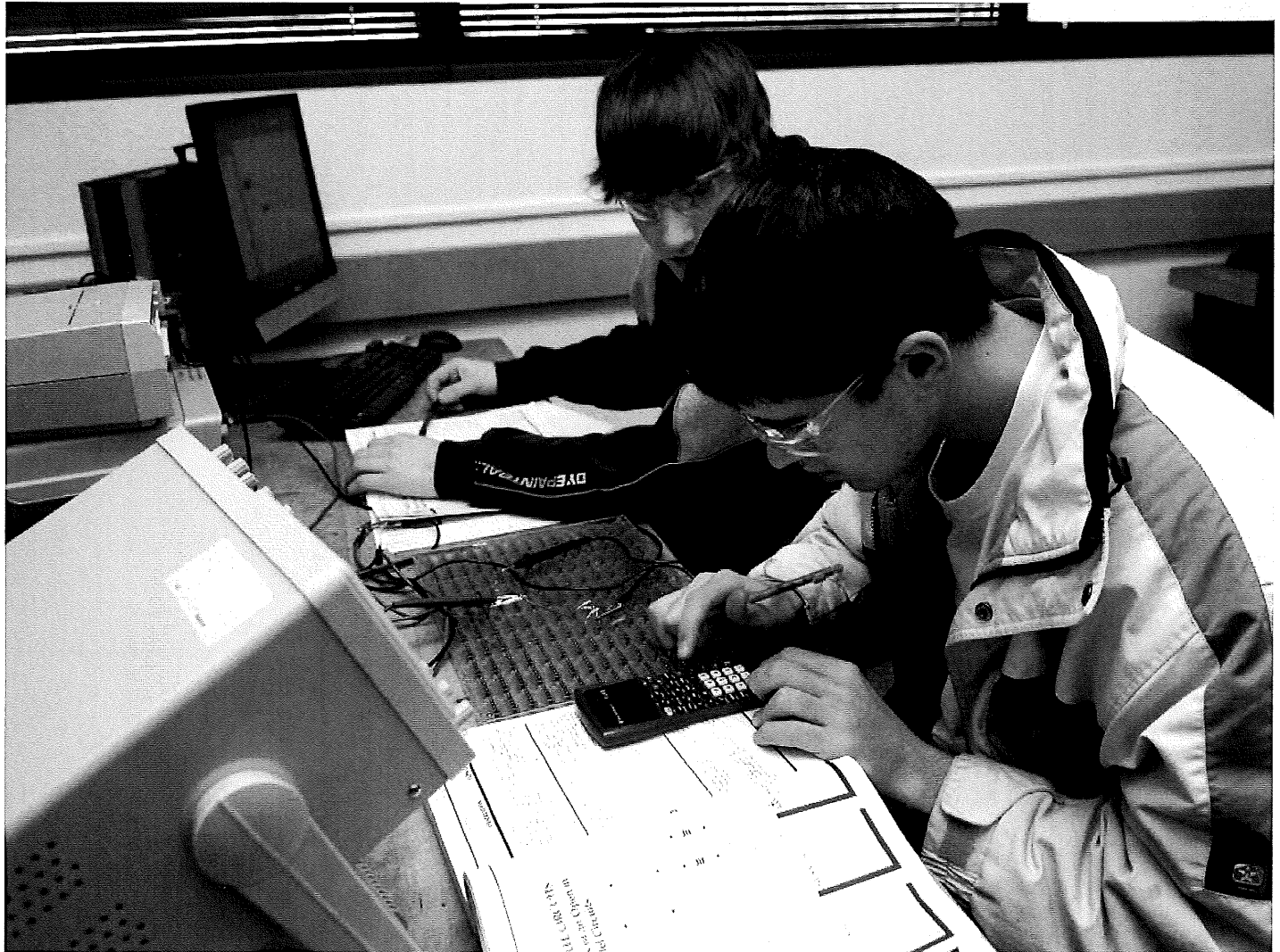
Students - and alumni - can sign up any time. NTC plans a free registration event next month.



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WPR NEWS



High School Sophomores Kyle Keator, front, and Nick Rutschke work in an electronics class at The Bismarck Career and Technology Center in Bismarck, N.D., on Monday, Dec. 18, 2006. Will Kincaid/AP Photo

Teacher Training Program To Address Tech Ed Teacher Shortage In North-Central Wisconsin

Program Administrators Hope Program Will Create Pipeline For Future Tech Workers

Tuesday, July 24, 2018, 5:05am

By Ximena Conde

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A new teacher training program in central Wisconsin aims to address a shortage of technology education teachers. Graduates will be equipped to teach a wide range of disciplines including construction, electronics and engineering in K-12.

Northcentral Technical College and Marian University of Wisconsin hope to launch the program in the fall.

Aspiring teachers would get an associate's degree in a technology field before taking courses in teaching.

Jeannie Worden is the executive vice president of student services and regional campuses with NTC. She said area public school districts have long struggled to hire teachers with technology specialties.

"(Students) could get their associate's degree from NTC, Marian could teach them how to teach at the middle school and secondary level," Worden explained. "They'd do their practice teaching at those same K-12's that have said they have the shortage and then they're able to get their degree and go right into the workforce."

The college and university hope having more tech ed teachers will inspire children to enter those fields.

"There is a workforce shortage of employees that are able to go into the workforce and are manufacturing," Worden said. "And the degrees are related to tech ed, so this builds that pipeline right from school from tech ed right into the workforce."

Mike Endres is a district administrator for the Spencer School District. He and other area administrators expressed the need for such a program, and added hiring teachers in the region is already difficult.

"Especially in the more concentrated areas such as your tech ed area, your English, science," he said. "The more specialized areas it's getting more and more difficult to even find applicants."

While the Spencer School District already offers building trades, woodworking and computer-assisted drawing, Endres said he doesn't want to ever be in a place where he can't find a tech ed teacher.

Worden said most of NTC's graduates stay in the area. And program administrators expect graduates of this program to do the same.

Administrators at both NTC and Marian University are looking to recruit current tech college students and alumni. Completing the curriculum through Marian University is expected to take roughly two-and-a-half years.

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