

DISTRICT BOARD OF TRUSTEES REGULAR MEETING

Tuesday, June 7, 2022
Northcentral Technical College
1000 W. Campus Drive
Wausau, WI 54401
Timberwolf Conference Center/D100 + [Zoom](#)

12:00 p.m. [Public Hearing on 2022-2023 Northcentral Technical College District Budget](#)

- I. Call to Order
- II. [Highlights of Fiscal Year 2022-2023 Budget](#)
- III. Adjourn Public Hearing

12:15 p.m. (or immediately following Public Hearing) Lunch**1:15 p.m. Call to order, compliance with Open Meetings Law (Wis. Stat. 19.81-19.88)****I. PLEDGE OF ALLEGIANCE TO THE FLAG****II. PUBLIC INPUT**

- a. Public Comments

III. APPROVAL OF MINUTES

- a. Approval of minutes from May 3, 2022 Board of Trustees Regular Meeting

IV. ACTION ITEMS

- a. [Resolution Disclosing the District Reserves Maintained by Northcentral Technical College](#) – Roxanne Lutgen
- b. [Resolution for Adoption of 2022-2023 Northcentral Technical College District Budget](#) – Roxanne Lutgen

V. CONSENT VOTING AGENDA

- a. Approval of Consent Voting Agenda
 - i. [Smart Manufacturing Technology Associate Degree Program Exploration](#)
 - ii. [Hospitality Management Associate Degree Program Exploration](#)
 - iii. [Receipts + Expenditures](#)
 - iv. [Personnel Changes](#)

VI. INFORMATION/DISCUSSION

- a. President's Report
 - i. Wausau Alternative High School Plans
 - ii. Outcomes Based Funding – Katie Felch + Mitch Block
 - iii. Virtual Tour of the Agriculture Center of Excellence
 - iv. [Fiscal Strength](#) – Roxanne Lutgen
 - v. [2022-2023 Remission of Out-of-State Tuition – Needy + Worthy](#)
 - vi. Comments from Informational Update
- b. Chairperson's Report
 - i. Spring Board Appointment Update
 - ii. WTC DBA Summer Meeting: July 21-23, 2022 at NTC – Nikki Kopp
 - iii. Next NTC Board of Trustees Meeting – **Monday**, July 11, 2022
- c. Information
 - i. [Tentative 2022-2023 NTC Board of Trustees Meeting Dates](#)
 - ii. [Advisory Meeting Minutes](#)
 - iii. [Upcoming Meetings + Events](#)
 - iv. [Good News](#)

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

- a. Adjourn the Board into Closed Session pursuant to Wisconsin Statutes Section 19.85(1)(c) for the purpose of:
 - i. Approval of May 3, 2022 Closed Session Meeting Minutes
 - ii. Consideration of Performance Evaluation Data for a Public Employee
 - iii. Approval of President's End of Year Evaluation and Contract

VIII. OPEN SESSION

- a. Reconvene the Board into Open Session to confirm any action deemed necessary as a result of the Closed Session.
- b. Approval of President's End of Year Evaluation and Contract

IX. MEETING ADJOURN

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


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

Budget & Planning 2022 - 2023



1000 W. Campus Drive
Wausau, WI 54401

715.675.3331

 www.ntc.edu

Budget

*Linking NTC Strategic Planning
and Resource Allocation*

NTC District Board of Trustees and Administration

District Budget 2022-2023
Members of the Board



Tom Felch (Central)
Chairperson



Paul C. Proulx (Central)
Vice Chairperson



Charlie Paulson (West)
Secretary/Treasurer



Troy Brown (East)
Member



Sherry Buntin (East)
Member



Michael Endreas
Member



Keith Langenhahn
Member



Tucona Crowder (Central)
Member



Heather Renzelmann (Central)
Member

EXECUTIVE LEADERSHIP TEAM

- Dr. Jeannie Worden, President
- Dr. Sarah Dillon, Vice President of Student Services & Regional Campuses
- Dr. Darren Ackley, Vice President for Learning
- Roxanne Lutgen, MBA, JD, CPA, Vice President of Finance & General Counsel
- Rob Elliott, Associate Vice President of Facilities

Management

- Dr. Chet Strebe, Associate Vice President of Information Technology & Chief Information Officer
- Katie Felch, Vice President of Community & Government Relations
- Cher Vink, Vice President of Human Resources & Risk Management

MISSION STATEMENT

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

DISTRICT OFFICE

Northcentral Technical College, 1000 W. Campus Drive, Wausau, Wisconsin 54401, 715.675.3331

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BUDGET AND PLANNING



2022-2023
BUDGET & PLANNING

Message from the Northcentral Technical College President and Board Chairperson

Dear District Community Members, Friends and Stakeholders -

We are pleased to present Northcentral Technical College's (NTC's) proposed budget for fiscal year 2023. In developing the budget, NTC's Board of Trustees, administration and staff allocate resources in alignment with the mission and vision of the College.

For more than 100 years, NTC has been a vital educational component for the citizens of north central Wisconsin. Today, our commitment to offering high quality educational opportunities to the communities we serve remains at the heart of what we do. With a focus on cultivating partnerships and collaborating with business and industry, K-12, higher education and government, NTC is building a brighter future for the District community.

The 2022-23 Budget continues the College's tradition of excellence and sound fiscal management in support of the 2021-24 Strategic Plan and Strategic Directions including Learner Success; Diversity, Equity, Inclusion & Accessibility; Access; Collaboration; Innovation & Growth; and Advocacy. This budget includes an operating mill rate of 0.57249.

Additionally, the FY23 budget aligns teaching and learning methodologies with the evolving skills needed by the workforce to ensure that NTC can successfully prepare its learners to support and lead Industry 4.0 initiatives across all industry sectors. With an emphasis on student success, flexibility and state of the art technology, the College is well poised to meet learner, stakeholder and community needs.

We thank you for your continued support of Northcentral Technical College. Working together, we can continue to ensure that north central Wisconsin is a wonderful place to live, learn and work.

Sincerely,



Jeannie Worden
NTC President

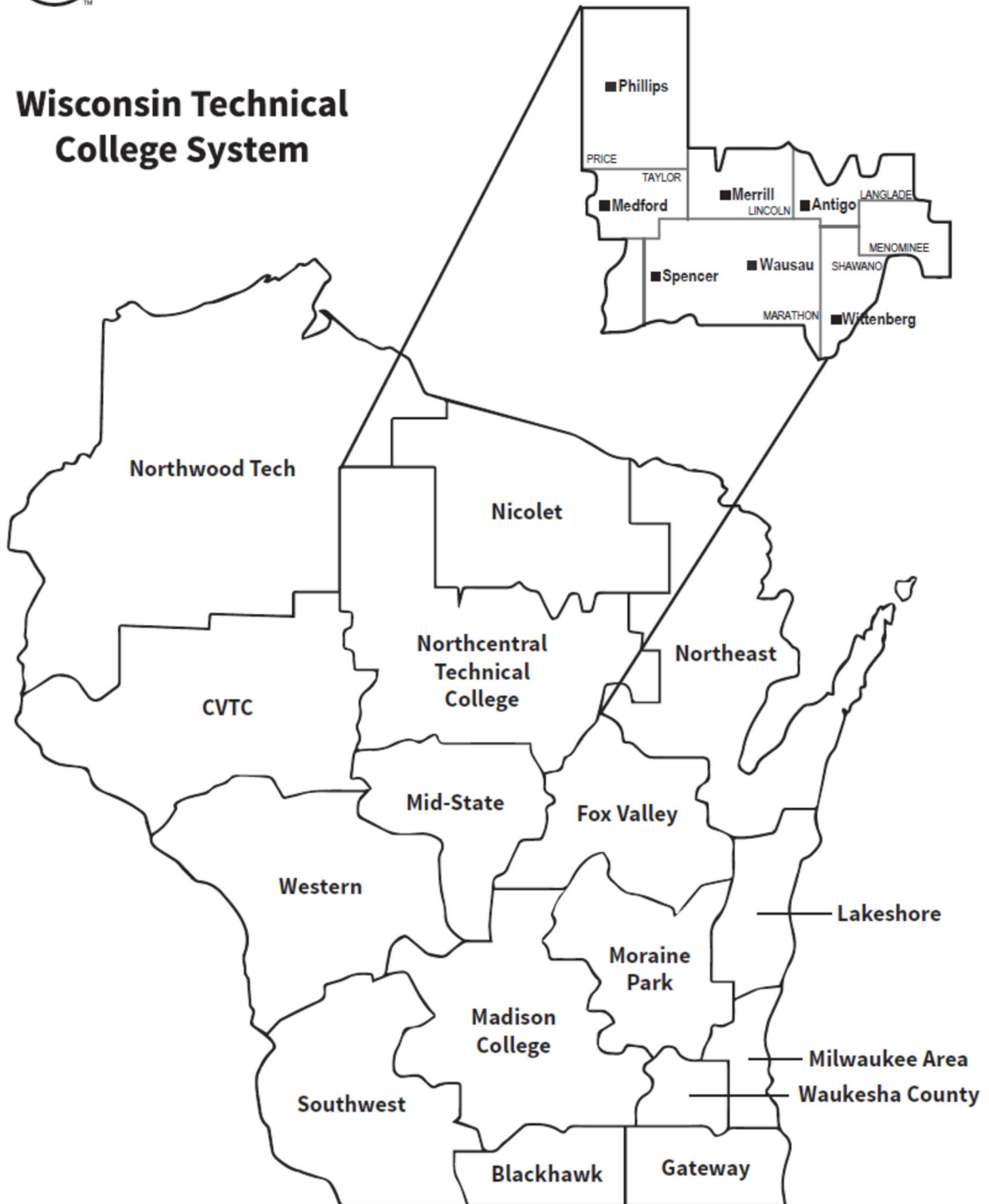


Tom Felch
District Board Chairperson

District Maps and Locations



Wisconsin Technical College System



Mission, Vision, and Values

Our Vision

Building futures as your college of choice, one learner, one employer, and one community at a time.

Our Mission

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

Our Core Beliefs & Values

These guiding principles and values are inherent at Northcentral Technical College.

Learner Focus

We believe in and promote an engaging life-long learning environment that supports learners as they realize their educational and career goals.

Continuous Improvement

We believe in and promote the continuous improvement of learning, support systems and processes to meet learner, employer and community needs.

Ingenuity

We believe in and promote a learning environment that fosters innovation and entrepreneurship.

Access

We believe in and promote flexible educational opportunities to serve all learning communities.

Service to Community

We believe in and promote service to our communities through leadership, collaboration and volunteerism.

Diversity

We believe in and promote an inclusive environment that celebrates, embraces and respects individual differences.

Culture of Professionalism

We believe in and promote a culture of knowledgeable, forward-thinking, accountable, caring and collaborative employees who act with integrity and respect.

Advocacy

We believe in and promote the success of our learners, employers and communities.

Strategic Plan





FOCUSED DIRECTIONS

OUR VISION

Building futures as your college of choice, one learner, one employer, and one community at a time.

OUR MISSION

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

OUR CORE BELIEFS & VALUES

Learner focus: We believe in and promote an engaging life-long learning environment that supports learners as they realize their educational and career goals.

Continuous improvement: We believe in and promote the continuous improvement of learning, support systems and processes to meet learner, employer and community needs.

Ingenuity: We believe in and promote a learning environment that fosters innovation and entrepreneurship.

Access: We believe in and promote flexible educational opportunities to serve all learning communities.

Service to community: We believe in and promote service to our communities through leadership, collaboration and volunteerism.

Diversity: We believe in and promote an inclusive environment that celebrates, embraces and respects individual differences.

Culture of professionalism: We believe in and promote a culture of knowledgeable, forward-thinking, accountable, caring and collaborative employees who act with integrity and respect.

Advocacy: We believe in and promote the success of our learners, employers and communities.

ABOUT NTC

- Established in 1912
- Serves all or part of 10 counties over 5,900 sq. miles
- 6 campuses in Wausau, Antigo, Medford, Phillips, Spencer, and Wittenberg
- 3 Centers of Excellence in wood technology, public safety, and agriculture
- 27,000+ individuals received education and training in 2019-2020
- 1,426 students graduated from a WTCS-approved program in 2019-20
- 820 businesses served in 2019-20
- Train essential workers in agriculture, healthcare, business, public safety, automotive, human services, manufacturing, engineering, transportation, public services, and liberal arts
- Accredited by the Higher Learning Commission + program accreditors

EDUCATION 4.0: DIRECTING OUR FUTURE

Cyber-physical systems are changing how industry works, thus affecting skills required by employees. 60% of all occupations will have at least 1/3 of activities automated due to the 4th industrial revolution (Industry 4.0)—manufacturing, healthcare, information technology, agriculture, etc. Industry 4.0 impacts the technical and critical thinking skills needed by the workforce as technology provides constant connection, flexibility, and adaptability and teamwork requires problem solving, social, and process skills.

Education 4.0 is about evolving with the times, and for NTC this means understanding and providing the education and training our learners need to impact businesses and communities.

By aligning teaching and learning methodologies with the evolving skills needed by the workforce, NTC can successfully prepare its learners to support and lead Industry 4.0 initiatives. This includes remote learning, flexibility, accountability, good time management, project-based learning, personalization, and analytics—not only in what is being taught, but also in how it is taught.

“NTC is a key part of the solution to the...region's most urgent challenge over the next decade: developing a pipeline of skilled workers to support the needs of current and future employers...”

~Greater Wausau region economic development strategic plan, 2019

WE LISTENED TO WHAT YOU TOLD US...

...through listening sessions, surveys, 1-on-1 conversations, group discussions and reviewing others' strategic plans, as well as through research and data analysis.

- Business + industry
- Chambers of Commerce
- Counties/Cities/Towns
- Wisconsin 2- and 4-year colleges and universities
- Region-wide K12 school districts
- Parents of K12 students
- Associations/organizations
- Workforce development boards
- NTC advisory committees
- NTC students
- NTC staff
- NTC Inclusion Committee
- NTC Board of Trustees

SUMMARY OF FINDINGS

- Our district has strong industries that provide ample jobs and good living wages, many with plans for growth, thus opportunities for NTC graduates are plentiful.
- However, employers struggle to find sufficient numbers of skilled workers to maintain and grow success, therefore hindering business expansion and slowing the attraction of new companies into the area.
- Employers of our learners—traditional college students, incumbent workers, individuals re-careering, and those seeking professional and/or personal development—want them to possess skills that support success in their endeavors in the workforce and their communities: communicating effectively, thinking critically, modeling integrity, respecting diversity.
- Employers—especially small and entrepreneurial businesses—are challenged by the pace of change in technology, trends, and client expectations; they need technical assistance in utilizing existing processes and practices to maximum capacity, exploring new opportunities, and implementing strategies with an up-scaled workforce.
- Our region's population growth is stagnant; it is not projected to increase substantially over the next five years, a large number of individuals are retiring, and high schools are graduating smaller classes.
- Central Wisconsin has low racial diversity overall; however, many K-12 schools are serving increasingly diverse populations.
- NTC has a growing population of under-resourced learners needing aid and advocacy in pursuing educational and career goals.
- The district's primary and secondary schools have limited resources and are looking for innovative ways to promote career technical education exploration, offer accelerated and affordable credential attainment for students, and strengthen professional collaboration.
- Our region has insufficient broadband infrastructures for remote learning and working.
- Students, staff, and communities have an increased need for services that support mental health, food insecurity, health + wellness, dependent care, and affordable housing.
- Our students and staff have multiple commitments vying for their time and attention—dependent care, careers, health issues, resources, support systems—and are looking for new opportunities for flexibility, efficiencies, collaborations, and customization.
- NTC students, alum, employees, and partners are proud of their connection to the College.
- Staff, donors, and partners are passionate about providing excellent, quality education and support services to increase student success, economic development, and community vibrancy.



TEAM ACTION PLANS AND INDIVIDUAL ACTION PLANS

NTC'S WILDLY IMPORTANT GOALS (WIGs)

NTC adopted three wildly important goals in 2018, goals that all College departments and individuals focus on to affect change through 2022. NTC was the first Wisconsin technical college to embrace and adopt WIGs college-wide, knowing that every employee impacts the College's mission. Staff were trained to implement the 4 disciplines of execution:

1. Focus on the wildly important
2. Act on the lead measures
3. Keep a compelling scoreboard
4. Create a cadence of accountability

These WIGs offer measurable goals that are tracked and shared throughout the year and adjusted as needed. Each team creates, implements, and evaluates Team Action Plans (TAPs) annually that they can influence and align under one or more WIGs. Teams, supervisors, and the College Advancement Team review and analyze TAPs to identify strategies and activities that were successful so promising and best practices can be shared with other programs, departments, and partners. During the 2021-22 academic year, the College will gather quantitative and qualitative data to inform new / renewed WIGs.

WILDLY IMPORTANT GOALS

NTC's WIGs strengthen student success, our workforce, and our infrastructures. The new and enhanced Strategic Directions provide focus for which these WIGs can work to impact our communities. WIGs are monitored and evaluated to determine impact.

WILDLY IMPORTANT GOALS

- Increase Student Success: Increase 3-year graduation rate for all WTCS-approved programs from 42% to 50% by 6.30.2022
- Grow Skilled Workforce: Increase FTEs from 2,799 to 3,058 by 6.30.2022
- Strengthen infrastructure: Streamline College-wide processes to increase the safety, sophistication and efficiency of learning and work environments by 6.30.2022

Strategic Directions

- Learner success
- Diversity, Equity + Inclusion
- Access
- Collaboration
- Innovation + Growth
- Advocacy

(RE)NEW STRATEGIC DIRECTIONS

The voices, responses, observations, data and research have been analyzed and synthesized into six new/enhanced Strategic Directions to lead NTC in and through the next 2 1/2 years. These Directions are reviewed individually here, but their power is found when woven together with blurred lines and overlapping intention.

The Strategic Directions are deliberately broad in order to support and include the various types of stakeholders NTC collaborates with and serves (accreditors, alum, businesses, communities, donors, employees, funders, government, K16, non-profit organizations, parents, students) through various education and services (academic programs, continuing education, dual credit, professional development, transfer, workforce training) provided through various means (apprenticeships, classes, clinicals, collaboration, conferences, face-to-face, group, hybrid, internships, labs, lectures, one-on-one, online, virtual, workshops, certificates, technical diplomas, associate degrees) by various teams (Learning, Student Services, Facilities, Finance, Human Resources, Information Technology, Marketing + Public Relations, College Advancement, and the NTC Foundation).

These Strategic Directions provide focus for the College's Wildly Important Goals (page 3) so deliberate action can be made by teams and individuals to make a positive impact.

LEARNER SUCCESS:

PROVIDE TIMELY AND RELEVANT EDUCATION, TRAINING, AND SERVICES WITHIN SAFE AND SECURE LEARNING ENVIRONMENTS.

- Relevant programs and training—offer new educational opportunities to meet shifting workforce needs; enhance curriculum to include evolving technical skills and expected success skills; provide training when and where the learning is needed; create seamless matriculation and articulation systems
- Support services—ensure physical and cyber learning environments are secure; increase access to online and face-to-face services that support health and well-being
- Virtual College—provide additional online learning programs; strengthen online advising and tutoring; implement strategies to support technology needs
- Academic excellence—ensure relevancy to industry; deliver high quality curriculum through effective and appropriate and effective methodologies; provide professional development to enhance teaching and services; increase equity and inclusion conversations

DIVERSITY, EQUITY + INCLUSION:

IDENTIFY AND REDUCE OBSTACLES WITHIN LEARNING AND WORKING ENVIRONMENTS, AND ACTIVELY PROMOTE PURPOSEFUL DIVERSITY AWARENESS AND CONVERSATIONS.

- Inclusion Committee—revitalize diversity committee with concrete expectations and autonomy; identify and implement a plan to minimize barriers; lead uncomfortable conversations; strengthen the culture of acceptance; review data and provide a metric for continuous improvement
- Professional development—host offerings that strengthen awareness, provide growth, and open dialogue; reveal relevant opportunities, elevate equity, activate diversity, and lead inclusively
- Culture advancement—ensure curriculum intentionally encourages inclusion and provides opportunities for exploration and discussion; recruit and employ diverse faculty and staff; enroll diverse learners; actively participate in diverse community collaborations

ACCESS:

FOSTER THE ABILITY TO LEARN, TRAIN, AND WORK ANYWHERE AND ANYTIME THROUGH TRAINING, CONNECTION, FLEXIBILITY, AND INNOVATION.

- Technology hubs—implement solutions to the lack of broadband access; create technology hubs within our campuses that promote entrepreneurship, creativity, innovation, and learning; provide easy access and information technology support to learners, partners, and the community; create access to Industry 4.0 smart factories/learning at regional campuses and partner sites
- Learning delivery—expand access to learning during nontraditional times, in nontraditional ways and in nontraditional places; enhance efficiencies and impact of needed face-to-face learning; create learning communities that promote networking and engagement

COLLABORATION:

CREATE, CULTIVATE AND STRENGTHEN INTENTIONAL, MUTUALLY BENEFICIAL PARTNERSHIPS AND PRACTICES.

- Business + industry—Strengthen and increase opportunities for career exploration and on-the-job training through internships, clinicals, apprenticeships, job shadowing and mentoring; ensure curriculum represents relevant application in the workforce; enhance graduation-to-workforce practices; cultivate relationships that support donations of human, financial and material resources and expertise
 - Colleges + universities—Develop and strengthen seamless and beneficial transfer opportunities, awareness, and promotion; create unique collaborations that accelerate degree completion and allow for team-teaching opportunities; share expertise and application
 - Community organizations—Build strategies that align with and support our community partners including chambers of commerce, economic development agencies, non-profits, and others that improve our communities' social health, well-being and overall functioning; participate in community activities to build a multidimensional awareness of regional resources to impact challenges and initiatives; actively discover and implement opportunities to move toward shared goals
 - K12—Increase high school offerings to attract and strengthen the number of students who stay in our communities after graduation to attend college, begin their careers, and or impact their communities; equip K12 faculty and staff with the awareness, knowledge, abilities, tools, and resources needed to promote and provide career information and skills to support employers within our region
-

INNOVATION + GROWTH:

APPLY RESEARCH, IMPLEMENT NEW TECHNOLOGIES, ENCOURAGE CREATIVE INTELLECTUAL EXPLORATION, AND PROVIDE LEADING-EDGE EDUCATION.

- Data-informed decision-making—Broaden and deepen predictive analytics to identify behaviors that put students at risk of not succeeding and implement interventions that increase success; use quantitative data to begin conversations for change, then use qualitative data to deepen and widen awareness and solutions; find gaps between success and challenges, then implement strategies to narrow those gaps; identify and reinforce indicators of success in the classroom and workforce; provide training on the use of and analysis of data
 - Intellect + experience—Tap into the innovative ingenuities of staff, students and partners; identify others who have promising and best practices, learn from them, then customize practices to NTC's culture and communities; embrace and pilot new ideas; encourage informed risk taking
 - Trends to practices—Identify, support, teach, and implement business, industry, social, and cultural trends; evaluate and assess processes and practices for continuous improvement
-

ADVOCACY:

ACTIVELY PROMOTE POLICY AND PRACTICE CHANGES THAT IMPACT EDUCATION.

- Learners—Formalize increased junior status articulation agreements; identify credit for prior learning and experience; ensure non-duplication of learning; offset educational costs
- Infrastructure—Create spaces for learning and growth supported with sufficient technologies; ensure safety and security of cyber and physical spaces; secure appropriate fiscal resources needed to lead and support initiatives; implement plans of action to increase awareness of NTC's services, programs, career opportunities, partnerships, and brand
- College/program accreditation—Align with requirements for excellence; identify changes to align with industry needs; hire staff who promote quality and success
- NTC policies and practices—Reduce barriers and increase impact; ensure cross-training and succession; use technology to increase efficiencies, consistencies, and accountability



*"Collaboration strengthens, promotes success and sustainability
and launches solutions more quickly with a greater impact."*

~Dr. Lori A. Weyers , NTC President

NORTHCENTRAL TECHNICAL COLLEGE

NTC staff take the College's mission and their responsibilities seriously. They are passionate and dedicated to the success of our learners and communities. They are determined, committed, and innovative as they combine personal experiences with professional development to continuously improve strategies to bring about positive change. Although still referenced as a best kept secret, NTC enjoys strong collaborations with partners who equally believe in the power of education as the great social equalizer.

We are the College that cares.

EVALUATION + ANALYSIS

NTC practices continuous assessment and improvement. An evaluation and analysis of the successes and challenges of the work implemented toward the College's Strategic Directions and Wildly Important Goals will be presented to the Executive Leadership Team and Board of Trustees annually; a Board Dashboard will be created and adopted through 2023 to track and report data important to transparency and accountability; and the Strategic Plan for 2021-2024 will be reviewed twice a year by the Executive Leadership Team in order to ensure it remains nimble, proactive, and responsive to changing/shifting economies, environments, trends, and needs. Best and promising practices will be shared with staff, advisory committees, donors, and external partners in order to broaden impact.

Antigo:

■ **Antigo, East Campus**
Wood Technology
Center of Excellence
 312 Forrest Avenue
 Antigo, WI 54409
 715.623.7601

Medford:

■ **Medford, West Campus**
 1001 Progressive Avenue
 Medford, WI 54451
 715.748.3603

Merrill:

■ **Public Safety**
Center of Excellence
 1603 Champagne Street
 Merrill, WI 54452

Phillips:

■ **Phillips, North Campus**
 1408 Pine Ridge Road
 Phillips, WI 54555
 715.339.4555

Spencer:

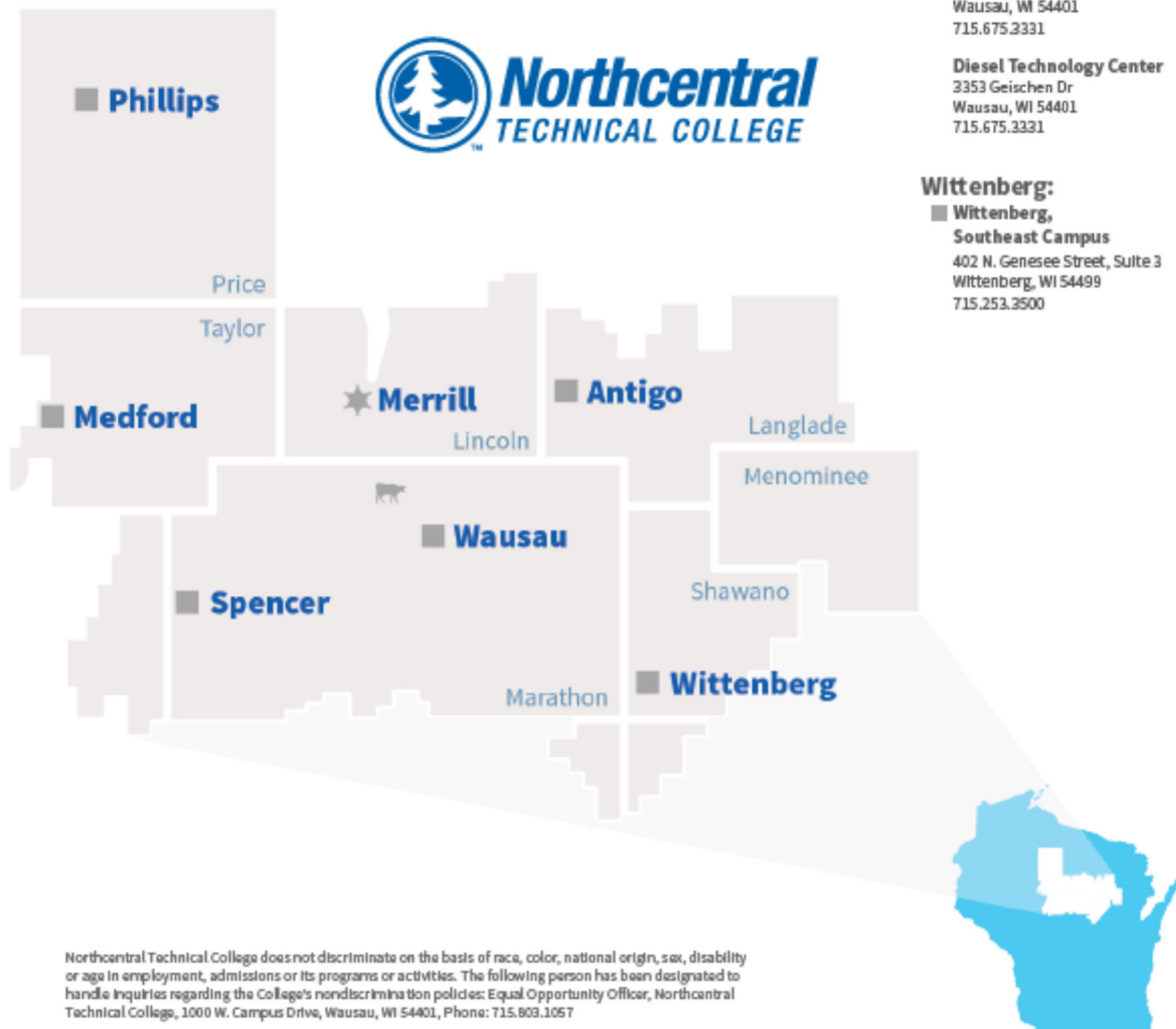
■ **Spencer, Southwest Campus**
 808 N. Pacific Street
 Spencer, WI 54479
 715.659.5120

Wausau:

■ **Wausau, Central Campus**
Advanced Manufacturing &
Engineering Center of Excellence
Center for Business & Industry
Center for Geriatric Education
Center for Health Sciences
 1000 W. Campus Drive
 Wausau, WI 54401
 715.675.3331
Agriculture
Center of Excellence
 6625 County Road K
 Wausau, WI 54401
 715.675.3331
Diesel Technology Center
 3353 Geischen Dr
 Wausau, WI 54401
 715.675.3331

Wittenberg:

■ **Wittenberg,**
Southeast Campus
 402 N. Genesee Street, Suite 3
 Wittenberg, WI 54499
 715.253.3500



Northcentral Technical College does not discriminate on the basis of race, color, national origin, sex, disability or age in employment, admissions or its programs or activities. The following person has been designated to handle inquiries regarding the College's nondiscrimination policies: Equal Opportunity Officer, Northcentral Technical College, 1000 W. Campus Drive, Wausau, WI 54401, Phone: 715.603.1057

2021-2022 Institutional Accomplishments

May 3, 2022

Learner Success

- Approved for Competency Based Education (CBE) by the Higher Learning Commission (HLC).
- Students that worked with a tutor or academic coach increased their course retention by 10% and their fall to spring retention was 100%.
- Launched and marketed Community Technology Centers in Antigo and Phillips which include the ability for community members to access free Wi-Fi, laptops and devices on campus, as well as rent private spaces at a nominal fee.
- Secured a \$682,330 Workforce Advancement Grant to expand Move to Manufacturing to four new locations.
- Completed \$582,000 in Workforce Advancement Training (WAT) grant training.
- Fully launched College 101 + the program readiness module for New Student Orientation (NSO).
- Decreased our student borrower cohort default rate from 13.2% in fiscal year 2017 to 8.5% in fiscal year 2018 (lower is better).
- Distributed \$4,223,096 of Emergency Financial Aid Grants to 4,198 students under the Coronavirus Response + Relief Supplemental Appropriations (CRRSAA) and American Rescue Plan (ARP) programs.
- NTC provided \$434,287 in debt relief to 837 students impacted by COVID who had outstanding balances.
- Student Connection Specialists (SCSs) provided outreach to 1,030 students based on our overall predictive analytics model.
- Successfully replaced the robotic milker at the farm.
- Completed construction of greenhouse at the farm to be used for farm to table programming.
- Expanded process in Student Records to identify 192 additional graduates of embedded credentials.
- Hosted two in-person job fairs with 81 employers.
- Created a “Celebrating Our Graduates” section of our website, featuring some of our graduates and alumni telling their NTC stories through audio, highlighting our Outstanding Graduates from each program, and encouraging the sharing of graduation moments on social media.
- Launched re-designed student survey, which will provide targeted results allowing the College to address any identified concerns related to student engagement, satisfaction and support service effectiveness.
- Nine Apprenticeship students earned a Tools of the Trade Scholarship.
- Launched the Diesel Apprenticeship program which is the first of its kind in the nation. Students will also earn a technical diploma at the same time.
- Created the first, Certified Pre-Apprenticeship program in Manufacturing.
- Grow Your Workforce with Apprenticeships event included a record 60 employers.
- Received \$1,400,000 in WAT, Worker Advancement Initiative (WAI), Department of Labor (DOL) and Apprenticeship grants to support workforce development efforts.

- Our Phi Theta Kappa (PTK) chapter was named as a Top 100 chapter nationally.
- Career and Transfer Services have hosted Job and Transfer Fairs for the School of Agricultural Science, Utilities and Transportation, School of Engineering + Advanced Manufacturing, School of Health Sciences, and a unique transfer fair for Dental Hygiene and Dental Assistant students.
- Representatives from 38 four-year colleges have visited NTC.

Diversity, Equity, Inclusion + Accessibility

- Debuted the We Belong NTC family diversity video as part of an awareness campaign.
- NTC has designated a director to work with the Inclusion Committee to promote the WTCS Mentors of Color Program.
- All hiring supervisors completed Bias Interview Training. It is also available to any employee to complete as a professional development opportunity.
- Conducting train-the-trainer sessions on Understanding + Engaging Under-Resourced Students.
- Created a Universal Design and Equity + Inclusion rubric to evaluate curriculum against; has been shared by the system office with all 16 WTCS colleges as a recommended model.
- NTC presented at the Achieving the Dream Teaching and Learning Institute sharing the NTC DEI curriculum rubric and project plan with colleges and universities across the United States.
- NTC has been asked to present our DEI curriculum rubric work to colleagues across the state at the inaugural WTCS Equity in Teaching series called “WTCS Learning & Teaching Labs: Strategies for Building Culturally Inclusive Learning Activities.”
- Rolled out a new employee recruiting handbook to ensure consistency/transparency.
- NTC has representation on community collaborations such as YWCA Mosaic Taskforce, United Way Diversity Committee, and the Chamber’s DEI sub-committee.
- Addressing equity gaps and working to improve student success through targeted outreach, including disability services in mandatory New Student Orientation, targeted grant activities, using predictive analytics, mandatory program advising, Timberwolf Ready sessions, etc.
- Modified class status information sent to our website from PeopleSoft to improve the User Experience.
- Redesigned the website’s class search to improve the user experience of comparing courses and selecting classes, and to make the tool more accessible.
- Awarded a National Science Foundation (NSF) Advanced Technological Education (ATE) grant (this is NTC’s first Advanced Technological Education award) entitled Retooling Machine Tool Technician Program: Diversity, Flexibility + Accessibility (Retool) Project in the amount of \$342,519.
- Implemented Blackboard Ally in Canvas which identifies inaccessible content and teaches faculty how and why to make it accessible.
- Created the Virtual Center for Innovation and Inclusion in Canvas for faculty.
- One of NTC’s Instructional Designers was selected by the WTCS as a DEI Faculty Fellow. She will be helping to build a state-wide certification on developing diverse, equitable and inclusive curriculum.
- Academic Excellence has shared our Cengage Unlimited Institutional initiative with colleagues in Tennessee, New York, Florida and Illinois.
- Changing multiple IT systems (MyNTC, Office 365, and Canvas) to allow students to enter their preferred name.

- Initiated expanded access of translated materials and interpreters for events with the targeted audience being Spanish speaking parents of high school students.
- Disability Services is working with K-12 partners during Transition Nights to support the transition of high school students with disabilities to NTC.
- Created a role in Starfish for students to directly reach out to the Diversity and Non-Traditional Occupations Coordinator.

Access

- NTC Connect: completed 56 NTC Connect rooms with a plan to complete 14 more before June. Created a NTC Connect landing page to help communicate our newest flexible modality. Added NTC Connect language to appropriate program and class pages to increase awareness.
- Implemented 24/7 mental health services for students through Virtual Care Group. Students have scheduled nearly 200 appointments.
- 57 staff members (including student employees) have been trained at NTC as Mental Health First Aiders.
- Implemented flexible work arrangement policy/procedures to support employees.
- 50% of courses now meet Affordable Educational Resources (AER) standards.
- Delivery of mobile broadband trailer to help students in remote locations have broadband access.
- Foundation moved from paper to Perceptive Content (digitized files) to increase efficiency and access.
- Expanded broadband access at the farm to a 7-mile radius for providing internet service to those within the area that do not have internet access.
- Implemented responsive image delivery and other performance improvements on our website to better serve students with limited broadband/high speed internet access.
- Submitted Workforce Innovation Grant application to Wisconsin Economic Development Corporation (WEDC); Rapid Education + Training: Underserved, Regional, Non-traditional, Essential & Diverse (RETURNED) Workers Project; 742 trained plus 1,572 career awareness; \$3,353,868 (plus \$2,634,162 in kind/match); June 2022 award announcements.
- Raised over \$120,000 for short-term, un-financial aidable program scholarships.
- Awarded \$421,174 in Spring 2022 scholarships; 158 of those scholarships provided to high school graduates (129 in 2021).
- Advisors conducted appointments with students in a variety of manners:
 - Phone: 3,237
 - Zoom: 1,096
 - In-Person: 741
 - Student Connect: 175
- Provided Financial Aid nights to 18 high schools in the District with 183 students being served. Also hosted two College Goal WI events.

Collaboration

- Successful fall in-service where staff spent the day giving back in the community. Over 350 employees dedicated their time to more than 30 organizations.
- Spring in-service adopted a similar format as the fall in-service. Employees were given the day to focus on activities that they may not have had time for that support them in their journey as part of the NTC Team, ranging from professional development opportunity, a team bonding activity, a catch-up day, etc.
- Signed Liberal Arts agreements with Michigan Tech, Purdue Global + UWSP.
 - Received UW Board of Regents approval in February 2022 to begin offering the Associate of Arts and Associate of Science degrees.
- Conducted over 45 community connection visits with both internal and external stakeholders. Also created a community connection video which has been shared with all County Board Chairs, local and federal legislators and K-12 superintendents.
- Implemented CourseLeaf catalogue system to serve as NTC's new online catalog.
- Launched Simple Syllabus and integrated with PeopleSoft to make syllabi generation and cataloguing more effective and accessible for faculty and students.
- Launched a social media council which has representation from across the College to inform the social media strategy and expand our presence.
- Associate Vice President of Information Technology/CIO is serving on: Governor's Task Force on Broadband Access, the Wisconsin Digital Equity + Inclusion and Stakeholder Group, and the Wisconsin Cyber Response Team.
- Continued hosting a community COVID-19 vaccination clinic in our Center for Business + Industry.
- Part of a Refugee Resettlement Interagency group to discuss solutions and support strategies for refugees settling in Wausau.
- Hosted a successful, in-person, on-campus December graduation with over 150 students participating.
- Redesigned the student application for admission to provide a student centered, positive user experience (UX).
- Received \$1,716,299 in WTCS grants for 2022-23 (AEFLA, Perkins, State).
- Submitted four Workforce Advancement Training (WAT) grants to WTCS (anticipated \$700,000).
- Partnered with UWSP on a Wisconsin Economic Development Corporation (WEDC) Workforce Innovation Grant focusing on the forestry industry; would create a mini-sawmill at our Wood Technology Center of Excellence at our Antigo campus.
- Received \$250,000 from the Dudley Foundation to create a Center of Excellence in Communication Technologies at the Wausau campus, creating Studio 7 to honor Richard David Dudley.
- NTC has been selected as a site for a national health and nutrition examination survey funded by the Centers for Disease Control and Prevention.
- In conjunction with Greenheck and the D.C. Everest School District, began a partnership with Engineering Tomorrow.
- Continued positive progress toward a partnership with Michigan Tech University for Electrical Engineering Technology. Anticipate a Fall 2022 start.

- Created transfer partnerships with UW-Stout for Mechanical Design Engineering Technology Associate Degree to Engineering Technology – Mechanical Design Bachelor of Science, and Manufacturing Engineering Technology Associate Degree to Engineering Technology – Production Operations Bachelor of Science.
- Developed a Medical Assistant Internship program with Aspirus.
- Marshfield Clinic Health Systems awarded five NTC students a Medical Laboratory Technician Grant to support tuition and textbooks.
- Partnering with Marathon County on a grant to address childcare issues in our community.
- New transfer pathway with UWSP for IT-Cybersecurity program students allowing them to obtain a Bachelor of Science in Computer Information System.
- Regional representation or involvement on community boards/groups including: Phillips Chamber of Commerce, Park Falls Development Corporation, Antigo Food Pantry, and Langlade County Social Services Department.
- Since January, Career Coaches have participated in 165 events or classroom visits, connecting with 3,477 prospective students.
- Secured a Collaborative Governmental Agreement with Upward Bound and the Department of Instruction (DPI) to deliver a six-week summer camp.
- HR + Risk Management hosted Districts Mutual Insurance to present a tabletop exercise for ELT to test their readiness, response, and recovery to a simulated emergency, and also allowed the review of NTC's Crisis Management Plan.
- Leaders from across the College spent two days learning with and from Chris Featherstone, a leader in the world of Artificial Intelligence. We were able to identify areas of improvement and next steps in: Data Literacy, Communication Audit in Student Services, Data Clean-up, Committee Evaluation, and IVP Data.

Innovation + Growth

- Implemented a mentoring program with 40 full-time faculty and 10 adjunct faculty. NTC has been asked by the WTCS State Office to lead a session on our mentoring program at the C3 Conference.
- Merrill site improvements and expansion have been completed for CDL and we have begun training additional students.
- New programming: Vet Tech (renovated learning lab space + working on accreditation), Law Enforcement in the 21st Century and Data Analytics.
- Have a flat full-time equivalency (FTE) growth compared to last year.
- Move to Manufacturing (M2M) training in partnership with Greenheck + Central Wisconsin Manufacturing Alliance (CWIMA).
- Launch of Industry 4.0 Smart Manufacturing
 - Renovated the projects lab + the addition is complete and ready for the installation of equipment and the Smart Factory.
 - Open House is being scheduled for October; manufacturing month.
 - Smart Manufacturing Technology Associate Degree with a planned launch in Fall 2023.
- Significant progress has been made on our implementation of Workday Financials and Workday Human Capital Management project. We are on target to complete this project by July 1, 2022.
- Saw filing renovation is complete and 100% of the campaign funds have been raised.
- Have seen an 8% increase in the number of students taking Dual Credit courses.

- Successfully ran the first high school academy for Automotive in Wausau.
- Completed an expansion of the E101/E102 conference room which will allow NTC to provide a high-tech space for Workforce Training + Professional Development.
- Expanded Esports to Phillips, Medford + Antigo campuses.
- Construction certificate was developed for launch within the LatinX community.
- Increase in English Language Learners (ELL) in the West Region + expansion to East.
- Made decision to move forward with Workday Student beginning July 2022.
- Designed and implemented Good + New videos as a method for the President to communicate College updates with staff.
- Added new functionality and information to the Move to Manufacturing website to support the program's expansion into the Northwood region.
- Designed and built a new photo gallery component to visually showcase our programs on the website.
- Medical Laboratory Technician faculty developed a plan to put the program online as a way to attract new students. This is our first step in to Industry 4.0 in Health.
- Received Ruby Award as one of the nation's top DiSC training partners. This is a personal assessment tool used to help improve teamwork, communication, and productivity in the workplace.
- Received national Learning Resource Network (LERN) Certification for our Professional Development program.
- Ran a successful Auto-Collision Fundamentals certificate in partnership with Wisconsin Automotive and Truck Education Association (WATEA).
- Supported a grant application by Bowler High School to develop CNC Machine Tool programming and purchase equipment for their facility.
- Transitioning to a new software for collecting course material information from faculty which will integrate with Campus Store software and allow faculty to view their previously selected materials.

Advocacy

- COVID communications, processes, and mitigation measures are ongoing.
- Staffing restructure implemented to focus on the College's Strategic Directions.
- Awarded the Government Finance Officers Association (GFOA) certificate of achievement for the 25th year, in recognition of innovative programs and contributions to the practice of government finance that exemplify outstanding financial management.
- Named one of the top 150 institutions by the Aspen Institute in recognition of our excellent work in support of student success.
- Received a military friendly designation + had representation at four Veteran resource events throughout the district.
- Retained Moody's Aa1 bond rating.
- Revitalized the Public Safety Center of Excellence webpage with new images.
- Foundation adopted their Strategic Plan based on the College's Strategic Plan.
- Improved our IT data backup strategy with more offsite backups.
- Implemented Microsoft Defender for Office 365 to increase email security.
- New health + drug plan with improved service and no premium increase to employees.

- Rolled out Family Educational Rights + Privacy Act (FERPA) + End User Security training to all staff through SumTotal.
- Implemented Application Programming Interface (API) access for Canvas to improve the speed and accuracy of enrollment.
- Awarded a \$50,000 Districts Mutual Insurance (DMI) grant for IT security improvements.
- Continue to provide US Department of Education's Higher Education Emergency Relief Fund (HEERF) funds to students impacted by COVID. Data shows for students receiving Block grants (PELL recipients/most in-need students), emergency assistance, and tuition assistance, the retention/graduation rates are between 70% - 84% which is at or above the traditional rate of 70%.
- Enhanced our IT security by setting up or enhancing Single Sign On (SSO) for additional applications as well as continuing to roll-out Follow Me/Locked printing to our multi-function copiers.
- Completed an extremely successful multi-location site visit with the Higher Learning Commission (HLC). The evaluator's final report indicated no findings.
- In partnership with the Foundation, the Culinary Team hosted 50 people for a scholarship brunch.
- Launched a new, streamlined scheduling process utilizing CourseLeaf's product CourseLeaf Section Scheduler (CLSS).
- Navigated our partnership with Timberwolf Suites while serving our students and protecting the College's interests.
- Implemented a faculty review process for Credit for Prior Learning.
- The Financial Aid Office had a successful A-133 audit for fiscal year 2021, confirming compliance with the laws and regulations that are applicable to the student financial aid programs and their administration.
- Continued work on Classification and Compensation Study. Job Description Questionnaires (JDQs) have been submitted to Carlson Dettman Consulting. Currently the rating process is at 75% complete.
- ELT adopted a Staffing Framework to use when determining if and/or how to fill vacancies. The new approach provides assurance that the College uses an analytical process and reviews work processes as well as the vacancy. This new Framework promotes creativity and collaboration and is currently being piloted.
- Purchased a new IT security tool to help protect the College against ransomware and other cyberattacks. The service provides highly skilled analysts, 24x7, who use cutting-edge security tools and up-to-the-minute global security databases.

Budget Process

Northcentral Technical College (NTC) adopts its budget for one fiscal year beginning July 1 and ending June 30. This annual budget allocates financial resources for ongoing programs, courses and services, and new initiatives, with consideration and focus on the future. NTC plans its budgets in accordance with Chapter 65 of the Wisconsin State Statutes, Wisconsin Technical College System Administrative Rules, and local district policy. NTC prepares its budget book in the format required by the Wisconsin Technical College System (WTCS) and submits the budget book to the WTCS state office by July 1 of each year. NTC must accommodate expenditures within the authorized tax levy and other funding sources.

Budgeting is an essential step in the College's strategic planning process and achievement of the College's goals. NTC uses a predictive budgeting model to develop operational budgets to meet the needs of business and industry, the students, and the College's strategic plan. The Executive Leadership Team works closely with the district Finance Department to develop and balance the budget. The District Board of Trustees reviews the tentative budget summary during its May board meeting and refers the budget to a public hearing at the next meeting. In June, the District Board of Trustees holds a public hearing where NTC shares preliminary budget information with local municipalities, business leaders, and interested parties, followed by a regular meeting where the Board considers public input and adopts the budget. The table below outlines the planning process.

Budget Planning Process Timeline:

Planning Level	Event	Responsible Party	Timeline
STRATEGIC	Vision, Mission, Beliefs & Values Strategic Directions	Board of Trustees	Summer
OPERATIONAL	Philosophy Confirmed & Budgeting Parameters Set	Executive Leadership, Board of Trustees	Sept – Mar
	Budget Preparation Kickoff	Finance	December
	Predictive Budget Meetings	Finance and Leaders	Dec – Jan
	Budget Reallocation Review	Executive Leadership	Dec – March
	Budget Development/Change	Executive Leadership	Jan – March
	Budget Compilation/Balancing	Finance	Jan – April
	Confirm Final Budget Matches Philosophy & Goals	Executive Leadership	April
	Final Budget Document Compiled	Finance	April – May
EVALUATIONS	Review of Budget Data	College Staff	On-going

Budget Construction

The budget is a natural outcome of the annual College strategic planning process. In October and November, the Learning, Facilities, and Information Technology teams start the Capital Expenditure plan by assessing College strategic plans and prioritizing capital needs. The College considers new initiatives and equipment replacements in the following key areas: construction projects, facilities remodeling, furniture, major equipment, audio/visual equipment, and computer hardware & software. The Executive Leadership Team (ELT) then reviews these budget requests using the College's policies, parameters, and planning assumptions. The Board also ensures that the Capital Expenditure plan is consistent with the College's strategic directions. NTC shares the Capital Expenditure plan with the Board for final approval in March. After Board approval, this plan becomes the Capital Budget. Before adopting all budgets in June, College Leadership may submit Capital Expenditure plan revisions for Board approval.

NTC builds its Operating Budget in two major sections. First, operational resources (revenues) are estimated by reviewing trends, assessing the political environment, and predicting growth. Next, NTC forecasts staff salary and benefits budgets using existing staff records, future salary and benefit adjustments, plus Dean and Director position requests. Deans and Directors also predict non-salary expenses for each team or instructional program area in alignment with priorities, current operational costs, new initiatives, long-range planning estimates, and long-range strategic goals.

Statutory rates or rules (parameters) constrain some revenues, while student enrollment or grant awards drive other revenues. When revenue is constrained, such as in recent years, it is necessary to reduce projected expenditures or find new revenue sources. The ELT works with College Deans and Directors to identify areas where expenses can be reduced or eliminated.

The ELT ensures that the proposed Operating Budget conforms to the College Philosophy and Budgeting Parameters, which are shared with the Board repeatedly throughout the budget planning process. The Board reviews a summary of the proposed Operating Budget in May. After the June public hearing, the Board adopts all budgets at its June regular meeting.

Budget Monitoring

NTC leadership holds College Deans and Directors accountable for operating within their established budgets and following College-wide purchasing procedures.

Budget Modification

The budget is a plan, and unanticipated changes inevitably occur during the year. Budget modifications require approval by at least two-thirds of the district board membership. Examples of changes include approval of new strategic initiatives, new grant funding, or other significant changes in revenues or expenditures. Wisconsin state statutes require publication of a Class I notice of budget modifications within ten days after Board approval, followed by WTCS state office notice within 30 days.

2022-2023 Budget Assumptions

Program and Service Assumptions

Northcentral Technical College plans and prepares its annual budget using the NTC Strategic Directions as a guide.

NTC Strategic Directions

- **Learner Success** - Provide timely and relevant education, training and services within safe and secure learning environments.
- **Diversity, Equity, Inclusion + Accessibility** - Identify and reduce obstacles within learning and working environments and actively promote purposeful diversity awareness and conversations.
- **Access** - Foster the ability to learn, train and work anywhere and anytime through training, connection, flexibility and innovation.
- **Collaboration** - Create, cultivate and strengthen intentional, mutually beneficial partnerships and practices.
- **Innovation + Growth** - Apply research, implement new technologies, encourage creative intellectual exploration and provide leading-edge education.
- **Advocacy** - Actively promote policy and practice changes that impact education.

22-23 Financial Budget Assumptions

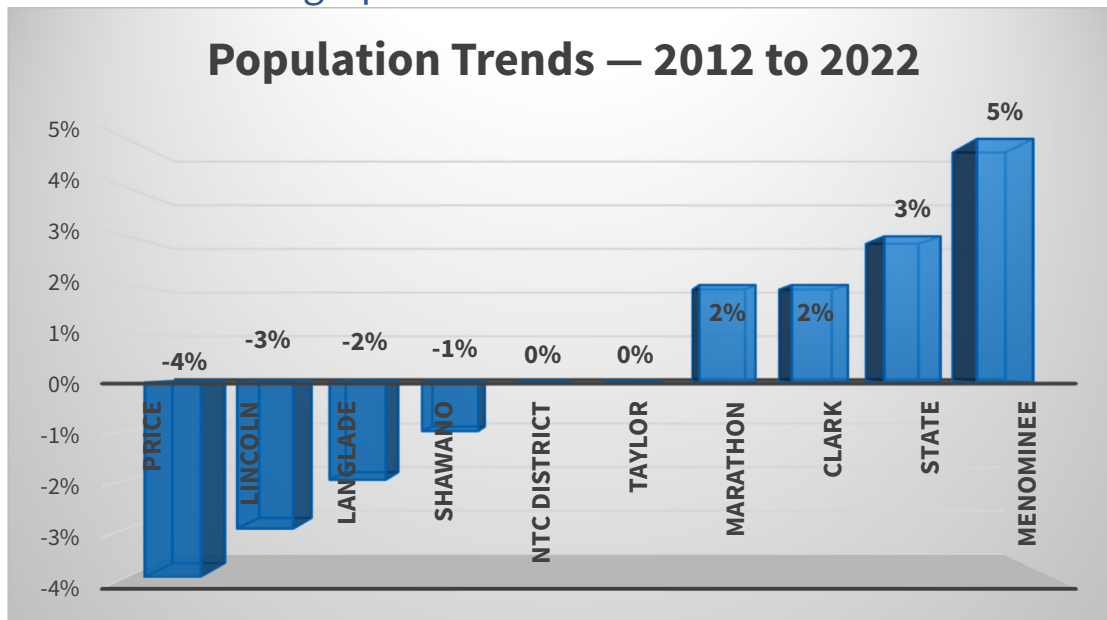
- FTE projection of 2,708.
- Except for legislated dollar-for-dollar shifts, stable District property tax revenue and stable State Aids (based on FTEs, expenditures, property valuation, and performance measures).
- Tuition rate increase of 1.75%.
- Elimination of online technology course fee revenue.
- Salary increases of 0% to 3% effective July 2022, benefit increases between 0% and 5%, and WRS contribution for staff of 6.5%.

Facts, Trends, and Forecasts

2022-23

In planning for the new fiscal year budget, NTC takes into consideration emerging trends identified by NTC's College Institutional Research team. These processes can help proactively define opportunities, potential threats, and areas of expected change that may impact NTC. The following information is used to aid the college in directing resources to the highest areas of community need.

Population and Demographic Trends



Source: EMSI – Demographic Overview by County (Counties more than 5% in NTC District included)

- The NTC district's population as a whole has been steady since 2012. However, in certain counties within the district, population has decreased by as much as 4%. Three counties have experienced an increase in population though, with Menominee County increasing the most with 5%. (*Economic Modeling Specialists, Intl.*)

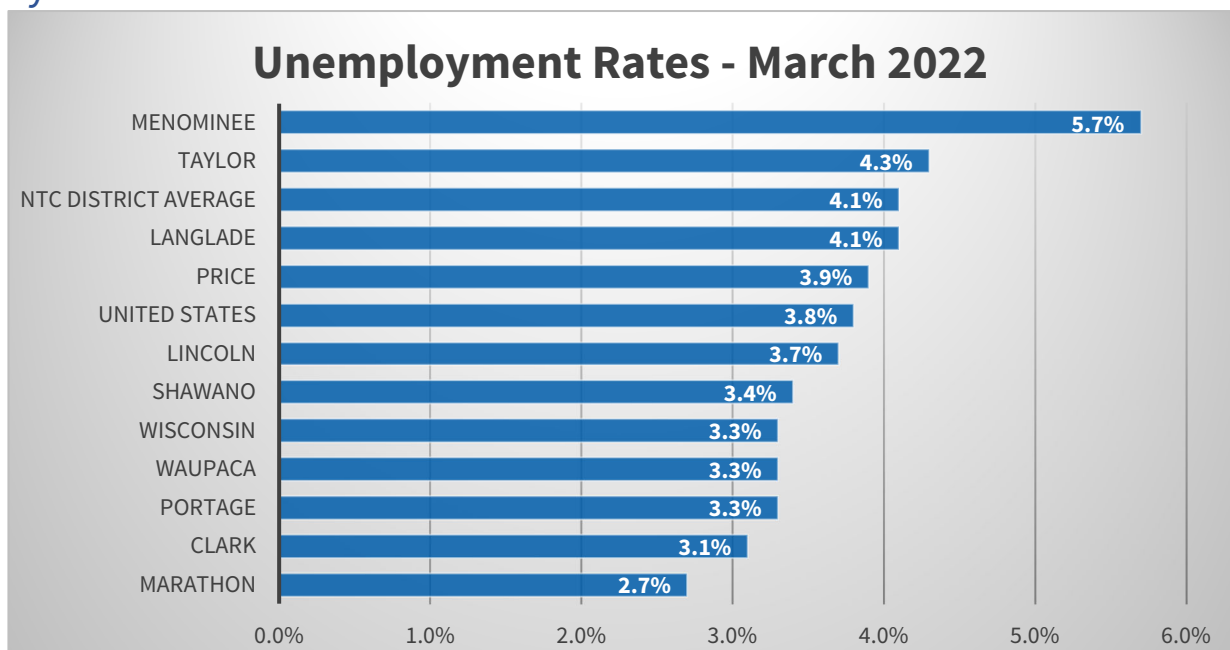
The table below shows the changes within various age groups within NTC's district between 2012 and 2022

Age	Change in Population	Percentage Change in Population
0-19	-4,164	-5%
20-39	113	0%
40-59	-13,273	-15%
60+	18093	26%

- As the population and demographic profile of the NTC District changes, the College is well poised to serve learners with expanded support services and programming. With the large increase in aging populations in the District, the College has responded with expanded specialized training and continuing education offerings. A retiring workforce also widens the skills gap, as retirees take their knowledge and skills with them.

- NTC’s Workforce Training + Professional Development team works diligently to fill the critical and growing need for a skilled workforce as demographic profiles change by offering customized training, conferences and professional development opportunities for younger incumbent workers.
- High schools in the NTC district experienced a decrease of 13% in high school graduates when comparing 2011 to 2021. (*Wisconsin DPI WiseDash*)
 - Close relationships and expanded programming in District K-12 schools ensure the College captures a larger market share of a declining pool of high school graduates.
- As the local, state and national economy adapts and responds to the COVID-19 pandemic, NTC has shown and is continuing to show responsiveness to local businesses and learners by expanding its online and flexible offerings available through NTC’s Virtual College and NTC’s newest delivery model, NTC Connect. NTC’s investment and innovations in online and flexible learning ensured that the College was well poised to quickly respond to workforce and learner needs during these unprecedented times.

Employment Trends



Source: <https://jobcenterofwisconsin.com/wisconomy/query> (Not Seasonally Adjusted data)

Unemployment rates in the NTC district have come down since the spike experienced during the COVID-19 pandemic. In March 2022, NTC’s district had a cumulative unemployment rate of 4.1% — down from 5.3% in March 2021. This is higher than both the Wisconsin rate of 3.3% and the National rate of 3.8%. However, we do have a number of counties within our district with unemployment rates far lower than the state and national averages, with Marathon County experiencing the lowest unemployment rate at 2.7% (*Wisconsin Department of Workforce Development*).

It is uncertain at this time whether the COVID-19 pandemic will have a lasting impact on the College and the NTC District. While enrollments declined slightly in 2020-21 and 2021-22 compared to previous years, there are signs that they will increase in 2022-23. In order to continue to respond to area need, the College is increasing its online and Virtual College offerings and researching and developing new and innovative programming.

- NTC has seen an 90% decrease in dislocated workers served at the College during the past eight years, decreasing from 715 dislocated workers served in 2011-12 to 69 dislocated workers served in 2020-21. (*WTCS Outcomes-Based Funding Data, Criterion 9*) Rapid response teams from the College meet routinely with dislocated workers to identify potential career pathways.
- High growth in jobs in geriatric care is expected to continue within NTC's district – this is based on labor market needs as well as the growing population of those over the age of 60 in the NTC district. (*Economic Modeling Specialists, Intl.*) Courses and programs offered at NTC's Center for Geriatric Education ensure a skilled health workforce that is prepared for the challenges of an aging population.
- The number of jobs available in the NTC district has increased by 3% since 2012. This is on par with the growth at the state level (3%), but trails the growth seen at the national level (9%). (*Economic Modeling Specialists, Intl*)
- As students seek career opportunities upon graduation, they are well prepared with the skills needed to be successful as evidenced by the College's 92% job placement rate. (*WTCS Data Cubes*)

Job Trends by County – 2012 Through 2022

County	2012 Jobs	2022 Jobs	2012 to 2022 Change
NTC District Average	137,768	142,247	3%
Taylor County	9,268	9,462	2%
Shawano County	14,663	14,590	-1%
Lincoln County	11,521	11,446	-1%
Langlade County	8,916	8,662	-3%
Menominee County	2,512	2,247	-11%
Price County	6,508	5,786	-11%

Source: EMSI – Industry Table> 2012-2022

- 92% of NTC program graduates over the last 3 years who responded to the Graduate Follow-Up Survey are employed. Of those employed, 80% are employed in the field from which they graduated. (*WTCS Data Cubes*)

Program Trends

- NTC's Virtual College, which was implemented in academic year 2011-12, has increased from 588 FTEs in 2017-18 to 1,144 FTEs so far in 2021-22. The unduplicated number of students served through Virtual College has also increased from 2,667 students in 2017-18 to 4,468 students so far in 2021-22. These increases translate to a 95% increase in FTEs and a 68% increase in the number of students served over the previous five years (*NTC FTE Reports*).
- Flexible learning options, including in-person, hybrid courses, Virtual College, and more, continue to be integral to the College's ability to meet the needs of the current workforce.
- NTC has increased the number of programs enrolling students from 78 in 2013-14 to 129 in 2020-21. This represents a 65% increase (*WTCS Outcomes-Based Funding Data*). Expanded and new programs are a direct response to industry need. NTC is adding programs and state-of-the art equipment in innovative areas, such as Industry 4.0, in direct response to local employer and market needs.

New Program Initiatives and Organizational Changes

In the coming year, the College will continue to build upon the rich array of programs and services offered to District residents through sound fiscal management and the reallocation of resources. Those reallocations are guided by NTC's strategic directions and 2021-24 Strategic Plan.

The 2022-23 Budget includes the following:

Learner Success

The College fosters a dedication to learner success by providing a technologically advanced academic environment, a committed Student Success Team, and a strong institutional focus upon exceptional instruction. The College makes data-informed decisions about investment priorities based upon measurable student success points that include applications, matriculation, enrollment, retention, completion, graduation, transfer and placement. Greater emphasis has been placed on integrating staff advising and faculty mentoring of students to better provide wrap-around services to students.

Diversity, Equity, Inclusion + Accessibility

NTC recognizes its role in embracing diversity and fostering relationships among the District's increasingly diverse population. The College has launched a "We All Belong" campaign to ensure all stakeholders are welcomed and included in the campus community. Equity related to student access drives programming and student services. Scaling efforts to ensure all program curriculum is diverse, equitable, inclusive and accessible will be a continued priority in the coming academic year. NTC uses data to advance strategies to not only improve access, but also to improve achievement differentials between student groups.

Access

NTC continues to increase access to education through the expansion of the College's flexible delivery options including the introduction of a new mode called "NTC Connect," which gives students the opportunity to decide every class period whether to attend in-person, synchronously online or asynchronously online. The College's most flexible option – Virtual College, continues to grow and thrive with over 80 programs and certificates serving students in nearly 50 states and countries. Incumbent workers and businesses will continue to be served in FY23 through NTC's Workforce Training and Professional Development team through expanded professional development opportunities, conferences and seminars, continuing education and short-term credentials. The College also continues to support the delivery of regional programs and courses in multiple modes of delivery to maximize offerings in support of regional learner needs.

Collaboration

The College remains dedicated to serving all stakeholders in our community by working closely with local K-12 districts, supporting local businesses and partnering with local government to seek efficiencies and opportunities in the expansion of regional educational opportunities. Strong relationships with other higher education partners to provide transfer options are important to learners. Additionally, NTC recognizes that the needs of our communities, businesses and workforce change over time. Through a unique advisory committee model, NTC is closer to business and industry than any other educational system. Advisory committees, comprised of local business experts, assure that technical college programs meet business and industry needs.

Innovation + Growth

Opportunities for innovation and growth in FY23 include the Associate of Arts & Associate of Science degrees, expansion of Workforce Training & Professional Development, implementation of the Electrical Engineering Technology Pathway, increased support of Nursing program students through an instructional assistant pilot program and the second year of new programs in Saw Filing, Law Enforcement in the 21st Century, Industry 4.0 Manufacturing, Data Analytics and Certified Veterinary Technician. Additionally, the College will support 11,772 learners, faculty and staff through twelve grants providing over \$1.7 million in funding.

Advocacy

NTC continues to expand educational opportunities and advocate for learners through the expansion of new programs, credentials and continuing education opportunities. In order to promote the success of our Learners, the College adopted Cengage Unlimited (Digital Learning and Online Textbooks) to reduce financial barriers for students. The NTC Promise Program and dual credit expansion further demonstrates the College's focus on adding affordable educational resources while removing obstacles for students.

Capital Resource Plan

Definitions

Capital Equipment – Moveable capital assets, including computers, vehicles, furniture, or other furnishings, having a useful life of greater than two years and a dollar value greater than \$5,000.

Capital Facility Improvements – Changing or upgrading existing buildings without adding size to the building.

Building Expansion/Leases – Adding size to an existing building, new building, or site acquisition.

Capital Non-Facility Improvements – Changing or upgrading sites not attached to any building, such as roads, parking lots, water and sewer mains, landscaping, or signs.

Major Capital Expenditure Plans for 2022-2023

Each year, NTC's annual capital planning begins by determining equipment needs for each individual instructional area. The divisional Deans and the Vice President for Learning prioritize and approve instructional equipment needed to meet established College goals. The President of the College, in conjunction with the Vice President of Finance and General Counsel, the Associate Vice President of Information Technology & Chief Information Officer, and the Associate Vice President of Facilities Management, determine the prioritization of technology and facility needs. For 2022-23, the District Board approved the capital plan to spend \$12,967,320, funded through capital borrowings, donations, and capital fund balance.

Previously Committed Capital Expenditures \$2,276,320, which includes funding for ongoing items such as:

- Distance education leases
- Software and license renewals
- Capital contingency.

High Priority Educational Needs \$2,899,000, which includes equipment purchases needed for instruction such as:

- Equipment for new programs, including Industry 4.0 – Health and Artificial Intelligence
- Equipment to replace outdated equipment: dental chairs, mobile ventilation prop, CDL tractors, and CDL trailers

Technology Maintenance \$4,384,000, which includes College-wide technology maintenance and renewal costs:

- Maintenance and replacement costs for server and network equipment
- Data cabling and operating system upgrades
- Microcomputer upgrades and replacements
- IT consulting
- Advanced technology initiatives, including the continued implementation of a new college-wide ERP system

Long-Range Facility Plan Recommendations

Regional Campuses \$1,523,000, which includes regional improvements such as:

- Public Safety Center of Excellence, Merrill - CDL program site expansion and improvements
- Agriculture Center of Excellence, Wausau - Feed storage canopy building, storage/machine building, and second electrical and gas service
- Beautification and signage updates at all campuses.

Central Campus Facility and Improvement \$1,885,000, which includes Wausau Campus improvements such as:

- Elevator replacement/controls replacement
- Video production renovation
- Auto service area blacktop resurfacing
- Sidewalk/curb replacement
- Learning lab upgrades to lighting, heat, and restrooms
- Carpet replacement in corridors
- LED lighting upgrades throughout the campus
- AME Lab floor refinishing
- HVAC upgrades in the Center for Health Sciences
- H Building air handlers

Staff Position Summary

	2020-2021						2021-2022 ⁽²⁾						2022-2023 ⁽³⁾					
	General Fund	Special Revenue Fund	Capital Fund	Proprietary Fund	Fiduciary Fund	2020-2021	General Fund	Special Revenue Fund	Capital Fund	Proprietary Fund	Fiduciary Fund	2021-2022	General Fund	Special Revenue Fund	Capital Fund	Proprietary Fund	Fiduciary Fund	2022-2023
Administrators/ Supervisors	51.12	10.12	1.71	3.41	4.20	70.56	57.11	9.57	2.45	3.32	4.29	76.74	57.11	9.57	2.45	3.32	4.29	76.74
Teachers	130.47	11.23	0.30			142.00	131.58	11.42				143.00	131.58	11.42				143.00
Specialists	36.75	20.04	2.71			59.50	37.65	18.34	1.61			57.60	37.65	19.85	1.61			59.11
Other Staff	94.53	33.27	0.09	2.79	1.00	131.68	100.57	27.20		2.49	1.00	131.26	111.40	30.35		2.49	1.00	145.24
	312.87	74.66	4.81	6.20	5.20	403.74	326.91	66.53	4.06	5.81	5.29	408.60	337.74	71.19	4.06	5.81	5.29	424.09

Notes:

- 1 - FTE totals include grant funded positions, and do not include student workers or adjunct faculty.
- 2 - 2021-2022 FTE totals are estimated year-to-date through May 16, 2022.
- 3 - Projected 2022-2023 FTE totals are based on current positions, approved new positions, less positions not in place/posted for the new year.

FINANCIAL DATA



2022-2023
BUDGET & PLANNING

Financial Structure

Fund

A fund is a fiscal and accounting entity with a self-balancing set of accounts, established for a specific purpose or objective. A fund includes accounts for assets, liabilities, fund balances, revenues, and expenditures necessary to record the fund's financial condition and results.

Governmental Funds

General Fund - The General Fund is the principal operating fund of the District and accounts for all financial activities not required to be accounted for in another fund.

Special Revenue Fund - Operational - A Special Revenue Fund accounts for the proceeds and related financial activity of specific revenue sources that are legally restricted for a specific purpose, except for major capital projects and expendable trusts. In general, activities that are project-specific and not considered part of the regular program of the District should be budgeted and controlled through the Special Revenue Fund. Typical inclusions are Vocational Education Act, Adult Education Act, and Workforce Investment Act. Excluded would be construction or remodeling projects, and fiduciary activities, including student loans.

Special Revenue Fund – Non-Aidable – A Special Revenue Fund Non-Aidable Fund accounts for WTCS non-aidable activities, which must be excluded from the Special Revenue Fund – Operational Fund because they do not impact operational costs used in state aid and program fee computations. Resources held for the benefit of individuals where the College has administrative involvement should be included here. Student financial aid meets this definition since the College monitors compliance with the Federal requirements and is responsible for disbursing and returning funds. For GASB reporting purposes, no special revenue segregation occurs for non-aidable funds.

Capital Projects Fund - The Capital Projects Fund accounts for all resources and related financial activity for all capital expenditure projects regarding the acquisition of sites, purchase or construction of buildings (including equipping), lease/purchase of buildings, or remodeling and improvement of buildings. All moveable and fixed equipment not purchased through proprietary or non-expendable trust funds is also budgeted and accounted for in the Capital Projects Fund. Minor equipment purchased for and within two years of the acquisition of a building shall be budgeted and accounted for in the appropriate Capital Projects Fund.

Debt Service Fund - The Debt Service Fund accounts for the accumulation of resources for, and the payment of principal and interest related to general long-term debt and long-term lease purchase debt.

Non-Governmental Funds

Proprietary Funds

Enterprise Fund - Enterprise Funds account for District operations where the cost of providing goods or services to students, district staff, faculty, or the general public on a continuing basis is financed or recovered primarily through user charges or where the District board has decided that periodic determination of revenues, expenses or net income is appropriate.

Internal Service Fund - Internal Service Funds account for the financing and related financial activities of goods and services provided by one department of the District to other departments of the District, or to other governmental units on a cost-reimbursement basis.

Fiduciary Funds

Fiduciary Funds account for activity controlled by the District and administered through a trust or held for the benefit of individuals, but not derived from the government's own source revenues or non-exchange transactions.

- Pension Trust Fund Type records resources and related financial activities for assets held in trust for pension plans, other post-employment benefit plans, and employee benefit plans.
- Investment Trust Fund Type records resources and related financial activities for assets held in trust of the external portion of an investment pool.
- Private-Purpose Trust Fund Type records resources and related financial activity of trust arrangements where the individuals, private organizations, and other governments are the beneficiaries.
- Custodial Fund Type records resources and related financial activity held in a custodial capacity, where funds are received, temporarily invested, and remitted to other parties.

Account Groups

General Capital Assets Account Group

The General Capital Assets Account Group records assets of a physical nature having a long period of usefulness, such as land, buildings, and equipment, not including capital assets utilized in proprietary fund activities or in fiduciary funds. Minor equipment is not to be recorded in this account group.

General Long-Term Debt Account Group –

This account group records all outstanding general long-term liabilities except for long-term liabilities of proprietary and fiduciary funds, which are accounted for in the respective fund.

Basis of Budgeting

Northcentral Technical College adopts an annual operating budget prepared on substantially the same basis as the financial statements. The College prepares its budget and financial statements in accordance with GAAP, except budgetary expenditures include encumbrances and budgetary revenues include property taxes levied for the fiscal year and all summer session tuition and fees for the summer session ending in the fiscal year.

Basis of Accounting

The basis of accounting refers to the timing of revenue and expense recognition in accounts and financial statements. The College accounts for governmental and fiduciary funds on a modified accrual basis, which records transactions in the following manner:

- Revenues are recognized when they become both measurable and available (susceptible to accrual). All revenues are considered susceptible to accrual. Summer session tuition and fees are prorated between the fiscal years covered by the summer session, based on the number of days of the session that fall in each fiscal year. For debt service, revenue includes property taxes levied to make principal and interest payments with due dates within the fiscal year, while deferred revenue includes any debt service property taxes levied to make principal and interest payments with due dates outside the fiscal year.
- Expenditures are recognized when the liability is incurred, except for interest and principal on general long-term obligation debt, which are recognized as expenditures when due. Expenditures for claims and judgments are recognized when it becomes probable that an asset has been impaired or a liability has been incurred.
- Expenditures for compensated absences, including vacation and sick leave, are recognized when the College incurs liability for past services of an employee that vest and accumulate.
- Capital assets are recorded as capital outlays at the time of purchase.
- Proceeds of long-term obligations are treated as a financing source when received.

The College accounts for proprietary funds on an accrual basis, and recognizes revenues when measurable and earned and recognizes expenses as liabilities when incurred, including depreciation expense, where applicable.

The Governmental Accounting Standards Board (GASB) Statement No. 20 “Accounting and Financial Reporting for Proprietary Funds and Other Governmental Entities that Use Proprietary Fund Accounting” provides that proprietary funds may apply all GASB pronouncements as well as the following pronouncements issued on or before November 30, 1989, unless those pronouncements conflict with or contradict GASB pronouncements: Statements and interpretations of the Financial Accounting Standards Board (FASB), Accounting Principles Board (APB) opinions, and Accounting Research Bulletins (ARBs) on the Committee on Accounting Procedure. Northcentral Technical College has elected to apply only FASB, APB, and ARB materials issued on or before November 30, 1989.

Description of Revenue Sources

Northcentral Technical College has a diversified funding base comprised of property taxes, state aid, student fees, federal grants, and institutionally generated revenues. NTC believes that this diversity, the strength of the local economy, and its fiscal management will continue to provide the resources required to fulfill its mission now and in the future without significant changes in the level of services provided.

Local Government – Revenue of the district that is received from taxes levied on the equalized property value within the district. Annually in October, the property tax levy is billed based upon the equalized value of taxable property within the district, excluding tax incremental financing districts, to the local municipalities who act as assessors and collection agencies. All delinquencies are assumed by the respective counties; therefore, Northcentral Technical College will receive each levy in full. The debt service mill rate is added to the operational mill rate to determine a total mill rate.

State Revenue – General state aid is provided by the Wisconsin Technical College System to fund regular operations and is calculated using an expenditure-driven formula that takes into account full-time equivalent student counts and equalized valuation throughout the district. State aid includes general, outcomes-based, and property tax relief aid. Additionally, state grant revenue supports specific projects such as Career Pathways, Student Support, Core Industry, and Developing Markets.

Program Fees – Fees for tuition paid by students. Program Fees, which are set annually by the Wisconsin Technical College System, are based on the estimated total operating expenditures of all Wisconsin technical college districts.

Material Fees – Fees paid by students to cover the cost of instructional materials used by the student or instructor in the classroom. Material fees are also set annually by the Wisconsin Technical College System.

Other Student Fees – Examples of other student fees include group dynamics course fees, testing fees, application fees, and graduation fees.

Institutional Revenue – Revenue generated by business and industry contracts (38.14 contracts) for customized instruction and technical assistance, technical preparation contracts (tech prep, 118.15 slotter contracts), interest or investment earnings, and enterprise activities.

Federal Revenue – Northcentral Technical College receives federal grants for specific projects such as Adult Basic Education, Higher Education Emergency Relief Funding (HEERF), and Carl D. Perkins Career and Technical Education Act. Federal revenue includes student financial assistance such as Pell, Federal Supplemental Educational Opportunity Grants, and Federal Work-Study.

Description of Expenditure Functions

The Wisconsin Technical College System Board requires each technical college to classify expenditures by function:

Instruction – This function includes teaching, academic administration, including clerical support, and other activities related directly to the teaching of students, guiding the students in the educational program, and coordination and improvement of teaching.

Instructional Resources – The Instructional Resources function includes all learning resource activities such as the library and audio-visual aids center, learning resource center, instructional media center, instructional resources administration, and clerical support.

Student Services – This function includes non-instructional services provided for the student body, such as student recruitment, student services administration and clerical support, admissions, registration, counseling (including testing and evaluation), health services, financial aid, placement, and follow-up, as well as non-instructional athletics such as varsity and intramural athletic activities.

General Institution – This function includes all services benefiting the entire College, excluding expenses chargeable directly to other functional categories. Examples are general personnel, employment relations, affirmative action programs, legal fees, external audit fees, general liability insurance, non-resident tuition, interest on operational borrowing, and public information.

Physical Plant – The Physical Plant function includes all services required for the operation and maintenance of the District's physical facilities. Principal and interest on long-term obligations are included under this function, as are the general utilities such as heat, light, and power.

Auxiliary Services – This function includes commercial-type activities such as the automotive repair shop, the dental clinic, and the campus store.

Budget Summary and Notice of Public Hearing

Northcentral Technical College
BUDGET SUMMARY AND NOTICE OF PUBLIC HEARING
July 1, 2022 - June 30, 2023

	General and Special Revenue Funds (Operational)			All Other Funds		
	Actual 2020-2021	Estimated (1) 2021-2022	Budget 2022-2023	Actual 2020-2021	Estimated (1) 2021-2022	Budget 2022-2023
SOURCES OF FUNDS						
<u>Revenue</u>						
Local Revenue-Property Tax	\$ 11,229,138	\$ 10,506,009	\$ 10,419,420	\$ 12,979,886	\$ 11,624,528	\$ 12,134,137
State	22,512,837	23,441,839	23,968,644	1,350,656	1,967,739	1,538,179
Student Fees	10,471,613	10,197,956	10,318,611	243,783	250,000	252,500
Institutional (2)	4,722,497	5,482,033	5,704,460	8,517,415	11,394,173	8,906,630
Federal	1,920,084	2,677,197	2,287,727	12,727,735	14,913,375	7,770,795
Total Revenue	\$ 50,856,169	\$ 52,305,034	\$ 52,698,862	\$ 35,819,475	\$ 40,149,815	\$ 30,602,241
<u>Other Funding Sources:</u>						
Proceeds from Debt	\$ -	\$ -	\$ -	\$ 13,563,049	\$ 11,900,000	\$ 11,900,000
Interfund Transfers In	187,266	397,511	833,000	1,171,056	-	-
Reductions in Fund Balance	218,273	-	3,110,836	8,407	1,609,293	6,472,376
Total Sources of Funds	\$ 51,261,708	\$ 52,702,545	\$ 56,642,698	\$ 50,561,987	\$ 53,659,108	\$ 48,974,617
USES OF FUNDS						
<u>Expenditures</u>						
Instruction	\$ 28,545,227	\$ 33,636,254	\$ 36,015,620	\$ 1,912,450	\$ 3,532,729	\$ 4,408,286
Instructional Resources	856,473	1,074,738	1,157,688	1,467,253	2,536,260	423,093
Student Services	3,963,976	4,813,605	4,721,218	12,574,862	14,395,377	9,263,640
General Institutional	9,385,355	8,943,249	10,405,057	3,940,262	6,308,378	7,428,650
Physical Plant	3,630,293	3,786,417	4,343,115	15,692,207	17,902,601	17,546,888
Auxiliary Service	-	-	-	8,147,438	8,768,000	9,020,000
Total Expenditures	\$ 46,381,324	\$ 52,254,263	\$ 56,642,698	\$ 43,734,472	\$ 53,443,345	\$ 48,090,557
<u>Other Uses</u>						
Interfund Transfers Out	\$ 1,318,899	\$ 397,511	\$ -	\$ 39,423	\$ 140,000	\$ 833,000
Increases to Fund Balance	3,561,485	50,771	-	6,788,092	75,763	51,060
Total Uses of Funds	\$ 51,261,708	\$ 52,702,545	\$ 56,642,698	\$ 50,561,987	\$ 53,659,108	\$ 48,974,617
FUND BALANCE						
Beginning	\$ 19,265,398	\$ 22,608,610	\$ 22,659,381	\$ 21,583,093	\$ 28,362,778	\$ 26,829,248
Ending	\$ 22,608,610	\$ 22,659,381	\$ 19,548,545	\$ 28,362,778	\$ 26,829,248	\$ 20,407,932

PROPERTY TAX AND EXPENDITURE HISTORY

Year	Equalized Valuation	Operational	Debt Service	Mill Rate	Percent Inc/(Dec)
2019	\$ 16,540,469,445	0.63237	0.63005	1.26242	n/a
2020	\$ 17,244,992,207	0.63192	0.63817	1.27009	0.61%
2021	\$ 18,157,430,905	0.62456	0.63817	1.26273	-0.58%
2022	\$ 18,700,654,022	0.57249	0.63817	1.21066	-4.12%
2023 (3)	\$ 18,700,654,022	0.57249	0.63817	1.21066	0.00%

Year	Total Expenditures All Funds	Expenditure Inc/(Dec)	Tax Levy	Tax Levy Inc/(Dec)	\$100,000 of Property
2019	\$ 93,268,162	n/a	\$ 20,881,030	n/a	\$126.24
2020	\$ 95,760,561	2.67%	\$ 21,902,757	4.89%	\$127.01
2021	\$ 90,115,796	-5.89%	\$ 22,927,965	4.68%	\$126.27
2022 (1)	\$ 105,697,608	17.29%	\$ 22,640,206	-1.26%	\$121.07
2023 (3)	\$ 104,733,255	-0.91%	\$ 22,640,206	0.00%	\$121.07

(1) Nine months actual and three months estimated.

(2) Consists of interest income, contract revenue, gifts, grants, sales and miscellaneous revenue.

(3) Based on a projected no change in assessed valuation.

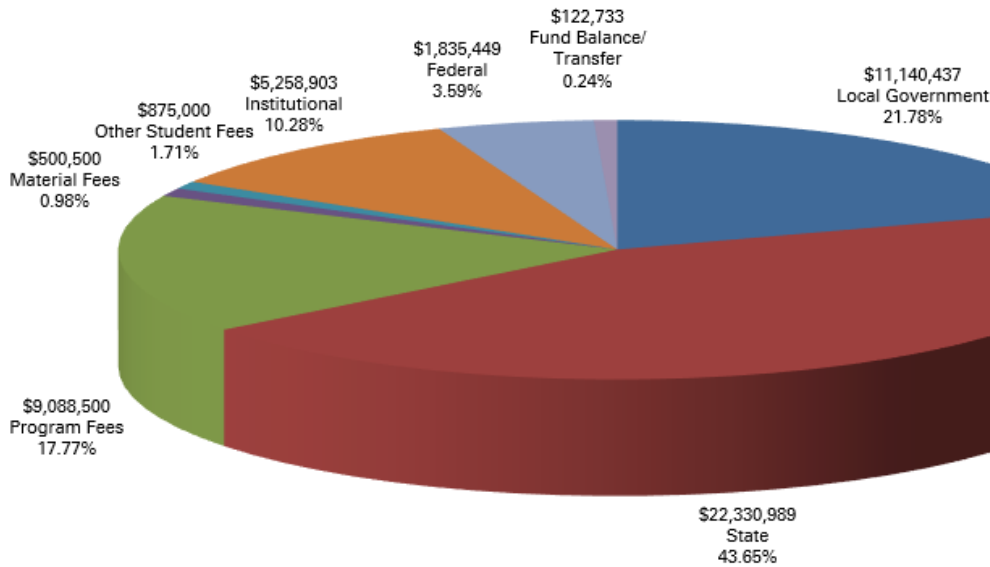
NOTICE OF PUBLIC HEARING

A public hearing on the proposed 2022-2023 budget for the Northcentral Technical College District will be held at Northcentral Technical College, Timberwolf Conference Center - D100, 1000 West Campus Drive, Wausau, WI 54401, and via Zoom, on Tuesday, June 7, 2022 at 12:00 p.m.

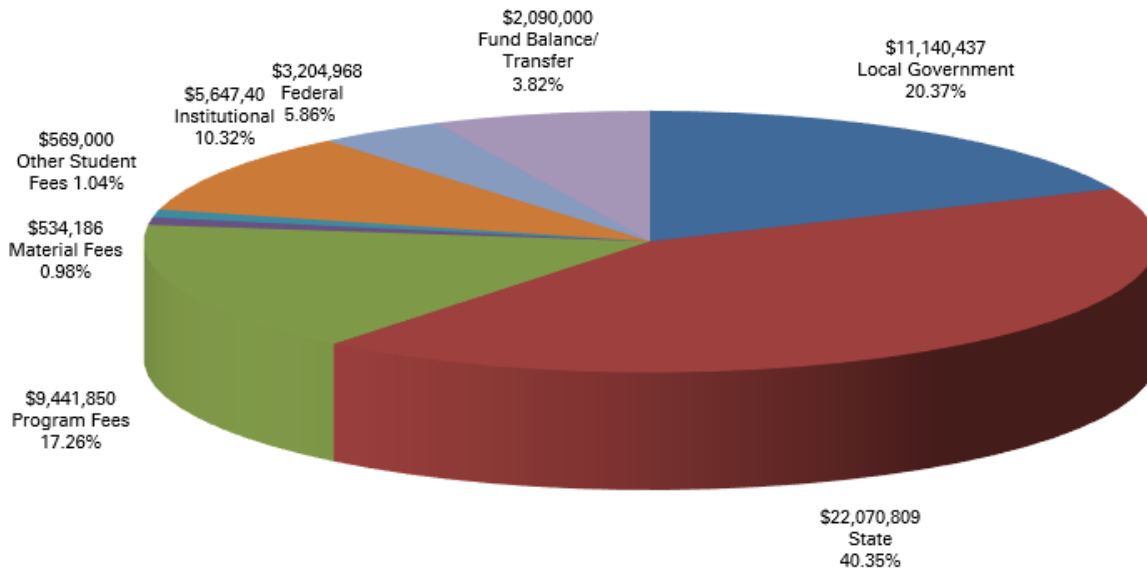
The detailed budget is available for public inspection in the district finance department.

Budgeted Sources of Revenue

NORTHCENTRAL TECHNICAL COLLEGE
Operational (Funds 1 & 2)
Estimated Sources of Revenue
2021-2022

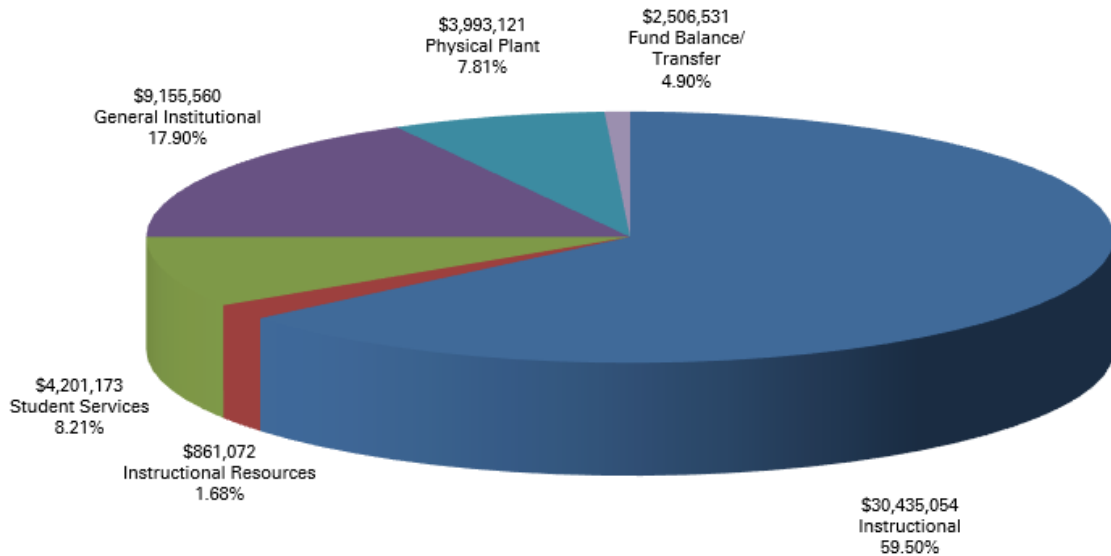


NORTHCENTRAL TECHNICAL COLLEGE
Operational (Funds 1 and 2)
Budgeted Sources of Revenue
2022-2023

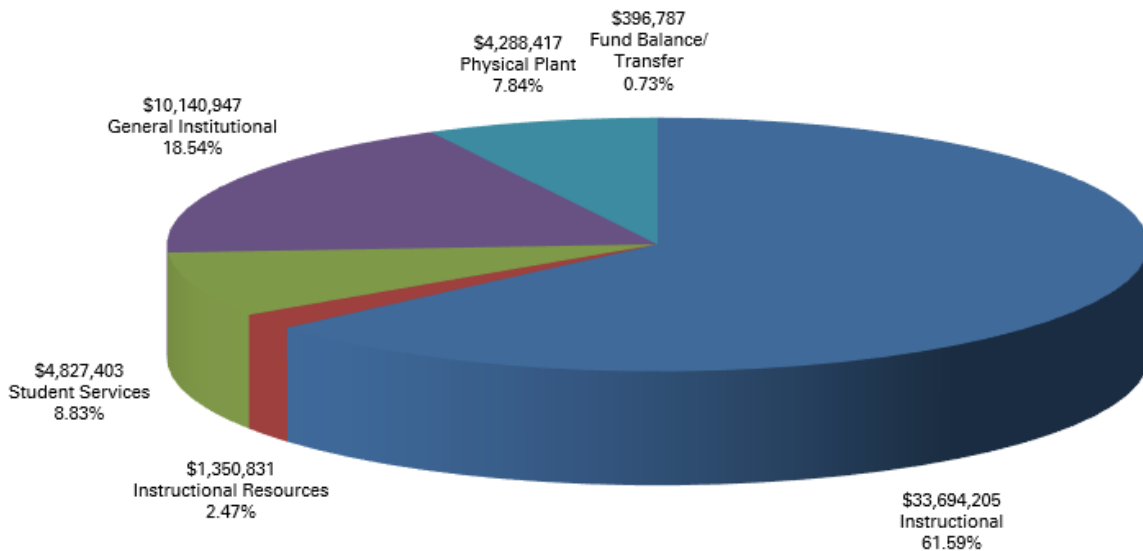


Budgeted Expenditures

NORTHCENTRAL TECHNICAL COLLEGE
Operational (Funds 1 and 2)
Estimated Expenditures by Function
2021-2022



NORTHCENTRAL TECHNICAL COLLEGE
Operational (Funds 1 and 2)
Budgeted Expenditures by Function
2022-2023



Pro-Forma Balance Sheet

NORTHCENTRAL TECHNICAL COLLEGE
Pro-Forma Balance Sheet - Budgetary Basis
June 30, 2022

	Governmental Fund Groups					Proprietary Fund Types		Account Groups	
		Special Revenue Operational	Special Revenue Non-Aidable	Capital Projects	Debt Service		Internal Service	General Long-Term Obligations	Capital Assets
ASSETS AND OTHER DEBITS	General					Enterprise			
Cash and Investments	\$14,715,364	\$2,120,648	\$1,000,369	\$18,114,650	\$7,668,192	\$324,278	\$4,001,759	\$0	\$0
Receivables:									
Taxes	6,100,000								
Accounts	1,100,000	170,000		10,000		125,000	10,000		
Interest									
Due from Other Governments		800,000	250,000						
Due from Other Funds	140,000								
Inventories						215,000			
Prepaid Expenditures	123,369								
Land, Building, and Equipment									60,572,512
Amount Available in Debt Service								5,168,192	
Amount to be Provided for Long-term Debt								44,331,808	
Total Assets and Other Debits	<u>\$22,178,733</u>	<u>\$3,090,648</u>	<u>\$1,250,369</u>	<u>\$18,124,650</u>	<u>\$7,668,192</u>	<u>\$664,278</u>	<u>\$4,011,759</u>	<u>\$49,500,000</u>	<u>\$60,572,512</u>
LIABILITIES									
Accounts Payable	\$290,000	\$150,000	\$1,100,000	\$900,000		\$40,000	\$10,000		
Accrued Salaries and related items	1,300,000								
Due To Other Funds							140,000		
Due To Student Organizations			50,000						
Deferred Revenues	800,000	70,000	60,000		2,500,000	90,000			
Long-term Notes Payable								49,500,000	
Unfunded Employee Benefits									
Total Liabilities	<u>2,390,000</u>	<u>220,000</u>	<u>1,210,000</u>	<u>900,000</u>	<u>2,500,000</u>	<u>130,000</u>	<u>150,000</u>	<u>49,500,000</u>	<u>0</u>
FUND EQUITY									
Investment in General Fixed Assets									60,572,512
Retained Earnings - Unreserved						534,278	3,861,759		
Fund balances									
Reserved:									
Capital projects				17,224,650					
Debt service					5,168,192				
Prepaid expenditures	123,369								
Student organizations			40,369						
Unreserved:									
Designated for Operations	10,204,118	2,470,648							
Designated for State Aids Fluctuations	928,343								
Designated for Subsequent Years	1,392,514								
Designated for Subsequent Year	1,600,000	400,000							
Designated for Post Employment Benefits	5,540,389								
Designated for Special Projects									
Total Fund Equity	<u>19,788,733</u>	<u>2,870,648</u>	<u>40,369</u>	<u>17,224,650</u>	<u>5,168,192</u>	<u>534,278</u>	<u>3,861,759</u>	<u>0</u>	<u>60,572,512</u>
Total Liabilities and Fund Equity	<u>\$22,178,733</u>	<u>\$3,090,648</u>	<u>\$1,250,369</u>	<u>\$18,124,650</u>	<u>\$7,668,192</u>	<u>\$664,278</u>	<u>\$4,011,759</u>	<u>\$49,500,000</u>	<u>\$60,572,512</u>

Fund Statements

Northcentral Technical College Combined Fund Summary

2022-2023 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	2020-2021 Actual	2021-2022 Budget	2021-2022 Estimated & Revised (1)	2022-2023 Budget
Revenues				
Local Government	\$ 24,209,024	\$ 22,293,537	\$ 22,130,537	\$ 22,553,557
State Aids	23,863,493	24,978,773	25,409,578	25,506,823
Program Fees	9,056,347	9,097,150	9,158,500	9,234,000
Material Fees	497,212	528,886	538,456	533,611
Other Student Fees	1,161,837	821,500	751,000	803,500
Institutional Revenue	13,239,912	14,406,030	16,876,206	14,611,090
Federal Revenue	14,647,819	19,693,911	17,590,572	10,058,522
Total Revenues	86,675,644	91,819,787	92,454,849	83,301,103
Expenditures				
Instruction	30,457,677	39,363,814	37,168,983	40,423,906
Instructional Resources	2,323,726	3,546,751	3,610,998	1,580,781
Student Services	16,538,838	20,021,705	19,208,982	13,984,858
General Institutional	13,325,617	16,369,271	15,251,627	17,833,707
Physical Plant	19,322,500	21,354,342	21,689,018	21,890,003
Auxiliary	8,147,438	8,531,000	8,768,000	9,020,000
Total Expenditures	90,115,796	109,186,883	105,697,608	104,733,255
Net Revenues (Expenditures)	(3,440,152)	(17,367,096)	(13,242,759)	(21,432,152)
Other Sources (Uses)				
Interfund Transfers In/(Out)	-	-	(140,000)	-
Fund Balance Reductions/(Increases)	(10,122,897)	5,467,096	1,482,759	9,532,152
Proceeds from Debt	13,563,049	11,900,000	11,900,000	11,900,000
Total Other Sources (Uses)	3,440,152	17,367,096	13,242,759	21,432,152
Transfers To (From) Fund Balance				
Reserves for prepaid items	(36,203)	-	-	-
Designated for Operations	2,290,720	(3,068,213)	50,771	(1,092,548)
Designated for State Aids Fluctuations	4,151	-	-	37,019
Designated for Subsequent Year	97,134	-	-	(2,100,000)
Designated for Subsequent Years	492,514	-	-	44,693
Designated for Post-Employment Benefits	494,896	-	-	-
Reserve for Student Organizations	(8,407)	84,851	38,663	51,060
Reserve for Capital Projects	6,200,604	(2,178,482)	(3,640,041)	(3,666,337)
Reserve for Debt Service	422,237	(138,252)	(138,252)	(1,558,039)
Retained Earnings	165,251	(167,000)	2,206,100	(1,248,000)
Total Transfers To (From) Fund Balance	10,122,897	(5,467,096)	(1,482,759)	(9,532,152)
Beginning Fund Balance	40,848,491	50,971,388	50,971,388	49,488,629
Ending Fund Balance	<u>\$ 50,971,388</u>	<u>\$ 45,504,292</u>	<u>\$ 49,488,629</u>	<u>\$ 39,956,477</u>

(1) Nine months actual and three months estimated; revised May 3, 2022

Northcentral Technical College
General Fund
2022-2023 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	2020-2021 Actual	2021-2022 Budget	2021-2022 Estimated & Revised (1)	2022-2023 Budget
Revenues				
Local Government	\$ 10,129,140	\$ 9,406,009	\$ 9,406,009	\$ 9,519,420
State Aids	20,385,536	21,264,542	21,264,542	22,090,918
Program Fees	8,930,664	8,868,500	8,868,500	8,942,800
Material Fees	480,029	496,456	496,456	491,491
Other Student Fees	536,193	91,000	91,000	139,000
Institutional Revenue	203,781	264,000	264,000	344,000
Federal Revenue	7,315	-	-	-
Total Revenues	40,672,658	40,390,507	40,390,507	41,527,629
<u>Other Funding Sources:</u>				
Interfund Transfers In	187,266	490,000	397,511	833,000
Reductions in Fund Balance	-	3,100,000	-	3,100,000
Total Sources of Funds	\$40,859,924	\$43,980,507	\$40,788,018	\$45,460,629
Expenditures				
Instruction	\$20,929,940	25,780,054	25,280,054	27,460,413
Instructional Resources	689,827	1,011,372	918,883	1,069,688
Student Services	2,348,244	3,007,785	2,907,785	3,054,200
General Institutional	8,785,982	10,134,879	8,134,879	9,638,213
Physical Plant	3,394,446	4,046,417	3,546,417	4,238,115
Total Expenditures	36,148,439	43,980,507	40,788,018	45,460,629
<u>Other Uses</u>				
Interfund Transfers Out	1,150,000	-	-	-
Increases to Fund Balance	3,561,485	-	-	-
Total Uses of Funds	\$40,859,924	\$43,980,507	\$40,788,018	\$45,460,629
Transfers To (From) Fund Balance				
Reserved for prepaid items	(36,203)	-	-	-
Unreserved fund balance				
Designated for Operations	2,908,993	(3,100,000)	-	(1,092,548)
Designated for State Aids Fluctuations	4,151	-	-	37,019
Designated for Subsequent Year	(302,866)	-	-	(2,100,000)
Designated for Subsequent Years	492,514	-	-	55,529
Designated for Post-Employment Benefits	494,896	-	-	-
Total Transfers To (From) Fund Balance	3,561,485	(3,100,000)	-	(3,100,000)
Beginning Fund Balance	16,227,248	19,788,733	19,788,733	19,788,733
Ending Fund Balance	\$ 19,788,733	\$ 16,688,733	\$ 19,788,733	\$ 16,688,733
Fund Balance Designated for Operations as % of Expenses			22.22%	19.10%

The General Fund is used to account for all financial activities except those required to be accounted for in another fund.

(1) Nine months actual and three months estimated; revised May 3, 2022.

Northcentral Technical College
Special Revenue Fund - Operational
2022-2023 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	2020-2021	2021-2022	2021-2022	2022-2023
	Actual	Budget	Estimated & Revised (1)	Budget
Revenues				
Local Government	\$ 1,099,998	\$ 1,100,000	\$ 1,100,000	\$ 900,000
State Aids	2,127,301	2,073,915	2,177,297	1,877,726
Program Fees	125,683	228,650	290,000	291,200
Material Fees	17,183	32,430	42,000	42,120
Other Student Fees	381,861	478,000	410,000	412,000
Institutional Revenue	4,518,716	5,383,340	5,218,033	5,360,460
Federal Revenue	1,912,769	3,204,968	2,677,197	2,287,727
Total Revenues	10,183,511	12,501,303	11,914,527	11,171,233
Expenditures				
Instruction	7,615,287	8,873,841	8,356,200	8,555,207
Instructional Resources	166,646	339,459	155,855	88,000
Student Services	1,615,732	1,869,618	1,905,820	1,667,018
General Institutional	599,373	779,598	808,370	766,844
Physical Plant	235,847	242,000	240,000	105,000
Total Expenditures	10,232,885	12,104,516	11,466,245	11,182,069
Net Revenue (Expenditures)	(49,374)	396,787	448,282	(10,836)
Other Sources (Uses)				
Interfund Transfers In (Out)	(168,899)	(365,000)	(397,511)	-
Total Other Sources (Uses)	(168,899)	(365,000)	(397,511)	-
Transfers To (From) Fund Balance				
Designated for Operations	(618,273)	31,787	50,771	-
Designated for Subsequent Year	400,000	-	-	(10,836)
Total Transfers To (From) Fund Balance	(218,273)	31,787	50,771	(10,836)
Beginning Fund Balance	3,038,150	2,819,877	2,819,877	2,870,648
Ending Fund Balance	<u>\$ 2,819,877</u>	<u>\$ 2,851,664</u>	<u>\$ 2,870,648</u>	<u>\$ 2,859,812</u>

Special Revenue Funds-Operational are used to account for the proceeds and related financial activity of specific revenue sources that are legally restricted to specific purposes other than expendable trusts or major capital projects.

(1) Nine months actual and three months estimated; revised May 3, 2022

Northcentral Technical College
Special Revenue Fund - Non-Aidable
2022-2023 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	2020-2021 Actual	2021-2022 Budget	2021-2022 Estimated & Revised (1)	2022-2023 Budget
Revenues				
Local Government	\$ 67,607	\$ 200,000	\$ 37,000	\$ 200,000
State Aids	1,258,914	1,284,682	1,159,935	1,295,027
Other Student Fees	243,783	252,500	250,000	252,500
Institutional Revenue	57,879	56,560	56,000	56,560
Federal Revenue	10,865,493	13,385,411	12,885,510	7,510,613
Total Revenues	12,493,676	15,179,153	14,388,445	9,314,700
Expenditures				
Student Services	12,509,139	15,109,302	14,349,782	9,263,640
Total Expenditures	12,509,139	15,109,302	14,349,782	9,263,640
Net Revenue (Expenditures)	(15,463)	69,851	38,663	51,060
Other Sources (Uses)				
Interfund Transfers In (Out)	7,056	15,000	-	-
Total Other Sources (Uses)	7,056	15,000	-	-
Transfers To (From) Fund Balance				
Reserve for Student Organizations	(8,407)	84,851	38,663	51,060
Total Transfers To (From) Fund Balance	(8,407)	84,851	38,663	51,060
Beginning Fund Balance	10,113	1,706	1,706	40,369
Ending Fund Balance	<u>\$ 1,706</u>	<u>\$ 86,557</u>	<u>\$ 40,369</u>	<u>\$ 91,429</u>

Special Revenue Funds-Non-Aidable are used to account for assets held by the District as an agent for individuals, private organizations, other governmental units, or other funds.

(1) Nine months actual and three months estimated; revised May 3, 2022

Northcentral Technical College
Capital Projects Fund
2022-2023 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	2020-2021 Actual	2021-2022 Budget	2021-2022 Estimated & Revised (1)	2022-2023 Budget
Revenues				
State Aids	\$ 91,742	\$ 355,634	\$ 807,804	\$ 243,152
Institutional Revenue	146,196	183,130	209,073	195,070
Federal Revenue	1,862,242	3,103,532	2,027,865	260,182
Total Revenues	2,100,180	3,642,296	3,044,742	698,404
Expenditures				
Instruction	1,912,450	4,709,919	3,532,729	4,408,286
Instructional Resources	1,467,253	2,195,920	2,536,260	423,093
Student Services	65,723	35,000	45,595	-
General Institutional	3,940,262	5,454,794	6,308,378	7,428,650
Physical Plant	2,663,888	4,925,145	5,761,821	3,604,712
Total Expenditures	10,049,576	17,320,778	18,184,783	15,864,741
Net Revenue (Expenditures)	(7,949,396)	(13,678,482)	(15,140,041)	(15,166,337)
Other Sources (Uses)				
Proceeds from Debt	13,000,000	11,500,000	11,500,000	11,500,000
Interfund Transfers In (Out)	1,150,000	-	-	-
Total Other Sources (Uses)	14,150,000	11,500,000	11,500,000	11,500,000
Transfers To (From) Fund Balance				
Reserve for Capital Projects	6,200,604	(2,178,482)	(3,640,041)	(3,666,337)
Total Transfers To (From) Fund Balance	6,200,604	(2,178,482)	(3,640,041)	(3,666,337)
Beginning Fund Balance	14,664,087	20,864,691	20,864,691	17,224,650
Ending Fund Balance	<u>\$ 20,864,691</u>	<u>\$ 18,686,209</u>	<u>\$ 17,224,650</u>	<u>\$ 13,558,313</u>

Capital Projects Funds are used to account for financial resources and related financial activity for the acquisition and improvement of sites and for the acquisition, construction, equipping and renovation of buildings.

(1) Nine months actual and three months estimated; revised May 3, 2022

Northcentral Technical College
Debt Service Fund
2022-2023 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	2020-2021	2021-2022	2021-2022	2022-2023
	Actual	Budget	Estimated and Revised (1)	Budget
Revenues				
Local Government	\$ 12,877,403	\$ 11,587,528	\$ 11,587,528	\$ 11,934,137
Institutional Revenue	10,104	15,000	15,000	50,000
Total Revenues	12,887,507	11,602,528	11,602,528	11,984,137
Expenditures				
Physical Plant	13,028,319	12,140,780	12,140,780	13,942,176
Total Expenditures	13,028,319	12,140,780	12,140,780	13,942,176
Net Revenue (Expenditures)	(140,812)	(538,252)	(538,252)	(1,958,039)
Other Sources (Uses)				
Proceeds from Debt	563,049	400,000	400,000	400,000
Total Other Sources (Uses)	563,049	400,000	400,000	400,000
Transfers To (From) Fund Balance				
Reserve for Debt Service	422,237	(138,252)	(138,252)	(1,558,039)
Total Transfers To (From) Fund Balance	422,237	(138,252)	(138,252)	(1,558,039)
Beginning Fund Balance	4,884,207	5,306,444	5,306,444	5,168,192
Ending Fund Balance	\$ 5,306,444	\$ 5,168,192	\$ 5,168,192	\$ 3,610,153

The Debt Service Fund is used to account for the accumulation of resources for, and the payment of, general long-term debt and long-term lease purchase principal and interest.

(1) Nine months actual and three months estimated; revised May 3, 2022

Northcentral Technical College
Enterprise Fund
2022-2023 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	2020-2021	2021-2022	2021-2022	2022-2023
	Actual	Budget	Estimated and Revised (1)	Budget
Revenues				
Local Government	\$ 34,876	\$ -	\$ -	\$ -
Institutional Revenue	2,147,337	2,130,000	2,140,100	2,005,000
Total Revenues	2,182,213	2,130,000	2,140,100	2,005,000
Expenditures				
Auxiliary Services	2,077,564	2,130,000	2,103,000	2,300,000
Total Expenditures	2,077,564	2,130,000	2,103,000	2,300,000
Net Revenue (Expenditures)	104,649	-	37,100	(295,000)
Other Sources (Uses)				
Interfund Transfers In	14,000	-	-	-
Interfund Transfers (Out)	(39,423)	-	-	-
Total Other Sources (Uses)	(25,423)	-	-	-
Transfers To (From) Fund Balance				
Retained Earnings	79,226	-	37,100	(295,000)
Total Transfers To (From) Fund Balance	79,226	-	37,100	(295,000)
Beginning Fund Balance	417,952	497,178	497,178	534,278
Ending Fund Balance	<u>\$ 497,178</u>	<u>\$ 497,178</u>	<u>\$ 534,278</u>	<u>\$ 239,278</u>

Enterprise Funds are used to account for operations where the cost of providing goods or services to the student body, faculty and staff, or the general public are financed primarily through user fees.

(1) Nine months actual and three months estimated; revised May 3, 2022.

Northcentral Technical College
Internal Service Fund
2022-2023 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	2020-2021	2021-2022	2021-2022	2022-2023
	Actual	Budget	Estimated & Revised (1)	Budget
Revenues				
Institutional Revenue	\$ 6,155,899	\$ 6,374,000	\$ 8,974,000	\$ 6,600,000
Total Revenues	6,155,899	6,374,000	8,974,000	6,600,000
Expenditures				
Auxiliary Services	6,069,874	6,401,000	6,665,000	6,720,000
Total Expenditures	6,069,874	6,401,000	6,665,000	6,720,000
Net Revenue (Expenditures)	86,025	(27,000)	2,309,000	(120,000)
Other Sources (Uses)				
Interfund Transfers In (Out)	-	(140,000)	(140,000)	(833,000)
Total Other Sources (Uses)	-	(140,000)	(140,000)	(833,000)
Transfers To (From) Fund Balance				
Retained Earnings	86,025	(167,000)	2,169,000	(953,000)
Total Transfers To (From) Fund Balance	86,025	(167,000)	2,169,000	(953,000)
Beginning Fund Balance	1,606,734	1,692,759	1,692,759	3,861,759
Ending Fund Balance	<u>\$ 1,692,759</u>	<u>\$ 1,525,759</u>	<u>\$ 3,861,759</u>	<u>\$ 2,908,759</u>

Internal Service Funds are used to account for the financing and related financial activity of goods and services provided by one department to other departments of the District on a cost-reimbursement basis.

(1) Nine months actual and three months estimated; revised May 3, 2022

Schedule of Long-Term Obligations

General obligation promissory notes, Series 2013A (\$12,000,000 for new construction on the Phillips campus, building remodeling and improvement projects, building and site maintenance and repairs, site improvements, engineering costs related to the capital budget, and equipment acquisition, installation and related costs -- interest rate varying from 2% to 3%, dated June 11, 2013, with first interest payment due March 1, 2014, semiannually September and March thereafter, principal payments due annually commencing September 2014).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2022-23	1,525,000	17,156	1,542,156	0
<u>\$</u>	<u>1,525,000</u>	<u>\$ 17,156</u>	<u>1,542,156</u>	<u>0</u>

General obligation promissory notes, Series 2016A (\$10,000,000 for the construction of an addition to the Student Life Center on the Wausau Campus, construction of a tactical safety range and multi-media classroom on the Merrill Campus, remodeling and improvement projects, building and site maintenance and repairs, site improvements, and equipment acquisition, installation and related costs -- interest rate 2%, dated May 2, 2016, with first interest payment due March 1, 2017, semiannually September and March thereafter, principal payments due annually commencing March 2017).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2022-23	985,000	83,100	1,068,100	1,058,250
2023-24	1,020,000	63,400	1,083,400	1,073,200
2024-25	1,055,000	43,000	1,098,000	1,087,450
2025-26	1,095,000	21,900	1,116,900	1,105,950
<u>\$</u>	<u>4,155,000</u>	<u>\$ 211,400</u>	<u>\$ 4,366,400</u>	<u>\$ 4,324,850</u>

General obligation promissory notes, Series 2016B (\$1,500,000 for remodeling and improvement projects and equipment acquisition, installation and related costs -- interest rate 2%, dated June 15, 2016, with first interest payment due March 1, 2017, semiannually September and March thereafter, principal payments due annually commencing March 2017).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2022-23	140,000	11,900	151,900	150,500
2023-24	145,000	9,100	154,100	152,650
2024-25	150,000	6,200	156,200	154,700
2025-26	160,000	3,200	163,200	161,600
<u>\$</u>	<u>595,000</u>	<u>\$ 30,400</u>	<u>\$ 625,400</u>	<u>\$ 619,450</u>

General obligation promissory notes, Series 2016C (\$1,500,000 for remodeling and improvement projects and equipment acquisition, installation and related costs -- interest rate varying between 2% to 3%, dated June 30, 2016, with first interest payment due March 1, 2017, semiannually September and March thereafter, principal payments due annually commencing March 2017).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2022-23	160,000	9,600	169,600	168,000
2023-24	105,000	6,400	111,400	110,350
2024-25	105,000	4,300	109,300	108,250
2025-26	110,000	2,200	112,200	111,100
<u>\$</u>	<u>480,000</u>	<u>\$ 22,500</u>	<u>\$ 502,500</u>	<u>\$ 497,700</u>

General obligation promissory notes, Series 2017A (\$10,700,000 for purchase of the diesel building and construction of building additions at the Agricultural Center of Excellence on the Wausau Campus; construction of a building addition on the Merrill Campus; remodeling and improvement projects; building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs -- interest rate varying between 2% to 3%, dated June 1, 2017, with first interest payment due September 1, 2017, semiannually March and September thereafter, principal payments due annually commencing March 2018).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2022-23	890,000	125,719	1,015,719	1,002,369
2023-24	915,000	99,019	1,014,019	1,000,294
2024-25	945,000	71,569	1,016,569	1,002,394
2025-26	975,000	43,219	1,018,219	1,007,859
2026-27	1,000,000	22,500	1,022,500	1,011,250
	<u>\$ 4,725,000</u>	<u>\$ 362,025</u>	<u>\$ 5,087,025</u>	<u>\$ 5,024,166</u>

General obligation promissory notes, Series 2018A (\$11,500,000 for construction of building additions on the Merrill Campus (not to exceed \$1,500,000); remodeling and improvement projects (not to exceed \$1,500,000); building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs -- interest rate varying between 3% and 4%, dated May 22, 2018, with first interest payment due September 1, 2018, semiannually March and September thereafter, principal payments due annually commencing March 2019).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2022-23	1,035,000	228,750	1,263,750	1,248,225
2023-24	1,080,000	197,700	1,277,700	1,256,100
2024-25	1,125,000	154,500	1,279,500	1,257,000
2025-26	1,170,000	109,500	1,279,500	1,261,950
2026-27	1,215,000	74,400	1,289,400	1,271,175
2027-28	1,265,000	37,950	1,302,950	1,283,975
	<u>\$ 6,890,000</u>	<u>\$ 802,800</u>	<u>\$ 7,692,800</u>	<u>\$ 7,578,425</u>

General obligation promissory notes, Series 2019A (\$11,500,000 for construction of building additions on the Wausau Campus (not to exceed \$1,500,000); building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs -- interest rate varying between 0.5% and 5%, dated May 28, 2019, with first interest payment due September 1, 2019, semiannually March and September thereafter, principal payments due annually commencing March 2020).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2022-23	845,000	229,581	1,074,581	1,057,681
2023-24	880,000	195,781	1,075,781	1,058,181
2024-25	920,000	160,581	1,080,581	1,062,181
2025-26	955,000	123,781	1,078,781	1,054,906
2026-27	995,000	76,031	1,071,031	1,056,106
2027-28	1,035,000	46,181	1,081,181	1,070,184
2028-29	1,075,000	24,188	1,099,188	1,087,094
	<u>\$ 6,705,000</u>	<u>\$ 856,125</u>	<u>\$ 7,561,125</u>	<u>\$ 7,446,334</u>

General obligation promissory notes, Series 2020A (\$10,000,000 for construction of new building space on the Wausau Campus (not to exceed \$1,500,000); remodeling and improvement projects (not to exceed \$1,500,000); building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs – interest rate varying between 2% and 3%, dated June 25, 2020, with first interest payment due September 1, 2020, semiannually March and September thereafter, principal payments due annually commencing March 2021).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2022-23	520,000	117,850	637,850	630,050
2023-24	540,000	102,250	642,250	634,150
2024-25	560,000	86,050	646,050	637,650
2025-26	585,000	69,250	654,250	645,475
2026-27	610,000	51,700	661,700	655,600
2027-28	630,000	39,500	669,500	663,200
2028-29	660,000	26,900	686,900	680,300
2029-30	685,000	13,700	698,700	691,850
	<u>\$ 4,790,000</u>	<u>\$ 507,200</u>	<u>\$ 5,297,200</u>	<u>\$ 5,238,275</u>

General obligation promissory notes, Series 2021A (\$1,500,000 for construction of new building space on the Wausau Campus; remodeling and improvement projects; building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs -- interest rate varying between 1.5% and 3%, dated March 29, 2021, with first interest payment due September 1, 2021, semiannually March and September thereafter, principal payments due annually commencing March 2022).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2022-23	130,000	26,525	156,525	155,225
2023-24	135,000	23,925	158,925	157,575
2024-25	140,000	21,225	161,225	159,825
2025-26	145,000	18,425	163,425	161,975
2026-27	150,000	15,525	165,525	164,025
2027-28	160,000	12,525	172,525	170,125
2028-29	165,000	7,725	172,725	171,488
2029-30	170,000	5,250	175,250	173,975
2030-31	180,000	2,700	182,700	181,350
	<u>\$ 1,375,000</u>	<u>\$ 133,825</u>	<u>\$ 1,508,825</u>	<u>\$ 1,495,563</u>

General obligation promissory notes, Series 2021B (\$11,500,000 for construction of new building space on the Wausau Campus (not to exceed \$1,500,000); remodeling and improvement projects (not to exceed \$1,500,000); building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs -- interest rate varying between 2% and 3%, dated June 1, 2021, with first interest payment due September 1, 2021, semiannually March and September thereafter; principal payments due September 1, 2021, annually March 2022 thereafter).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2022-23	635,000	155,650	790,650	781,125
2023-24	665,000	136,600	801,600	791,625
2024-25	690,000	116,650	806,650	799,750
2025-26	720,000	102,850	822,850	815,650
2026-27	745,000	88,450	833,450	822,275
2027-28	780,000	66,100	846,100	838,300
2028-29	810,000	50,500	860,500	852,400
2029-30	840,000	34,300	874,300	865,900
2030-31	875,000	17,500	892,500	883,750
	<u>\$ 6,760,000</u>	<u>\$ 768,600</u>	<u>\$ 7,528,600</u>	<u>\$ 7,450,775</u>

General obligation promissory notes, Series 2022A (\$11,500,000 for construction of building additions on the Wausau Campus (not to exceed \$1,500,000); remodeling and improvement projects (not to exceed \$1,500,000); building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs – interest rate varying between 3% and 5%, dated May 24, 2022, with first interest payment due September 1, 2022, semiannually March and September thereafter; principal payments due September 1, 2022, annually March 2023thereafter).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2022-23	5,725,000	407,135	6,132,135	5,733,850
2023-24	545,000	255,225	800,225	786,600
2024-25	565,000	227,975	792,975	778,850
2025-26	590,000	199,725	789,725	774,975
2026-27	615,000	170,225	785,225	769,850
2027-28	635,000	139,475	774,475	758,600
2028-29	665,000	107,725	772,725	756,100
2029-30	690,000	74,475	764,475	750,675
2030-31	720,000	46,875	766,875	755,625
2031-32	750,000	24,375	774,375	762,188
	<u>\$ 11,500,000</u>	<u>\$ 1,653,210</u>	<u>\$ 13,153,210</u>	<u>\$ 12,627,313</u>

COMBINED:

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total (1)</u>	<u>Amount of Levy (2)</u>
2022-23	12,590,000	1,412,966	14,002,966	11,985,275
2023-24	6,030,000	1,089,400	7,119,400	7,020,725
2024-25	6,255,000	892,050	7,147,050	7,048,050
2025-26	6,505,000	694,050	7,199,050	7,101,441
2026-27	5,330,000	498,831	5,828,831	5,750,281
2027-28	4,505,000	341,731	4,846,731	4,784,384
2028-29	3,375,000	217,038	3,592,038	3,547,381
2029-30	2,385,000	127,725	2,512,725	2,482,400
2030-31	1,775,000	67,075	1,842,075	1,820,725
2031-32	750,000	24,375	774,375	762,188
	<u>\$ 49,500,000</u>	<u>\$ 5,365,241</u>	<u>54,865,241</u>	<u>\$ 52,302,850</u>

(1) The indebtedness shown on this page includes the total present obligation for debts incurred for the purposes of capital purchases, and for construction and improvements to the facilities of the District. No dollars are included for operating purposes.

(2) The College collects Property Tax Levy dollars on a calendar-year basis; whereas, the College budgets using a fiscal year of July 1 to June 30.

Legal Debt Limitations

2022-2023 Budget Year

State statutes impose two debt limitations on debt held by WTCS districts. The following computations are based on the aggregate debt budgeted to be outstanding as of June 30, 2022, net of resources available to fund principal and interest payments.

The aggregate indebtedness of the district may not exceed 5% of the equalized value of the taxable property located in the district per s. 67.03 (1), Wisconsin Statutes. This limitation applies to indebtedness for all purposes - bonds, promissory notes and capital leases, including taxable and nontaxable borrowings. It also applies to Wisconsin Retirement System prior service liability refinanced with the proceeds of promissory notes or bonds.

The maximum aggregate indebtedness of the District budgeted for fiscal year 2021-2022 net of resources available to fund this debt is \$44,331,808. The 5% limit is approximately \$997,648,446.

The bonded indebtedness of a district may not exceed 2% of the equalized value of the property located in a district per s. 67.03 (9), Wisconsin Statutes. This limitation applies to bonded indebtedness for the purchase of district sites, the construction and remodeling of district facilities, and the equipping of district facilities.

The maximum bonded indebtedness of the District budgeted for fiscal year 2021-2022 net of resources to fund this debt is \$0. The 2% limit is approximately \$399,063,378.

Budgeted Expenditures by Object Level

2022-2023 Budget Year (1)

Personnel Services

Salaries and Wages	\$32,624,905	
Fringe Benefits	<u>10,605,270</u>	\$43,230,175

Current Expense	13,412,523
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Capital Expense	15,864,741
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Debt Retirement	<u>13,942,176</u>
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Total Budgeted Expenditures	<u>\$86,449,615</u>
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(1) General Fund, Special Revenue Fund - Operational, Capital Projects Fund, and Debt Service Fund only.

SUPPLEMENTAL DATA



2022-2023
BUDGET & PLANNING

Accreditation & Continuous Quality Improvement at NTC

Northcentral Technical College is institutionally accredited by the Higher Learning Commission (HLC). NTC's institutional accreditation is reaffirmed by HLC through 2022-23. In working with HLC the College has benefited from building on positive improvements through HLC's Academic Quality Improvement Program (AQIP) Pathway of accreditation and more recently through HLC's Open Pathway of accreditation. The Open Pathway also focuses on quality improvement, as institutions identify and complete an ongoing Quality Initiative Project. NTC has identified scaling the College's Guided Pathway efforts to help students determine, enter, persist, and complete their chosen field of study. The Quality Initiative Project will focus and guide continuous quality improvement efforts at the College over the next several years.

In spring 2016, NTC took the next step in continuous quality improvement by joining Achieving the Dream, a network of more than 200 community colleges in 35 states helping community colleges focus efforts on student success and completion. Achieving the Dream provides a framework for integrating college-wide student success efforts and tracking progress and benchmarking results. Previously, NTC aligned its accreditation quality projects with its Achieving the Dream student success and completion strategies to leverage both the Achieving the Dream national network and the continuous improvement best practices of AQIP. Moving forward, NTC will leverage best practices learned through Achieving the Dream to align with its Quality Initiative Project and other continuous quality improvements at the College.

Continuous Quality Improvement at NTC

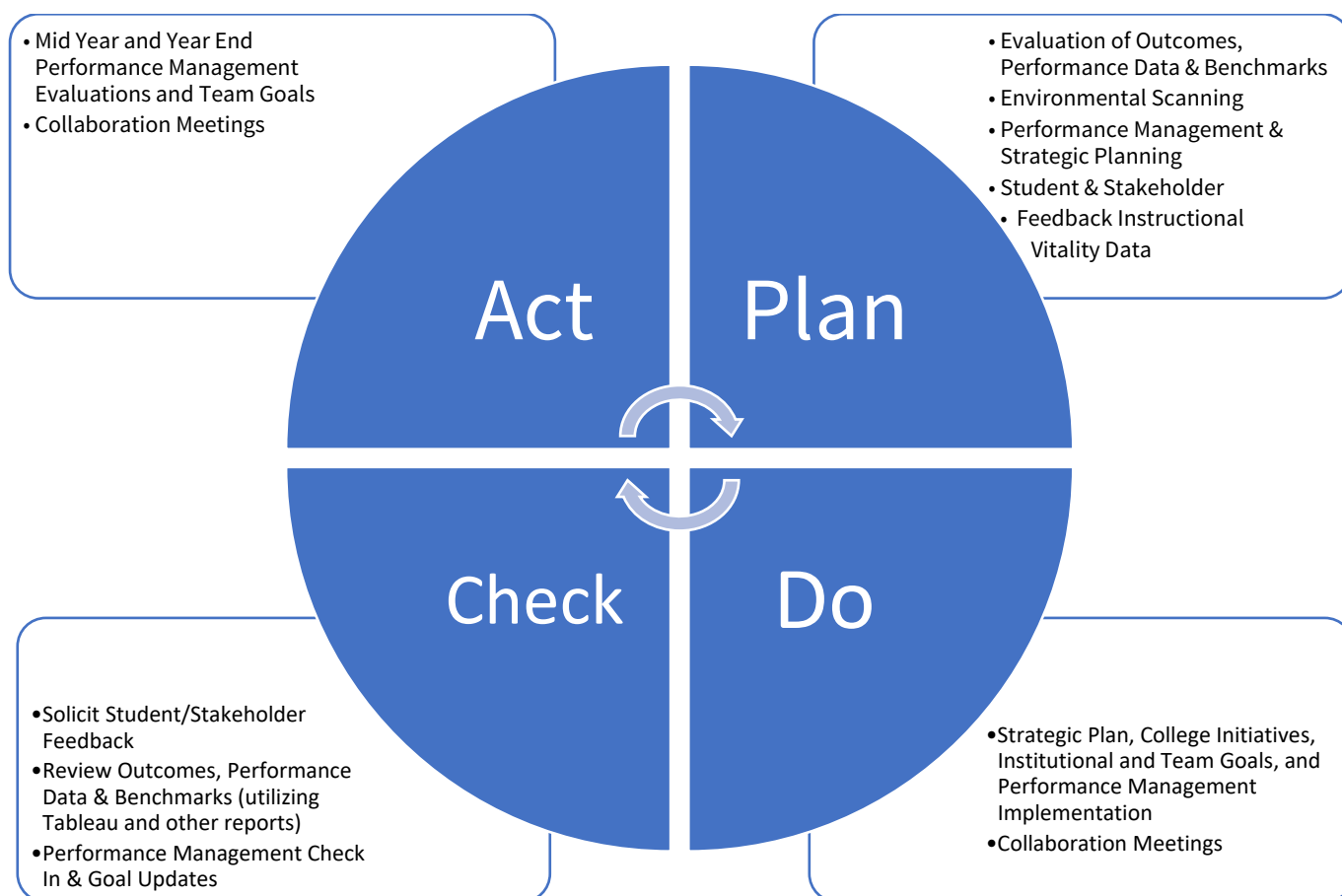
Continuous Quality Improvement is a College Strategic Direction. At NTC, quality is strategic, integrated, and intentional in how NTC employees approach their tasks. Quality is embedded in the culture of the College and its key processes and starts at the top of the organization with the President. The quality philosophy spills down to the Executive Leadership Team (ELT) and to employees and is engrained in how the College plans, evaluates, and executes tasks. The heart of NTC's quality journey is its evaluation model that provides an ongoing process of data collection, analysis, and continuous improvement. To promote student success, a College-wide conscious effort to stay well-informed of performance along each step within the student pathway (developmental education through student graduation and transfer) is systematically examined for effectiveness and quality and is guided by learner needs utilizing the Deming cycle of Plan-Do-Check-Act. The following evaluation and strategic planning processes support continuous quality improvement at NTC:

- **Instructional Vitality Process:** The Instructional Vitality Process (IVP) is an annual program evaluation to promote continuous improvement that is facilitated by members of the Institutional Research Team. The evaluation may include program data regarding student success (course completion, drop reasons, fall-to-spring retention, 3-year graduation) and program health (enrollment trends, graduate success, cost per FTE). In addition, as survey results and feedback (Student Survey, Graduate Follow-up, Advisory Committee input, etc.) become available they are shared with internal stakeholders to be used for continuous improvement efforts. Faculty formally analyze Instructional Vitality Process data each fall, prior to developing team goals.
- **Strategic Plan and College Goals:** The Executive Leadership Team sets the Strategic Plan and establishes institutional goals that will be reflected on departmental or academic team goals. Institutional goals are aligned with the Strategic Plan of the College. Each department or academic team documents their team goals that align with the institutional Strategic Plan and Executive Leadership Team goals.

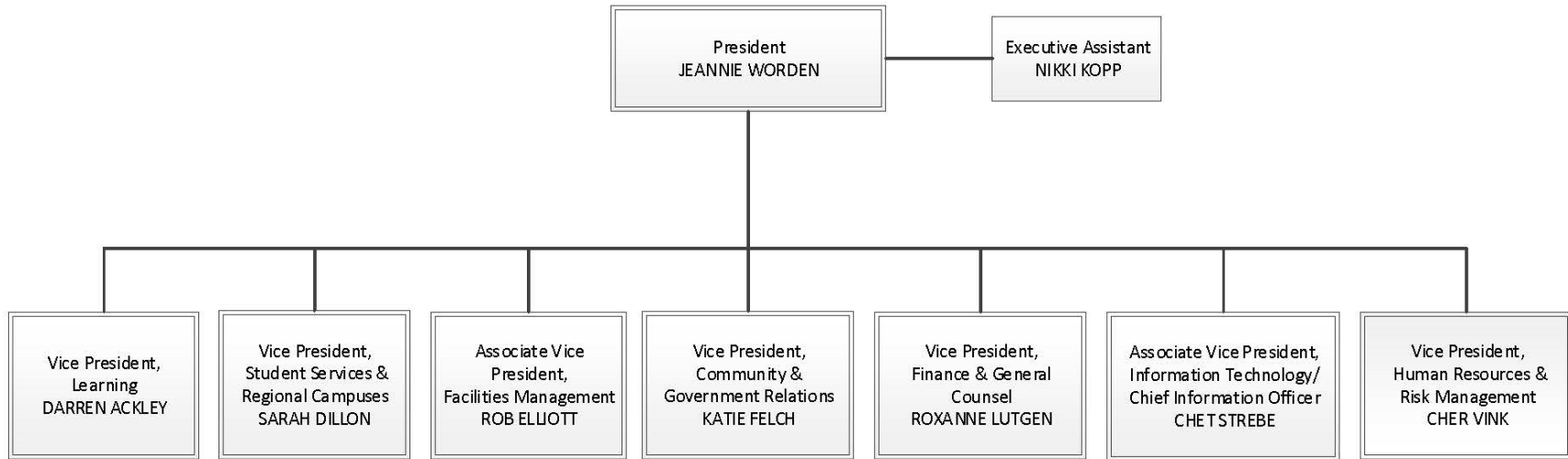
- **Employee Performance Management:** Individual employee performance management provides a mechanism for supervisors and employees to monitor progress at the employee-level. The model, which ties personal performance to team goals, is designed to create an ongoing evaluation conversation that promotes continuous improvement at the employee level.
- **Stakeholder Satisfaction & Environmental Scanning Data:** NTC systematically gathers, analyzes, and prioritizes stakeholder feedback. Listening Sessions help the College identify community/stakeholder, employer, graduate, employee, and student concerns. NTC gathers feedback with College-wide student and employee surveys, alternating between the two each year. NTC utilizes Economic Modeling Specialists International (EMSI) software to monitor district educational, economic, and labor market trends. In addition, NTC collects qualitative environmental scanning data.

Connecting NTC's Key Planning and Continuous Improvement Processes

Quality is linked with NTC's planning processes in order to promote student success. The NTC Board of Trustees approves a strategic plan to achieve the College's mission and goals based on stakeholder needs. After the Board approves the College Strategic Directions, the Executive Leadership Team identifies operational strategies to support these Strategic Directions. From the Executive Leadership Team's identified College-wide goals, the process cascades down to the department or academic team level to support the College-wide goals. Both the Executive Leadership Team and individual teams determine quality initiatives identified through the Instructional Vitality Process, stakeholder feedback and environmental scanning data, or best practices learned from others (such as through the WTCS Student Success Center, Achieving the Dream, or through professional development). Team goals provide a centralized location for both teams and supervisors to document priorities, thereby providing accountability for completing initiatives. The individual Performance Management process supports the College and team goals.



Organizational Chart



The President's Executive
Leadership Team (ELT)
4/1/2022

Student Enrollment Statistics

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-23
<u>Head Count Enrollments</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Estimated (5)</u>	<u>Projected</u>
Postsecondary (1)	9,903	9,962	10,060	8,346	9,800	9,900
Basic Education (2)	4,584	4,653	4,947	4,681	4,700	4,800
Continuing Education (3)	9,154	9,458	7,845	6,432	8,600	8,800
TOTAL (4)	<u>23,641</u>	<u>24,073</u>	<u>22,852</u>	<u>19,459</u>	<u>23,100</u>	<u>23,500</u>
 <u>Full-Time Equivalent Enrollments</u>						
Postsecondary (1)	2,558	2,345	2,351	2,278	2,225	2,233
Basic Education (2)	403	355	411	406	365	370
Continuing Education (3)	121	98	100	71	95	105
TOTAL	<u>3,082</u>	<u>2,798</u>	<u>2,862</u>	<u>2,755</u>	<u>2,685</u>	<u>2,708</u>

(1) Postsecondary: Students enrolled in courses at the associate degree, technical diploma, apprenticeship, and certificate levels.

(2) Basic Education: Students enrolled in remedial courses.

(3) Continuing Education: Students enrolled in courses for personal development to increase job skills or to learn new skills.

(4) The headcount listed above is unduplicated within the category, but many students enroll in several categories. The total unduplicated headcount is as follows: 2017-2018 19,071, 2018-2019 19,220, 2019-2020 17,801, 2020-2021 16,078, 2021-2022 (estimated) 18,200 and 2022-2023 18,500 (projected).

(5) Estimated numbers as of April 2022 (week #47); fiscal year end numbers will be available in August of 2022.

Degree/Diploma Program Offerings

2022-2023

OUR OFFERINGS

Northcentral Technical College has over 200 programs and certificates in the Business, Service Occupations, and Trades and Technical Areas. Many of these programs have qualities that are unique to the state and to the country. Following is a list of the programs offered:

ASSOCIATE DEGREE PROGRAMS

Accounting	IT - Computer Support Specialist
Administrative Professional	IT - Cybersecurity Specialist
Agri-Business	IT - Network Specialist
Architectural Design & Technology	IT - Software Developer
Automation Systems Technology	IT - Web Designer
Automotive Technology	Law Enforcement in the 21st Century
Business Analyst	Leadership Development
Business Management	Legal Studies / Paralegal
Civil Engineering Technology	Manufacturing Engineering Technology
Criminal Justice Studies	Marketing
Crop Science	Mechanical Design Engineering Technology
Culinary Arts	Medical Laboratory Technician
Dairy Science	Nursing
Data Analytics	Paramedic Technician
Dental Hygienist	Radiography
Diesel Technology	Safety Engineering Technology
Digital Marketing	Sign Language Interpreting in Education
Early Childhood Education	Small Business Entrepreneurship
Electromechanical Technology	Sports and Recreation Management
Fire Medic	Substance Use Disorder Counselor (SUDC)
Fire Services Leadership	Supply Chain Management
Foundations of Teacher Education	Technical Studies-Journey Worker
Graphic Communication Technologies	Veterinary Technician
Human Resources	Video Production
Human Services Associate	Welding Fabrication & Robotics
Individualized Technical Studies	Wood Science

TWO-YEAR TECHNICAL PROGRAMS

Automotive Technician	Machine Tool Technics
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ONE-YEAR TECHNICAL PROGRAMS

Accounting Assistant
Business Operations
Cosmetology
Culinary Assistant
Diesel Equipment Mechanic
Early Childhood Teacher
Electrical Power Distribution
Emergency Medical Technician - Paramedic
Fire Science
Garden to Market Specialist
Gas Utility Construction & Service
Human Services Assistant
Industrial Electronics & Maintenance

Technician
IT - Computer Support Technician
Machine Tool Operation
Manufacturing Technician
Medical Assistant
Medical Coding Specialist
Medical Office Specialist
Office Assistant
Substance Abuse Counselor Education
Supply Chain Assistant
Surgical Technologist
Welding
Wood Technology

SHORT-TERM TECHNICAL PROGRAMS

Accelerated - Human Resource Management
Accelerated - Leadership
Accelerated - Lean Organizations
Accelerated - Supervision
Advanced EMT
Applied Mechanical CAD Technician
Architectural Design Software
Architectural Technician
Basic Machining
Criminal Justice - Law Enforcement 720 Academy
Crop Scout
Dental Assistant (Short-Term)
Emergency Medical Technician
Flux Core Arc Welding (FCAW)
Gas Metal Arc Welding (GMAW)
Gas Tungsten Arc Welding (GTAW)
Healthcare Receptionist
Industrial Automation
Industrial Environmental Engineering

Technician
Industrial Manufacturing Engineering Technician
Industrial Safety Engineering Technician
IT - Help Desk Support Specialist
IT - Junior Developer
IT - Network Technician
IT - Software Development Specialist
IT - Web Design Specialist
Manufacturing Basics
Marketing - Digital Internet Marketing
Marketing - Digital Marketing Promotions
Marketing - Social Media
Nursing Assistant (CNA)
Phlebotomy Technician
Quality Manufacturing
Shielded Metal Arc Welding (SMAW)
Truck Driving
Welding Robotic Operation

Graduate Employment Statistics

 Northcentral TECHNICAL COLLEGE 3 Year Report - 2017 through 2019 NTC Graduates	Number of Graduates	Number Responding	Average Hourly Wage	Average Annual Salary	% Employed	% Employed in Field	Annual Salary Range
Accounting Assistant Technical Diploma	47	34	\$16.60	\$35,681	100%	79%	\$23,338 - \$45,630
Accounting Associate Degree	77	50	\$17.57	\$36,715	80%	73%	\$21,216 - \$51,428
Administrative Professional	18	12	\$14.89	\$30,885	83%	80%	\$24,960 - \$36,067
Advanced EMT	28	22	\$15.76	\$24,440	94%	100%	\$23,920 - \$24,960
Agri-Business	12	7	\$14.45	\$29,429	100%	71%	\$20,800 - \$42,185
Architectural Design & Technology	29	17	\$17.38	\$42,947	93%	85%	\$32,000 - \$67,600 ¹
Automotive Technician Technical Diploma	24	15	\$16.98	\$43,368	92%	75%	\$27,040 - \$54,340 ⁴
Automotive Technology Associate Degree	14	8	\$14.92	\$37,521	100%	57% ²	\$34,562 - \$40,000
Business Management	126	72	\$18.42	\$41,399	86%	77%	\$23,500 - \$108,342 ⁴
Criminal Justice - Law Enforcement 720 Academy ²	62	27	\$22.54	\$50,165	96%	58% ³	\$43,680 - \$55,000
Criminal Justice Studies ²	64	38	\$16.36	\$39,971	90%	73%	\$16,000 ² - \$61,745 ⁴
Crop Science	15	12	\$35.47	\$35,847	100%	83%	\$24,960 - \$42,120
Culinary Arts	12	8	\$11.59	\$26,460	100%	80%	\$23,800 - \$29,120
Dairy Science	30	22	\$14.07	\$32,986	100%	100%	\$20,800 - \$42,640
Dental Assistant Technical Diploma	43	21	\$15.32	\$30,934	100%	86%	\$27,040 - \$35,360
Dental Hygienist Associate Degree	82	50	\$28.70	\$56,352	100%	86%	\$41,600 - \$70,720
Diesel Equipment Mechanic Technical Diploma	33	32	\$15.32	\$38,389	100%	95%	\$16,640 - \$59,800 ⁴
Diesel Technology Associate Degree	26	20	\$18.80	\$42,691	100%	95%	\$31,200 - \$55,120
Digital Marketing ¹	12	7	\$17.45	-	100%	43% ³	-
Early Childhood Education	56	32	\$12.64	\$26,518	100%	87%	\$22,360 - \$45,760
Electrical Power Distribution	5	4	\$25.10	\$56,618	100%	50%	\$44,200 - \$69,035 ⁴
Electromechanical Technology	61	44	\$22.02	\$52,672	100%	77%	\$33,280 - \$93,309 ⁴
Emergency Medical Technician	238	129	\$15.05	\$37,201	97%	76%	\$22,214 - \$66,560 ⁴
Emergency Medical Technician - Paramedic	20	14	\$16.73	\$40,843	100%	100%	\$20,592 - \$59,904 ⁴
Fire Medic Associate Degree ¹	6	5	-	-	100%	80%	-
Graphic Communication Technologies	27	17	\$14.03	\$25,931	92%	64%	\$20,592 - \$32,240
Health Care Business Administration	23	16	\$15.97	\$35,518	93%	85%	\$27,456 - \$46,098
Human Services Assistant Technical Diploma	68	57	\$13.28	\$32,551	79%	80%	\$22,880 - \$37,440
Human Services Associate Degree	84	46	\$17.06	\$32,522	97%	78%	\$24,146 - \$44,200
Industrial Electronics & Maintenance Technician ¹	9	6	-	-	50% ³	100%	-
IT - Computer Support Specialist	39	28	\$22.25	\$49,382	82%	74%	\$31,000 - \$108,329
IT - Network Specialist	25	17	\$19.74	\$43,154	100%	87%	\$31,200 - \$58,000
IT - Software Developer	36	21	\$22.69	\$50,071	78%	79%	\$36,670 - \$60,000
IT - Web Designer	8	6	\$21.24	\$44,187	100%	100%	\$24,960 - \$54,600
Leadership Development	28	21	\$18.64	\$45,079	100%	67%	\$25,000 - \$89,000 ⁴
Machine Tool Operation	19	15	\$14.56	\$29,137	100%	73%	\$22,932 - \$33,280
Machine Tool Technicians	27	14	\$19.00	\$38,064	93%	85%	\$31,200 - \$43,680
Manufacturing Engineering Technology	19	10	\$25.34	\$59,000	100%	44% ³	\$55,000 - \$63,000
Marketing Associate Degree	39	26	\$15.64	\$35,082	100%	77%	\$16,380 ² - \$55,000 ⁴
Mechanical Design Engineering Technology	54	31	\$18.33	\$38,830	100%	75%	\$29,120 - \$48,256
Medical Assistant	73	59	\$15.05	\$31,067	94%	96%	\$26,133 - \$39,978
Medical Coding Specialist	36	27	\$18.20	\$38,542	84%	48% ³	\$33,280 - \$49,920
Medical Laboratory Technician	19	14	\$18.29	\$39,527	92%	91%	\$33,602 - \$47,372
Medical Office Specialist	10	6	\$15.00	\$29,744	67%	100%	\$26,208 - \$33,280
Nursing Assistant Technical Diploma (CNA)	1223	693	\$13.34	\$29,735	96%	85%	\$20,592 - \$41,756 ⁴
Nursing Associate Degree	253	170	\$27.00	\$54,010	99%	99%	\$45,003 - \$121,680 ⁴
Office Assistant ¹	11	10	\$14.51	-	100%	78%	-
Paramedic Technician Associate Degree	10	8	\$21.03	\$51,532	100%	100%	\$44,928 - \$65,728 ⁴
Phlebotomy Technician	54	33	\$13.89	\$28,660	89%	94%	\$26,302 - \$32,448
Radiography	45	40	\$21.62	\$43,356	95%	92%	\$35,360 - \$61,006
Safety Engineering Technology ¹	7	3	-	-	67% ³	50% ³	-
Sign Language Interpreting in Education	4	3	\$19.69	\$36,499	100%	100%	\$34,632 - \$38,366
Small Business Entrepreneurship	19	11	\$14.08	\$34,580	100%	75%	\$26,676 - \$42,484
Substance Abuse Counselor Education Technical Diploma	48	33	\$20.01	\$44,515	89%	75%	\$33,280 - \$54,054
Substance Use Disorder Counseling Associate Degree	21	15	\$18.30	\$38,059	82%	56% ³	\$36,400 - \$41,995
Surgical Technologist	18	13	\$19.48	\$39,427	100%	92%	\$35,437 - \$43,326
Technical Studies - Journey Worker ¹	7	3	-	-	100%	100%	-
Truck Driving	82	47	\$20.47	\$54,247	90%	89%	\$37,440 - \$88,920 ⁴
Veterinary Science	43	33	\$11.85	\$22,888	92%	75%	\$18,200 ² - \$27,040
Video Production ¹	14	7	-	-	100%	33% ³	-
Welding Fabrication & Robotics Associate Degree	19	8	\$17.01	\$37,483	100%	86%	\$35,360 - \$39,650
Welding Technical Diploma	79	39	\$17.52	\$40,067	96%	83%	\$28,080 - \$54,080 ⁴
Wood Science	14	10	\$19.37	\$44,801	100%	88%	\$28,080 - \$66,144 ⁴
Embedded Technical Diplomas ⁶	501	330	\$19.83	\$48,326	92%	83%	\$31,200 - \$85,000 ⁴
COLLEGE-WIDE 3 YEAR TOTALS	4255	2648	\$18.40	\$41,688	95%	83%	\$16,000² - \$121,680⁴

Table Notes:

¹ Wages not disclosed. Programs with fewer than two graduates reporting full-time employment wages (25+ hours/week) in a related field will not display annual salary wages.

² Many graduates seeking municipal jobs can take up to 18 months to be processed for employment eligibility due to substantial testing and background checks.

³ Graduates of this program may be working fewer than 40 hours/week. Refer to average salary for more accurate estimates of actual wages.

⁴ Wages may be higher than typical due to graduates working more than 40 hours per week or having previous employment in the field.

⁵ Lower employment rate in the field may be due to graduates responding earlier than 6 months after graduation.

⁶ Embedded technical diploma ladder jobs generate degree and technical diploma offerings. Wages may be higher than typical due to graduates' previous employment or additional degrees earned. Individuals graduating with embedded technical diplomas are often incumbent workers upgrading their skills.

Employers Who Hired NTC Graduates Within the Last 3 Years

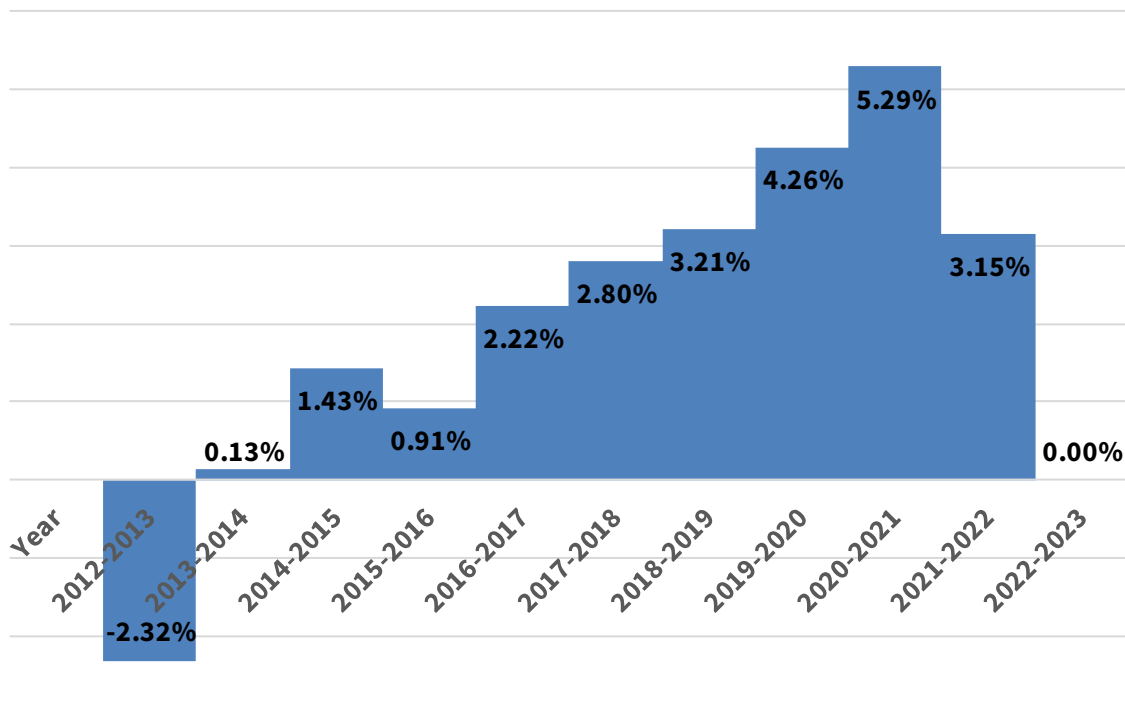
Accurate
 AGRA Industries Inc
 Antigo Fire Department
 Applied Laser Technologies
 Aqua Finance
 Ascension
 Ascension Saint Care's Hospital
 Aspirus Spine And Neuroscience
 Aspirus Wausau Hospital
 Avail Inc
 BW Papersystems
 CGI
 Church Mutual Insurance
 Colanage Credit Union
 Crystal Finishing Systems Inc
 Downary Orthodontics
 Eastbay
 Elite Carriers LLC
 ENT & Allergy Associates SC
 Enterprise Wood Products
 Flambeau Hospital
 G3 Industries Inc
 GI Associates
 Great Lakes Cheese
 Green Bay Packaging
 Greenheck Fan Corp
 Haven Inc
 Heartland Cooperative
 Home Home Of Wittenberg
 IAP Industrial Air Products
 Imperial Industries Inc
 J.H. Findorf & Son Inc
 James Peterson Sons Inc
 Jarp Industries
 Karl's Transport Inc
 Kolbe Windows & Doors
 Kretz Lumber Co Inc
 KW Transit
 L & S Electric
 Lange Machine & Tool Company LLC
 Lewis Construction Inc
 Lincoln County Sheriff's Department
 Linetec
 Marathon Cheese Corporation
 Marathon County Highway Department
 Marshfield Clinic
 Marshfield Utilities
 Menominee Tribal Enterprises
 Merrill Police Department
 Merrill Steel Inc
 Mid-State Contracting LLC
 Midwest Communications Inc
 Mosinee Family Dental
 Nestle Pizza Company
 North Central Health Care
 Opportunity Inc
 Phillips Medisize
 Pine Ridge Surgery Center
 Piper Products Inc
 Putnam Lumber Company
 Quirt Family Dentistry
 Reindl Printing Inc
 Rib Lake Police Department
 Ruester & Schnell Inc
 Riverside Fire District
 S.D. Ellenbecker Inc
 Sand Box Child Care & Preschool
 Schied Tire and Service
 Schuette Inc
 Sierra Pacific Windows
 Sport & Spine Clinic LP
 Stainless Specialists Inc
 Sleeping Stones Inc
 Suitable Media LLC
 Taylor County Highway Department
 The Diagnostic & Treatment Center
 The Women's Community Inc
 Time Federal Savings Bank
 Urology Specialists Of Wisconsin SC
 Veritas Steel
 Volm Companies Inc
 Wausau Child Care Inc
 Wausau Coated Products Inc
 Wausau Comprehensive Treatment Center
 Wausau Fire Department
 Wausau Homes
 Wausau Manor
 Wausau Police Department
 Wausau Tile Inc
 Wausau Window & Wall Systems
 Weather Shield Windows & Doors
 Wipfl LLP
 Wisconsin Kenworth
 Wisconsin Lift Truck Corporation
 Wisconsin Public Service
 Wittenberg Area Ambulance Services
 Wittenberg Vet Clinic Companion
 WSAW-TV

GRADUATE EMPLOYMENT STATISTICS FOR 2017 THROUGH 2019 GRADUATES

Property Valuations and Mill Rates

Year		Property Valuation	Operational Mill Rate	Debt Mill Rate
2012-2013	Actual	\$ 14,881,761,339	1.49674	0.52576
2013-2014	Actual	14,900,465,191	1.51035	0.57486
2014-2015	Actual	15,113,021,324	0.62683 ⁽¹⁾	0.59124
2015-2016	Actual	15,250,959,190	0.63534	0.62575
2016-2017	Actual	15,589,508,123	0.63925	0.62620
2017-2018	Actual	16,025,457,462	0.64225	0.62620
2018-2019	Actual	16,540,469,445	0.63237	0.63005
2019-2020	Actual	17,244,992,207	0.63192	0.63817
2020-2021	Actual	18,157,430,905	0.62456	0.63817
2021-2022	Actual	18,700,654,022	0.57249 ⁽¹⁾	0.63817
2022-2023	Projected ⁽²⁾	18,700,654,022	0.57249 ⁽¹⁾	0.63817

Percent Increase/Decrease in Equalized Value of District Property



(1) Mill rate reflects a change in Wisconsin State Statutes related to Property Tax Relief Aid providing a dollar-for-dollar reduction in property tax funding with an increase in state aid funding.

(2) Projected to remain the same as prior year until annual valuations are available.

Property Tax Levy Summary

TAX DISTRIBUTION BY FUND	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023 (projected)	
	Amount	Mill Rate	Amount	Mill Rate	Amount	Mill Rate	Amount	Mill Rate	Amount	Mill Rate
General Operations										
General Fund	\$ 9,159,743	0.55378	\$ 9,597,520	0.55654	\$ 10,040,437	0.55297	\$ 9,406,009	0.50298	\$ 9,519,420	0.50904
Special Revenue Fund - Operational	1,100,000	0.06650	1,100,000	0.06379	1,100,000	0.06058	1,100,000	0.05882	900,000	0.04813
Special Revenue Fund - Non-Aidable	200,000	0.01209	200,000	0.01160	200,000	0.01101	200,000	0.01069	200,000	0.01069
Total General Operations	\$ 10,459,743	0.63237	\$ 10,897,520	0.63192	\$ 11,340,437	0.62456	\$ 10,706,009	0.57249	\$ 10,619,420	0.56786
Debt Retirement										
Debt Service Fund	\$ 10,421,287	0.63005	\$ 11,005,237	0.63817	\$ 11,587,528	0.63817	\$ 11,934,197	0.63817	\$ 11,934,137	0.63817
Total Debt Retirement	\$ 10,421,287	0.63005	\$ 11,005,237	0.63817	\$ 11,587,528	0.63817	\$ 11,934,197	0.63817	\$ 11,934,137	0.63817
Total Levy	\$ 20,881,030	1.26242	\$ 21,902,757	1.27009	\$ 22,927,965	1.26273	\$ 22,640,206	1.21066	\$ 22,553,557	1.20603

DISTRICT DESCRIPTION

Menominee County; Price County; Taylor County less the portion of the School District of Gillman, the School District of Flambeau, the Stanley-Boyd Area School District, the School District of Thorp, and the School District of Owen-Withee; Marathon County less the portion of the School District of Auburndale and the Unified School District of Marshfield; Langlade County less the portion of the School District of Elcho and the School District of Rhinelander; plus the portion of the School District of Colby, the School District of Loyal, the School District of Spencer, and the School District of Abbotsford in Clark County; the Merrill Area Common Public School District in Lincoln County; the Unified School District of Antigo, the School District of Bowler, and the Wittenberg-Birnawood School District in Shawano County; the Rosholt School District in Portage and Waupaca Counties; and the School District of Tigerton in Shawano and Waupaca Counties.

<u>STATISTICS</u>	<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>	<u>2021-2022</u>	<u>2022-2023 (projected)</u>
Equalized Valuation (TID Out)	\$ 16,540,469,445	\$ 17,244,992,207	\$ 18,157,430,905	\$ 18,700,654,022	\$ 18,700,654,022 (1)
Tax Levy Requested	\$ 20,881,030	\$ 21,902,757	\$ 22,927,965	\$ 22,640,206	\$ 22,553,557
Total Mill Rate	1.26242	1.27009	1.26273	1.21066	1.20603
Mill Rate - General Operations	0.63237	0.63192	0.62456	0.57249	0.57249 (1)
Mill Rate - Debt Retirement	0.63005	0.63817	0.63817	0.63817	0.63817

(1) Property valuations and mill rates projected to remain the same as prior year for budget purposes; actual mill rates determined at October Board meeting.

Glossary of Terms

Accreditation – The assurance offered by recognized agencies that a college or program is of sufficient quality to earn the agency's approval.

Assessed Valuation – The valuation set upon real estate or other property by the state through the Wisconsin Department of Revenue. This valuation is multiplied by the tax rates set annually by the board to determine and levy property taxes due. Assessed value may be different than market value.

Auxiliary Services – The expenditure function used to record costs for all activities of a commercial enterprise or of a proprietary nature, such as the campus store, campus cafe, and vending services.

Bond Rating – A level of risk assigned to general obligation promissory notes assessed by rating agencies. A higher bond rating indicates less risk.

Bonded Debt – The portion of outstanding indebtedness that includes general obligation bonds that are backed by approved, irrevocable future tax levies for debt service. General obligation promissory notes are not included in the calculation of bonded indebtedness.

Budget – A plan of financial operation representing an estimate of proposed expenditures for a given period and the proposed financing or revenues.

Capital Outlay – An appropriation and expenditure category for government assets with a value of \$5,000 or more and a useful economic lifetime of more than two years.

Capital Projects Fund – Accounts for financial resources used for the acquisition or construction of major capital assets and remodeling, other than those financed by enterprise or internal service funds.

Current Expense – Expenses that are not salaries, wages, or fringe benefits. Current expense examples include: supplies, travel, utilities, and insurance.

Custodial Fund – Used to record resources and related financial activity held in a custodial capacity, where funds are received, temporarily invested, and remitted to other parties.

Debt Limit – The maximum amount of gross or net debt legally permitted.

Debt Proceeds – Amounts received from the issuance of general obligation promissory notes.

Debt Service – Expenditures for the retirement of debt, as well as the interest payment on that debt.

Debt Service Fund – Accounts to measure the resources for and the payment of general long-term debt principal and interest.

Deficit – The excess of expenditures/uses over revenues/resources.

Designated for Subsequent Year(s) – A portion of this year's unreserved fund balance to provide for the excess of expenditure and other financial uses over revenues and other financial sources budgeted in the next year(s).

Encumbrance – Obligation in the form of a purchase order, contract, or salary commitment that is chargeable to an appropriation and for which a part of the appropriation is reserved. The purchase order, contract, or salary commitment ceases to be an encumbrance when paid or when an actual liability is established.

Enterprise Funds – Accounts to measure net income for ongoing activities which are similar to those often found in the private sector and the services are provided primarily through user charges.

Equalized Valuation – The full value of the taxable property in the NTC district, as determined by the Wisconsin Department of Revenue. Full value less the value of tax incremental financial districts (TIF) is used for the allocation of tax levy to municipalities in a taxing district.

Financial Accounting Manual (FAM) – The FAM outlines accounting regulations that the sixteen technical colleges within the State of Wisconsin must follow.

Fiscal Year – A twelve-month period to which the annual operating budget applies and, at the end of which, a governmental unit determines its financial position and the results of its operations. NTC's fiscal year begins July 1st and ends June 30th.

Full-time Equivalent (FTE) – A student taking at least fifteen credits each semester or thirty credits per year. When total credits taken by all students are divided by thirty, the calculation produces a universal, comparable measure of enrollment that is used to assess productivity of different educational institutions.

Function – A group of related activities aimed at accomplishing a major service/activity for which a governmental unit is responsible, such as instruction or student services.

Fund Balance – The excess of assets over liabilities; may be reserved or unreserved.

General Fund – The primary operating fund of the district that reflects all financial activity not required to be accounted for in another fund.

General Obligation Debt – Long-term debt for facility upgrade and capital equipment backed by the full faith and credit of the district.

Government Fund Types – The general, special revenue, capital projects, and debt service funds.

Institutional Revenue – Revenue generated for contracts for instruction with business and industry, interest income, and miscellaneous user charges.

Internal Service Fund – Accounts to measure the financing and related financial activities of providing goods or services from one department to another department within the college on a cost-reimbursement basis.

Levy – The total amount of taxes or special assessments imposed by a government unit.

Mill Rate – Tax rate in mills (\$.001) per dollar of valuation. Mill rates are usually expressed in mills per \$1,000 of valuation. NTC has two components in its mill rate: Operational and Debt Service.

Modified Accrual Basis – An accounting method commonly used by government agencies that combines accrual-basis accounting with cash-basis accounting. Modified accrual accounting recognizes revenues when they become available and measurable and, with a few exceptions, recognizes expenditures when liabilities occur.

NTC – Northcentral Technical College.

Net New Construction – Includes changes to equalized value due to new building construction and land improvements, less changes to equalized value due to demolition/destruction of building and removal of land improvements.

Operating Funds – The general and special revenue funds combined.

Operating Transfers – All interfund (between funds) transfers other than residual equity transfers (e.g. legally authorized transfers from a fund receiving revenue to the fund through which the resources are to be expended).

Operational Expenditures – Salaries, fringe benefits, materials, supplies, services, and other expenditures related to district operations.

Other Financing Sources – Funds received from general long-term debt proceeds, transfers in, and reserves re-appropriated from fund balance. Such amounts are classified separately from revenues.

Other Financing Uses – Funds used for operating transfers out. Such amounts are classified separately from expenditures.

Pro Forma Balance Sheet – A statement that projects the college's balance sheet for a future period.

Reserve – An account used to earmark a specific portion of fund balance to indicate that it is not available for other expenditures but is designated for a specific purpose.

Retained Earnings – An equity account reflecting the accumulated earnings of a proprietary (enterprise) fund.

Revenue – All funds that the district receives, including tax payments, fees for specific services, receipts from other governmental units, and interest income.

Special Revenue Fund – Accounts to measure the proceeds of specific revenue sources (other than debt service, major capital projects or expendable trust) that are restricted to expenditures for designated purposes because of legal or regulatory provisions. Special Revenue Funds consist of federal and state grants and business and industry contracts.

Special Revenue Non-Aidable Fund – Funds used to account for assets held by the district in a trustee capacity or as an agent for individuals, private organizations, other governmental units and/or other funds, e.g., Federal financial aid.

State Aid – Funds made available by the Wisconsin state legislature for distribution to each Wisconsin Technical College district, based on a prescribed formula of distribution, to offset some portion of the instructional expenses.

Statements – Presentation of financial data that shows the financial position and the results of financial operations of a fund, group of accounts, or an entire entity for a particular accounting period.

Statute – A written law enacted by a duly organized and constituted legislative body.

Surplus – The excess of revenues/resources over expenditures/uses.

Tax Incremental Financing District (TIF) – Property within a municipality whose incremental growth in equalized valuation is excluded from the equalized valuation calculation when determining the amount of taxes to assess a municipality. Special statutes govern the creation of TIF districts.

Tax Rate – The amount of tax stated in terms of the unit of the tax base (mill rates).

Tax Rate Limit – The maximum rate at which a governmental unit may levy a tax.

Taxes – Compulsory charges levied by a governmental unit for the purpose of financing services performed for the common benefit.

Tuition and Fees – Revenue generated from charges to students. The Wisconsin Technical College System Board determines both rates.

Wisconsin Act 145 – 2013 legislation providing \$406 million in property tax relief by removing this amount from the property tax rolls applicable to technical colleges and paying the same amount to the 16 technical colleges as state aid. Aid is allocated based upon the relative property value of each technical college district.

Wisconsin Statutes – Chapter 65 - “Municipal Budget Systems” details the requirements for creating, publishing, adopting, and amending government budgets.

Wisconsin Technical College System (WTCS) – The state system of sixteen technical colleges in various parts of Wisconsin.



Antigo:

■ Antigo, East Campus
Wood Technology
Center of Excellence
112 Forest Avenue
Antigo, WI 54409
715.623.1001

Medford:

■ Medford, West Campus
1001 Progressive Avenue
Medford, WI 54451
715.748.3921

Merrill:

■ Public Safety
Center of Excellence
2803 Champagne Street
Merrill, WI 54452

Phillips:

■ Phillips, North Campus
1408 Pine Ridge Road
Phillips, WI 54555
715.339.4555

Spencer:

■ Spencer, Southwest Campus
808 N. Pacific Street
Spencer, WI 54479
715.659.5120

Wausau:

■ Wausau, Central Campus
Advanced Manufacturing &
Engineering Center of Excellence
Center for Business & Industry
Center for Geriatric Education
Center for Health Sciences
1000 W. Campus Drive
Wausau, WI 54401
715.675.3331

Agriculture
Center of Excellence
6625 County Road K
Wausau, WI 54401
715.675.3331

Diesel Technology Center
3353 Geischen Dr.
Wausau, WI 54401
715.675.3331



Wittenberg:

■ Wittenberg,
Southeast Campus
402 N. Genesee Street, Suite 3
Wittenberg, WI 54499
715.253.3500

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

MEETING DATE: June 7, 2022

TOPIC: Resolution disclosing district reserves maintained by Northcentral Technical College District

POLICY 1.3 – Budgeting – Budgeting any fiscal year or the remaining part of any fiscal year shall not *deviate materially* from Board Community Benefit Statement priorities, risk fiscal jeopardy, or fail to be derived from a multi-year plan.

INTERPRETATION: To avoid *material deviation* NTC will follow Wisconsin Administrative Code TCS 7.05(d), which states that "Prior to the adoption of its budget, each district shall *disclose* all reserves maintained by it, the amount contained in each reserve and the anticipated amount by which each reserve will be increased or decreased during the year for which the budget is adopted." This *disclosure* is interpreted to be to the Board of Trustees and noted in the open meeting minutes of the board.

DATA/RESULTS: This resolution is approved annually as a "housekeeping" matter in compliance with Wisconsin Administrative Code TCS 7.05(d).

NTC projects operational reserves to be 22.22 percent of total operational expenditures, excluding reserve dollars set aside for Other Post-Employment Benefits (OPEB) liability, as of June 30, 2022. These operational reserves are projected to be 19.10 percent as of June 30, 2023. The College has set aside the fund equity designations for state aid fluctuations and for subsequent year(s) for future use as the following needs are clarified: Property valuations and state aid revenue.

AGENDA CATEGORY:

✓ Regular Voting Agenda

PROPOSED MOTION:

The Board approves the disclosure of all reserves maintained by it, the amount contained in each reserve and the anticipated amount by which each reserve will be increased or decreased during the year for which the budget is adopted as provided on the attached resolution.

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

Signed Dated: Dr. Gianni Worden

Date: June 7, 2022

**REGARDING WISCONSIN ADMINISTRATIVE CODE TCS 7.05
RESOLUTION DISCLOSING DISTRICT RESERVES MAINTAINED BY
NORTHCENTRAL TECHNICAL COLLEGE**

WHEREAS, the Wisconsin Administrative Code TCS 7.05 requires that prior to the adoption of its budget, a District board adopt a resolution disclosing all reserves maintained by it, the amount contained in each reserve, and the anticipated amount by which each reserve will increase or decrease during the year for which the budget is adopted, and

WHEREAS, the Northcentral Technical College District Board will approve the District's 2022-2023 annual budget at its June 7, 2022 meeting;

THEREFORE, BE IT RESOLVED, that the Northcentral Technical College District Board hereby approves the following disclosure of reserves:

RESERVE FOR CAPITAL PROJECTS - A segregation of a portion of the fund balance to provide for instructional equipment, construction, and remodeling. At June 30, 2022, this reserve is planned to be \$17,224,650, and is budgeted to decrease by \$3,666,337 during 2022-2023 for capital projects.

RESERVE FOR DEBT SERVICE - A segregation of a portion of the fund balance to provide for debt retirement. At June 30, 2022, this reserve is planned to be \$5,168,192. This balance is budgeted to decrease by \$1,558,039 during 2022-2023, to make current principal payments.

DESIGNATED FOR OPERATIONS AND SPECIAL PROJECTS - A portion of unreserved fund balance which is designated to be used to provide for normal fluctuations in operating cash balances which are not planned to be met with short-term borrowing. At June 30, 2022, this designation is planned to be \$9,774,501 in the general fund and \$2,470,648 in the special revenue operational fund. This balance in the general fund is budgeted to decrease by \$1,092,548 during 2022-2023. This balance in the special revenue operational fund is budgeted to remain unchanged during 2022-2023.

DESIGNATED FOR STATE AIDS FLUCTUATIONS – The amount designated for state aids fluctuations may not exceed 10% of the district's budgeted total state aids. At June 30, 2022, this designation is planned to be \$909,018 in the general fund. This balance is budgeted to increase by \$37,019 during 2022-2023.

DESIGNATED FOR POST-EMPLOYMENT BENEFITS – A portion of unreserved fund balance is designed to be used to provide for post-employment benefits of retired employees. At June 30, 2022, this designation is planned to be \$4,516,688 in the general fund, and is budgeted to remain unchanged during 2022-2023.

DESIGNATED FOR SUBSEQUENT YEAR(S) – A portion of unreserved fund balance is designated to be used in future year(s). At June 30, 2022, these two designations are planned to be \$4,463,526 in the general fund and \$389,164 in the special revenue operational fund. During 2022-2023, these balances are budgeted to decrease by \$2,044,471 in the general fund and \$10,836 in the special revenue operational fund.

BE IT RESOLVED, that the District Board authorizes that any 2022-2023 unexpended operational funds be applied to Designated for Operations, Designated for State Aids Fluctuations, and Designated for Subsequent year(s) as a hedge against operational borrowing and to work toward maintaining its reserve between 16% and 20% of the operating budget as defined in Executive Limitation Policy 1.3 - Budgeting.

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

MEETING DATE: June 7, 2022

TOPIC: Resolution for Adoption of NTC's 2022-2023 Northcentral
Technical College District Budget

POLICY 1.3 – Budgeting – Budgeting any fiscal year or the remaining part of any fiscal year shall not *deviate materially* from Board Community Benefit Statement priorities, risk fiscal jeopardy, or fail to be derived from a multi-year plan.

INTERPRETATION: To avoid *material deviation* NTC will follow Wis. Stat. § 65.90 (1), which states that “each technical college district...shall annually, prior to the determination of the sum to be financed in whole or in part by a general property tax, funds on hand or estimated revenues from any source, formulate a budget and hold public hearings thereon.”

DATA/RESULTS: Attached is the resolution for adoption of NTC's 2022-2023 budget that was tentatively approved in May 2022. The total budgeted expenditures of \$104,733,255 include operating budget expenditures of \$56,642,698. All other funds include some large dollar items such as the capital purchases, self-funded health insurance, and student financial aid.

Annually, in accordance with Wis. Stat. § 65.90, the District Board formulates a budget and holds a public hearing on it prior to approval. The public hearing is scheduled for June 7, 2022 in Wausau, Wisconsin, at Northcentral Technical College, Timberwolf Conference Center/D100, 1000 W. Campus Drive and on Zoom at 12:00 p.m., and has been advertised in the Wausau Daily Herald.

AGENDA CATEGORY:
✓ Regular Voting Agenda

PROPOSED MOTION:

The District board hereby adopts the budget for the fiscal year 2022-2023 as included in the attached resolution for the operation and maintenance of the District for the fiscal year beginning July 1, 2022.

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

Signed: Dr. Janis Worden

Dated: June 7, 2022

**RESOLUTION FOR ADOPTION OF THE 2022-2023
NORTHCENTRAL TECHNICAL COLLEGE DISTRICT BUDGET**

WHEREAS, the Northcentral Technical College District Board has reviewed the proposed 2022-2023 fiscal year budget document which is hereby made a part of this resolution, and

WHEREAS, the notice of the public hearing on the proposed 2022-2023 fiscal year budget of the Northcentral Technical College District was published in the Wausau Daily Herald on Friday, May 13, 2022, as a Class I legal notice, and

WHEREAS, the Northcentral Technical College District Board has held, pursuant to section 65.90 of Wis. Statutes, a public hearing on the proposed 2022-2023 fiscal year budget on June 7, 2022, in Wausau Wisconsin, at Northcentral Technical College, 1000 W. Campus Drive, at 12:00 pm.

THEREFORE, BE IT RESOLVED, that the Northcentral Technical College District Board hereby adopt the budget, as detailed in the budget document, for the fiscal year 2022-2023 for the operation and maintenance of the District beginning July 1, 2022.

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

MEETING DATE: June 7, 2022

TOPIC: Smart Manufacturing Technology Associate Degree Program

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

DATA/RESULTS:

The Smart Manufacturing Technology Associate Degree combines foundational coursework in the areas of electromechanical and automation systems with advanced coursework in Industry 4.0 concepts and quality manufacturing. Learners gain knowledge in the latest technology in industrial automation and robotics, as well as, the implementation of these technologies in order to optimize manufacturing processes. Some of the innovative topics will include Industry 4.0 Fundamentals, Vision Guided Robotics, Industrial Internet of Things, Simulation, Artificial Intelligence, and Designing Products in a Smart Factory.

NTC conducted a formal survey of NTC District employers in April of 2022. The majority of respondents indicated they have had trouble finding qualified employees in this field and that they would hire an NTC graduate of this program, even if they had no previous experience. In-district employers predict an average of 185 full-time job openings over the next 5 years.

Due to being an emerging job field there is a lack of data for EMSI to capture, resulting in lower EMSI job opening numbers when compared to the job opening numbers given by NTC District employers. According to EMSI 2022 data, there are currently 117 jobs in the NTC District for this type of occupation. The number of projected job openings from 2021 to 2031 is 160, or 16 annual job openings. This total includes the projected growth of 14 additional jobs (12% growth) over the next ten years.

The College wishes to submit the Smart Manufacturing Technology Associate Degree program concept review documents to the Wisconsin Technical College System Office for consideration as part of the WTCS Occupational Program Approval Process. By approving the submission of the program proposal, the College will continue to the next step in the process for developing this as a WTCS approved program.

¹Economic Modeling Specialist International, EMSI 2022 data.

AGENDA CATEGORY:

PROPOSED MOTION:

- ✓ **Consent Agenda** Approval of program proposal of the Smart Manufacturing Technology Associate Degree program

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

Signed Dr. Gianni Worden Dated 6/7/2022

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

MEETING DATE: June 7, 2022

TOPIC: Hospitality Management Associate Degree Program

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

DATA/RESULTS:

The Hospitality Management Associate Degree program prepares learners with the necessary customer service, room operations, dining room and food service operations skills for an exciting career. Learn about catering and special event planning, as well as hospitality law and liability. This program will teach the learner to sell to convention organizers and businesses, and coordinate tourism efforts for communities. Tourism is an integral part of the economy and creates a broad range of employment opportunities. Whether you are preparing for an important business meeting or wedding reception, learn to create memorable experiences for customers through this degree program.

On May 5, 2022 NTC held a DACUM meeting to gather input from NTC District businesses regarding the need for a hospitality program. In-district employers all agreed that the work-based learning format of the proposed program would be an asset to our community and that there is a need for this program.

NTC conducted a formal survey of NTC District employers in April of 2022. All of the respondents indicated they would hire a graduate of this program even if he or she had no previous experience, and nine indicated they would encourage present employees to complete the program. One respondent commented, "I believe that this program can help build the future of the hospitality industry in Wausau. This industry keeps growing and has not just some amazing hotels but other organizations that would benefit from a program like this". The majority of the respondents indicated they experience difficulty finding qualified employees with this skill set. In-district employers predict an average of 64 full-time job openings and 103 part-time job openings over the next 5 years.

According to EMSI 2022 data¹, there are currently 273 jobs in the NTC District for this type of occupation. The number of projected job openings from 2021 to 2031 is 390, or 39 annual job openings. This total includes the projected growth of 57 additional jobs (21% growth) over the next ten years.

The College wishes to submit the Hospitality Management Associate Degree program concept review documents to the Wisconsin Technical College System Office for consideration as part of the WTCS Occupational Program Approval Process. By approving the submission of the program proposal, the College will continue to the next step in the process for developing this as a WTCS approved program.

¹Economic Modeling Specialist International, EMSI 2022 data.

AGENDA CATEGORY:

PROPOSED MOTION:

- ✓ **Consent Agenda** Approval of program proposal of the Hospitality Management Associate Degree program

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

Signed Dr. Joanne Worden Dated 6/7/2022

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

MEETING DATE: June 7, 2022

TOPIC: Receipts & Expenditures

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

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

DATA/RESULTS: The following Status of Funds listing receipts and expenditures including operating transfers in the aggregate is included for informational purposes as of **April 30, 2022** (preliminary).

F1-F7 Revenue:	\$86,409,585.84
F1-F7 Expense:	\$89,847,755.97

AGENDA CATEGORY:
Consent Agenda

PROPOSED MOTION:
(Motion is included with consent agenda.)

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

Signed: 

Dated: June 7, 2022

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

MEETING DATE: June 7, 2022

TOPIC: Personnel Changes

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

INTERPRETATION: NTC will follow Wisconsin Statute 38.12 (3) "The district board shall employ and fix the compensation..." and 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:

- Garrett Hartwig – Instructional Assistant, CDL
- Tyler Mann – Faculty, Surgical Technologist & Program Director
- Courtney Shilts – Administrative Specialist, Learning
- Adam Sprague – Accreditation Manager
- Kathryn Witt – Assistant, Academic Resource Center

Resignations:

- Ashley Evans – Career Coach
- Sarah Goetsch – Faculty, Nursing
- Leslie Jackson – Faculty, Nursing
- Bernadette Klatkiewicz – Student Success Assistant/Customer Service Representative (Antigo)
- Steve Sprasky – Academic Coach
- Lauren Ziegel – Human Resources Generalist

Retirement:

- Ronald Watral – Manufacturing Lab Technician

Third Party Contract Discontinuance:

- Rylee Fabry – Student Housing Coordinator
- Allen Fredrickson – Instructional Assistant, Alternative High School

AGENDA CATEGORY:

Consent Agenda

PROPOSED MOTION:

(Motion is included with consent agenda.)

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

Signed Dr. Janis Worden

Dated 6/7/2022

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

MEETING DATE: June 7, 2022

TOPIC: Fiscal Strength

Strategic Direction #5 – Fiscal Strength – The College prudently manages and strengthens its financial resources in order to thrive in a complex and changing environment.

INTERPRETATION: To *prudently manage and strengthen its financial resources*, the College intends to maintain district designated funds within the board's policy and account for funding of the Other Post-Employment Benefits (OPEB) liability over time. In addition, the College intends to maintain or improve on the Moody's Investor Service bond rating of Aa1.

DATA/RESULTS: District Operational Funds are projected to be 22.22 percent of total expenditures, excluding reserve dollars set aside for Other Post-Employment Benefits (OPEB) liability, and designations for state aid fluctuation and subsequent year(s), as of June 30, 2022.

NTC's rating analysis from Moody's Investors Service reaffirmed the Aa1 rating as of April 2022. Attached is a list of bond ratings from high to low with a brief explanation of each.

AGENDA CATEGORY:

PROPOSED MOTION:

✓ **Other Business That May Come Before the Board** For information only. No motion is necessary.

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

Signed Dr. Jeanie Worden

Dated: June 7, 2022

Bond Ratings – High to low

Aaa – Bonds that are rated Aaa are judged to be of the best quality. They carry the smallest degree of investment risk and are generally referred to as “gilt edge.” Interest payments are protected by a large or by an exceptionally stable margin, and principal is secure. While the various protective elements are likely to change, such changes as can be visualized are most unlikely to impair the fundamentally strong positions of such issues.

Aa – Bonds that are rated Aa are judged to be of high quality by all standards. Together with the Aaa group, they comprise what are generally known as high-grade bonds. They are rated lower than the best bonds because margins of protection may not be as large as in Aaa securities or fluctuation of protective elements may be of greater amplitude, or there may be other elements present that make the long-term risks appear somewhat larger than in Aaa securities. (Ranked 1 to 3 – highest to lowest levels)

A – Bonds that are rated A possess many favorable investment attributes and are to be considered as upper-medium-grade obligations. Factors giving security to principal and interest are considered adequate, but elements may be present that suggest a susceptibility to impairment some time in the future.

Baa – Bonds that are rated Baa are considered as medium-grade obligations, i.e., they are neither highly protected nor poorly secured. Interest payments and principal security appear adequate for the present, but certain protective elements may be lacking or may be characteristically unreliable over any great length of time. Such bonds lack outstanding investment characteristics and, in fact, have speculative characteristics as well.

Ba – Bonds that are rated Ba are judged to have speculative elements; their future cannot be considered as well assured. Often the protection of interest and principal payments may be very moderate, and thereby not well safeguarded during both good and bad times over the future. Uncertainty of position characterizes bonds in this class.

B – Bonds that are rated B generally lack characteristics of the desirable investment. Assurance of interest and principal payments or maintenance of other terms of the contract over any long period of time may be small.

Caa – Bonds that are rated Caa are of poor standing. Such issues may be in default or there may be present elements of danger with respect to principal or interest.

Ca – Bonds that are rated Ca represent obligations that are speculative in a high degree. Such issues are often in default or have other marked shortcomings.

C – Bonds that are rated C are the lowest rated class of bonds, and issues so rated can be regarded as having extremely poor prospects of ever attaining any real investment standing.

Moody's Rating Definitions, <https://www.bonddesk.com/moodys.html>.



May 3, 2022

Michelle Rudman
Wisconsin Technical College System
P.O. Box 7874
Madison, WI 53707

REQUEST: Remission of Out-of-State Tuition – Needy & Worthy

Dear Michelle:

In accordance with S.38.24 (3)(c) 1, Wisconsin Statutes, Northcentral Technical College District requests authority from the WTCS President to remit out-of-state tuition for 36 credits for two needy and worthy/exchange students during the 2022-23 academic year.

Northcentral Technical College District projects 2,708 Full-Time Equivalent enrollments (FTEs) (net of community services) for the 2022-2023 academic year.

If you have any questions, please call me at 715-803-1060. We appreciate your assistance with this matter.

Sincerely,

Dr. Jeannie Worden
President

cc: Roxanne Lutgen
Sarah Dillon
Shannon Livingston
Nicole Kopp
Nick Blanchette



Date	Event
2022	
Monday, July 11	Annual Organizational Meeting
Tuesday, August <u>16</u>	Regular NTC Board of Trustees Meeting
Tuesday, September <u>27</u>	Regular NTC Board of Trustees Meeting
Tuesday, October <u>18</u>	Regular NTC Board of Trustees Meeting
November	No meeting in November
Tuesday, December <u>6</u>	Regular NTC Board of Trustees Meeting
2023	
Tuesday, January <u>10</u>	Regular NTC Board of Trustees Meeting
Tuesday, February <u>7</u>	Regular NTC Board of Trustees Meeting
Tuesday, March <u>7</u>	Regular NTC Board of Trustees Meeting
Tuesday, April <u>4</u>	Regular NTC Board of Trustees Meeting
Tuesday, May <u>2</u>	Regular NTC Board of Trustees Meeting
Tuesday, June <u>6</u>	Public Hearing at Noon + Regular NTC Board of Trustees Meeting at 1:00pm
Monday, July 10	Annual Organizational Meeting

Board Meetings start at 1:00 p.m. + are held at the NTC Wausau Campus, Room D100, 1000 W. Campus Drive, Wausau, unless otherwise specified
(Note – These are the tentative meeting dates for 2022-2023 and will be approved at the July 11, 2022 Annual Organizational Meeting.)

Gas Utility Advisory Committee Meeting Minutes

Date: 2/22/2022

Time: 12:00 p.m. – 1:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Patrick France-France Propane
- Craig Piechowski-Alliant Energy
- Matt Murphy-WPS
- Kelly Zagrzebski-WE Energy

NTC Team:

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

Welcome & Introductions

Greg Cisewski, Dean of Agricultural Sciences, Utilities & Transportation at Northcentral Technical College (NTC), welcomed everyone to the meeting and thanked them for attending. Everyone introduced themselves.

Update and highlights from last Meeting

- Approval of minutes from last meeting, no changes were made.

College-Wide Initiatives

Greg Cisewski, Dean of the School of Agricultural Sciences, Utilities & Transportation, shared the following:

- NTC's mission is to provide high quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy. The strategic plan emphasizes the

use of Industry 4.0, which is a philosophy to continuously improve the college. The driving factors are Education 4.0, Industry 4.0, and College 4.0.

- Education 4.0 is how we teach and what we teach. We want to increase accessibility so more students have access to education than ever before, and we do that through new types of programming and through the use of high technology. We want to incorporate skills for the future which can be challenging because the technical skills for the future are not always known. However, if we incorporate skills like problem solving and critical thinking into all of our programs then students should be well prepared. The other piece we know needs to be part of all of our programs is data analysis. Data is important in all industries. We help students understand what big data is and what it means to them in their chosen career field.
- Industry 4.0 – We are looking into things like smart manufacturing and we are creating a smart manufacturing lab, or lights out manufacturing lab, which will be utilized beginning in fall of 2022. Next, we plan to move into the realm of healthcare and how we can input new industry 4.0 through high technology. We already have simulations and we are collecting data, so we are looking at how to move toward improving that even more by moving into automation and AI. We want to make sure we are prepared when the industry itself moves into those realms, ensuring our graduates are ready to work in the healthcare field. The following year we will move into the Agriculture and Transportation areas. We are already doing a lot with robotics at the farm and with digital pieces in the truck driving industry. We want to continue to enhance these programs and keep up with changes.
- College 4.0 – At NTC we want to make sure we are analyzing and improving our processes. This involves what we teach and how we teach it in our classes. It also involves the college as a business and how we are utilizing industry 4.0 to serve our customers the best we can. More than ever, students are looking to the web and mobile experiences. Students want the digital experience and expect it, so user experience is important to ensure we are serving students in the way they expect to be served. Our user experience also needs to incorporate data collection for decision making about which processes can be automated. For example, our advisors are doing a lot of class registration because our user experience isn't there. We want our advisors and faculty to have the time to do the things only they can do. By automating some things they are currently doing, they will have more time to focus on things (only they can do) like assisting students with career planning and talking through life situations.
- NTC 4.0 Organizational Changes – Dr. Jeannie Worden is our new president who started in her new position on July 1, 2021. She was very thoughtful and intentional about taking time to make sure we had all the resources in place to carry out some of these Industry 4.0 initiatives. In order to facilitate that, we implemented a new School of Learning Technologies within our learning division. Dianne Carroll has moved from a faculty role to the Associate Dean in the School of Learning Technologies. She is still part of the Marketing program and will oversee the Administrative Professional and Business Technology programs, and oversee our instructional

designers. The School of Business, Community Services & Virtual College is now the School of Business.

- COVID Protocols – We are continuing to require masks for all staff and students regardless of vaccination status. We're trying to keep on track with CDC guidelines so there is potential for that to change soon. We are trying to social distance as much as we can in classrooms and meeting rooms. There are some lab spaces where that is challenging so we make sure all other protocols are followed if they are not able to socially distance. Temperature scans and hand sanitizing are still required when anyone enters the campus buildings.
- Student Support – This is a reminder of some important resources and support for our students as supporting our students has never been more important than it is right now. We still have our student food pantry Timberwolf Table, unlimited access to mental health therapy and crisis counseling through the Virtual Care Group, and Timberwolf Learning Commons houses resources like the Library, Academic Resources Center, and IT Help Desk. The "It's In Our Jeans" employee giving campaign continues to provide funding for student scholarships. The NTC Foundation continues to offer scholarships for students each semester funded by donations from employees, businesses, and community members.

Instructional Area/Program

- Greg explained that NTC is always looking for opportunities to help industry and fill needs. We can help with trainings in leadership or other specific trainings through the School of Workforce Development & Training. Reach out to Greg if your company needs anything.
- MEUW Ropes and Rigging Safety Workshop was held December 9th at NTC and was well attended.
- **Industry Trends-** Matt from WPS came out to NTC to talk with Josh's students and do mock interviews. It is a great group of students, really impressed. Resumes were really good, good cover letters, great confidence. WPS does behavioral based interviews, looking for real life examples of situations and the results. They are still dealing with material shortages-had to adjust a lot of working priorities due to shortage. Everything above ground has been a struggle to get. Starting to slowly improve, but still not out of the woods. Energy prices are another thing that is front and center, everything is much more expensive, which reduces the incentive for growth and expansion. One thing that is growing are charging stations for electric vehicles. Our grid does not have the capacity for anticipated electric demand and will have to grow. Broadband expansion-WI still has a lot of money to spend. Those crews are getting better, not as many hits or

damages as in the past. This is another source of employment for students in the program. Hiring update-according to WEC's website they have 6 mechanic and 12 line electrician positions posted. All shifts in employment have an impact on entry level positions available. These positions will fill with internal candidates and that will open entry level jobs. Craig from Alliant stated they run into a lot of the same issues with material shortages, mostly meters & regulators. He has some outdated material that can be donated to NTC, he has been talking to Josh. He was here last week doing tapping training and gas house demonstration. He also did virtual training up at safety building in Merrill. There is an initiative to move more overhead power lines underground, gas guys will be utilized for that. Did just purchase a directional drill for WI an it seems to be going over well. They are in the process of bringing 4 people on to work with that drill and they have another drill ordered for this fall. They can then bring on another 4 people. Two gas tech jobs to be posted soon and there could then be field technician jobs open. Patrick from France Propane stated that they have supply issues as well and have to order ahead. Trucks are over a year out along with tanks and there is an increased cost of doing business with that. Electric vehicles, propane vehicles- school buses and FedEx vehicles. Kelly from WEC-public service commission discussed the rice unit in Weston, still waiting to hear about this, powered by natural gas.

- **Program information-** Enrollment report-we currently have 7 students, started the year with 8, but one dropped out for medical reasoning. Wrapping up next week with classes and then they take CDL and will be done around mid-April. Currently have 5 students that have applied for next year. Josh will be visiting high schools, Wittenberg, Stratford & Tomahawk. Would like to get into Chequamegon, Wausau, Antigo and Merrill. Hopefully these visits will generate a little more interest. EPD applications currently at 18-will give them the option to come to Gas Utility as the cap is 14. IET2 class-we have discussed this topic before. Students have good feedback on IET1, but all 3 years do not understand why they are taking the IET2 class, instructors don't understand how it relates to gas specifically. Students would rather take a welding class with that one credit. Thoughts? Greg explained classes IET1 vs. IET2. Matt thought it seems like a big advantage for the students to take both. Need understanding of AC as well as DC. Need to be able to follow a circuit through multiple components and read a multimeter. Craig agreed with Matt. They don't work on appliances anymore, but when you send an employee into a home, they have to be able to explain situations to home owners and troubleshoot. The industry still needs installers. IET2 with waves & angles, the students are not sure about and they keep bringing it up. Greg stated we will look to see what we can do to make that class a little more appealing to our students.

- **Equipment-facility updates.** Josh explained there are issues with the gasket on the back hoe. It got sucked up in a valve and it is a \$12,000 fix. The truck that we purchased 2 years ago, timing chain was stretched. The Ford dealer saw it had been replaced once prior, but it wasn't done correctly, so it basically wrecked the engine. We are currently looking for a different option, as this is how we get the students to the training field. Supply needs-we are doing better good right now, just recently got a larger trenching unit, hoping to put the vibratory plow on one unit we have and put the trencher on the other. NTC was unable to rent a directional drill this year and we struggle on how to train the students on this. Sent the students to ATS (Associated Training Services) in Sun Prairie for directional drill training. It was pricey, but what we had to do in order to train the students. This issue will probably not be fixed this year and we will be running into the same issue this fall. Craig stated the unit they are supposed to get got pushed back to June. They asked to rent one and the company said no. Capital equipment-Gas Utility was approved for Trouble Town, currently looking at pricing on sheds. They will need 4-6 of those to be hooked to the gas system. Leak Town in Green Bay-there is also one in Merrill. This will be a more dedicated one on site at the farm with appliances. They will be able to do leak investigations and more industry trainings with outside vendors. They were also approved for a walk behind trencher and hydraulic fusion equipment and pipe. Inter Con has been coming in and training for this, nice to have something on site. We might have to do some shuffling depending on how much that truck costs per Greg. Truck is a ½ ton pick up with a topper. Craig will look and see if they have something that might be useful to use. Curriculum mod-this is why we were asking about IET2 class. October timeline for changing classes if there are any ideas and thoughts. We can work with instructor in IET2 to make it better for students
- **Ropes & Riggins course**-was Dec 9th-students attended. Knots, fixing ropes, rigging equipment. It was a nice course and we are trying to partner with them more. Locator training, looking for a central location. Want to work together and partner to have trainings here.
- **Outreach**- talked about visiting schools. Green Bay has field day, area high schools would like to come here and we are looking to try something like that. Specifically, junior & senior students. Greg spoke about the Parade of Trades event, which is an exposition on trades. Wausau Area Builders Association approached us to hold this event at the farm. We will make it a little bigger and add Gas Utility, EPD and Ag. We can hold the event at the farm in the Utilities area. Originally imagined 400 students attending, hope to push that number up to 600+. We would have industry on our farm along with our programs for the students to visit and give the students a passport to



visit all the spots. Then they get entered into a drawing at the end when the passport is filled. The event will be held on October 12th and you will all be invited to participate. Craig was at the WEWC consortium last week and did the gas trailer with Miles Shaw with Michels. This should be on the list for Parade of Trades. Farm Tech Days in our district is this summer, we will have room for that trailer there as well.

Next meeting schedule & agenda items discussion

Next meeting in fall-Bobbi will send out Doodle poll. Lunch hour works well for a time. If we can meet in person we will, but we will also have the virtual option. Be thinking of agenda items and contact Bobbi or Greg if you would like anything added to the agenda.

XXXXXX Advisory Committee
Summary of Advisory Committee Meeting Minutes for
NTC Board of Trustees

Date: 09/01/2020

Time: 9:00 a.m. – 11:00 a.m.

Location: Zoom

Attendees

Industry Members:

- Mary Joe – Aspirus Inc;
- Joe Doe – Greenheck;

NTC Team:

- Anna Joe – Dean
- Julia Marie – Faculty

Other:

-
-

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

- The advisory committee discussed the possibility of having a Northcentral Technical College (NTC).....
- Industry trends for facilities that.....
- From June 1, 2019, to September 17, 2019, there has been an 82% pass rate for the state exam statewide.....
- NTC can now allow 15 year old students to attend

- Department of Health Services WisCaregiver.....

Program Modifications discussion

- **Program Modification**
 - **XX-XXX-X PROGRAM NUMBER AND NAME**
 - List the course number, course name, number of credits. Explain the change being made including the rationale as to why it is being made.
 - The advisory committee supports this change (OR DOES NOT SUPPORT).
 - List the course number, course name, number of credits. Explain the change being made including the rationale as to why it is being made.
 - The advisory committee supports this change (OR DOES NOT SUPPORT).

Advisory Committee Meeting Minutes

Automotive Technology Advisory Committee



10th March 2022 | 7:30am to 9:30am | F207 Meeting

Meeting Attendees

Industry Members:

- Ray Bikowski – Snap-On Industrial
- Kent Olson – Olson Tire & Auto
- Jim Hubing – Car Connection Central
- Jon Griesbach – Griesbach Auto Service

NTC Team:

- Iain Cameron – Dean
- Matt Klug – Faculty
- Susan Clark – Administrative Assistant

Welcome

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

Automotive Service Excellence (ASE) Re-Certification Update

- Matt Klug updated the committee on the Automotive Service Excellence (ASE) onsite visit which occurs every five years. The instructors are currently gathering all the information that will be reported to the ASE representatives to renew our certification for another five years. It is a long process of organizing the information. There will be a team of industry partners reviewing the information the week after spring break at which point there will be an onsite visit from an ASE Certification Team. Up to this point, the only topic that seems to have been missed is an advisory board discussion of tools and equipment for the program. The topic of tools and equipment was addressed in this meeting.
 - Matt shared with the committee how the tools are rented to students. Students are able to rent tool boxes from the Campus Store for each semester. About 70 toolkits are rented to students and they contain approximately \$3500 of tools. Students are surveyed to get feedback on what tools students feel should be included. The committee was asked if any new tools have entered the market that should be added to the current toolboxes. Refrigerant was brought up as something that could be added. Jon Greisbach added that the Snap on little lights are very popular by his employees. Committee members agreed that the trend is away from pneumatic to cordless.
 - If any of the members are interested in hosting a training event that would highlight a specific new tool such as a scanner or such they should contact Matt.
 - Ray informed the committee that currently certified ASE individuals can use a new App to enter and get credit for trainings. The Committee was asked if they compensate employees due to their level of ASE certification and the answer was yes. Kent asked the question as to whether the NTC should be running an ASE certified program and the pros and cons were discussed.
 - Kent Olson mentioned that Brad Pellman, the newly elected chairman of the National Institute for Auto Service Excellence, would be an excellent source for feedback on a wide variety of topics related to the automotive industry.

Advisory Committee Meeting Minutes

Automotive Technology Advisory Committee



10th March 2022 | 7:30am to 9:30am | F207 Meeting

Industry Discussion

- Jon Griesbach shared that he is struggling to find good qualified employees. Its ongoing struggle. Gas price are affecting people's travel plans and that directly impacts the number of cars shops see for maintenance appointments.
- Matt shared that NTC is part of a state-wide, technical college, program called Handshake where employers can post their job openings and that information is disseminated to all 16 technical college. Iain mentioned he will send out information on Handshake.
- James Hubing, Car Connection Central, shared that his business is sharing a technician with another employer in the area to have access to a experienced technician without having to go to outsourcing at a higher cost.
- Ray Bilkowski, Snap-On Tools, stated that his customers have mentioned that the main frustration for their employees comes from having inferior tools. Committee members agreed that according to past experience, employee retention is directly related to the quality of their tools.

Program and Curriculum Discussion

- Matt has five fourth semester students and Ross has two. Committee members voiced concerns over the low attrition rate from the beginning of a degree to graduation. Iain mentioned to the committee that the completion rate may increase if the classes were scheduled in smaller units of learning which would give students more flexibility in completing a degree. Ray Bilkowski mentioned that having some specialized training added on to a one or two year degree may make the students more employable. Iain updated the committee on the Covid relief dollars that we received. The funds were used to add engine stands for social distancing, scanners, used engines and electrical trainers. We are running an Auto Academy for high school students that include Engines 1, Brake Systems, and Electrical 1 & 2. We have invested capital dollars in three Autel scanners and a Volkswagen for the fleet. Have been adding a couple of cars each year to add to the fleet.
- Iain informed the committee that there is an Auto Collision Certificate underway with the help of Jerry Brickner, Kent Olson, and WATEA. This certificate ran last year at a local dealership and had nine students graduate. We are running a similar version this year which will include seven credits rather than 12 credits and start after spring break for eight weeks. These individuals will have the summer off to work at a local business and then start a 20 week session in the fall which includes a capstone project. It was very popular and very well received. A grant provided funding for the initial group and will fund half the cost for this upcoming group.
- Iain shared the estimated numbers of students for the fall semester is approximately 18 students. Last year we had a large wait-list with a cap of 21 on the classes. There was a discussion of how the general education credits fit into the student schedules and how they are of value to students. How the structure of a part-time class schedule verses full-time schedule for students was discussed. Matt mentioned that main roadblock to students graduating from the program is having not completed the general education requirements.
- Kent mentioned that the state is concentrating on apprenticeships for the transportation sector. The State has launched the Diesel Apprenticeship program and an Automotive Apprenticeship is in progress. Val Valinski and Owen Smith would be the contacts for more information on what would give our value to auto students. It was determined that we need to increase to increase the knowledge base for new employees

Advisory Committee Meeting Minutes

Automotive Technology Advisory Committee



10th March 2022 | 7:30am to 9:30am | F207 Meeting

in the transportation field with more hands-on experience. The State is on time based training which does not line up with the trend to competency-based education so this is a concern.

- Ray mentioned that any progressive shop owner that would like to hold an event at their shop will definitely have an impact on recruitment. Prospective students get very interested in the program when they can see firsthand the environment in which they would be working.
- Matt mentioned that our school does very well in recruiting from the rural areas in our district.

Next Meeting Details and Suggestions

- We will make a decision on the date and format for the next meeting and inform the committee at a later date. Tentatively, we may be looking at the end of April or May for an advisory meeting that more industry partners can attend. We will let you know that meeting information as soon as it is available.

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Advisory Committee Meeting Minutes

Architectural Design Advisory Committee

15th March 2022 | 3:00pm to 4:30pm | F210 NTC



Meeting Attendees

Industry Members:

- Brandon Boris – Luoma Design Solutions
- Thomas Grund – Oldcastle Building Envelope
- Dawn Keel – S.C. Swiderski
- Frank Opatik – Opatik Engineering LLC
- Mark Dillman – Residential Designs
- Steve Peter – County Materials
- Melissa Rozmarynowski – S.C. Swiderski
- Kevin Schemenauer – Hallmark Building Supplies

NTC Team:

- Iain Cameron – Dean
- Travis Severson – Faculty
- Susan Clark – Administrative Assistant

Welcome and Introductions

Mark Dillman, Chair, welcomed everyone to the meeting and thanked them for attending. Committee members introduced themselves.

Highlights from the previous meetings/updates

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

Industry Discussion:

- Kevin Schumenauer asked how NTC will be addressing the future technology needs of employers. Solar power was brought up as an example of what will have an impact. The committee asked if the Sustainable Architecture program will be offered in the future as it was in the past. Iain replied that that program did not have as much interest as anticipated and the Sustainability Lab did not create the student interest that it was intended to. The Construction Tech 2 course has encompassed a lot of the content from that program. Frank added that he recently attended a webinar through the Wisconsin Society of Engineering highlighting solar power.
- Travis Severson gave the committee information on what the Sustainable Architecture requirements were 10 years ago. He told the committee that the students that were enrolled in the Sustainable Architecture program were students that would have enrolled in the Architectural Design program. Therefore, these two programs were competing for students. Committee members voiced the opinion that climate change is not going away as a topic of concern. Iain mentioned that our institutional research team can go to work and see what can be offered to address this committee's concerns and the interest in Sustainable Architecture.

It may be possible to offer a short-term certificate of 6 credits or an embedded technical diploma.

- Steve Peter feels we have turned the corner on promoting the trades and will see increased interest going forward. Owen-Withee, Wausau East, and D. C. Everest have all entered a new era by adding new labs for the Technical Education courses. The high schools are promoting jobs in the trade skills. The Central Wisconsin Contractors Association does raise money for high school scholarships and they have identified 10-15 high schools that could benefit from their support.
- Companies have changed their working environments by adding remote working conditions. The problem of distance for employees or learners has been eliminated through technology. Many companies have reduced expenses due to remote working conditions. Steve Peter shared that technology can be limiting also due to the lack of interaction between salesman and customers or students and instructors.
- Kevin Schemenauer shared that he is now more of a consultant on products rather than a salesman since the order can be done online. This is becoming more of the norm in several companies.
- Committee members felt the high schools in our area are supporting the trades. Two instructors were mentioned as doing an excellent job promoting our industry. John Vanderwyst from Marathon High School started by supporting technical education classes intermittently and is now the full-time instructor. The committee also mentioned Chad Pagenkopf, D.C. Everest High School, as another instructor who is doing an excellent job with training at the high school level.
- The committee discussed the increase in wages in the area. It was the consensus of the advisory committee that framers are paid the same as an employee who has five to ten years in the industry. It was mentioned by committee members that if NTC could change the instruction model to include smaller training sessions in differing skills this would help employers justify paying an entry-level individual a high starting wage due to more skills.
- Iain reviewed the list of concerns expressed at this meeting. The committee gave feedback on several noted issues including the following:
 - All the businesses in attendance need employees.
 - The advisory committee voiced their concern about the need to have the Architectural Design program include energy efficiency and sustainability in the curriculum.
 - Working from home has become the norm and we have worked that into our ADT program for students as well.
 - Due to the lack of employees, burnout is a trend in the industry and we need to address this issue as best we can.
 - At present, there is more of a demand for commercial buildings than residential so we need to discuss how this impacts our programs as they are currently offered.
 - The residential building program will not be offered at NTC. There was a conflict between the Sustainable Architecture program and the Architectural Design program trying to recruit the same students making each program having lower enrollments. There was a problem with the wages being paid for students graduating from the Residential Building program and new employees being trained on the job.

- NTC will do a needs assessment regarding offering the Sustainability Architectural program again or developing a short-term credential for sustainability in the curriculum.
- Committee members shared a concern regarding technology overload which they felt will be a problem in the future.

Instructional Area / Program Updates

- Travis Severson shared that the total credits for the Architectural Design program had to be reduced to 64 due to WTCS requirements. This would limit adding more sustainable courses to the program. Interest has increased dramatically for commercial solar products in recent years. We have to justify that there is a job market that could sustain offering a Sustainable Architecture program again. It was decided previously that incorporating sustainable ideas into the program was a better option. Dawn Keel mentioned that there is a need for employees that know infrastructure needs in the coming years. We have partnered with Midstate Technical College on Sustainability classes in the past with success and this could be an option in the future. Travis said the current commercial construction class will cover this information.
- Travis Severson told the committee that three graduating students will be attending Michigan Tech when they complete their courses at NTC. Previously, we have had five students go on to Michigan Tech. All of those transferring students had internships and all graduated to work in the commercial field. Two previous graduates went on to UW-Milwaukee and one other student went on to the Architectural program at the University of Minnesota. Michigan Tech offers in-state tuition if they meet the GPA requirement. NTC is working on another transfer agreement for electromechanical students entering an electrical engineering program at Michigan Tech. We are hoping that the last two and half years at the undergraduate level could be completed at NTC through some distance learning with Michigan Tech. The committee was asked if that is something that should be explored for Architectural Design students interested in a four-year degree and they unanimously agreed that this would be beneficial for our students. Past graduates have project manager positions in their field such as one graduate at Miron in Appleton and another with Bosen in Marshfield.
- Iain Cameron stated that NTC is working on a transfer agreement with Michigan Tech for the electromechanical program which would ladder into an Electrical Engineering program. We are working on having the last two years of a four-year degree taught here on the NTC Campus using remote learning. The committee was asked if they feel this type of transfer agreement would be beneficial for Architectural Design students and the committee agreed it would be a good idea to explore this option. It was mentioned that the Civil Engineering degree from NTC would be a great stepping stone to a Structural Engineering degree at a four-year school. We are working to give students a pathway to a four year degree if they so desire.
- The committee was informed that we do have a Fundamental of Construction Certificate covering basic construction being taught in the Abbotsford area. Daron Juneau from Complete Control has nine students enrolled in this certificate. The students are Spanish-speaking students and this training is being offered to address the needs of area employers.
- Dawn Keel mentioned that the construction program was valuable when it was offered in the past. She also mentioned that manufacturers such as Dupont are doing inspections after installations which offer the customer a longer warranty if they choose that option.

Advisory Committee Meeting Minutes

Architectural Design Advisory Committee

15th March 2022 | 3:00pm to 4:30pm | F210 NTC



- Iain shared that the Construction Technologies technical diplomas has been changed to Architectural Technician Technical Diploma.
- The committee approved the split of the Architectural Design 1 class into two, eight-week classes.
- Transfer agreements are in place and will continue to be investigated with Michigan Tech and other four-year institutions.
- The program has 40 applicants for fall. We will be offering two sections for first and second-semester students.

Event ideas

- Wausau Area Builders are having a career fair for the construction students going through the certificate program in the Medford area. The Career Fair for the School of Engineering and Advanced Manufacturing will be held on Thursday, April 7, 2022, in E101-E102.
- Iain asked for event ideas for middle and high school students to get them excited about the Architectural program. Melissa Rosmarynowski, S.C. Swiderski, added that tours of their construction sites showing buildings in varying degrees of completion would be very interesting to students and could excite the students to pursue a career path in this program area.
- Brandon Boris mentioned that his company did a Lunch and Learn and shared with the committee that it was a great way to get to talk with students about his business. Several area companies have been involved with the Lunch and Learns such as Miron and Wausau Window & Wall. The committee members were invited to take advantage of this option to meet with students.
- The instructors try to schedule third and fourth-semester student with only three days of classes so that they can work in the industry the other two days of the week.
- Travis frequently visits the junior and senior high schools to promote the program.
- Steve Peter volunteered to bring in their robot equipment for the students to see how they work. He suggested that members look up "masonry mules" on the internet. The new Neenah High School is currently being built using masonry robots.
- Travis Severson has started a memorial scholarship in the name of Jake Stahoviac, the past Wausau East High School instructor and if anyone wishes to contribute to that scholarship, they can contact the NTC Foundation.
- Iain asked the committee if they would be interested in getting together with all of the advisory committee members, in one large group, during the summer break. The committee members were all receptive to attending this type of event.

Program and Curriculum Modification Discussion

Travis Severson shared that the Architectural Design 1 class has been changed for fall 2022. It will be divided into two separate classes to help with student success. The change will be as follows:

- 10-614-101, Architectural Design 1 will be divided into two courses; Intro to Architectural Design, 10-614-152, for 1 credit, and the Architectural Design 1, 10-614-101, for 2 credits. This will increase student success and improve completion rates due to having two eight-week classes versus one 16-week class.

Advisory Committee Meeting Minutes

Architectural Design Advisory Committee

15th March 2022 | 3:00pm to 4:30pm | F210 NTC



NTC College-Wide Updates

Iain Cameron gave a short summary of the PowerPoint that was shared with the committee highlighting our College-Wide updates.

Next Meeting Details and Suggestions

We will decide on the date and format for the fall meeting and inform the committee at a later date. Committee members mentioned that early morning meetings are doable but afternoon meeting work for more people.

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Advisory Committee Meeting Minutes

Civil Engineering Advisory Committee

29th March 2022 | 3:00pm to 5:00pm | F211/Zoom Meeting



Meeting Attendees

Industry Members:

- Matt Graun – Becher Hoppe Associates, Inc.
- Daron Juneau – Complete Control Inc./Central Wisconsin Contractors
- Dave Humpfner – City of Wausau
- Stephanie Christensen – EMCS
- Andy Walters – American Engineering and Testing
- Kevin Boyer – EMCS

NTC Team:

- Iain Cameron – Dean
- Michael Kowal – Faculty
- Susan Clark – Administrative Assistant

Welcome and Introductions

Stephanie Christensen, EMCS, welcomed everyone to the meeting and thanked them for attending. The committee introduced themselves. Stephanie asked the committee members to recruit new members for this committee.

Highlights from the previous meetings / updates

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

NTC Industry Discussion

- Stephanie Christensen, EMCS, shared that finding employees is challenging right now. If an employer can interact with students while they are still in school, there is a greater chance of recruiting them. EMCS has one of the NTC students for a summer internship. Anything that we can do to draw people to the area is important but keeping students in the area after graduation is the best option since they already have ties to the area.
- Kevin Boyer stated that the workload for surveyors is growing every day and the average age for surveyors in our area is fifty-four years old. We need licensed land surveyors but we also need technicians that can work along-side a licensed surveyor. Extra credits can be added to a degree to complete licensing for surveying. If an individual has an aptitude for engineering or surveying, a

Advisory Committee Meeting Minutes

Civil Engineering Advisory Committee

29th March 2022 | 3:00pm to 5:00pm | F211/Zoom Meeting



company train that person. Kevin said he has multiple interns but he could take on more if they were available.

- Daron Juneau informed the committee that Youth Apprenticeship is an option for companies. These students get a structured teaching environment which is a pipeline for employers. Daron shared that Dina Kilinski is the contact here at NTC for this program. The Central Wisconsin Contractors Association (CWCA) gave out ten grants this past fall for students to promote the construction industry. These students were interested in all of the aspects of the industry including project management, engineering, and architectural-related jobs.
- Matt Graun, Becher Hoppe, stated that his company is interviewing three high school students for part-time positions.
- Dave Humpfner, City of Wausau, is looking for two students for summer internships. Their shop is small with very little turnover.
- Andy Walters, American Engineering and Testing, shared that the age for employees working in the field is eighteen years of age regarding coverage with their insurance carrier. His company is based out of Minnesota so some rules are different.
- Iain reviewed the list of concerns expressed at this meeting. The committee gave feedback on several noted issues including the following:
 - Our area has a need for surveyors and also for non-licensed technicians.
 - Michael and Iain will work with Dina Kilinski to develop a Youth Apprenticeship program for Civil Engineering.
 - Our industry partners will assist the college with recruitment by making their businesses available for these event or for training seminars.
 - We will increase our marketing efforts to the K-12 schools concentrating on middle and high school students.
 - The contact at NWTC for information on how they have structured their program is Howard Herald.
 - We need to develop a distribution list for students to share contact information for area engineering firms with internship opportunities.
 - The committee supports developing a list of business partners that will be willing to speak to groups or schools.

Program Enrollment

- 5 students are enrolled in the 2nd-semester classes.
- 2 students are enrolled in the 4th-semester classes.
- The 4th-semester students that will graduate in May are already employed.
- The program can accept 24 students through face-to-face and online instruction.
- We have 8 applications for fall and we are hoping to increase that number to 12 over the summer.

Program Information Update

- Michael Kowal shared that the schedule for students is designed for the students to be able to work at an area business two or three days a week.
- Iain Cameron stated that NTC is considering working on a transfer agreement for this program which would ladder into a four-year degree programs. Iain Cameron stated that NTC is working on a transfer agreement with Michigan Tech for the electromechanical program which would ladder into an Electrical Engineering program. We are working on having the last two years of a four-year degree taught here on the NTC Campus using remote learning. The committee was asked if they feel this type of transfer agreement would be beneficial for Civil Engineering students and the committee agreed it would be a good idea to explore this option. It was mentioned that the Civil Engineering degree from NTC would be a great stepping stone to a Structural Engineering degree at a four-year school. We are working to give students a pathway to a four-year degree if they so desire. Michigan Tech, Platteville, Ferris State, and St. Cloud were suggested as four-year colleges for these transfer agreements.
 - The committee unanimously agreed that transfer agreements should be developed for the Civil Engineering program.
- Kevin Boyer informed the committee that Northern Wisconsin Technical College, (NWTC), in Green Bay, has a waiting list for this program which MSTC, Gateway, and other colleges do not. Kevin mentioned that it may be a good idea to get in contact with the coordinator at that college, Howard Herald and discuss the program there. NWTC has a rotation of industry partners that cycle through the high schools in the area to promote this program.

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- A discussion was held on developing a certificate for surveying and the committee agreed that this would be a beneficial addition to the program.
 - Kevin Boyer told Iain he would be available to discuss this with Michael, Iain, and Stephanie as to how this certification could be designed and offered.
- Iain shared that NTC will be partnering with Engineering Tomorrow which is a new initiative for high schools providing activities to excite students in the Engineering area. Brad Peck is the director for the Midwest Region of this initiative.

Program Equipment Update

- We purchased a drone through our capital funds this semester. The Drone has interchangeable payloads (LIDAR and Camera), two controllers, and a rechargeable battery case.
- We are still working on FAA Registration and Insurance so we can start to fling the drone.
- We received our fourth set of Trimble surveying equipment which includes, a controller, R12 GPS, and robotic total station.

Event ideas

- Stephanie Christensen asked the advisory committee to consider being more involved with students. The more contact the representatives from industry have with the students, the more interest is generated in the program. The committee was asked if they would be willing to visit area schools with Michael or present to students and the committee felt this would be beneficial and were open to the suggestion.
- We will make sure that Steve Wittenberg, as an advisor, has the list of companies in the area that have internships available.
- The option of having a career fair at a local business or local high school was discussed. It was suggested that businesses allow tours for local students and have stations set up that show students what their industry is about. The more hands-on events we can have the better to generate interest.
- The Career Fair for the School of Engineering and Advanced Manufacturing will be held on Thursday, April 7, 2022, in E101-E102. We will try to have a career fair each semester for students and employers.
- The committee was asked to consider having a golf outing to support scholarships for the Civil Engineering program. The event would be similar to the Wood Technology Golf Outing which has been very successful in raising scholarships for that program.

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- Andy Walters mentioned that other schools have been offering STEM events which are excellent recruiting events.

Program and Curriculum Modification Discussion

There are currently no program or curriculum modifications.

Next Meeting Details and Suggestions

The committee requested that we review the curriculum for the program at the next advisory meeting. We will decide on the date and format for the fall meeting at a later date. We will let the committee know if the next meeting will be in-person, virtual, or both depending on the situation at the time.

Contact Details –

Iain Cameron

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Sports & Recreation/Hospitality Advisory Committee Meeting Minutes

Date: 03/30/2022

Time: 4:00 p.m. – 5:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Bill Bertram (Ironbull)
- Stephanie Daniels (Woodson YMCA/Aspirus Weston Branch)
- Mark Dorow (Wausau/Marathon County Parks, Recreation & Forestry)
- Nick Ockwig (Visit Wausau/Central WI Visitors Bureau)
- Tom Vollsteadt (Wausau Kayak & Canoe Corp/Wausau Whitewater)

NTC Team:

- Jon DeGroot (Dean, School of Academic Technology)
- Jake Seever (Learning Coordinator, School of Academic Technology)
- Matt Chitwood (Faculty)
- Dr. Amy Gajewski (Marketing/Digital Marketing Faculty)
- Brandy Breuckman (Dean, School of Business)
- Amy Denissen (Student Success Advisor)
- Jessica Benton (Meeting Recorder)

Welcome

- All were welcomed. Each in attendance introduced themselves and the organizations they represent.

Update and highlights from last Meeting (11.04.21)

The minutes were reviewed and approved as is. No further discussion ensued.

College-Wide Initiatives

- NTC's mission is "To provide high-quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy".

- NTC has developed a three-pronged strategic plan to emphasize the use of Industry 4.0 as a philosophy to continuously improve the college:
 - Education 4.0: Education 4.0 focuses on two areas: how we teach and what we teach. This includes continually updating learner needs in preparation for entering the workforce. To that end, NTC has identified six main areas of focus:
 - Increasing Accessibility
 - New Programming
 - High Technology
 - It's important to note that as NTC investigates technologies to improve both faculty and learner experiences, function is always top of mind. Flashy is nice only when it doesn't complicate or interfere with the learning experience. Currently, NTC is exploring Virtual Reality packages to enhance the learning experience for Health programs. For the Sports and Recreation program, Matt Chitwood utilizes a product called [GoReact](#). This tool allows students to record a video, submit and the faculty have the ability to provide real-time feedback within the video, rather than compile all feedback at the end of the presentation.
 - Problem Solving
 - Critical Thinking
 - Data Analyzation
 - Industry 4.0: Industry 4.0 refers to the industries that are embracing technology in innovative ways to provide services/products to the consumer/end user. Again, by utilizing the six identified areas of focus, NTC will prepare learners in the following industries to enter the workforce with an understanding of high technology utilization. The timeline for integrating Industry 4.0 into program curriculum is as follows:
 - Smart Manufacturing: 2021
 - Healthcare: 2022
 - Agriculture and Transportation: 2023: Currently the "farm" is ahead of the curve, utilizing automated machines for milking, feeding, waste removal and data collection. Based on data tracking, farm staff are able to chart births and when an animal isn't well or performing at their peak.
 - As always, it is NTC's goal to find the tools and technologies that will prepare the learner to enter the workforce to meet employer needs as of day one.
 - College 4.0: College 4.0 is where NTC looks internally to streamline processes, increase efficiencies and improve the customer experience (internal and external). NTC recognizes that as a preferred educational destination, college recruitment, entry, retention, and graduation require different types of support to ensure learner success. To that end, NTC will focus on the six following areas to improve the overall College experience:
 - User Experience

- Connect Processes
 - High Technology
 - Artificial Intelligence (AI)
 - Automation
 - Data-Decision Making
 - NTC continues to explore ways to increase efficiencies, streamline processes and improve internal practices to best serve internal/external customers. For example, there are thousands of learners and less than 10 academic advisors. By implementing AI to manage the more mundane, repetitive tasks, advisors are able to direct their attentions toward learner success.
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- To facilitate implementation of Industry 4.0 across NTC, a new learning sector was created: the School of Academic Excellence/School of Learning Technologies. Additional programs were shifted to allow for greater alignment and equity of workflow. The Schools of Learning are as follows:
 - School of Agricultural Sciences, Utilities & Transportation
 - School of Academic Excellence & Learning Technologies
 - School of Business
 - School of Engineering & Advanced Manufacturing
 - School of Health Sciences
 - School of Liberal Arts Transfer, Education & General Studies
 - School of Public Safety & Community Services
 - Workforce Training & Professional Development + Apprenticeship
 - There was a question as to why Transportation was not associated with the School of Business. Erin McNally explained the focus on transportation was diesel mechanics and truck driving. The advisory member suggested that “transportation” from a supply chain perspective, covered freight brokerage and shipping/delivery planning/logistics.
-
- Current COVID Protocols
 - As of right now, because the Sport & Recreation/Hospitality program is online, social distancing currently isn’t an issue. However, NTC will continue to investigate opportunities for in-person learning opportunities.
 - Social distancing continues in most classrooms and meeting rooms
 - Temperature scanning is STRONGLY recommended upon entry to each campus
 - Hand sanitizing is STONGLY recommended upon entry to each campus
 - NTC continues to be a “mask-friendly” establishment, should people feel it necessary to don a mask – either due to sickness or other personal preferences
 - Clean in/Clean out protocols are still in place in most classrooms and shared areas

- Student Support: NTC continues to provide access to resources to students, including:
 - Unlimited access to free mental health services through **The Virtual Care Group** (thevirtualcaregroup.com/ntc or 866.533.1827)
 - **NTC advisors** can help connect students with other emergency financial, computer and/or community resources
 - **Timberwolf Table**, NTC's food pantry for students
 - **Timberwolf Learning Commons**, including the library, tutors and coaches available
 - **Student Scholarships** are awarded twice a year, once per semester
 - **Student Life** offers a number of programs, both in-person and remote, to allow students to meet each other, get involved, relax and have fun

- Brandy Breuckman explained the role of an advisory committee chair, including any additional time commitments (minimal). Usually, about a week prior to the meeting, an agenda will be sent to the Chair for review and feedback. Additionally, it is the role of the Chair to facilitate the meeting based on the agenda and ensure that the meetings conclude in a timely fashion.

Instructional Area/Program

- **Program Updates**
- Jon DeGroot introduced the option of modifying the program and removing the Hospitality component (to become its own program). To replace the credits eliminated by removing Hospitality, NTC is investigating transitioning the current program to a Wellness and Recreation program. It is believed this change would open doors for potential learners interested in working in health promotion/wellness fields and recreation.
 - Matt Chitwood discussed some of the changes in greater detail. Summer 2022 will be the first time an internship will be offered to the students. It will consist of 144 hours on-site at the organization with 18 hours dedicated to virtual learning. Because of the diversity of Recreation, learner experiences could be vastly different (not one-size fits all). Because of this, the internship will focus on Success Skills: Communicates Effectively, Thinks Critically, Models Integrity and Respects Diversity.
 - It was asked whether the internships were paid or unpaid. Matt responded that most internships are paid. Brandy further explained that if an internship is a requirement within the program curriculum, NTC always asks that the internship be paid. Should a student decide to pursue an internship (that's not required by the program), that is a conversation between the student and the employer whether the internship will be paid. NTC learned that students taking unpaid internships were not enhancing their learning experience with "on the job" training; rather, the students were doing thing not applicable to their academic program.

- Stephanie Daniels shared that at UWSP, the internships were unpaid because students were receiving college credit for the experience. This is why she was seeking further clarification in regards to the internship structure at NTC. The discussion continued with committee members on what an appropriate rate for payment per hour should be. Mark Dorow shared that interns he accepts are paid \$12.35/hour. Stephanie shared that depending on the direction the learner is pursuing as a career; the YMCA may have a variety of opportunities available for internships.
- Matt concluded with an ask of committee members interested in hosting an intern to contact them. He recommended that the best scenario would be for the site supervisor and the intern to have a meeting and outline responsibilities and expectations.
- Hospitality: At the fall meeting, the Hospitality component was discussed as an opportunity for an embedded technical diploma. There's still some confusion among learners regarding how the hospitality component connect/aligns with the recreation component of the program curriculum. The content was created to give an overview understanding of the hospitality industry, with the understanding that entering the recreation industry would involve (directly or indirectly) working with the hospitality industry. At present, 1-credit is dedicated to hospitality (in a 2-credit class). This provides a general overview, but it doesn't really do the hospitality industry justice. Further, the students are taking a Risk Management course (3 credit). This amounts to five credits of law. It was proposed that more Health Promotion and Wellness/Fitness be added to the curriculum as it is a better fit under the Recreation umbrella. This would mean eliminating the Hospitality component (including much of the law curriculum) to strengthen the wellness aspect of recreation.
 - It was also recommended that NTC consider adding a Personal Trainer certification to the Sports and Recreation program.
 - ***General consensus of advisory committee members was to decouple the Hospitality (suspend) from the Sports and Recreation program.***
 - ***The advisory committee also approved investigating adding a wellness component to the current Sport and Recreation program.***
 - ***Brandy asked the committee to support exploring a Hospitality Management Associate Degree program due to area need. Committee members felt this was a valid pursuit to explore/investigate.***
- **Enrollment Report**
 - Amy Denissen reviewed enrollment data with the committee.
 - Hospitality Embedded Technical Diploma = 26 students either active or pursuing credential

- The program continues to grow; the changes proposed are at a perfect time (during learner recruitment)
 - One of the two upcoming graduates had an internship with the Woodchucks, then left the area to pursue a career with the Savannah Bananas (Georgia). He will be completing his program at the end of the semester. The other graduate is seeking a career change from short-term rehabilitation to community-focused recreation opportunities.
- **Industry Trends**
 - **Bill Bertram:** His organization does off-road races. He reported that the May race was nearly sold out. Next year the plan is to scale up their gravel race, with an anticipated 600 bikers in attendance. They are currently working on a large rebranding of the Wisconsin river to attract paddlers during the off-season in collaboration with the park foundations. He recommends amending the law curriculum to include contract law. He mentioned that the Iron Man group (Madison, WI) is looking for 200 volunteers to be on the water via paddle boards and kayaks due to the number of deaths that have occurred during this race.
 - **Nick Ockwig:** With the Badger State Games and the Wausau Marathon, he anticipates this year will be big in terms of travel and tourism. With COVID behind us, people are really excited for events and to be engaged in activities. He reported that the Winter Games had an event with 700 gymnasts for the Badger State Games. Everyone is very excited for the Summer 2023 games. He feels that what's most important for community morale is returning to a sense of normalcy, where families are able to plan vacations. Circumstances are far more favorable to promote travel, tourism and events than previous years.
 - **Tom Vollsteadt:** They are excited to have a regular year after having to cancel one year due to damn improvements, and of course, COVID. Last year, during a "lull" in COVID, they were able to do recreational releases, allowing them to meet their number. This year, they will also include the Midwest freestyle. He stated that for national races they are seeing an increase in requirements for background checks on officials, athletes and coaches. He's concerned that this may impact local events. For example, the cost for his safe sport background check was \$40 to complete the Safe Sport course and an additional \$80 to get his background clearance (annually). Additionally, it's becoming increasingly difficult to work with insurance agencies to acquire what is needed to host events.
 - Nick concurred, stating that between laws and organizations governing these events (i.e.: State Games of America/Badger State Games), there is far greater emphasis/requirements for background checks, high insurance costs and other safety precautions to protect athletes overall.
 - Matt Chitwood stated that the intention is to increase the 2-credit Risk Management and Recreation course to a 3-credit course, where contracts and insurance would be integrated into the curriculum.

- **Stephanie Daniels:** At the YMCA, they have a contract with Presidium and all volunteers and coaches have to complete a background check. In addition, gymnastics and aquatics team coaches have to complete Safe Sport, but because most coaches are volunteers, they are not required to do so. Traditionally, the YMCA has been very successful with its youth supports programming. Due to some staffing changes, the YMCA is offering a youth and Family programming series that adds cooking classes and other activities for individuals that aren't as enamored with sports. Recently, they added eSports as an activity. While initially this was a controversial decision, the reasoning was to provide a safe space for kids to play games with supervision. The current challenge is there isn't a great deal of programming for kids 11-16, leaving them to "run amok" throughout the facility. Their current focus is to discover ways to engage this age group in a positive, productive and fun atmosphere that doesn't disrupt other members. Esports camps have phenomenal numbers, with weeks 8-12 filled. There's a community need for kids to go in the summer and this is a way to re-engage them in sports.
- **Mark Dorow:** Summer registration started in April. They have had their children's festival, which was highly successful with tremendous turnout. It was a great event for families in the area. Registrations for swimming lessons are starting. Enrollments look promising. They had scheduled their first annual Easter Egg hunt (4/16/22). Overall, Marathon County Parks and Recreation is excited for all the different programming scheduled. Currently, there is a full-time Recreation Coordinator Position MCPR is looking to hire.
- The advisory committee was encouraged to review the upcoming events through Workforce Training and Professional Development that were attached to the meeting invitation. For up-to-date information on available programing through WTPD, click [here](#).

Next meeting schedule & agenda items discussion

The next advisory committee meeting is scheduled for October 12, from 4:00 – 5:30 pm via Zoom.

Electric Power Distribution Advisory Committee Meeting Minutes

Date: 4/5/2022

Time: 11:30 a.m. – 1:00 p.m.

Location: Zoom and AG402

Attendees

Industry Members:

- Kelly Zagrzebski-WEC
- Don Bohlin-WPS
- Steve Wilhite-WPS
- Daniel Biggers-Alliant Energy
- Kevin Kurtzweil-Central WI Electric Co-op
- Nick Webber-IBEW Local 953
- Mark Zielsdorf-MEUW

NTC Team:

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

Welcome & Introductions

Don Bohlin, WPS, welcomed everyone to the meeting and thanked them for attending.

Update and highlights from last Meeting

- Approval of minutes from last meeting, no changes were made.

College-Wide Initiatives

Greg Cisewski, Dean of the School of Agricultural Sciences, Utilities & Transportation, shared the following:

- NTC's mission is to provide high quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy. The strategic plan emphasizes the use of Industry 4.0, which is a philosophy to continuously improve the college. The driving factors are Education 4.0, Industry 4.0, and College 4.0.
- Education 4.0 is how we teach and what we teach. We want to increase accessibility so more students have access to education than ever before, and we do that through new types of programming and through the use of high technology. We want to incorporate skills for the future which can be challenging because the technical skills for the future are not always known. However, if we incorporate skills like problem solving and critical thinking into all of our programs then students should be well prepared. The other piece we know needs to be part of all of our programs is data analysis. Data is important in all industries. We help students understand what big data is and what it means to them in their chosen career field.
- Industry 4.0 – We are looking into things like smart manufacturing and we are creating a smart manufacturing lab, or lights out manufacturing lab, which will be utilized beginning in fall of 2022. Next, we plan to move into the realm of healthcare and how we can input new industry 4.0 through high technology. We already have simulations and we are collecting data, so we are looking at how to move toward improving that even more by moving into automation and AI. We want to make sure we are prepared when the industry itself moves into those realms, ensuring our graduates are ready to work in the healthcare field. The following year we will move into the Agriculture and Transportation areas. We are already doing a lot with robotics at the farm and with digital pieces in the truck driving industry. We want to continue to enhance these programs and keep up with changes.
- College 4.0 – At NTC we want to make sure we are analyzing and improving our processes. This involves what we teach and how we teach it in our classes. It also involves the college as a business and how we are utilizing industry 4.0 to serve our customers the best we can. More than ever, students are looking to the web and mobile experiences. Students want the digital experience and expect it, so user experience is important to ensure we are serving students in the way they expect to be served. Our user experience also needs to incorporate data collection for decision making about which processes can be automated. For example, our advisors are doing a lot of class registration because our user experience isn't there. We want our advisors and faculty to have the time to do the things only they can do. By automating some things they are currently doing, they will have more time to focus on things (only they can do) like assisting students with career planning and talking through life situations.
- NTC 4.0 Organizational Changes – Dr. Jeannie Worden is our new president who started in her new position on July 1, 2021. She was very thoughtful and intentional about taking time to make sure we had all the resources in place to carry out some of these Industry 4.0 initiatives. In order to facilitate that, we implemented a new School of Learning Technologies within our learning

division. Dianne Carroll has moved from a faculty role to the Associate Dean in the School of Learning Technologies. She is still part of the Marketing program and will oversee the Administrative Professional and Business Technology programs, and oversee our instructional designers. The School of Business, Community Services & Virtual College is now the School of Business.

- COVID Protocols – We are continuing to require masks for all staff and students regardless of vaccination status. We're trying to keep on track with CDC guidelines so there is potential for that to change soon. We are trying to social distance as much as we can in classrooms and meeting rooms. There are some lab spaces where that is challenging so we make sure all other protocols are followed if they are not able to socially distance. Temperature scans and hand sanitizing are still required when anyone enters the campus buildings. ***Update-mandatory masks and social distancing in classrooms has been discontinued.
- Student Support – This is a reminder of some important resources and support for our students as supporting our students has never been more important than it is right now. We still have our student food pantry Timberwolf Table, unlimited access to mental health therapy and crisis counseling through the Virtual Care Group, and Timberwolf Learning Commons houses resources like the Library, Academic Resources Center, and IT Help Desk. The "It's In Our Jeans" employee giving campaign continues to provide funding for student scholarships. The NTC Foundation continues to offer scholarships for students each semester funded by donations from employees, businesses, and community members.

Instructional Area/Program

Greg and Marc discussed the Ropes & Riggings course that was held at NTC in the Health Sciences building on main campus. It was a great course and the room was full. Mark stated they are talking about changing up their training programs at MEUW. They don't want to have to travel so far. Missouri Valley just hired a full-time trainer and it would be great to do something with him at this facility. They would like to do something with the DNR and downed power lines regarding forestry and fire lanes. October 12th NTC will be holding Build your Future out on the farm. We are partnering with Wisconsin Area Builders Association (WABA). Build Your Future is trying to get more people in construction. Several hundred students, hope to have 600-800. More info to follow. Would like to have the line companies here to have hands on activities for the students.

Industry trends-Don Bohlin WPS currently has 13 openings, in the process of going through that right now. Seven openings will be filled internally. Interviewing today, outdoor climbing testing. Really good response externally, over 100 applicants. One or two will be hired right out of school. Location and sub-station openings will be happening. WE Energies is usually double



that amount, he thinks they have 26 openings. They hire more right out of school. Currently spending a lot of money on capital projects. Overhead line reconstruction, underground lines as well. There is not enough electric load for Electric Vehicle (EV) charging.

Kelly-Last Friday got approval for Reciprocating Internal Combustion Engine (RICE) unit in Weston. Renewable energy-wind farm in Grant County, Hodag solar park in Rhineland and looking at another one in Langlade County. Asset renewal projects too. Natural gas power at the existing Weston facility. \$171 million and 128 megawatts, the natural gas will replace coal. Don stated investors are pushing for the change. Weston 1 retired, refilled #2 with natural gas. Number 2 will be retired in 2035. Continue to monitor the environmental impact of 3 or 4.

Dan-Alliant-similar to WPS and they are also recruiting apprentices. Sixteen positions-10 down south and 6 in Fond du Lac, they will be interviewing shortly. Focusing on underground work now. One of the large solar projects is in Wood County, south of Wisconsin Rapids. It is being installed at the moment. Most of the structure is in place, they are hanging the solar panels and it will be in the 50-200 megawatt range. This could be a growth opportunity for students, servicing and technical knowledge. EV charging will be interesting, need to see where the infrastructure will be at. Generators-retirement of Edgewater in Sheboygan. Columbia units close in 2023 and 2024 and future plans unknown for those facilities. Blackhawk in Beloit- turned it over the community college and they are using it as a rec center for students.

Kevin- Central WI Electric is looking at an apprentice this spring. When they ordered materials in late fall the regulators doubled in price, so they will be buying reconditioned. Not a lot of talk about infrastructure yet. What happens if everybody does EV charging? They had a Chevy Bolt and turned it back in. They couldn't park it in the shop because it could start on fire. It averaged about 300 miles to a charge. Natural gas prices are spiking. Rely on solar and wind? Not enough to go around.

Mark-as many storms as we have had in the last 3 years we need to change the lineman training program. The ground won't save them and we need to get that across as there are too many accidents. Show them how no one with properly placed grounds has ever died. Another concern is community transition—young workforce right now, old guys are retiring, we are going to have to make some changes at some point as there are not enough journeyman around. Industry is changing dramatically with EV and electric cars.

Nick-At the end of the day you have to be able to work with a crew. Young employees are coming out onto the crew and they are wondering why the foreman is telling them what to do when they already know everything. Students look at high school job catalog and they see the



highest pay job and that's what they want to do. Dairyland power is transitioning-moving more towards construction transmission style. Small construction crew of 18 employees. Missouri Valley-during covid there was a backlog, they have got it straightened out and it is going really well. Interested in sub-station apprenticeship-as long as you want to work inside a fence and pass the aptitude test you can have a job. Lobbyist for IBEW-past years have seen some regulations going through legislation-there is now a strong deregulation push. Need to protect the integrity of the industry. Deregulation equals brown outs.

Program enrollment-Marc stated he has 12 students and all 12 are on track to graduate. Two students have to take CDL yet. Enrollment is full for next fall already, there were 60+ applicants. Marc discussed the desire to start a student club for the Electric Power program. Nick gave his full support of having a student club for EPDP, comradery building outside the classroom, anything they can do to support. One reason they want to start a club right now is the Light Up Navajo III project in Arizona. Scheduled for April through June of 2022, the American Public Power Association is working with the Navajo Tribal Utility Authority to help volunteers continue to bring electricity to families in need. The Navajo tribe has 15,000 people that have never had power. You have to be an employee of a utility for insurance purposes, but being with the school, it would be covered under the club. Then it would just be the cost of getting there and back. It could be considered a Capstone project, have the students go for a week or two. The project has a list of materials they need, they just need bodies to work. They house you and feed you, you just need to get there. Kevin stated they sent a bunch of people to Guatemala to do a project like this, it is a good feeling to see the lights come on.

Equipment/facility update-Biggest need is poles, we burn through 21 poles per semester. Londerville steel has a project, need to bring trailer as they've got 3 miles of poles, 20 years old or less. The Vet Tech building is almost finished, it was the ag equipment shop. But now we have no space for farm staff to work on something with heat. The college has dollars to build another shop and we are toying around with replacement building for utilities out by the pole field. We would like to have something a little bit bigger. Then we need to put power, gas and septic out to the field and we only have \$300,000 to work with. Holding tanks first, go to mound system after, that money will go fast. \$1.5 million college can add on to a facility per year and the farm is considered part of main campus. They are talking of remodeling the nursing building and that will use up some of the money. We will have to come back and renovate the inside at a later time. Has the college thought about an assistant or someone to come in if Marc is out sick? We can have a sub come in and teach. Right now we are covering



the classes with Marc and electromechanical, it is hard to get a sub the day of usually. It would be a good job for a retired lineman, someone from the industry.

Next meeting schedule & agenda items discussion

Fall meeting-Tuesday, October 11th at 11:30 AM.

Sign Language Interpreting in Education Advisory Committee Meeting Minutes

Date: 04/06/2022

Time: 5:00 p.m. – 6:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Kathleen Bauer – School District of Niagara
- Keith Burisek – Wisconsin Educational Services Program for the Deaf and Hard of Hearing (WESP – DHH)
 - Guests/Interns: Carly and Danielle (UW-Milwaukee students)
- Jennifer Gleason – CESA 8
- Joleen Hunkins – Green Bay School District
- Jennifer Sartori – Appleton Area School District
- Amy Miller – Two Rivers School District

NTC Team:

- Erin McNally – Learning Manager, School of Business
- Vicki Shapiro – Faculty
- Chanel Wettengel – Instructional Assistant

Welcome & Introductions

Keith Burisek announced that he had two interns participating with him so they may observe his activity with different advocacy groups and the SLIE advisory committee. Their intent is to observe to gain greater understanding of how members around the state work together and support one another.

Erin McNally welcomed all to the advisory committee. All present introduced themselves and the organizations they represent.

Update and highlights from last Meeting (11.3.2021)

The meeting minutes were reviewed and approved as submitted. No further discussion necessary.

NTC College Updates

- NTC's mission is "To provide high-quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy".
- NTC has developed a three-pronged strategic plan to emphasize the use of Industry 4.0 as a philosophy to continuously improve the college:
 - Education 4.0: Education 4.0 focuses on two areas: how we teach and what we teach. This includes continually updating learner needs in preparation for entering the workforce. To that end, NTC has identified six main areas of focus:
 - Increasing Accessibility
 - New Programming
 - High Technology
 - Problem Solving
 - Critical Thinking
 - Data Analyzation
 - Industry 4.0: Industry 4.0 refers to the industries that are embracing technology in innovative ways to provide services/products to the consumer/end user. Again, by utilizing the six identified areas of focus, NTC will prepare learners in the following industries to enter the workforce with an understanding of high technology utilization. The timeline for integrating Industry 4.0 into program curriculum is as follows:
 - Smart Manufacturing: 2021
 - Clarification was requested regarding "lights out" manufacturing. It was explained that the concept allows manufacturing to continue through the aid of automation, artificial intelligence/IoT & IoS, and data analytics after the employees/workers leave for the day. In essence, the building will continue to produce without employees being present 24/7.
 - Healthcare: 2022
 - Agriculture and Transportation: 2023
 - College 4.0: College 4.0 is where NTC looks internally to streamline processes, increase efficiencies and improve the customer experience (internal and external). NTC recognizes that as a preferred educational destination, college recruitment, entry, retention, and graduation require different types of support to ensure learner success. To that end, NTC will focus on the six following areas to improve the overall College experience:
 - User Experience
 - Connect Processes
 - High Technology
 - Artificial Intelligence (AI)
 - Automation
 - Data-Decision Making

- To facilitate implementation of Industry 4.0 across NTC, a new learning sector was created: the School of Academic Excellence/School of Learning Technologies. Additional programs were shifted to allow for greater alignment and equity of workflow. The Schools of Learning are as follows:
 - School of Agricultural Sciences, Utilities & Transportation
 - School of Academic Excellence & Learning Technologies
 - School of Business
 - School of Engineering & Advanced Manufacturing
 - School of Health Sciences
 - School of Liberal Arts Transfer, Education & General Studies
 - School of Public Safety & Community Services
 - Workforce Training & Professional Development + Apprenticeship
 - There was a question as to why Transportation was not associated with the School of Business. Erin McNally explained the focus on transportation was diesel mechanics and truck driving. The advisory member suggested that “transportation” from a supply chain perspective, covered freight brokerage and shipping/delivery planning/logistics.
- Current COVID Protocols
 - Social distancing continues in most classrooms and meeting rooms
 - Temperature scanning is **STRONGLY** recommended upon entry to each campus
 - Hand sanitizing is **STRONGLY** recommended upon entry to each campus
 - Clean in/Clean out protocols are still in place in most classrooms and shared areas
- Student Support: NTC continues to provide access to resources to students, including:
 - Unlimited access to free mental health services through **The Virtual Care Group** (thevirtualcaregroup.com/ntc or 866.533.1827)
 - **NTC advisors** can help connect students with other emergency financial, computer and/or community resources
 - **Timberwolf Table**, NTC’s food pantry for students
 - **Timberwolf Learning Commons**, including the library, tutors and coaches available
 - **Student Scholarships** are awarded twice a year, once per semester
 - **Student Life** offers a number of programs, both in-person and remote, to allow students to meet each other, get involved, relax and have fun

Instructional Area/Program

- **Program Information**
 - **Program Overview**
 - Vicki Shapiro shared that ASL 1 will be made available in an online format to address learners on the waitlist for the course. This new format will made available Fall 2023.

- The decision to wait until Fall 2024 was a strategic one. If an online offering was made available Fall 2022, learners would still have to wait a full year to continue their progression through the SLIE program. By delaying one additional year, learners will be able to join the cohort they would be associated with.
- Additionally, learners will be required to participate in a mandatory orientation. The dates selected are in May 2022 and August 2022. The learners will receive a revised handbook.

- **Curriculum Modifications**

- There are no updates at this point regarding the curriculum as it pertains to the programs.

3. Enrollment

- There are currently nine students completing their practicum. Vicki is confident that all nine students will graduate May 2022. This is very exciting news!
 - Jennifer Sartori asked for clarification. Based on the minutes from the fall meeting, there were 11 students progressing to the spring term. Vicki explained that the two students had failed. Further, she indicated that the students did not indicate whether they would return to complete the remaining coursework.
- The fall enrollment report indicates that SLIE has accepted 19 new students into the program. This means that there is one position left before the cohort has reached capacity. Interestingly, there are four additional candidates that have been placed on a waiting list. This means that NTC is confident that the Fall 2022 cohort will be full at 20 learners.

- **Industry Trends**

Keith Burisek shared that DPI has begun reaching out to programs around the state that are currently offering interpreter training in an effort to discern ways to increase the number of educational interpreters (high demand). Vicki has been part of the initial discussions. DPI has already been in contact with UW-Milwaukee and Milwaukee Area Technical College (MATC-Milwaukee). Currently, DPI is investigating opportunities for WESP-DHH to be part of this initiative. WESP-DHH's research indicates that many that are interested in becoming an educational interpreter are currently working as an aid with an interest serving DHH learners. These individuals are being met with obstacles/challenges in receiving the education necessary to become a certified interpreter. WESP-DHH is investigating opportunities to allow those currently working with DHH learners can continue to do so while returning to college. They have been reviewing program integrity at post-secondary schools in addition to identifying the level of commitment required for a person to successfully complete an educational interpreter program. Many who are in industry have completed NTC's SLIE program, which is very intensive. WESP-DHH is exploring integrating different modalities (i.e.: virtual/online delivery, hybrid delivery) that will provide flexibility and meet the learner where they are. Additional options may include running cohorts during evenings or weekends. Ultimately, there is a need, and yet, the intensity of the curriculum coupled with an in-person requirement for mastery to be achieved is creating barriers for those who want to enter this career.

- Jennifer Gleason expressed her support for this initiative, explaining that there's an extreme need to meet interpreting demands and the added-value of offering educational interpreting courses in flexible learning formats to meet the learner where they are at this point in their life.

She suggested moving forward as quickly as possible (“getting the ball rolling”), whether that meant a learner took fewer courses, or extending the number of semesters it takes to successfully graduate from the program, or some other yet-to-be-determined delivery methodology that will maintain academic rigors while removing barriers for potential learners interested in educational interpreting as a career. She further concurred that the need for industry professionals was extreme.

- Keith Burisek recommended investigating a dual-credit option that allowed students to take ASL 1 & 2 at the high school level to increase interest and then provide additional support mechanisms to maintain persistence, retention and graduation from the program.
 - Jennifer Gleason added that she’s continually asked by community members where they can take sign language classes.
- Erin McNally asked Keith Burisek about the logistics that have been discussed thus far with UW-Milwaukee and MATC-Milwaukee relaunching their interpreting program, especially as WESP-DHH were looking for creative, solution driven alternatives to the traditional content delivery (in-person). He stated that he was uncertain regarding a confirmed timeline and that it was his understanding that MATC-Milwaukee’s program design is similar to NTC’s current set up. He also shared that there has been discussion regarding how learners learn/master ASL. For example, is there any significant difference in mastery whether learners’ study ASL in-person, in a 3D virtual environment and/or a 2D online experience. He continued to share that they have been investigating programs nationally. University of Northern Colorado currently offers a hybrid option for their interpreter program where learners are able to complete certain curriculum components online, but the in-person aspect of learning remains. He asked for feedback from other committee members in attendance.
 - Jennifer Sartori stated that a hybrid option would be the best alternative, at least in the beginning of transitioning modalities. There’s added-value included in the in-person component of the learning process. She strongly believes that it is the role of the interpreter to protect the integrity of ASL. Community members who want to take a signing class are degrading the language.
 - Erin McNally acknowledged the challenges/obstacles when investigating alternatives to address the need for educational interpreters. She also acknowledged that this was a complex issue that isn’t going to be easily resolved in a single conversation. She added that she was excited about MATC-Milwaukee relaunching their program as it would give NTC another school to share best practices with, develop new curriculum, and explore how best to deliver educational interpreting training in a hybrid modality.
 - Jennifer Gleason asked how many schools were in the WTCS and how many offered interpreting programs. Additionally, she was curious as to why other colleges weren’t offering interpreting programs, given that NTC’s capacity per cohort is 20. Erin explained that there were 16 sister colleges in the WTCS. Fox Valley Technical College (FVTC) had an interpreting program; however, it had been suspended several years ago. She continued to explain that there are certain programs that are offered at all 16 colleges and other programs that are only offered at certain schools based on community need. Without having sister schools to collaborate with, it’s a challenge to address the extreme need. It is also possible that because there isn’t an active program at other schools, those colleges are unaware of the statewide need for educational interpreters within their districts.

- Joleen Hunkins asked whether any of the other WTCS schools were focusing on educational interpreting like NTC, stating that community interpreting is very different. She further explained community interpreters were more accustomed to working with adults (i.e.: conferences, religious services) and are not as prepared to address the unique needs of learners. In addition to developing learner need awareness, educational interpreters are trained to be part of a team where they may have additional roles to play, including training instructors in certain signs to aid in the educational process. Community interpreters, typically, focus solely on the services they are providing. Additionally, there's a difference between confidentiality requirements/responsibilities in an educational setting versus other forms of community interpreting. Educational interpreters are also trained to determine what should be signed in the classroom. For example, if an instructor is disciplining another student, an educational interpreter uses their best judgment and training to selectively determine what is in the learner's interest to know. It's a matter of working in different realms and understanding that while community interpreters and educational interpreters are vital, the skills required to work in an educational setting are not identical to those necessary for a community interpreter.
 - Jennifer Gleason concurred, explaining the terminology and ability/flexibility to communicate at all age ranges within the educational system (i.e.: Kindergartener versus Middle or High School) is different that, for example, interpreting in a courtroom in service of DHH adults.
 - Jennifer Sartori added that when they have used agency/community interpreters, there is a sense of collaboration/community because a relationship hasn't been fostered as with having an educational interpreter part of the educational team. There also tends to be the assumption that because community interpreters predominantly work with adults, they don't possess the nurturing/mentoring skills/experience necessary in the classroom. This creates tension and potential for conflict between the community interpreter and the educators they are to be partnered with. Additionally, educational interpreters understand they may need to provide additional help to ensure the learner is getting the best educational experience deserved. Because of this, educational interpreters are more in touch with the nuances to observe to make certain the learner has grasped the concepts being taught. In her experience, community interpreters have stated that learner understanding is the responsibility of the school, not theirs, to ensure.
 - Joleen Hunkins continued to explain that when learners are preparing for post-secondary education and the learner knows they want to work in education, but are uncertain whether they want to be an instructor or an interpreter, she encourages them to consider attending UW-Milwaukee where they have the opportunity to experience both opportunities. That said, she recommends many to NTC because the SLIE program is the whole package. Additionally, because of the advisory committee engagement, she's seen first hand how NTC's curriculum has evolved to better serve classroom needs. This is not necessarily the case at UW-Milwaukee.
 - Keith Burisek agreed, stating that NTC's SLIE program is exemplary because it is an intensive program completely dedicated to the educational/classroom experience. This prepares graduates for all potential occurrences within the classroom; where a four-year program oftentimes provides a more generalized interpreter educational experience to allow for the variety of spaces community interpreters will find employment in. NTC's program is completely dedicated to educational interpreting.

- Erin McNally asked what the Milwaukee partnership timeline is for launch. Keith Burisek shared that a few weeks ago the collaboration team met. Currently, they are looking for an instructor. The hope/goal is to launch in Fall 2022. He also shared WESP-DHH is currently in need of approximately 30 educational interpreters for Fall 2022; however, that number is flexible due to the current use of agency/community interpreters, students' need and budget allocations for the next fiscal year. Erin also asked if Keith was aware of what the MATC-Milwaukee program capacity was. He shared that they anticipate accepting/enrolling 20 educational interpreter learners. Finding an interpreter interested in teaching full-time thus far has proven to be a challenge. Many are happy to be an adjunct, but thus far, none have been interested in a full-time posting teaching educational interpreting. One factor is salary; agency/community interpreters would take a reduction in income to teach. Keith stated there have been a few applications submitted but he wasn't aware whether MATC-Milwaukee was moving forward with any of the applicants.
 - Jennifer Gleason asked what were the certification/educational requirements necessary to be an adjunct instructor. Many educational interpreters are asked why aren't they teaching ASL at the high school level and it's because they don't have a teaching license, etc. Are candidates expected to have additional education and/or certification to teach at the WTCS level?
 - Vicki Shapiro shared she believed that the requirements/qualifications for both adjunct and faculty to teach should be similar. It was explained that for the WTCS, experience is equally important as educational credentialing. An ideal candidate should have a desire and/or experience in the teaching profession, with a background in educational interpreting. Erin McNally continued, explaining that while she hasn't had to hire adjunct specifically for the SLIE program, NTC is bound by certain requirements when hiring instructors (fulltime and/or adjunct) to maintain accreditation. Keith Burisek added that MATC-Milwaukee is seeking someone who has at five to eight years' experience in educational interpreting with a background in teaching. In this case, they're looking to fill a very specific role; however, MATC-Milwaukee is looking at years of experience as a priority, then focus.

Continuing Education/Workforce Training & Professional Development

- The advisory committee was encouraged to review the upcoming events through Workforce Training and Professional Development that were attached to the meeting invitation. For up-to-date information on available programming through WTPD, click [here](#).

Other items

- Jennifer Sartori shared information about Hear in the Fox Cities, a non-profit organization that raises funds to provide hearing aids to youth and children in the Fox Cities and surrounding areas who do not qualify for other funding sources. They have started expanding services to the greater Wausau area. For more information, please click [here](#). Jennifer is a member of the organization. She stated she will provide additional information to the advisory committee in an effort to increase awareness and potential opportunities to support the organization. The goal is to expand across Wisconsin, to the north and west. She shared that the organization is in the process of updating its materials (print, social media, etc.). She

will share the information once it's approved and available. Keith Burisek stated this would be great information to share through parent mentoring and/or family mentoring services. Kathleen Bauer asked if the office of DHH was aware of this program. Keith Burisek shared that Christopher Rawlings was the current Director of the Office for the Deaf and Hard of Hearing (ODHH). Jennifer Gleason asked whether the organization provided cochlear implants (CIs). Jennifer Sartori wasn't certain (and agreed to confirm) but she believed the program included providing CIs.

Next meeting schedule & agenda items discussion

The next date for the fall 2022 advisory committee meeting is Wednesday, 11/2/2022 and will be conducted virtually via Zoom.

Vet Tech Advisory Committee Meeting Minutes

Date: 4/6/2022

Time: 7:00 a.m. – 8:30 a.m.

Location: Zoom

Attendees

Industry Members:

- Renee Shriner-Athens Vet Service
- Janice Dietrich-Athens Vet Service
- Dr. Angie Witt-Metro Animal Hospital
- Dr. Sarah Lautzenhiser-Antigo Vet
- Annie Falkowski-PAW Health Network
- Dr. Kris Hankison-Oakview Veterinary Medical Center
- Patti Bretl-Metro Animal Hospital-Wittenberg
- Russell Smolke-Midwest Veterinary
- Heather Schlessner-UW Extension

NTC Team:

- Greg Cisewski-Dean, School of Agricultural Sciences, Utilities & Transportation
- Bobbi Lee, Learning Coordinator, School of Agricultural Sciences, Utilities & Transportation
- Nicole Cruise-Instructional Assistant, Vet Tech Program
- Sarah Steger-Program Director, Vet Tech Program
- Dr. Elizabeth Hillebrand-Farm Veterinarian and Adjunct Faculty-Vet Tech Program
- Katy-Jane Shanak-Faculty, Vet Tech Program

Welcome & Introductions

Greg Cisewski, Dean, School of Agricultural Sciences, Utilities & Transportation at Northcentral Technical College (NTC), welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Minutes from the last meeting were approved.

Dr. Elizabeth Hillebrand-advisory board chair update. Dr. Kris Hankison was agreed to be the chair of the Vet Tech advisory committee. Industry partners are able to contact him if they are not comfortable coming to someone at the college.

Instructional Area/Program

- Sarah Steger, Program Director, Vet Tech Program did a program overview for the group. We are in our 2nd full semester of students. There will be a summer semester every year and will have our first group of interns this summer. Faculty are pleased with how things are going. We have a capacity of 24 and have not met that yet, but it is helping us to ease into the program. If you have anyone that is interested in teaching, please let us know, we always need additional adjunct instructors. The new Vet Tech building is almost complete.
- Dr. Elizabeth gave a virtual tour and new building update. Radiography equipment was installed yesterday. Boot washing station is on the west end of the building for all students on the farm. Locker rooms on both sides, men's and women's with restrooms and showers. Oxygen and storage closets, pharmacy and radiology, surgery suite. Entrance to treatment area on the south side of the building. Dog kennels and cat kennels. Laundry and storage, teaching classroom, faculty office. Covid restrictions have been lifted. We would love to have an open house so everyone can see our facility, as soon as a date is set, the advisory committee will be invited. Site visit for AVMA is scheduled for January 2023.
- In-house laboratory diagnostic tools-Sarah gave an update. Currently utilizing Idexx. Catalyst-blood chemistry analyzer, lasercyte-CBC, digital radiology, Neo-Practice management software (cloud based). Students can access the Idexx system at home, so we can give them an assignment and they can do it at home. What is everyone in practice using? Should students have access to other systems? Consensus was it is not critical to learn different software, that is more on the job training. It is more important to learn concepts, students will get exposure to more software in internship and externships. Question was asked about Neo going from small animals to large animals. We haven't gotten to the point where students are doing a lot with the cattle yet, but Idexx assured us it would work for a dairy herd as well.
- Program Enrollment-we currently have 30 students petitioning to take the HESI test the week of April 18th. Top 24 scores would gain a spot in the Fall semester start. Currently

have 11 students that are pre-program. Summer will have more pre-program enrollment for A&P and Vet Med Term. There are program starts in fall and spring. Started with 18 students in fall 2021 and currently have 14 continuing students. Spring 2022 started 11 students, currently have 10 continuing.

- Accreditation status-application for accreditation was accepted, accreditation visit scheduled for January 25-26, 2023. After this visit the Committee on Veterinary Technician Education and Activities (CVTEA) will decide to grant or deny accreditation to our program. Curriculum and facilities will be evaluated.

Curriculum/Assessment

- **Summer internships**-expecting to have 14 students interning this summer. Internship will be 9-10 weeks, 240 hours in June & July (24-26 hours/week). Interns should be practicing the skills they have learned and learning new skills as their supervisor deems appropriate. Students should be shadowing a CVT or assistant to learn the day to day skills like running fecal samples, practicing taking vital signs, brief exams, surgery, client skills, making appointments, answering phone calls. If you are interested in taking on an intern, we would love to add you to the list and Nicole is keeping a database. Every year we will have interns in summer and fall semester. Question was asked if students being paid for their internship is a requirement? There is not a requirement from NTC. Greg stated if students are not bringing value and just learning there is no issue with the IRS and it puts students on your work comp insurance if they are paid. If they are not paid we need to do an MOU to expand the college's reach for insurance purposes. We have examples of MOU's if anyone would like to see one. Some employers found Handshake difficult to work with. NTC can get you some assistance, people at the college can help you. Send Greg a contact name and someone can walk them through the handshake process. If you need an intern please contact Sarah, Bobbi or Nicole, we can help you. If you post on Handshake please let us know and we can direct our students to look for it. AVS started using Handshake last fall and it keeps you up to date, but they don't think the students are really using it.
 - Request was made for a skills list for interns. We are developing a three-tiered list at the moment. Once it is finalized, we would be happy to send it out along with an outline of what the students will be doing. The burden will be placed on the student to report hours, office will just have to confirm. We are trying to streamline paperwork, trying out a new online system. Discussion was had on how to track tasks completed and hour. Google doc was discussed, using a check box and comment area to check off skills. Questioned if offices would be willing to help us pilot this if we sent you examples and many agreed. Annie mentioned

that she used to participate in mock interviews, is that going to continue? It is not built in right now, but it is something that we can add. We can have someone from student services come in and talk to students about interview skills, resume and cover letters as well.

Other items/questions

- We want to hear from you and want to make sure our graduates meet your needs.
- Trends-Clinics are now re-opening and letting people come in.
- The Vet Tech club will be doing a fund raiser to pay for the online VTNE prep course for students.
- Workforce learning-separate school for continuing ed and workforce development. If your company needs any additional training or CEU's, give us an idea and we can set something up.

Next meeting schedule & agenda items discussion

The next meeting will be held on Wednesday, October 19th at 7:00 AM.

Supply Chain Management Advisory Committee Meeting Minutes

Date: 04/07/2022

Time: 4:00 p.m. – 5:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Victor Carungi – Wausau Homes
- Tim Daanen – D&B Warehouse
- Tom Janssen – Arow Global Corp
- Kevin Muraski – Wausau Coated
- Marty Robbins – Marathon Cheese
- Al Toliver – Green Arrow Associates

NTC Team:

- Erin McNally – Learning Manager, School of Business
- Jim Ortiz – Student Success Advisor
- Kurt Swanson – Faculty, Supply Chain Management & Leadership Development

Welcome

Erin McNally welcomed everyone in attendance; each member gave a brief introduction. She shared the following Division updates:

- January 2022: College-wide reorganization of programming in an effort to redistribute and balance workloads between the different Schools of Learning.
- Tracy Bliese completed her Master's degree and has left NTC to pursue other opportunities. She will be greatly missed (former administrative assistant).

Update and highlights from last Meeting (11.04.21)

Members reviewed the minutes from the previous meeting. The discussion regarding additional networking opportunities continued from the previous meeting. General consensus preferred in-person advisory committee meetings because they allowed for social networking opportunities among industry members. Additionally, members present requested an online platform where members could connect, ask questions of one another and share best business practices. Kurt Swanson and Erin McNally will investigate the best online option and present it to the advisory committee.

Another topic discussed was the opportunity for advisory committee members to conduct student mock interviews. Currently, Marty Robbins has been available to conduct these appointments with students. Kurt reported that the experience was beneficial for both Marty and the student participants.

Finally, Al Toliver suggested developing networking opportunities like “Industry Roundtable discussions” where professionals and learners could come together and discuss relevant industry topics/needs, practice networking in a professional setting and learn about present-day best practices. Kurt shared that central WI no longer has an ASCM chapter, with the closest chapter in WI based in the Fox Valley region. Kurt stated that investigating the feasibility of reinstating a local chapter is a possibility. He noted that in the past, the challenge was finding professionals willing to volunteer for leadership/official roles (i.e.: Board of Directors).

College-Wide Initiatives

- NTC’s mission is “To provide high-quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy”.
- NTC has developed a three-pronged strategic plan to emphasize the use of Industry 4.0 as a philosophy to continuously improve the college:
 - Education 4.0: Education 4.0 focuses on two areas: how we teach and what we teach. This includes continually updating learner needs in preparation for entering the workforce. To that end, NTC has identified six main areas of focus:
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 - School of Health Sciences
 - School of Liberal Arts Transfer, Education & General Studies
 - School of Public Safety & Community Services
 - Workforce Training & Professional Development + Apprenticeship
 - There was a question as to why Transportation was not associated with the School of Business. Erin McNally explained the focus on transportation was diesel mechanics and truck driving. The advisory member suggested that “transportation” from a supply chain perspective, covered freight brokerage and shipping/delivery planning/logistics.
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- **NTC advisors** can help connect students with other emergency financial, computer and/or community resources
- **Timberwolf Table**, NTC's food pantry for students
- **Timberwolf Learning Commons**, including the library, tutors and coaches available
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- **Student Life** offers a number of programs, both in-person and remote, to allow students to meet each other, get involved, relax and have fun

Instructional Area/Program

- **Industry Trends**
 - **Victor Carugi** – One of the challenges is addressing the “great resignation”. He shared that finding employees are a challenge. According to Wausau Homes HR department, the central Wisconsin region has less than 2% unemployment rate. They are seeing a lot of new hires make it through the training process, only to move on to another area if the “perfect opportunity” isn’t available to them immediately. Between internal staff losses and vendors enduring similar circumstances, bottlenecks are inevitable in the supply chain process. In addition, material costs have increased, despite vendors reassuring clients that the prices are coming down. For example, wood prices spiked just after Thanksgiving. Finally, hiring drivers to move final products to final destinations continues to challenge the industry.
 - **Kevin Muraski** – Everyone is back to work post-COVID (no remote workers). Many restrictions have been lifted; if an employee is unwell, they are to stay home. They are facing challenges on the supplies front with vendor shortages. Many vendors are honoring partial orders/materials. This makes for difficult conversations with customers when products are delayed. This leads to extended back logs and lead times. This makes for logistical challenges. Thankfully, the company remains busy. Wausau Coated is investigating adding additional automation lines to their production.
 - **Tom Janssen** – Expressed challenges throughout the process – poor supply chain response, poor customer service, missed pickups by drivers, etc. He believes it’s more than simple “COVID Burnout”, but it is impacting industry, lead times, and successful business transactions and client relations. It becomes difficult to not take (as a team) these obstacles personally – many are frustrated and it’s impacting overall morale of the team.
 - **Marty Robbins** – Described how the leadership has been spending a great deal of time forecasting to try to remain ahead of potential obstacles, like supply chain bottlenecks. They have also spent a great deal of energy/resources ensuring there is a consistent message being delivered throughout the organization, including weekly communications that he’s been publishing. They believe transparency in what’s currently happening in industry as the best way to combat rumors and other issues. This has proven successful thus far.

- Kevin Muraski concurred, sharing that the CEO conducts regular meetings to learn what areas are struggling (employee numbers, acquisitions, operations, etc.) to address hot buttons ahead of time.
- Overall committee consensus followed a number of themes:
 - Employment needs
 - Vendor/Suppliers ability to deliver as promised/contracted
 - Projects backlogged
 - Overall organizational morale
 - Balancing customer service/contracts with supply chain bottlenecks (national/international)
 - New facilities to accommodate orders
- **Program Information**
 - **Enrollment Report**
 - Spring 2022: there were 21-22 students enrolled in the Supply Chain Management program. As of this point in time, Fall 2022 currently has 14 matriculated students and 12 in the pipeline. The program continues to show slow, but steady, increased interest. In terms of Fall 2022 enrollments, it's early days and there are 25 active students enrolled in the program. This is very encouraging. Jim Ortiz has started seeing growing interest outside Wisconsin, talking to people in Alabama, Texas and Georgia. Many of those enrolling in Supply Chain are experienced workers (5-12 years workforce experience). Jim also shared that the Business Management program recently added Supply Chain orientation to its curriculum. The benefit with this overview course is to increase awareness of career opportunities in Supply Chain.
 - **Program Updates/Curriculum Modification updates**
 - Kurt reported that he has recently began participating in activities at the area high schools to increase career awareness.
 - Kurt reminded the committee members that program changes that were made would be taking place fall 2022. He stated that the changes were primarily repackaging of existing course work. As described at the fall advisory committee meeting, the program will return to the more traditional 2- and 3-credit courses and will add both Business Analytics (3 credits) and Business Finance (3 credits) to the program.
 - The changes to the curriculum should be seamless and create very little negative impact to the student (working with Student Services, Records and Jim Ortiz). Kurt has been working very closely with the 25 active students and has made an effort to keep all students in the loop regarding upcoming changes.
 - Principles of Managing Operations has been moved to first semester based on advisory committee feedback; Inventory Management has been moved to second semester.

- Kevin Muraski commented his appreciation for the committee's discussion on a greater focus on data analytics (wasn't available for last meeting). A deeper dive and greater understanding is definitely needed. He supports this change.
- Supply Chain 4.0: What are industry professionals seeing in regards to the evolving Supply Chain?
 - Interoperability: the ability for plant equipment (i.e.: work-piece carriers, assembly stations and products), humans or smart factories to connect and communicate with each other via the IoT and the IoS
 - Virtualization: a virtual copy of the smart factory created by linking sensor data (from monitoring physical processes) with virtual plant models and simulation analytics
 - Decentralization: the ability of cyber-physical systems within smart factories to make decisions on their own
 - Real-time capability: the capability to collect and analyze data and provide the derived insights immediately
 - Service Orientation: Offering of services (of cyber-physical systems, human or smart factories) via IoS
 - Modularity: flexible adaption of smart factories to changing requirements by replacing or expanding individual models
 - Kurt sought feedback from advisory committee members on how Industry 4.0 is impacting Supply Chain Management. He's asked that members take some time to look at what are upcoming trends, forecasting and report out at the Fall 2022 advisory committee meeting to ensure that the program is meeting both current and anticipated needs for the industry moving forward.
 - It was suggested that sustainability is very important to next generation and that sustainability needs to be built throughout the program to recruit and retain younger generations.
 - It was additionally brought forth that there's a question of the labor force/shortage and the added-value of technology if there isn't anyone there to run/manage the technology. There will still be a need for drivers, etc. This is a discussion for another meeting, but it should remain on radar as Supply Chain 4.0 becomes reality.

Next meeting schedule & agenda items discussion

The next advisory committee meeting is scheduled for Wednesday, September 13, from 4:00 – 5:30 pm, in-person.

(Certified) Nursing Assistant Advisory Committee Meeting Minutes

Date: 4/11/2022

Time: 12:00pm – 1:30pm

Location: Zoom

Attendees

Industry Members:

- Holly Bergener, DON, Bell Tower
- Amber Blocker, DON, Rennes Health and Rehab Center
- Denice Dorpat, Manager of Patient Care Services, Intermediate Care and Telemetry, Marshfield Medical Center-Weston
- Ryan Hanson, Director of Nursing Home Operations/Administrator, Pine Crest Nursing Home
- Mindy Meehan, DON, Wausau Manor Health Services
- Pam Roux, Staff Development Coordinator, Benedictine Living Community of Wausau
- Scott Seeger, Dementia Care Specialist, Aging and Disability Resource Center of Central Wisconsin
- Karen Simington, DON, Clark County Rehabilitation and Living Center

NTC Team:

- Becky Leopold, Administrative Assistant
- Laura Litzer, Academic Advisor
- Kelly O'Reilly, Nursing Assistant Faculty
- Kim Rauen-Heidmann, Nursing Assistant Faculty
- Marlene Roberts, Dean, School of Health Sciences
- Emily Steinbach, Learning Coordinator
- Candace Weininger, Nursing Assistant Faculty

Welcome & Introductions

Ryan Hanson, Director of Nursing Home Operations/Administrator, Pine Crest Nursing Home, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves and which facility they represented.

Update and Highlights from Last Meeting

Kim Rauen-Heidmann, Nursing Assistant Faculty, reminded everyone that NTC has a high school liaison named Maureen Fuller that works with NTC to help recruit high school students for the Nursing Assistant program.

College-Wide Initiatives

Marlene Roberts, Dean of the School of Health Sciences, shared the power point presentation showcasing current college-wide initiatives at NTC and in the School of Health Sciences. The power point is attached for your convenience. If you wish to see the NTC Strategic Plan for 2021-2024, the link is on the power point. An outline of what was shared is below:

NTC Mission:

- “To provide high-quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy.”
- NTC developed a strategic plan to emphasize the use of Industry 4.0 as a philosophy to continuously improve the college in three ways:
 - Education 4.0
 - Industry 4.0
 - College 4.0
- Education 4.0:
 - How we teach/What we teach:
 - Increasing Accessibility
 - New Programming
 - High Technology
 - Problem Solving
 - Critical Thinking
 - Data Analyzation

- College 4.0:
 - Analyze and improve internal processes and services:
 - User Experience
 - Connect Processes
 - High Technology
 - AI
 - Data Decision Making
 - Automation
- Industry 4.0:
 - Smart Manufacturing - 2021
 - Healthcare - 2022
 - AG and Transportation – 2023:
 - Increasing Accessibility
 - New Programming
 - High Technology
 - Problem Solving
 - Critical Thinking
 - Data Analyzation
- Health Innovation 4.0:
 - SOHS Forecasting:
 - Build a dedicated and accredited Simulation Center in the CHS (Center for Health Sciences) Building:
 - Clinical enhancement and equivalency for health programming needs.
 - Availability for industry partners to use for professional training and development.
 - Integration of pressurized hospital room (negative pressure) with ante rooms and all necessary equipment for further infectious disease management training (i.e. airborne precautions).
 - Ventilator Training Program; Tracheostomy Care and Respiratory Programs.

- Respiratory PPE fit-testing capability in-house for health and public safety staff and students.
- Informatics and Data mining programs.
- Automated support service programs for healthcare, as directed by industry.
 - Remove waste to enhance licensure scope and increase efficiency in practice arena.

Workforce Training and Professional Development Initiatives

Although no one from Workforce Training and Professional Development Initiatives was available to attend this meeting, flyers from this area are attached for review. Should you have any training or professional development needs, please reach out to Brad Gast at gast@ntc.edu and he and his team will be able to assist you.

Industry Trends

Ryan Hanson, Director of Nursing Home Operations/Administrator, Pine Crest Nursing Home, started off our Industry Trends by asking the group about the following:

- Open Positions:
 - Ryan has a very slim applicant flow currently. He stated his facility may get one or two CNA applications a month and maybe an occasional nursing application.
 - Mindy Meehan, DON, Wausau Manor Health Services, spoke that the applications have been a little slow for her as well. Mindy just had a couple of youth apprenticeship students that came on board at Wausau Manor and that has helped her. She currently has five to six open CNA positions at this time. Wausau Manor is also planning to review their wages again to see if they can keep competing with the higher starting wages other companies have (for example Menards).
 - Karen Simington, DON, Clark County Rehabilitation and Living Center, echoes what Mindy is saying. Her facility has multiple open nursing and CNA positions.

Most of the time Karen's facility is filling with agency workers, however, it can be difficult as well to obtain these professionals.

- Denice Dorpat, Manager of Patient Care Services, Intermediate Care and Telemetry, Marshfield Medical Center-Weston, CNA and RN applications have picked up recently for her facility. Denice's facility also has agency CNA and RN's and is expecting to keep them on for at least the next three months.

Ryan (Hanson) asked the group if there is a specific shift that those on the call are having difficulty filling. For Ryan, it has historically been the PM shifts. Karen (Simington) agrees that it is mostly PM's but sometimes nights as well. Mindy (Meehan) concurs that for her it is the night shift currently.

- How are CNA's doing upon hire?
 - Ryan feels that at Pine Crest the students that apply are higher performers but asked what the rest of the board was seeing.
 - Mindy (Meehan) shared that their students are doing great (her facility runs their own classes) and Wausau Manor has been approved for another two years to run their program.
 - Emily Steinbach, Learning Coordinator, asked Mindy how many hours the CNA program runs at Wausau Manor; Mindy states it is a 75 hour program.
 - Karen (Simington) states that at Clark County Rehabilitation they run their CNA classes at 75 hours and she finds that when they run their own classes they have a better success rate of keeping those students (as employees) as the students are doing their clinical at the facility and they get to know and understand the population and it is a much easier transition for them into the workforce.

Ryan (Hanson) asked if anyone is using medication aides at their facilities. Mindy (Meehan)'s facility does use them but has not put anyone through the course/training recently. Ryan asked if anyone utilizes the medication aides to administer insulin or narcotics under the direct supervision of a nurse. Mindy does not allow the aides to administer insulin as their policy is that the insulin must be verified by two nurses.

- Latest COVID policies and requirements:
 - Ryan (Hanson) shared that up until the beginning of April, his facility was not counting COVID symptom call-ins against employees (as far as occurrences), however, now they are initiating this practice again.
 - Marlene Roberts, Dean, School of Health Sciences asked the clinical facilities to please let NTC know if there are any changes to attestations or things that the students or instructors need to do to complete their clinicals at the various facilities.
 - Denice (Dorpat) stated that they don't have COVID patients anymore and they no longer have a specific COVID unit. Due to the reduction in cases, her facility now allows two visitors in with a patient. Their COVID policies are unchanged at this point (masking etc).

Kim Rauen-Heidmann, Nursing Assistant Faculty, shared that for the first time ever she has had several students asking about ladderling their medical careers with two students asking about being a medication tech and what that would all entail. Ryan shared that he is looking to get a class going for medication assistant and split it between Mount View and Pine Crest this summer.

Program Updates

Kim Rauen-Heidmann, Nursing Assistant Faculty, shared the following program updates with the board members:

- Enrollment report:
 - The nursing assistant program is trending toward the positive with the program having 21 more students than in the fall (of 2021); this makes our current number of students at 121. The program has a pass rate of 95% for the state, with the program itself having a 91% pass rate. NTC, as a whole, has a lot of resources for students to help them be successful in school. NTC started another weekend class and evening class and both of those have filled up almost immediately and are very popular.

- Program Information:
 - The NA team has been working hard on the NTC 4.0 initiatives by having the students take an orientation class and staff have been working to turn out a better quality student with more critical thinking and analytical skills.

Next, Emily Steinbach, Learning Coordinator in Health, spoke about the following topics:

- Program Recruitment/Events:
 - The School of Health Sciences (SOHS) job and transfer fair was this past Friday, April 8, 2022, and there was roughly 25-30 students who attended. Feel free to contact Dina Kilinski, who is NTC's Career Services and Youth Apprenticeship Manager and coordinates this event, with any questions regarding the fair. Her email is kilinskid@ntc.edu.
 - NTC is tied in closely with the K-12 schools in the district and Emily is happy to share that those events are back in full swing. NTC invites students to campus or staff will go directly to the schools in order to help promote all of the health fields that NTC offers. All of the health programs support students taking the Nursing Assistant class while they are in high school and then working as a nursing assistant before continuing their education in other health fields.
 - Marlene (Roberts, Dean of the School of Health) and NTC are working on a grant to help give the English Language Learner (ELL) population in our district the additional resources they need to have a successful career in the health fields, especially Nursing Assistant. Marlene is working on a WI Economic Development grant to help get these students into the nursing assistant program. Marlene added that NTC had a grant a few years back that built in translation to help students through the admissions process to get in to a program, however, feedback received was that although assistance was provided for the admissions process, it did not provide the student the tools they needed to continue to navigate the English language afterward. Therefore, Marlene and NTC are working on a Wisconsin Economic Development grant (a workforce innovation grant) to provide additional assistance to these learners.

- Faculty Positions:
 - Currently NTC has four fulltime faculty for the NA program. Ann Bauch, one of our full time Nursing Assistant instructors is retiring in June, therefore, NTC will be posting this position to replace her. If anyone has a candidate in mind, please watch the NTC website for the posting. Requirements for the position will be having at least two years as a registered nurse, one of those years must have been in the nursing home setting as an RN. Having someone with acute care background would also be beneficial.
 - NTC is also always accepting applications for part time nursing assistant instructors at our regional campuses (Spencer, Wittenberg, Antigo, Medford and Phillips) and these part time instructors would need to meet the same requirements as stated for the full time position. There is also a Train the Trainor class that would need to be completed. Face-to-face commitment is two nights per week and then additional time outside of that for answering questions and grading. If there are any questions, please reach out to Emily Steinbach at steinbach@ntc.edu.

Program Modifications Discussion

Candy Weininger, Nursing Assistant Faculty, spoke on the following Program Modifications.

- Program Modifications:
 - The full time faculty is brainstorming on how to retain students better going forward in the program, why the students may drop out of the program, and what are the barriers the students are facing that prohibit them from completing the program.
 - The Nursing Assistant Pre-Orientation course has been approved since our last meeting in fall 2021. The orientation consists of six modules and includes:
 - The first module provides an overview of the Nursing Assistant position and what to expect when considering this profession.
 - The second module discusses health requirements.
 - The third module is background reports and requirements. Not only the “what” we are doing, but the “why” behind it.

- The fourth module is program structure/course schedule/enrollment.
- The fifth module explains the required supplies necessary.
- The sixth module discusses college resources and tips for success.

The course fee is approximately \$4 and completion will be required prior to a student enrolling in the nursing assistant course.

Marlene Roberts, Dean of the School of Health, added that NTC is looking to find a formalized way to inform potential students ahead of time what is expected in the hopes that the potential student doesn't get into a program and then be unable to finish.

Marlene also added as food for thought, that if the 75 hour Nursing Assistant program is an option for the Wisconsin Technical College System (WTCS), it would need to be approved by the majority of the colleges (there are 16 technical colleges in the state of Wisconsin) before being offered. If we offered the 75 hour course, what could NTC do to supplement this course for added benefits for our partners? Scott Seeger, Dementia Care Specialist, Aging and Disability Resource Center of Central Wisconsin, is hearing from a lot of caregivers that students are not comfortable/or know how to handle dementia patients. What are we doing to support this if the program goes to 75 hours. Marlene stated that even with 120 hour program, many are still not comfortable with this type of patient. Younger students don't have the "life" experiences, yet, to relate. A trend we are noticing is that there is not a natural aptitude to ask questions or communicate. Speaking to others does not come naturally to younger students. NTC would welcome any ideas or partnerships to work on these skills.

Facilities/Equipment

Kim Rauen-Heidmann, Nursing Assistant Faculty, spoke on updates to facilities and/or equipment.

- Capital Equipment:
 - NTC and the Center for Geriatric Excellence (CGE) has filtration systems for the PFA levels in the Wausau area in place.
 - Marlene (Roberts, Dean of the School of Health) added that NTC is currently doing an inventory of what equipment we have, what is old and out of warranty, and what needs/can be replaced. The goal is to set up the labs to mimic what exactly the students are going to see in a clinical practice.

Other Items

Ryan Hanson, Director of Nursing Home Operations/Administrator, Pine Crest Nursing Home, wanted to mention to the group, in the event those attending the meeting were not aware, there is a grant called Nursing Home and Long Term Care Facility Infection Prevention and Infrastructure Matching Grant. This grant applies to all long term care facilities, not just nursing homes. A facility may be eligible for up to \$20,000 reimbursement from the state for items or costs that were/are incurred in the effort to prevent infections. The cutoff date for the initial funding will be April 25, 2022. Marlene (Roberts) offered letters of support to anyone who wants to apply for this grant as our community has supported us with letters in the past.

Next Meeting Schedule & Agenda Items Discussion

At this point in time, we have not scheduled the fall 2022 (Certified) Nursing Assistant meeting. Marlene (Roberts) asked if the group would like to continue to have the meetings via zoom or a hybrid of in-person and zoom. Ryan (Hanson, Director of Nursing Home Operations/Administrator, Pine Crest Nursing Home), Mindy (Meehan, DON, Wausau Manor Health Services), and Denice (Dorpat, Manager of Patient Care Services, Intermediate Care and Telemetry, Marshfield Medical Center-Weston) would all be open to meeting in person, if possible, in fall 2022. However, all would also like to have the zoom option available as well.

As the fall semester nears, more information on a date, time, and format of the meeting will be emailed to the advisory board.

Jail/NTC Advisory Committee Meeting Minutes

Date: April 12, 2022

Time: 11:30 a.m. – 1:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Gail Hurd – Employment and Training Coordinator, Department of Workforce Development
- Justin Jacobs – Education Director, Lincoln Hills & Copper Lake Schools
- Sandra LaDu – Jail Administrator, Marathon County Jail
- Michael Moran – Judge, Marathon County
- Scott Parks – Sheriff, Marathon County
- Tina Perkofski – Probation & Parole Officer, Marathon County
- Jane Spencer – Executive Director, North Central Wisconsin Workforce Development Board
- Ronda Zastrow – Social Worker, Marathon County Jail

NTC Team:

- Kellie Bales – AE Faculty, Taylor County Jail
- Sara Bartelt – Associate Dean, School of Liberal Arts Transfer, Education & General Studies
- Kay Hennes – AE Instructor, Price County Jail
- Barb Juliano – Instructional Assistant, Marathon County Jail & Marathon County Job Center
- Jacki Knoblock – Academic Transitions Advisor, College Prep Center & School of General Studies
- Mari Kraege – AE Instructor, Marathon County Jail
- Kathy Krause – AE Program Director, GED/HSED Advisory, AE Faculty
- Anessa Ludwig – Administrative Assistant, College Prep Center
- Shannon Livingston – Dean, Student Services
- Brooke Schindler – Dean, School of Liberal Arts Transfer, Education & General Studies
- Wendy Storlie – AE Faculty, Langlade County Jail
- Lindsey Zakrzewski – Testing & Accommodations Coordinator

Agenda Item 1: Welcome & Introductions

Brooke Schindler, Dean of School of General Studies at Northcentral Technical College, welcomed everyone to the meeting and thanked them for attending.

Everyone in attendance introduced themselves.

Agenda Item 2: Update & Highlights from Last Meeting

The group was given a few minutes to review the minutes from the previous meeting.

- *Jane:* Correction to the Collaborative of Wisconsin (COW) grant. It is for individuals who want to enter healthcare and are willing to work in Lincoln, Langlade, Wood, or Adams Counties. They are not required to live within these counties. Previous minutes stated students needed to be residents of these counties.

The rest of the meeting minutes were approved by all.

Agenda Item 3: College-Wide Initiatives

NTC Mission:

“To provide high-quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy.”

NTC has developed a strategic plan to emphasize the use of Industry 4.0 as a philosophy to continuously improve the college in three ways: Education 4.0, Industry 4.0, College 4.0.

Education 4.0:

- How we teach.
- What we teach.

We are focusing on increasing accessibility, bringing in new programming, high technology, critical thinking skills and problem solving. These skills are at the top of the list for what employers are seeking, so we are trying to embed that more in all of our curriculum throughout the college. There is also a huge focus on data collection and analyzing to make improvements in everything we do.

Industry 4.0:

- User Experience
- Connect Processes
- High Technology
- AI
- Automation
- Data Decision Making

These are things you hear in relation to the economy, happening in the manufacturing world, healthcare fields, agriculture, and transportation. We have been adding those on and layering those pieces as we have entered into the 4.0 mindset. The automatization of industries, how robots and AI are being utilized with our manufacturing and healthcare partners. NTC has been working with our partners to help ensure our students are prepared to flourish in all industries that are leveraging more and more data-based decision-making, processes, and business models. Current and future program areas include:

- Smart Manufacturing (2021)
- Healthcare (2022)
- Ag & Transportation (2023)

College 4.0:

Analyze and improve internal processes and services using some of the same principles (user experience, connect processes, high technology, AI, automation, and data-based decision making). NTC has a team dedicated specifically to how our website interacts with those who are using our website and how they can interact with that information. We are trying to streamline and align our processes across the college and make sure they are connected. NTC is transitioning over to a new ERP (Enterprise Resources Planning software) which will hopefully help us better assist our partners and our students.

NTC 4.0 – Organizational Changes

To facilitate the implementation of Industry 4.0 across NTC, a new ‘School of’ was created:

- Academic Excellence/School of Learning Technologies.

Overview of NTC 'Schools of':

- School of Agricultural Sciences, Utilities & Transportation
- School of Business
- School of Engineering & Advanced Manufacturing
- School of Health Sciences
- School of Liberal Arts Transfer, Education & General Studies
- School of Public Safety & Community Services
- Workforce Training & Professional Development + Apprenticeship

Student Support:

Resources available to our students:

- Unlimited access to free mental health services through the *Virtual Care Group* (thevirtualcaregroup.com/ntc or 866.533.1827)
- The *NTC advisor* can help connect the student with other emergency financial, computer, and community resources
- *Timberwolf Table*, NTC's food pantry for students
- *Timberwolf Learning Commons*, with library, tutors and coaches available
- Student Scholarships
- *Student Life* offers a number of programs, both in-person and remote, to allow students to meet each other, get involved, relax, and have fun.

Agenda Item 4: Instructional Area/Program

A. Industry Trends

- *Jane*: Windows to Work Program - In the past, we struggled to get individuals employed however that is no longer the case due to the low unemployment rates. We are now shifting our focus to helping individuals gain better employment with more career focused and family sustaining wages. We would like to see more individuals get into training, as it is still a challenge to get individuals there.
Our ARPA (American Rescue Plan Act) funds, which came in the form of the governor's Worker Advancement Initiative (WAI), are up and running, and we are focusing on manufacturing. Childcare is another big project that we are working on, along with healthcare and tourism. We do have funds available to help individuals get started in their employment, whether it is support services, career counseling, or if they want to go into training. We still have our Support to Communities grant, the opioid substance misuse grant, to help individuals connect to the workforce. These are all programs that are accessible through the Job Center. Additional ARPA Funds are not expected, though there may be a no-cost extension in 2023.
- *Gail*: Employers are watching for the Workforce Readiness Certificate (WRC). Employers like to see the certificate, as they look to see if a person has been involved in the classroom. Even if a person only finishes one piece, it is still good information for an employer. It looks good on a resume and can help fill some of the employment gaps. When meeting with employers, we talk about the services available at the Job Center. In particular, we like to bring up this credential because employers are still reluctant to hire someone who has just "snowballed," even though there is data that shows that re-offending for many people is not going to happen and that they are good strong workers if given an opportunity. With WRC, we can provide an employer with information on some of the skills a person has, even though they may not have the work history to back it up.

Kathy: WRC came about when NCRC (National Career Readiness Certificate) did not get

renewed for our area. We wanted to create something we could use in place of NCRC that would not be at risk of going away. Students complete the WRC using a software program, Edmentum, purchased by NTC for the class portion. Students can work on applied math, graphic literacy, workplace documents and are presented a certificate upon completion.

Brooke: We are often limited due to the short timeframe they are with us before they are released. WRC is packaged in small chunks so that if we only have a few days/weeks with a student, we can get them something that they can take away with them.

- *Tina:* Things are back to normal. We are meeting with people in person and are working on a lot of skills practices, and homework assignments with people. Individuals are pretty open to it and there has been positive success with it. As far as employment goes, if someone wants to work, they can typically get a job, which seems to be going pretty well. There are a lot of factory positions that are hiring right now, which is positive, and individuals have their choice of where they want to work. It helps with transportation and where individuals are residing, so they can get to work on a regular basis. We have a Community Corrections Employment Specialist that works for the Department of Corrections. He works with the Job Center and gives us information as to which places are hiring. We utilize the Joseph Project quite a bit which has been a positive for individuals getting and maintaining employment.
- *Sandra & Ronda:* We are working on an HVAC project that has been on going over the last five or six years. There is also a flooring project taking place. COVID-19 restrictions, such as masking, have lifted in conjunction with the state prisons, at the beginning of April. Marathon County Jail is down 14 corrections officers out of 55, which is a big deal for us. We are working with NTC to hold our own jail academy in the fall, instead of waiting for one of the academies with the state. While not inmate related, it is a bridge between the jail and NTC. We have done away with Huber, so inmates no longer come in, stay the night, and then go back out during the day. We do, however, have approx. 27 inmates or so that are on electronic monitoring. The number of inmates on electronic monitoring is up about 20%, normally running 15-20 inmates. Ronda and one of our new Electronic Monitoring Officers are working with a couple of area employers to determine who will be available for work and when, so we can make a bridge there. Currently, we have more jobs than people, which is a good thing for us, but not for others. Hopefully, we will have the HVAC project mostly wrapped up by fall, along with the flooring project, so that post-secondary programming can return to MCJ.
- *Sheriff Parks:* If anyone knows individuals that are looking a very challenging career, the corrections division could definitely be a spot for them. I frequently travel around the county speaking about the partnerships we have, and I have spoken very highly about the one that we have with NTC and the programming we offer here to assist other individuals who have some problems in their lives, turn their lives around. The Joseph Project is also an outstanding project that aids us with making a difference in this community, and that I look for that to continue, even after I am gone.
- *Judge Moran:* We continue to ask people being sentenced in court, if they have participated in these types of programs. This positive use of their time really has a positive effect on how judges react to their rehabilitation. If someone participates in one of these programs, it goes a long way when we determine sentences. It means a lot, and I have stated that in court. I believe other judges are in the same place for that. We continue to encourage people to participate in these programs when they are doing time or will be doing time in jail. Participation in the programs is something we certainly notice and take into account. I try to be a big cheerleader for the program, and am glad to see that it will be returning. The courts fully support what is going on here. I make it a point to ask individuals if they have participated, and, hopefully, that gets back to the folks that their participation does make a difference. I do try to tell them to tell other

inmates about the program(s) and that their participation means a lot. I don't want to say "hey, it saved you six months in jail," but I wish they would understand that if people are participating, it shows that they are not just sitting there doing nothing. It means that they are actually taking a roll in their own life and their own future. It is a big deal to me. I have reconsidered sentences I was thinking about, and have lowered them based upon participation.

- *Justin:* I started at Lincoln Hills in November as the Education Director. I came from a public school, but things are obviously run a lot of different differently here. I am trying to learn some of the options that we have. When COVID hit, virtually everything was put on to programs like Edgenuity, or other computer-based programming for education. Now we are fighting to get away from that and offer more hands-on learning experiences for the kids versus just watching a video and then taking a test. I am looking for more hands-on ideas. We had a welding program that we were going to offer with certifications through NTC. Our instructor resigned, so we started looking for other opportunities. We have had a couple people go through the NTC's Move to Manufacturing program and earned certificates from it, which is awesome. As Judge Moran mentioned, the more things they participate in here, the more likely they are to have a fairer sentence to give them more opportunities to work on the way out and prepare for life on the outside. I am open to suggestions or would love to hear/have anything sent my way.

Brooke: We have had a lot of success with our virtual welding program. There are certain restrictions with what we can and cannot bring into the classroom, so that is the virtual part. I know that you are set up at Lincoln hills with an actual lab that could make it possible to use welding equipment.

Justin: We have a beautiful welding facility and wood shop. The welding facility was recently upgraded with five new machines. If you know of anyone interested in being a welding instructor here, we will take them.

Brooke: I have made a note to connect with Iain Cameron, Dean of the School of Engineering and Advanced Manufacturing. We have a wonderful Wood Technology program in Antigo. I wonder if there is some connection that we could have there to take advantage of the facility you have on-site as well. We have done some more computer-based instruction where we provided Microsoft Office classes (Word, PowerPoint, Excel) to give that Office Suite proficiency to students because that is a skill set that sat for so many positions.

Justin: Microsoft Office classes have always been high on our radar for a while, but we have not had internet access open to the kids until last Thursday. Access is limited to category-based filters, so we have educational institutions, which NTC falls under, and Training and Tools (as the other filter). Internet access happened suddenly, so now we are trying to find ways to incorporate some of that stuff.

Brooke: At the jails, we have been able to offer our Written Communications course, which counts towards every one of our associates' degree programs. Students can check the Written Comm requirement off the list while incarcerated. We are in the process of moving Move to Manufacturing to a complete online program with our own content, which means that we can whitelist it. If you have any firewalls or restrictions about what can and cannot be accessed by the students, that is something that we will be able to bring in. If there is anything your students are asking about, please send it our way. We can take a look and see what we can figure out.

Justin: We have been working hard on bringing new DPI-certified teachers on board. We have four that we are hoping to make official offers to next week. Once we get them on board, then we can start offering more of these programs.

Brooke: We should talk about dual credit and see if there is anything that they can teach that we could award credit for here.

B. Program Information

1. Jail FTEs

Langlade, Price, and Taylor County Jails are about even with FTEs. Marathon and Lincoln Counties are slightly down in FTEs. The point in time comparison is always something we chip away at, so I am not too worried that we will get back up to where we were last year by the end of the year.

- Langlade: Currently at 1.8 FTEs, down -0.1 FTEs from last year.
- Price: Currently at 1.7 FTEs, no change in FTEs from last year.
- Taylor: Currently at 6.1 FTEs, up 0.6 FTEs from last year.
- Lincoln: Currently at 6.4 FTEs, up -8.5 FTEs from last year.
- Marathon: Currently at 15.1 FTEs, down -4.5 FTEs from last year.

2. Grants Update for FY2023

We have served about 236 students that have completed an intake session and of those students, 98 have 12 hours or more working on their GED/HSED, self-improvement, or post-secondary courses. We have also had 153 students who have taken our pre-tests that are used to determine placement and curriculum moving forward. We have 90 inmates that have worked on WRC, 71 who worked on the Applied Math portion, 20 who are working on Graphic Literacy, and 15 who are working on the Workplace Documents. WRC has been a really popular option that I think will set our students up for success upon re-entry.

C. Curriculum/Assessment

1. Instructor Report

- *Kathy*: NTC will be presenting at CEA-W on May 16-17th, where Barb will talk about WRC.
- *Wendy*: Langlade County has been a challenge, as I have not been able to be in classes as often as I would like due to the jail being closed to services. Fortunately, I have been back in for a couple of months and things are beginning to pick up with students. I have several GED/HSED students working hard to get everything completed before they get out. Lincoln County has been great, as I have been able to work with students since July. I have several students working on WRC. It is great to see the pride that they have when they complete the certificate. I have also had several students complete their GED/HSED while working at Lincoln County. Overall, it has been a great year so far.
- *Kellie*: I have had a couple of frustrating weeks with Taylor, as a lot of my students went back to Marathon County Jail. The other students that I do have, do not want to get up at 6:30am on Tuesday. I sent an email to the two sergeants asking if we could switch the day and time to Thursday from 12:00p to 4:00p, hoping that inmates will want to get up and come to class. I had 3 or 4 students working on their GED/HSED, but they have not come to class in 3-4 weeks.
- *Kay*: This is my 3rd year at the Price County Jail. This past year, Price County Jail shut down again for a while, so I went back to Zooming with my jail students. I have been back to teaching face-to-face with my students for about a month. I have been teaching about 8 students during my two hours of classes each session. Over the past year, one of my students completed her GED. Currently, 2 students are working on their HSED, and 2 students are working on Financial Literacy classes. Two students are working on Reading/Language Arts self-improvement classes, and 2 students are working on math self-improvement classes. Throughout the year, students have worked on improving their typing skills, and they have created resumes and cover letters, and learned about job searching skills. I want to thank Danielle and everyone at the jail for setting up the Zoom sessions on their end, for shuttling students back and forth, and for all of their support.

- *Mari*: This semester has been going pretty well. I am down in the number of students I typically work with, as Marathon County Jail is not allowing for the mixing of blocks yet. I do not have a total for the semester, but I have had 42 self-improvement students, 13 GED/HSED students and one ELL (English Language Learning) student this week. We have 3 blocks on the west side, and 10 blocks on the east side. Barb and I get to see each block at least once a week for 2 hours. What I have found in the past is that students are more engaged when I see them on a more regular basis. When I see students only once a week, I tend to lose those students, as they are not as engaged. I just had one student pass their GED test and I am hoping that we will be able to get them back in here more often so they can do more testing. Most of my students are self-improvement students and are working on their WRC. I have found if I TABE test students midway through working on the WRC, students are more likely to get a gain.
- *Barb*: With the time limit being only 2 hours per week, we cannot get lot of people to work through the WRC program quickly.
- *Shannon*: We have the Adult Promise, which has been a bit of a slow application period for next year, with only 3 adult students. If you have candidates that would be interested now that things seem to be moving along a little bit, have them connect with me directly. The application window has closed, but 3 is a small amount, so I am willing to take more if we have some folks that could benefit from it.
Mental health is a need. Our Virtual Care Group started with the free services in July, and from there until December, they had 104 appointments. From January to March, they had a similar amount from July to December. The momentum has picked up since people have learned that the service is available.
- *Lindsey*: Our numbers are down when it comes to testing for GEDs, but our testing specialists are available and ready when those students get to the point of taking them. Our other jails are looking fairly good when it comes to testing. Lincoln County is up quite a bit from last year's numbers, and everyone else is doing great. Let us know when your students are ready and our testing specialists will be there to make sure they can take those exams.

2. 2022-2023 Programming Requests (Life Skills Workshops, Post-Secondary: Welding, Machine Tool, Word, Excel)

- *Brooke*: Virtual Welding is at the top of everyone's list, and we are working hard to make that happen for next year.
- *Barb*: It would be nice to have access to the Edmentum program in the jail. If there is a way to have it set up like Canvas so students have material that they can take back to their block to work on that correlates with Edmentum online, since they are spending more time in the block than they are in the classroom.
- *Kellie*: Virtual Welding and/or Machine Tool would be great.
- *Jacki*: Any opportunity for students to take anything that will benefit them once they re-enter. Getting a jump start on any gen eds (such as Written Communications) or meet with someone about next steps they can take to further their education once they are out. They can take what they have worked on while in jail and have it all apply to whatever degree they are searching for, so a little more exploration, maybe on what their goals are. The next steps need to be ironed out a little bit, since they do not have a lot of freedom with the internet. We do have resources, such as the O*Net, a career interest inventory, but I do not know if they can do that from the jail.

Brooke: I have College 101 written down as a possibility, as that is a graduation requirement for all associate's degrees and technical diplomas. It talks about success skills for college career and life, so it is an excellent class that could be very beneficial. We would have to look

into it because of the access within the jails, as we would have to have College 101 whitelisted. I am also wondering about "Explore Your Path, Discover Your Future." We currently use it with our alternative high school students that are nearing graduation to see if there is something that piques their interest from a career field standpoint. I will look at the course content to see if that is something that can be whitelisted easily. It could also work for the students at Lincoln Hills by pointing them in a new direction.

- *Jacki*: I know this is out there just a little bit and would take a lot of coordination and collaboration, but explore the possibility of some early release agreements for continuing programming on campus.

Kellie: The Taylor County Judge would be open to that as a suggestion, as she has made the obtainment of a high school credential a requirement of an individual's probation.

D. Equipment/Facilities.

1. NTC COVID-19 Protocols:

NTC has eliminated a lot of the COVID-19 protocols. Masks are no longer required, but we are a mask friendly campus. Temperature scanners, and hand sanitizing stations located at each entrance are optional. Social distancing restrictions have been lifted.

E. Focus Discussion Item: Recognition Ceremonies

Ronda: Winter might be a possibility once construction is complete, however, it is a conversation to be had with Sandra. [Sandra had to leave early]

Agenda Item 5: Other items

Next meeting schedule & agenda items discussion

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

Business Technologies Programs Advisory Committee Meeting Minutes

Date: 04/14/2022

Time: 12:00 p.m. – 1:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Ann Dahlke – UMR
- Rachel Tate – Medical School of Wisconsin (MSW)
- Janet Tharaldson – Incredible Bank
- Katie Brummer – Enerquip
- Taryn Fuller – Wausau West High School
- Sarah Ruffi – Ruffi Law Offices

NTC Team:

- Dianne Carroll – Associate Dean, School of Academic Excellence & Learning Technologies
- Carrie Heckendorf – Administrative Professional Faculty/Phi Theta Kappa Co-Advisor
- Amy Denissen – Student Success Advisor
- Kendra Lynn – Administrative Professional Student (practicing minute taking)

Welcome & Introductions

Dianne Carroll reviewed the agenda with participating members. All present introduced themselves and the organizations they represented. Dianne Carroll introduced Kendra, an administrative professional student, who was attending to practice minute taking.

Update and highlights from last Meeting (11.2.2021)

Minutes from the previous meeting minutes were provided with the original date of March 15, They were not resent when the meeting was rescheduled to April 14.

NTC College Updates

- NTC's mission is "To provide high-quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy".
- NTC has developed a three-pronged strategic plan to emphasize the use of Industry 4.0 as a philosophy to continuously improve the college:
 - Education 4.0: Education 4.0 focuses on two areas: how we teach and what we teach. This includes continually updating learner needs in preparation for entering the workforce. To that end, NTC has identified six main areas of focus:
 - Increasing Accessibility
 - New Programming
 - High Technology
 - Problem Solving
 - Critical Thinking
 - Data Analyzation
 - Industry 4.0: Industry 4.0 refers to the industries that are embracing technology in innovative ways to provide services/products to the consumer/end user. Again, by utilizing the six identified areas of focus, NTC will prepare learners in the following industries to enter the workforce with an understanding of high technology utilization. The timeline for integrating Industry 4.0 into program curriculum is as follows:
 - Smart Manufacturing: 2021
 - Clarification was requested regarding "lights out" manufacturing. It was explained that the concept allows manufacturing to continue through the aid of automation, artificial intelligence/IoT & IoS, and data analytics after the employees/workers leave for the day. In essence, the building will continue to produce without employees being present 24/7.
 - Healthcare: 2022
 - Agriculture and Transportation: 2023
 - College 4.0: College 4.0 is where NTC looks internally to streamline processes, increase efficiencies and improve the customer experience (internal and external). NTC recognizes that as a preferred educational destination, college recruitment, entry, retention, and graduation require different types of support to ensure learner success. To that end, NTC will focus on the six following areas to improve the overall College experience:
 - User Experience
 - Connect Processes
 - High Technology
 - Artificial Intelligence (AI)
 - Automation
 - Data-Decision Making

- To facilitate implementation of Industry 4.0 across NTC, a new learning sector was created: the School of Academic Excellence/School of Learning Technologies. Additional programs were shifted to allow for greater alignment and equity of workflow. The Schools of Learning are as follows:
 - School of Agricultural Sciences, Utilities & Transportation
 - School of Academic Excellence & Learning Technologies
 - Dianne Carroll explained that due to organizational changes, all Business Technologies programs would now be housed in the School of Academic Excellence & Learning Technologies
 - School of Business
 - School of Engineering & Advanced Manufacturing
 - School of Health Sciences
 - School of Liberal Arts Transfer, Education & General Studies
 - School of Public Safety & Community Services
 - Workforce Training & Professional Development + Apprenticeship
- Current COVID Protocols
 - Social distancing continues in most classrooms and meeting rooms
 - Temperature scanning is STRONGLY recommended upon entry to each campus
 - Hand sanitizing is STONGLY recommended upon entry to each campus
 - Clean in/Clean out protocols are still in place in most classrooms and shared areas
- Student Support: NTC continues to provide access to resources to students, including:
 - Unlimited access to free mental health services through **The Virtual Care Group** (thevirtualcaregroup.com/ntc or 866.533.1827)
 - **NTC advisors** can help connect students with other emergency financial, computer and/or community resources
 - **Timberwolf Table**, NTC's food pantry for students
 - **Timberwolf Learning Commons**, including the library, tutors and coaches available
 - **Student Scholarships** are awarded twice a year, once per semester
 - **Student Life** offers a number of programs, both in-person and remote, to allow students to meet each other, get involved, relax and have fun

Instructional Area/Program

- Program Information
 - Program Overview
 - Dianne Carroll shared that Summer 2022, NTC will be moving to Microsoft Office 2021. She asked those in attendance what software packages they were currently using or potentially migrating to.

- Both Ann Dahlke and Janet Tharaldson stated they were currently using MS 365. Others shared they were satisfied with the software versions currently being used.
- Dianne Carroll asked if there were any other software programs that would be advantageous for learners to be proficient in.
 - Katie Brummer stated that Enerquip has moved to using OneNote as their primary organization tool for department meetings. She further explained that she used it to organize all of her employee benefits for each employee and is very impressed with its versatility.
 - Janet Tharaldson agreed that OneNote was vital. Additionally, she recommended Microsoft Teams, as it allows for cross-department communications and collaboration; especially when an organization has multiple sites/campuses.
 - Angela Scharbius shared they are using all aspects of SharePoint as much as possible. It has proven to be a game changer in process improvement.
 - Rachel Tate inquired why industry focused on Microsoft packages/products when the K-12 system is using Google products. From her perspective as a parent, this creates a great deal of stress for new college students to have to relearn a new tool. Dianne Carroll shared that because Microsoft is the industry standard, that is what NTC focuses on teaching so that learners will have a high level of mastery upon program completion. Taryn Fuller (WWHS) stated that MS Office is in all four computer labs. For the business and marketing classes (dual credit courses), the students learn MS Office to align with NTC (credit transfer). She also shared that systemwide, transitioning to Google products is something that will be considered as the system looks at licensing costs. Finally, she shared that Google products courses are available as electives. Offering Microsoft Office certification proves a great incentive for students to complete the course work.
- Carrie Heckendorf polled those in attendance regarding the importance/utilization of transcription equipment. She shared that previously, this was vital, but that she had recently received feedback contrary to this. No one in attendance stated they were still using transcription equipment. Carrie continued to share she was contemplating adding a digital transcription component to the Document Management course to provide learners with an introduction to that type of software/tool without dedicating an entire course to the subject. Members were asked whether they felt there was added-value to this curriculum modification.
 - Ann Dahlke agreed with Carrie's proposal, stating that introducing learners to the transcription software was important, but that there wasn't a need to dedicate an entire course to transcription.
- Dianne Carroll thanked all for their feedback and stated that in addition to considering adding OneNote, SharePoint and MS Teams, NTC was planning on adding Microsoft Projects to the program. She went on to explain that Projects

is a project management tool. Additionally, she shared that NTC will explore how to integrate business professionalism through telecommuting as part of the Electronic Business Communications course.

- Both Carrie and Dianne talked about opportunities available to incumbent workers, including Credit for Prior Learning. This is an opportunity for those currently working in the field to receive credit for program content the potential learner is able to demonstrate proficiency/mastery in. This reduces the total number of classes and time to complete an associate degree or technical diploma. Other opportunities include completing certificates that ladder into the technical diploma to completion of the associate degree. For example, Carrie explained, NTC has an Administrative Professional Customer Service Certificate, which ladders into the Office Assistant Technical Diploma (one-year program). The Office Assistant TD leads to the second year and completion of the Administrative Professional Associate Degree. There is a similar progression for the Medical Office Specialist program. Learners may complete the Healthcare Receptionist Technical Diploma, which is embedded into the Medical Office program.
 - Of the three business programs NTC offers, Administrative Professional is the primary (most popular), with Medical Office Specialist immediately following.
- Dianne shared, similar to the high school International DECA competition, NTC will be participating in the Business Professionals of America (BPA) national competition in Dallas, Texas. The competition has been conducted remotely/virtually during the last few years, so everyone is excited to be leaving the state. BPA are working on a revision to its name as they now have a chapter in China with over 400 students. This competition is a great experience for students because it provides some real-world experience in addition to demonstrating their mastery of certain skills/tasks.
 - In addition to being members of BPA (student chapter/club), students also have the opportunity to participate in other clubs/organizations at NTC, including Phi Theta Kappa (PTK). The extra-curricular options at NTC provide opportunities for learners to network and learn from other learners from different programs. It is not a requirement for learners to only participate in industry-related activities. The clubs/organizations and other activities at NTC help build a community with which all students may thrive and succeed.
- **Enrollment:**
 - Amy Denissen shared that NTC is still experiencing some lingering effects from COVID in terms of retention and enrollments. Current data regarding continuing students:
 - 29 Administrative Professional AD students
 - 25 Office Assistant TD students
 1. 9 students are enrolled in both
 - 35 Medical Office Specialist AD students

- It is anticipated for Fall 2022 there will be between 30-35 learners in each AD program. NTC continues to use its Facebook page to remain connected with continuing learners and to recruit incoming students.
- **Curriculum Modification**
 - As previously discussed, to combine Document Management and Digital Transcription into a single, 3-credit course, NTC needs advisory committee approval to proceed. Dianne polled those present and ***it was determined the advisory committee supports this modification.***
- **Industry Trends**
 - Ann Dahlke (UMR) shared the official date for employees to return to campus was 4/4/22. She continued to explain the vast majority of employees had selected to continue working as telecommuters. She shared a small percentage, including herself, are working in a hybrid format – alternating between home and office. UMR still has a small percentage of employees that are on campus 100% for a variety of reasons (i.e.: Mail services, poor internet access). UMR is not hiring administrative professional positions at this time; rather, the majority of career opportunities are in the medical claims processing positions.
 - Dianne Carroll asked whether UMR was seeing a trend/preference toward telecommuting. Ann confirmed this to be true and shared that UMR is trying to create an engaging atmosphere for those that have returned to campus. For example, this day was free bagels, next week UMR will provide a chili luncheon. While Marathon County remains at a medium COVID infection rate, masks are optional and most seem comfortable gathering. However, should Marathon County reach a status of high, masks will be a requirement.
 - Rachel Tate (MSW) is a new member to the advisory committee. She shared that while she worked for MSW, she was located in central Wisconsin. The main campus is located in Milwaukee. To date, many COVID protocols have been in alignment/consistent, but there are a few differences between the campuses. All employees are required to be vaccinated. Many employees didn't return to campus until 3/1/2022. The regional campus has 200 learners, so classes have been conducted in person, with protective protocols such as mandatory masks and classrooms utilizing social distancing at 50% capacity. While protocols may change at any time, presently MSW has adopted the following:
 - No end date for wearing masks
 - No guests on campus unless pre-approved
 - Many employees are working in a hybrid capacity (60/40), with three days on campus. There is a receptionist that is onsite 100%. For the most part, content delivery (whether in-person or broadcasted from the Milwaukee campus) has returned to normal. Currently, MSW isn't looking for new hires at this location; however, they are always seeking to hire individuals interested in "patient" positions. These roles provide the learners an opportunity to practice concepts. The number of hours for these positions vary, may be inconsistent and should not be considered steady income. Full time faculty and staff have a standard in-person team meeting every other Wednesday so the team are able to build relationships/rapport and remain engaged.
 - Dianne Carroll recommended posting the Patient Positions on Handshake ([click here](#)). This platform allows students to view job opportunities. She also welcomed Rachel to share the information directly with her.

- Janet Tharaldson (Incredible Bank) explained that as a bank, they never fully shut down due to the services they provide. The only time she worked from home was when she was quarantined. She could work from home if she wasn't feeling well; otherwise, she was 100% onsite. To ensure employee safety, Incredible Bank confirmed social distancing protocols (six-foot distance between employees) were met. She estimated approximately 25% of their workforce telecommutes. They have not adopted a flex-schedule format. Additionally, HR recently reviewed all job descriptions to ensure metrics were put in place to ensure telecommuters' productivity while working from home. The position/role job description indicates whether a position is 100% remote or onsite. Currently, Incredible Bank doesn't require its employees to wear mask or be vaccinated; though, the Bank instituted an incentive of \$100 for employees who received the first vaccination. She shared that Incredible Bank doesn't have any administrative assistant positions available for hire.
- Katie Brummer (Enerquip) shared they are a small manufacturer of heat exchangers in Medford, with a full staff of 58 persons; of which, 25 work in the office. There was no remote/telecommuting work option during the pandemic. All employees were required to wear masks. Office employees were allowed to remove their masks at their desk/cubicle; but if they left that space for any reason, they would have to don their mask. They currently do not have restrictions in place regarding COVID. Enerquip purchased a small manufacturer in Oklahoma June 2021, increasing their workforce by 12 manufacturers and one administrative assistant. They are not hiring any administrative assistants at this time; however, they may be seeking a front desk assistant that could assist with basic accounts payable entry duties, possible in the fall or winter of 2022. They are always looking to hire new welders. Additionally, Enerquip is seeking a Sales Engineer. Again, Dianne Carroll reiterated the value of posting positions on the [Handshake](#) platform.
- Angela Scharbius (County Materials) shared that COVID didn't have a major impact on their industry. Masks were always encouraged and provided for the employees; however, as a whole County Materials didn't have to make major pivots to continue production. County Materials has almost 40 locations spread across six states, all serving the construction industry. Currently, she serves seven executives and has been looking to add an administrative assistant to her team for approximately two months. The position has been posted on both Handshake and Indeed; however, it's been challenging finding qualified candidates to move forward with. Approximately half of their locations have administrative support. At the corporate headquarters, there are a total of three – two in addition to herself. Otherwise, County Materials traditionally seeks to hire laborers and accountants.
- Taryn Fuller (Wausau West High School) asked if County Materials had considered current administrative professional students at NTC or youth apprenticeship students at area high schools as an alternative. Angela responded that this hadn't been considered previously. She added that ideally, County Materials would prefer to hire someone new to the profession as it would allow for career growth and longevity with the organization. Taryn Fuller continued to explain how introducing high school learners to opportunities in Business careers, such as administrative professionals and marketing, offers a potential win-win opportunity for both the sponsor/employer and the youth apprentice. She reported that her students are involved in several extra-curriculars. For example, many will be participating in the International DECA Competition. The students participating will mostly complete Microsoft Certifications, such as PowerPoint. Many will get recertified in MS Excel and Word. Events are running at both Wausau East and Wausau West high schools.

- Sarah Ruffi (Ruffi Law Offices) shared she was in need of legal support staff. During the pandemic, the office chose to remain open without restrictions. Rather, they contacted their clients and informed them that the Office would be flexible to meet their needs and comforts during uncertain times. With the exception of a few clients, it was business as usual (clients coming to the office). The clients were relieved they weren't required to wear a mask while onsite. Dianne Carroll shared that she would connect Sarah with the Paralegal instructor, Thomas Wendt.
 - Rachel Tate asked how the courts being closed impacted the law office. Sarah shared that it proved very challenging, especially for their clients. Small claims cases were continually pushed out to the point where clients were willing to walk away from money owed them just to be done with it all. When appearing in court, she would wear a mask and a plastic shield to conduct business. The one silver lining was when small claims cases and return appearances started to be conducted via Zoom. This proved to be a great convenience as she could continue working while logged into Zoom waiting for her case/s to be called.

Continuing Education/Workforce Training & Professional Development

- The advisory committee was encouraged to review the upcoming events through Workforce Training and Professional Development that were attached to the meeting invitation. For up-to-date information on available programming through WTPD, click [here](#).

Other items

Next meeting schedule & agenda items discussion

The next date for the fall 2022 advisory committee meeting is October 4, 2022.

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



14th April 2022 | 7:30am to 9:30am | Zoom/NTC Connect-H-101

Meeting Attendees

Industry Members:

- Mark Snyder - A & B Process Systems – *Advisory Committee Chair*
- Brad Miller - Merrill Steel
- Dan Apfelbeck - ADC Equipment
- Andrew Hessedal - Innovative Industries
- Brian Brandt - Wausau West High School
- Danielle Hertel - Merrill Steel
- Anthony Schmidt - Schuette Metals
- Jeremy Brewster - Schuette Metals
- Randy Oldenberg - B&D Fabricators

NTC Team:

- Iain Cameron – Dean
- Dan Grabko – Faculty
- Susan Clark – Administrative Assistant

Welcome and Introductions

As Mark Snyder (Chair) was running late to the meeting, Iain Cameron, Dean of the School of Engineering and Advanced Manufacturing at Northcentral Technical College (NTC), welcomed everyone to the meeting and thanked them for attending.

Highlights from the previous meetings / updates

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

Industry Discussion – Roundtable

All of the companies represented were looking for employees.

- Brad Miller, Merrill Steel, stated that business is scheduled through 2023 and potentially into 2024. It is a challenge finding people.

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



14th April 2022 | 7:30am to 9:30am | Zoom/NTC Connect-H-101

- Dan Apfelbeck, ADC Equipment, could easily use ten welders and they are booked through 2023. They are adding new equipment including their first robot and looking for a second plant location. The new building will house the newly acquired 6X12 bed laser. There is a need for welders, machinists, maintenance employees, and tool and die employees.
- Andrew Hessdahl, Innovative Industries, echoed opinions that were previously stated that staffing has been a challenge along with supply chain issues.
- Mark Snyder, A&B Process Systems, is seeing an exceptional year in sales even with the supply chain issues. They have a need is for 10-12 welders and several machinists. They have their third robot welder coming in June. A&B is recruiting at the high school level and is training their own CNC people. Their lead time is running about 8-10 weeks.
- Randy Oldenberg, B&D Fabricators, agreed with the rest of the committee in needing people.
- Jeremy Brewster, Schuette Metals, is looking for machinists and repetitive welders. They are expanding their robotic welding capabilities and will be adding their ninth robotic welder shortly. Company forecasting is strong through this year and next. They have upgraded their laser to a fiber laser and the Co2 lasers will be eliminated shortly.
- Tony Schmidt, Schuette Metals, mentioned that they have been accessing the temporary agencies to find new employees with not much result. He shared that it is very difficult to find a good employee with a good work ethic.
- Brian Brandt, Wausau West High School, Brian Brandt stated that Wausau West is running two sections of 24 students. The greatest tool he has to excite his students in the trade areas is having businesses come in and speak to his students and actually show them how to weld. If students can job shadow that is an excellent experience for them. Several members offered to have students job shadow in different areas of their companies.
- Jake Graf, Imperial Industries, stated they are booked with orders well into the future. They have added a new burn table to run their internal baffles and new welders on their industrial line. When they start new employees their biggest challenge is retaining them.
- Danielle Hertel, Merrill Steel, mentioned that the younger generation is motivated by different things than employees have been in the past. The local human resources chapter will be offering some information on the culture reformation and engaging the younger generation. Iain asked her to share that information with this group. Danielle shared the idea that a labor pool between a group of employers may have merit and she would like to pursue the idea with other members of the committee.

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



14th April 2022 | 7:30am to 9:30am | Zoom/NTC Connect-H-101

- Andrew Hessedal, Innovative Industries, shared that finding employees that will have a sense of pride in what they will accomplish on the job has been hard. His company is more of a craft industry and does not lend itself to using robotics. Covid has also had an impact on the mental health of some employees.

Manufacturing Culture Discussion

- Mark Snyder gave the committee an overview of a recent survey he completed with NTC and Mid-State students regarding their expectations when looking for employment. These future employees have expectations and motivations that have changed from years ago.
 - The survey results show that students are not interested in relocating for a new job and they would require a starting wage of between \$22-\$24 dollars an hour.
 - They are open to upskilling if the company will be paying for it and they will take on more responsibility if there is adequate compensation.
 - Mark will share the results of this survey with the committee.

Employee Pool Discussion

- Danielle Hertel mentioned that her younger employees only see themselves staying at a company between one to five years before moving on.
- Randy Oldenberg stated that twenty percent of new employees are what he refers to as “revolving door” employees. Danielle suggested the industry may consider using a “job card” for applicants showing their skills as they move from one employer to the next. Prospective employees say their main priority in a new position is more time off and a flexible schedule. Daycare located on a company site was also of interest to new employees.
- Mark stated that the company culture is what keeps an employee at a business. Keeping employees engaged is very important. New employees want to see that they have a vested interest in the company. Employees that are being cross trained in different areas have more job satisfaction. The challenge is to identify an individual’s career path and support them.

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



14th April 2022 | 7:30am to 9:30am | Zoom/NTC Connect-H-101

- Dan Apfelbeck mentioned that when Greenheck hires employees for the Mexico plant through what could be called a job pool. If you need people, you ask the consortium for employees and they are sent to the plant.
 - Mark, Randy and Danielle volunteered to be part of this employee pool discussion group.

Recruitment Discussion

- Mark Snyder mentioned to the committee that the perception of what a welding job entails needs to be changed. He personally has helped with the makeover of seven technical education labs in different high schools. Mosinee High School will be the next high school to be renovated. An evaluation is done of what needs to be changed in their lab with regards to painting, lighting, booths, and equipment and how much that renovation will cost.
 - Mark is setting up a database of high schools where they can enter their needs from donors throughout the year. He then distributes weld coupons for the high school to use to acquire those supplies. This database is distributed to area businesses.
- Pittsville High School recently did a 5 million dollar technical education center with 14 stainless steel weld booths. Enrollment and interest in the welding area have grown.
- Danielle offered to help with any future renovation projects that will be available. Randy Oldenberg shared that Athens High School does not have 220 power for newer welders showing that rural high schools have a hard time training students.

Discussion Overview

Iain reviewed the discussion points presented:

- A labor pool may be an option for employers
- A manufacturing culture group discussion would be helpful
- An industry focus on making welding an attractive career choice would be beneficial
- To create interest in this career, we should revisit industry-wide advertising showing area shops
- Instructors visiting area high schools is imperative for recruitment
- Committee members all stated they would be interested in speaking to classes
- Committee members can touch base with other members throughout the year

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



14th April 2022 | 7:30am to 9:30am | Zoom/NTC Connect-H-101

Instructional Area / Program Updates

- Program Enrollment:
 - We have 45 total applications for fall in Wausau
 - We have 12 applications at our regionals (6 applications for Antigo and 6 for Phillips).
 - We are offering the training in the different rotating schedule for the regional campuses. Twenty-five students are enrolled in the self-paced welding classes.
 - Dan Grabko shared that most of his students are employed in the industry part-time. His students want flexibility in their class schedule as well as their work schedule.
 - The average age of the students is 18-22 years of age.
 - We are looking at having staggered starts for the self-paced classes to increase the completion rates of these classes.
- Program Update:
 - Iain mentioned the program is being evaluated for possible changes to the technical diplomas that would offer training in smaller increments. Rather than having the technical diplomas in the welding processes, we would offer diplomas more industry specialization type diplomas.
 - The suggestion was made that industry specialized training is a good idea and also have a shorter timeframe for each training would be preferred. This would modularize the training and allow individuals to attend part-time to also attain an associate degree.
 - The committee agreed that this is a good idea and would make it easier for students to complete a course and move on whether it be to another specialized area or employment.
 - The Phillips High school academy has seen a lot of success being offered through the Phillips Campus. The Phillips campus has two sections of 8-10 students in each section. Jesse Richardson and Darren Wild have investigated whether an academy offering at the Antigo Campus would succeed. They have found that 10-12 high schools would be interested for the fall of 2023. Iain passed on get well wishes for Darren Wild who is currently hospitalized.

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



14th April 2022 | 7:30am to 9:30am | Zoom/NTC Connect-H-101

- Committee members felt it would be a good idea to consider offering credit for prior learning for the welding program. Randy Oldenberg will have his Human Resources Manager contact Iain Cameron to discuss options.
- We can set up weld assessments or testing for any business. Contact Iain for assistance with testing.
- Facilities and Equipment:
 - NTC is adding an approximately 1.7 million dollar addition to the school, relating to Smart Manufacturing and Industry 4.0. This will be a manufacturing space for students from various programs to collaborate. More information will be forthcoming.

Event Ideas

- Events that would promote the welding program were discussed.
- Committees were reminded that we do have employers come in and hold a Lunch & Learn which has businesses speak directly with students. Members can reach out to Veronica Hope or Dan Grabko for more information.
- If any members have any additional instructions they were informed to contact Iain directly.

Program and Curriculum Modification Discussion

There were no curriculum modifications for the Welding Fabrication & Robotics degree programs.

NTC College-Wide Updates

The committee was provided a PowerPoint highlighting our College-Wide updates.

Next Meeting Details and Suggestions

We will decide on the date and format for the fall meeting and inform the committee at a later date. We will let you know what the protocols are for the meeting whether in person or virtual, depending on the situation at the time.

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



14th April 2022 | 7:30am to 9:30am | Zoom/NTC Connect-H-101

Contact Details –

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Heidi Latendresse

Learning Coordinator, School of Engineering and Advanced Manufacturing
latendresse@ntc.edu

Medical Coding Advisory Committee Meeting Minutes

Date: 4/20/2022

Time: 12:00pm – 1:30pm

Location: Zoom

Industry/Student Board Members

- Kaye Connor, System Director, Coding, CBI, HIM, Transcription, Aspirus Wausau Hospital, Inc.
- Laurie Fitzsimmons, Coding Director, Aspirus
- Sheri Knutson, Coding Specialist, Aspirus Clinics
- Beth Radke, Customer First Representative, United Healthcare/UMR
- Carol Rich, Coding Auditor, Ascension
- Jessica Scharfenberg, Executive Director, Healthfirst
- Shelley Stokosa, Director, Health Information Services, Aspirus Wausau Hospital, Inc.
- Jennifer Underwood, Revenue Cycle Trainer, Aspirus
- Jeni Wesenick-Nelson, Senior Administrative Program Specialist, Northcentral Health Care
- Tiffany Woytasik, Claim Operations Manager, UMR
- Mary Jo Zeise, Manager, Claim and Service Operations, UMR

Attendees

Industry Members:

- Laurie Fitzsimmons, Coding Director, Aspirus
- Sheri Knutson, Coding Specialist, Aspirus Clinics
- Beth Radke, Customer First Representative, United Healthcare/UMR
- Jennifer Underwood, Revenue Cycle Trainer, Aspirus
- Jeni Wesenick-Nelson, Senior Administrative Program Specialist, Northcentral Health Care

NTC Team:

- Janet Baumann, Associate Dean of Health
- Amy Denissen, Student Success Advisor
- Becky Leopold, Administrative Assistant
- Sara Nickel, Medical Coding Faculty

Welcome & Introductions

Sara Nickel, Medical Coding Faculty, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves and stated what facility they represented.

Update and Highlights from Last Meeting

Sara Nickel, Medical Coding Faculty, asked those in attendance if there were any questions or comments regarding our last meeting in fall of 2021. No one had anything to add or share.

Sara next shared an update on the Healthcare Business Administration teach out plan.

- Healthcare Business Administration Teach Out Plan Update:
 - This current semester (spring 2022) is the last semester for teaching this program. Based on the information Sara has received, there should be five graduates from this last cohort.
 - Sara asked if Amy (Denissen, Student Success Advisor) had any information to share.
 - Amy indicated that things are going smoothly to finish those students who are active in the program.

Sara touched on the work-from-home discussion that was had at the last meeting and asked if anyone had any additional information they could share about what the expectations are at their facilities with regards to productivity, hours on line etc, that she could present to her students as she is still hearing that a lot of students want to do coding so that they are able to work from home.

Laurie Fitzsimmons, Coding Director, Aspirus, shared that she has about 115 coders and almost all of them work from home. With that being said, there are productivity and time

requirements that must be met when working from home and Laurie has needed to terminate some employees as there were gaps in productivity that couldn't be accounted for.

Jeni Wesenick-Nelson, Senior Administrative Program Specialist, Northcentral Health Care, is also hearing that employees want to work from home to make their own hours. Jeni has made it clear to employees that there are structured hours and expectations that also need to be met.

Jennifer Underwood Revenue Cycle Trainer, Aspirus, added that while some positions can be flexible, those are role specific situations.

If anyone has anything else to add, please send that information to Sara Nickel at Nickel@ntc.edu.

College-Wide Initiatives

Janet Baumann, Associate Dean of Health, shared a power point presentation showcasing current college-wide initiatives at NTC and in the School of Health Sciences. An outline of what was shared is below:

NTC Mission:

- “To provide high-quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy.”
- NTC developed a strategic plan to emphasize the use of Industry 4.0 as a philosophy to continuously improve the college in three ways:
 - Education 4.0
 - Industry 4.0
 - College 4.0
- Education 4.0:
 - How we teach/What we teach:
 - Increasing Accessibility
 - New Programming
 - High Technology
 - Problem Solving
 - Critical Thinking
 - Data Analyzation

- Industry 4.0:
 - Smart Manufacturing - 2021
 - Healthcare - 2022
 - AG and Transportation – 2023:
 - Increasing Accessibility
 - New Programming
 - High Technology
 - Problem Solving
 - Critical Thinking
 - Data Analyzation
- College 4.0:
 - Analyze and improve internal processes and services:
 - User Experience
 - Connect Processes
 - High Technology
 - AI
 - Data Decision Making
 - Automation
- NTC 4.0 – Organizational Changes:
 - To facilitate the implementation of Industry 4.0 across NTC, a new School Of was created: Academic Excellence/School of Learning Technologies.
 - Overview of NTC Schools Of:
 - School of Agricultural Sciences, Utilities & Transportation
 - School of Business
 - School of Engineering & Advanced Manufacturing
 - School of Health Sciences
 - School of Liberal Arts Transfer, Education & General Studies
 - School of Public Safety & Community Services
 - Workforce Training & Professional Development + Apprenticeship
- School of Health Sciences:
 - FY 2021/2022 Updates:
 - NTC Dental Clinic:
 - Continues to provide the community dental services
 - Medical Assistant Program:

- Piloting an MA internship prior to their practicum course
- Medical Laboratory Program:
 - MLT grant to support 5 students
- Radiography Program:
 - Finalized JRCERT Self-Study & Site Visit will be hosted October 2022
- Surgical Technologist Program:
 - Virtual Reality Simulators
- SOHS Forecasting:
 - Build a dedicated and accredited Simulation Center in the CHS:
 - Clinical enhancement and equivalency for health programming needs.
 - Availability for industry partners to use for professional training and development.
 - Integration of pressurized hospital room (negative pressure) with ante rooms and all necessary equipment for further infectious disease management training (i.e. airborne precautions).
 - Ventilator Training Program; Tracheostomy Care and Respiratory Programs.
 - Respiratory PPE fit-testing capability in-house for health and public safety staff and students.
 - Informatics and Data mining programs.
 - Automated support service programs for healthcare, as directed by industry.
 - Remove waste to enhance licensure scope and increase efficiency in practice arena.

Jennifer Underwood, Revenue Cycle Trainer, Aspirus, asked if NTC still had a program for people who understand specific operating systems and then take a look at department workflows to look for improvements. Someone who may want to start from the ground up and be the person somewhere between I.T. and an operations employee. Janet (Baumann) asked if Jennifer was referring to more of a project manager position with technology knowledge.

Jennifer stated that is correct, but also someone who really can specialize in how operating systems work specifically for a process or a facility. For example, Aspirus uses an operating system called EPIC and how can the program improve the workflow that the coders do within the system. Janet will share the question and information with NTC's Dean of Health (Marlene Roberts). Jeni (Wesenick-Nelson, Senior Administrative Program Specialist, Northcentral Health Care) indicated that at her facility they have talked about the same thing. Janet (Baumann) thanked everyone for sharing.

Workforce Training and Professional Development Initiatives

Although no one from Workforce Training and Professional Development Initiatives was available to attend this meeting, flyers from this area are attached for review. Should you have any training or professional development needs, please reach out to Brad Gast at gast@ntc.edu and he and his team will be able to assist you.

Industry Trends

Beth Radke, Customer First Representative, United Healthcare/UMR, moved the meeting forward to the topic of industry trends and asked what everyone was seeing out in the workforce.

Shari Knutson, Coding Specialist, Aspirus Clinics, would like to see more awareness of HCC (Hierarchical Condition Category) risk adjustment coding as the generation is aging and having funds allocated to these patients is related to risk associated with serious or chronic illness. In addition, to also be able to improve on clinical documentation, in conjunction with the HCC, to ensure the patient has the correct patient plan.

Jennifer Underwood, Revenue Cycle Trainer, Aspirus, reiterated that there is a need for someone to know the technology of the operating systems and any add-on systems in order for the coders and staff to electronically check eligibility (of benefits), prior authorizations etc. There seems to be pockets of technology specialties and there is a need to manage technology tools to enhance the work processes. Jennifer also believes that having employees work from home is here to stay for Aspirus employees.

Laurie Fitzsimmons, Coding Director, Aspirus, states that a big trend is improving documentation, not just from a HCC perspective, but overall for patient care. Laurie also agrees that remote work can be a win-win for employees and employers alike as long as the

expectations are clear and understood by all. Laurie also mentioned that coding has become more specialized. For example some coders do mostly emergency room services, some may do orthopedic services etc.

Sara Nickel, Medical Coding Faculty, commented that not all employees have the structure or discipline to work from home, much like online learning is not for all students.

Janet Baumann, Associate Dean of Health, indicated that this topic (working remotely) could be a great continuing education course. Janet will speak with NTC's Dean of Workforce Training and Professional Development, Brad Gast, and get this thoughts on the topic.

Jeni Wesenick-Nelson, Senior Administrative Program Specialist, Northcentral Health Care, shared that more patients will need to come back into the building now for their visits as telehealth visit payments will be discontinued soon.

Program Updates

Sara Nickel, Medical Coding Faculty, shared a power point showcasing the following program updates:

- Enrollment Report:
 - Amy Denissen, Student Success Advisor, shared the recent history of each semester (fall and spring) and the number of students enrolled. That information is below:
 - Spring 2019: 50 students enrolled
 - Fall 2019: 59 students enrolled
 - Spring 2020: 56 students enrolled
 - Fall 2020: 50 students enrolled
 - Spring 2021: 78 students enrolled
 - Fall 2021: 88 students enrolled
 - Spring 2022: 77 students enrolled
 - Fall 2022: 24 accepted students to date
- Program Information:
 - Review of Program Curriculum (three term Technical Diploma)
 - First Term-Course Credits: 12-13

- College 101: 1 credit
- Medical Terminology: 3 credits
- Digital Literacy for Healthcare: 2 credits
- Human Disease for the Health Professions: 3 credits
- Body, Structure & Function: 3 credits OR
- General Anatomy & Physiology: 4 credits

- Second Term-Course Credits: 9
 - Foundations of HIM (Health Information Management): 3 credits
 - CPT Coding: 3 credits
 - ICD Diagnosis Coding: 3 credits

- Third Term-Course Credits: 8
 - ICD Procedure Coding: 2 credits
 - Healthcare Revenue Management: 3 credits
 - Intermediate Coding: 3 credits

- Medical TSA Results Fall 2021:
 - Summative assessment to determine if students have met the program outcomes:
 - Program Outcomes:
 - Collect health data
 - Apply coding and reimbursement systems
 - Model professional behaviors and ethics
 - Use electronic applications to manage health information

 - Rating Scale:
 - Met: Performs adequately, meets basic standards
 - Not Met: Little or no evidence of meeting basic standards
 - TSA = Mock CCA Examination

 - Below is a snapshot of the most recent Medical Coding TSA Results:

Semester	Total Students	Total Passing	Total Failing	Pass Rate	AHIMA CCA Pass Rate
Fall 2021	18	17	1	94%	85% (2020)
Spring 2021	14	12	2	86%	85% (2020)
Fall 2020	11	10	1	91%	82% (2019)
Spring 2020	10	9	1	90%	82% (2019)
Fall 2019	7	7	0	100%	77% (2018)
Spring 2019	8	8	0	100%	68% (2017)
Fall 2018	4	4	0	100%	68% (2017)
Spring 2018	10	8	2	80%	68% (2017)
Fall 2017	5	3	2	60%	69% (2016)

- Wildly Important Goal:
 - Goal:
 - Increase 3-year retention rate from 29% - 39% by end of spring 2022.
 - Plan:
 - 1. Use Starfish early alert system to communicate progress concerns to students.
 - 2. Create advisory referrals when concerns are identified.
 - 3. Incent students to connect with instructor through office hours by creating extra credit opportunities.
 - Enrollment Year:
 - 2019-2020 to Spring 2021
 - Previous Goal:
 - Increase 3 year completion rate for 2018-2019 enrolled students from 24% to 35%.
 - Result:
 - Increased from 24% to 29%.
 - Note: Top 5 WTCS colleges for 3 year program completion rate in 2018-2019 cohort range from 41% - 66%.
- New Exam Proctoring Initiative:

- Use of HonorLock, an AI proctoring system for exams in program courses – spring 2022.
- Goal:
 - Prevent/control on-line cheating/sharing of exam information
 - Prevents students from:
 - Accessing unauthorized resources - locks down internet browser
 - Copying/pasting - remove functionality during exam
 - Requires students to:
 - Show proof of identification
 - Provide visual of testing environment
- HIM (Health Information Program) Exploration Feedback:
 - Two year Associate Degree option – is there a need or feasibility?
 - Twelve WTCS (Wisconsin Technical College System) schools currently offer HIM/HIT (Health Information Technology) degree with nine of those schools offering the degree completely on-line.
 - Current area WTCS HIM/HIT programs:
 - Midstate Technical College
 - Northeast Technical College
 - Fox Valley Technical College
 - Chippewa Valley Technical College
 - Medical Coding state-aligned curriculum accepted in WTCS HIM/HIT programs

Laurie Fitzsimmons, Coding Director, Aspirus, stated that with having four colleges in the region offering the HIM/HIT program (without knowing what their enrollment is like or if there is a waiting list to get into the program) she's not certain there is a need for NTC to offer the program. Laurie shared that she would hire someone with either a technical degree or an associate degree in coding.

Other Items

No additional items were brought forth for discussion; therefore, we moved on with the agenda.

Next Meeting Schedule & Agenda Items Discussion

Sara Nickel, Medical Coding Faculty, wrapped up the meeting talking about Medical Coding committee leadership for the 2022-2023 school year. Sara asked if anyone would be willing to chair meetings going forward for the next year as we have relied on Beth Radke, Customer First Representative, United Healthcare/UMR, for many years to do this. After a brief discussion, Jennifer Underwood, Revenue Cycle Trainer, Aspirus, has agreed to chair the advisory board meetings for the upcoming 2022-2023 school year.

A date for the fall 2022 advisory board meeting has not been set at this time, however, we will plan for a Wednesday from 12:00pm - 1:30pm. More information will be forthcoming when the semester gets closer.

Advisory Committee Meeting Minutes

Manufacturing Engineering Technology & Safety Engineering Technology

April 28, 2021 | 3:00pm to 5:00pm

In-Person and Zoom option available



Meeting Attendees

- **Industry Members:** Kevin Woolsey, Committee Chair, (Crystal Finishing), Jenna Drengler (Greenheck Fan Corp.), Paul Swanborg (Ryan Manufacturing), Ashley Witzeling (CHR Hansen), Jason Witzeling (Woods Equipment), Casey Johnson (Welcome Dairy)
- **NTC Members:** Tim Fetting (Associate Dean, ScEAM), Travis Allen (Faculty), Bob Mindock (adjunct faculty), Susan Clark (recorder), Dottie Rathjen (recorder)
- **Welcome**

Tim Fetting, Associate Dean, welcomed the committee members on Zoom and in person. Kevin Woolsey was introduced as the Chairperson of the Committee.
- **Previous Meeting Minutes of November 23, 2021**

The minutes were provided to the committee members by email. No changes were advised or made.
- **Program and Curriculum Discussion**
 - o Program overview and updates (enrollment)
 - Current programs are consistent with the past year, approximately 50 students are enrolled
 - o New proposed Associate Degree – Smart Manufacturing Technician
- Information regarding the proposed Associate Degree in Smart Manufacturing Technician degree was provided with the meeting agenda sent to Committee members prior to this meeting. Extensive discussion was held, including new courses to be developed collaboratively:
 - Industry 4.0 Fundamentals
 - Industrial Internet of Things
 - Designing a Solution in Smart Factory
 - Collaborative Robots and Vision
 - Simulation and Artificial Intelligence
 - Producing Products in an Intelligent Factory
 - 4.0/Manufacturing Credits to Develop

Advisory Committee Meeting Minutes

Manufacturing Engineering Technology & Safety Engineering Technology

April 28, 2021 | 3:00pm to 5:00pm

In-Person and Zoom option available



▪ **Questions and Discussion**

- Do you support NTC moving forward with the Associate Degree with the embedded technical diploma?
- Jenna Drengler (Greenheck) stated that she was “positive that her company would support this Associate Degree”, as they are “interested in how to introduce automation to meet the business need.”
- Ashley Witzeling (CHR Hansen) stated “I would much rather hire an employee that has the background of this Associate Degree.”
- Kevin Woosley (Crystal Finishing) stated “From my perspective you still need to have fundamentals of how does a manual mill and lathe work, and what falls under the Industry 4.0 umbrella will help with those fundamentals.”
 - **There was unanimous support from the committee members.**
- What positions in your organizations would you hire with these credentials? The committee reviewed positions in their respective company that would be filled by this degree and it was unanimously agreed that the positions listed below are correct.
 - Manufacturing engineer tech, manufacturing tech assistant, others suggested sending the information to their automation group for input.

- **Program Updates/Recruitment Discussion** – Travis Allen

- Travis provided information that a marketing firm from Madison is in conversation with NTC to producing a marketing campaign for the proposed Associate Degree in Smart Manufacturing Technician. There is interest across the United States, with the top three (3) states having the most interested students being Ohio, Texas, and Minnesota; and the target students are nation-wide, looking for an on-line component.
 - Handouts included information about the NTC Industry 4.0 Smart Manufacturing Lab and Smart Manufacturing Technology Course suggestions
- Travis also provided additional handouts for information: NTC Youth Apprenticeship Overview, and the Wisconsin Department of Workforce Development Manufacturing & Construction Equipment and Wisconsin’s Employment of Minors Laws.

Advisory Committee Meeting Minutes

Manufacturing Engineering Technology & Safety Engineering Technology

April 28, 2021 | 3:00pm to 5:00pm

In-Person and Zoom option available



- **Industry Discussion**

- Trends and predictions
 - Business is incredibly busy post-pandemic, expecting some softening but no “slow down” yet
 - Wage competitions “bidding war”, trying to keep employees engaged
 - Not seeing anything indicating inflation at this time, acknowledging it will happen
- Skills and knowledge needs
 - Simple measurements, tape measure or micrometer
- Many employment openings (both production and office)
- Industry Challenges and Think-Tank
 - Lack of quality trained staff in manufacturing
 - Raw material supply chain issues continue and are expected to worsen
 - There are possible partnerships for transfers to MI Tech and UW Stout for the 4-year program in Engineering Tech Operator.
 - The Rural Virtual Academy (RVA) was established pre-pandemic with 25-35% increasing enrollment over the last five years. They are trying to get a tech-ed instructor to do on-line classes.
 - *Casey Johnson, (Welcome Dairy)*, stated that his business is seeing supply chain issues with increasing costs; they are trying not to add costs to the customer. He indicated that they are not “advertising wages” as it had become a “bidding war” to find employees. They have developed a “fun committee” to “engage employees”. He added that core employees are valuable, and have witnessed that after providing training, employees were often leaving their employment.
 - *Jenna Drengler (Greenheck Fan Corp.)*, indicated that their business is growing very fast; with lead time and orders increasing, and with some supply issues. They are looking for production and office employees. They are noting a delay in components from in-house, they are working with NTC for employees, and looking to up-skill their work force. The company has recently acquired an additional facility to produce components for their production facility. Jenna stated that they will send the information from this meeting to their automation group for input.
 - There is certificate interest in the high schools. A “food safety quality certificate” suggestion was made by *Ashley Witzeling (CHR Hansen)*, noting this would be of benefit to their company, as well as the many food service companies in this area.

Advisory Committee Meeting Minutes

Manufacturing Engineering Technology & Safety Engineering Technology

April 28, 2021 | 3:00pm to 5:00pm

In-Person and Zoom option available



- **NTC College Updates**

- A Powerpoint presentation was provided to the members, having been attached to the meeting agenda.

- **Any Other Business**

- MindTrekks from Michigan Tech will present two days of STEAM activities April 14-15, 2023. More information to follow.
- A tour of the NTC Industry 4.0 Smart Manufacturing Lab was provided.

Next Meeting: The fall 2022 meeting will be scheduled later and the committee will be informed of the time and location.

NTC Contact Details

- | | |
|--|---|
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Nursing Advisory Committee Meeting Minutes

Date: 4/28/2022

Time: 7:30am – 9:00am

Location: Zoom

Attendees

Industry Members:

- Terese Blakeslee, Assistant Director of BSN at Home Options Program, UW Oshkosh
- Dawn Gapko, VP-Chief Administrative Officer, Aspirus Merrill
- Joni Hahn, ER/Med Surg Manager, Aspirus Merrill
- Ryan Hanson, Director of Nursing Home Operations/Administrator, Pine Crest Nursing Home
- Mason Heldt, Student Placement Coordinator, Aspirus Wausau Hospital
- Mindy Meehan, Director of Nursing, Wausau Manor
- Julie Reimer, Nursing Recruiter, Aspirus Wausau Hospital
- Emily Rickman, Administrator, Rennes Health and Rehab Center
- JoAnn Weinfurter, Administrative Director of Patient Services, Marshfield Clinic-Weston
- Heidi Wincentsen, Nursing Faculty RN to BSN Program, UWSP

NTC Team:

- Tim Hinke, Academic Advisor for Nursing
- Laura Litzer, Academic Advisor for Nursing
- Becky Leopold, Administrative Assistant
- Sara Peterson, Science Faculty
- Marlene Roberts, Dean of Health Sciences
- Angela Roesler, Associate Dean of Nursing
- Jill Stumpner, Nursing Program Director and Faculty
- Luann Theis, Nursing Faculty

Welcome & Introductions

Angela Roesler, Associate Dean of Nursing, at Northcentral Technical College (NTC), welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves and stated what facility they represented.

Update and Highlights from Last Meeting

Angela Roesler, Associate Dean of Nursing, reviewed some of the updates and highlights from and since our last meeting in fall 2021. At the fall meeting, NTC shared its Nursing program outcomes as one of the quality measures shared each fall (these numbers/measures will be shared again in fall of 2022). Another item talked about at the last meeting was the grants that were being written/worked on and an update on the status of those will be shared later in the meeting.

Program Updates

Angela Roesler, Associate Dean of Nursing, shared the following updates to the Nursing Program at NTC:

- Fall 2022 Student Outcomes:
 - Job Placement: 99% (last year's annual)
 - NCLEX pass rate: 94%
 - Student Satisfaction: 98%
 - NTC's employer survey is being emailed, please take the time to fill out the survey and return
- Enrollment:
 - Fall 2021
 - 64 students accepted into the program
 - 56 students started the program
 - Spring 2022
 - 60 students accepted into the program
 - 51 students started the program
 - Fall 2022
 - Petition number is lower than previous semesters
 - 100 potential students petitioned

- 77 potential students tested
- 36 potential students met the qualifying benchmark
- Second round of testing will occur in June
 - If the program takes students with lower HESI scores, the retention of the students tends also to be lower and the program sees less successful students in the first semester
- Mock Site Visit/Accreditation Visit:
 - Mock visit initially scheduled in March, however, due to an inclement weather day was rescheduled.
 - Mock visit is rescheduled for May 23, 2022.
 - Feedback on self-study draft has been received from the mock site reviewer.
 - Planning for in person site visit September 27-29, 2022 with at least one reviewer on site with two others either on site or virtual.
 - Clinical site visits will be conducted virtually and will occur on September 28, 2022.
 - Angela will reach out this coming summer (2022) to determine who will be able to participate in the virtual clinical site visit and will send out invitations accordingly.

Grant Update

Angela Roesler, Associate Dean of Nursing, gave the advisory board an update on the two grants that were being written.

The Career Pathways Grant is a larger grant that included Nursing, CNA (Certified Nursing Assistant), and Accounting in this grant. One of the items that this grant did for nursing was to pay for the NCLEX review course for students who were in the midst of the transition from Hurst to the Kaplan course. The Kaplan course has been implemented throughout the fourth semester of the program versus just at the end as a review.

The Nursing Simulation Grant was a large, two year, collaboration with Western Technical College. This grant was expected to end in June of 2022 but has been extended until September 2022. One of the major initiatives that has been done with this grant is the time and training with virtual reality software and products. The first official training on the virtual reality software was yesterday (April 27, 2022), with some faculty training taking place in the next couple of weeks. The Nursing program has been working very closely with NTC's Academic Excellence team and integrative technologies as this grant is much bigger than just the Nursing Program. Angela shared that advantages of virtual reality, and where she expects to see a

difference with students, is with the preparation for the clinical judgement model that is coming for students. The focus is on how NTC can better prepare students in making clinically appropriate and safe decisions.

Recent equipment purchases with the Nursing Simulation Grant include a second Pyxis system that will be installed within the next couple of weeks. This addition allows the program to have a Pyxis machine in each of the hallways the simulation labs are in. Another recent purchase was that of a new pediatric simulator as the current one was outdated.

Angela also spoke that for simulation the program has been able to start to include more standardized patients, which are humans that are playing the role of a patient. This has made a huge impact on students who have to go in and assess the “patient” and pass a medication on to them. The standardized patient then asks predetermined questions of each student, giving the student that type of patient exposure as well. This helps the student have those real human conversations versus talking to the manikin/simulator.

NTC hosted a Poverty Simulation last fall (2021) and will be hosting this event again on May 17, 2022. Please reach out to Angela if you’re interested in participating at roesler@ntc.edu.

Industry Trends

Next, on the agenda is Industry Trends. Angela Roesler, Associate Dean of Nursing, asked if when the board member talk about their facility if they could include the following items:

- Current nursing (RN) openings
- Current COVID policy and procedures
- Student placement questions and/or concerns
- What is going well/what isn’t going well for student placements?
- New graduate hires/transition to practice
- What is going well/Isn’t going well for newly hired graduates?
- Are you interested in participating in the Poverty Simulation on May 17, 2022?

Julie Reimer, Nursing Recruiter, Aspirus Wausau Hospital, shared that while students have always been very important to Aspirus, but now they are even more valuable. Aspirus is having open houses for students when they arrive for clinicals and doing other things to help the student feel welcome. Across Aspirus, Julie reports there are 520 openings and has noticed that over the last month there has been an uptick in the number of external experienced nurses applying. Aspirus COVID policies, for employees, continues to be either being vaccinated or



having a qualifying exemption on file. Julie spoke that there are no issues with student placements, no questions or concerns as the students have been very good and very responsive when they (Aspirus) reaches out to them. Things that are going well are that the new grads that are being hired are always well prepared to become employees.

Joni Hahn, ER/Med Surg Manager, Aspirus Merrill, added that at the Merrill facility they, too, are hiring. Joni loves having students at her facility and feels they (the students) do a great job.

Mason Heldt, Student Placement Coordinator, Aspirus Wausau Hospital, had a couple of things to add on to what Julie (Reimer) shared. COVID policies and procedures for those students who are on site is that the student is still required to wear some sort of eye protection, currently students continue to wear face shields, however, Mason hopes that when fall clinicals arrive that they will be able to relax the PPE requirement for students. June is still the targeted date for Aspirus to be up and running on their new system and the hope is that this will help resolve some of the student placement issues and concerns having students sign into two different systems.

Emily Rickman, Administrator, Rennes Health and Rehab Center, echoed what Mason and Julie (from Aspirus) have already stated. Rennes loves having students and welcome any clinical or shadowing opportunities that students might be interested in. There are growth opportunities as well as tuition reimbursement available for any employees willing to pursue advancement. For current openings, Rennes has quite a few nurse openings available with most of those positions being in the PM's and night shift. What is going well at her facility is having students on site and having the ability to interact with them. In terms of new hires or concerns, the new hires that have joined their team have been phenomenal and she has no concerns at this point.

Terese Blakeslee, Assistant Director of BSN at Home Options Program, UW Oshkosh, does not have a cap on the number of students that they (UWO) are able to admit into the program so there are no issues there. With regards to COVID, UWO does not require students to have their COVID vaccine, however, whatever the requirement is of the agency (taking the student) is the requirement for the student. If a student is placed in an organization where the COVID vaccine is required, then UWO makes sure that the student meets that requirement. They have not had any issues with placing students as all of the organizations UWO works with have been very kind and welcoming to the students.

JoAnn Weinfurter, Administrative Director of Patient Services, Marshfield Clinic-Weston, shared that Marshfield Clinic has several RN openings primarily in their inpatient unit, med/surg area, intermediate care, and ICU. Their emergency department is fully hired as well as their family



birth center. To the best of JoAnn's knowledge, COVID policies and procedures have not changed and remain as they have been. JoAnn does not have any student placement questions or concerns and thoroughly enjoys having the students at her facility. She also has not heard any concerns about the new graduate hires that they have. Marshfield Clinic, as a whole, is looking to enhance both their on boarding process of new hires as well as some of the residency programs with that curriculum to help with the transition into practice.

Ryan Hanson, Director of Nursing Home Operations/Administrator, Pine Crest Nursing Home, agrees with needing additional nurses in the PM and night shifts. COVID policies remain the same and Pine Crest follows the recommendations for Lincoln County (Pine Crest is located in Merrill) which tracks transmission rates versus positivity rates (of COVID cases) and currently Lincoln County is considered at high transmission rate, therefore, Ryan's staff is back to wearing eye protection. Ryan enjoys having students (both RN and Nursing Assistant) do their clinicals at his facility and doesn't have any questions or concerns. Pine Crest hasn't had any recent graduates become employees, however, historically when they do their facility does not have any issues with them.

Heidi Wincentsen, Nursing Faculty RN to BSN Program, UWSP, shared that there is a new nursing advisor for their program, Tiffany Koeshall. UWSP pushes hard for students to finish strong but not to overload their academic schedules during the third and/or fourth semester as overloading can cause some students to not complete the program. Heidi spoke on the one-plus two-plus one which is having the student take their prerequisite classes (like science) in the UW system (this is the first "one"), then transfer to an Associate Degree program (this is the plus two), and then come back into the UW system to complete your BSN (this is the final plus one). Heidi is also finding that students want to work as an LPN in the interim period between their RN and BSN so she encourages them to do an internship to help get them ready for their RN role. Program changes include moving the RN to BSN program to an eight week hybrid program and the students are really liking it.

Mindy Meehan, Director of Nursing, Wausau Manor, spoke that for RN/LPN positions she has two opening at this time. Wausau Manor continues to follow the COVID guidelines from the CDC and the county and is currently having staff wear their eye protection. The current student cohort at her facility is doing great as well a student that worked for Mindy as a CNA, then as an LPN then RN and that has been working out great as well. Mindy (or one of her staff) would be happy to participate in the Poverty Simulation that is taking place on May 17, 2022.

Dawn Gapko, VP-Chief Administrative Officer, Aspirus Merrill, is very engaged with the students who come up to the Merrill facility and truly enjoys hosting them. Currently she is having difficulty finding applicants for nurses to work in their med/surg units.

Angela Roesler, Associate Dean of Nursing, spoke that she always encourages student to go to the med/surg units before choosing a specialty area. Angela then asked Jill Stumpner (Nursing Faculty and Program Director) as well as Luann Theis (first semester Nursing faculty) if they could speak as to what they're hearing from students with regards to the med/surg units. Jill has not heard or seen anything during the past few semesters from students that has caught her attention regarding the shortage of med/surg nurses. Luann concurred that she has not heard anything with regards to this unit either. Marlene Roberts, Dean of Health, added that NTC has seen a trend with students who have on boarded to nursing. The perception was they were able to walk into specialty units upon graduation when, in the past, a nurse had to work a few years in the fields before declaring what specialty they wanted to work in. A discussion continued amongst the board members on what type of strategies are being tried to entice someone to apply for a position and then to actually stay at that position without jumping from facility to facility and from job to job.

College Wide Initiatives

Marlene Roberts, Dean of Health Sciences, shared a power point presentation showcasing current college-wide initiatives at NTC and in the School of Health Sciences. The power point is attached for your convenience. If you wish to see the NTC Strategic Plan for 2021-2024, the link is on the power point. An outline of what was shared is below:

NTC Mission:

- “To provide high-quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy.”
- NTC developed a strategic plan to emphasize the use of Industry 4.0 as a philosophy to continuously improve the college in three ways:
 - Education 4.0
 - Industry 4.0
 - College 4.0
- Education 4.0:
 - How we teach/What we teach:
 - Increasing Accessibility

- New Programming
 - High Technology
 - Problem Solving
 - Critical Thinking
 - Data Analyzation
- College 4.0:
 - Analyze and improve internal processes and services:
 - User Experience
 - Connect Processes
 - High Technology
 - AI
 - Data Decision Making
 - Automation
- Industry 4.0:
 - Smart Manufacturing - 2021
 - Healthcare - 2022
 - AG and Transportation – 2023:
 - Increasing Accessibility
 - New Programming
 - High Technology
 - Problem Solving
 - Critical Thinking
 - Data Analyzation
- Health Innovation 4.0:
 - SOHS Forecasting:
 - Build a dedicated and accredited Simulation Center in the CHS (Center for Health Sciences) Building:
 - Clinical enhancement and equivalency for health programming needs.
 - Availability for industry partners to use for professional training and development.
 - Integration of pressurized hospital room (negative pressure) with ante rooms and all necessary equipment for further infectious disease management training (i.e. airborne precautions).

- Ventilator Training Program; Tracheostomy Care and Respiratory Programs.
- Respiratory PPE fit-testing capability in-house for health and public safety staff and students.
- Informatics and Data mining programs.
- Automated support service programs for healthcare, as directed by industry.
 - Remove waste to enhance licensure scope and increase efficiency in practice arena.

Workforce Training and Professional Development Initiatives

Although no one from Workforce Training and Professional Development Initiatives was available to attend this meeting, flyers from this area are attached for review. Should you have any training or professional development needs, please reach out to Brad Gast at gast@ntc.edu and he and his team will be able to assist you.

Program Modifications Discussion

Angela Roesler, Associate Dean of Nursing, continued the meeting speaking on program modifications.

- Program Modifications:
 - Credit hour definition change that was made at the state level. The hour didn't change anything and the program is still running the same hours and clinical remains the same. The change is just to put the right hours in the right buckets and we have certain hours that are set aside for simulation.

Angela then passed the meeting over to Luann Theis, Nursing Faculty, to give an update on behalf of the first semester of the nursing program.

Luann verified that some of the members received the survey that was sent out by Valerie Palarski (first semester Nursing Faculty) around October-November of 2021 asking facilities to look at the current skills nurses were using and what was the current practices were as far as the open access resources; what was available and what was needed. When making this determination, NTC looked at what other colleges and other programs were doing related to

their clinical courses. After taking all of this into consideration, the entire course was revised and more interactive activities were added as well as adding more skills that were previously only touched on in the past and made everything more hands on.

Jill Stumpner, Nursing Faculty and Program Director, spoke about changes that were happening in the fourth semester courses. Historically NCLEX review courses have been taken at the end of the fourth semester, however, with the switch that the program made to Kaplan, this provided a nice outline the fourth semester faculty and students could use to incorporate the review course throughout the semester.

Other Items

Angela Roesler, Associate Dean of Health, continued the meeting by sharing facility and equipment updates.

Angela shared that most of the bigger purchases that were made for the program were made under the Nursing Simulation Grant. With that said, another item that is being added into the first semester curriculum is the training on how to use glucometers. This will be a hands on learning activity with real working glucometers for the students to see, touch, and learn how to use them on themselves. Angela inquired if there was any additional equipment, big or small, that the board would recommend the Nursing Program purchase to help expose students to more things prior to them going to clinicals. No industry members in attendance today had any suggestions or ideas. If any industry members think of anything, please feel free to reach out to Angela at roesler@ntc.edu.

Angela noted that she was asked by Mary Moore, Aspirus Langlade Hospital, how NTC is taking care of their nursing faculty through all of the COVID stress. The nursing faculty spent time on in-service day this spring listening to a speaker (for professional development) on how to center themselves and focus on themselves. There will be another speaker in May, just for nursing faculty, focusing on how to strengthen our nurse faculty, how does NTC retain them? What does the faculty need? Angela will report out on this speaker at the fall advisory board meeting.

Next Meeting Schedule & Agenda Items Discussion

The fall 2022 advisory board meeting is tentatively set for the last Thursday of October. More information will be forthcoming as the fall semester nears.

Advisory Committee Meeting Minutes

Mechanical Design

May 5, 2022 | 3:00pm to 5:00pm

In-Person and Zoom option available



Meeting Attendees

- **Industry Members:** Carl Dahm (Greenheck) Committee Chairperson; Roger Clark (Imperial Industries), Shane Herdt (Imperial Industries), Cameron Diedrich (Enerquip), Brandon Boris (Luoma Design Solutions), Zach Vosters (Luoma Design Solutions), David Voelker (Crystal Finishing), David Williamson (ATeam Machine), Derek Carroll (Aerotek), Jerry Conlan (Superior Diesel)
- **NTC Members:** Tim Fetting (Associate Dean, ScEAM), Dragomir Marinkovich (Faculty), Frank Fernandes (Physics), Brad Gast (Faculty), Susan Clark (recorder), Dottie Rathjen (recorder)
- **Welcome**
Tim Fetting, Associate Dean, welcomed the committee members on Zoom and in person. Carl Dahm was introduced as the Chairperson of the Committee.
- **Previous Meeting Minutes of October 19, 2021**
The minutes were provided to the committee members by email. No changes were advised or made.
- **Industry Discussion Roundtable**
 - o Carl Dahm (Greenheck) They have seen 30% year over year business growth and are expecting to sustain that. They are running into talent shortages and the supply chain has been a major issue, along with inflation. After talking with the managers at Greenheck, he indicates that there is a soft skills gap in new employees who are having a difficult time adjusting in the work environment. They are technically sound but are having issues with communicating via email, and adjusting to the actual workplace. Carl states they are referring to these as “success skills”, as these are essentially new employees who didn’t need to leave their house for two years. Carl also indicated they are seeing a move to more plastics of components in the future.
 - o David Voelker (Crystal Finishing) They have recently expanded their work with new extrusion presses and six new satellite machines; yielding approximately 200 new job openings. They are trying to establish an intern program for the summer. There is an interest in starting up the program “Move to Manufacturing”. They are looking for graduates with knowledge into the 3D software world. Also, they need Excel Microsoft Office abilities. In addition to that, they are looking for people who can do a lot of measurements.

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- Tim advised that a small certificate has been developed in conjunction with the manufacturing engineering program as a quality technician certificate, three credits, with a class in precision measuring and quality via online classes.
- Shane Herdt (Imperial Industries) Stated they are super busy with backlog out to September/October. Biggest concern is getting trucks and materials. They are always looking for people. Currently they do everything in 2D and going to try to go to 3D. They have new employees who don't know what to do, need "soft skills" to show up to work on time. They also want employees who can use Excel for the formulas; new people to know how to organize into files, and send appropriate emails.
- It is a struggle to find employees to mow the lawn, pick up trash so that the designers can do their job.
- Jerry Conlan stated that skills in school are not the same as learning skills of life: reliability, etc. Communication and critical thinking are two things new employees are really great at doing the task at hand, but not understanding what actually affects and trying to think outside of the box is hard to coach.
- Dave Williamson (ATeam Machine), stated that what he has found to be working is a part-time shift of 2 to 3 days, and then consider yourself lucky if you get another two or three day part time employee that can pick up from the other employee. They have endless excuses why they can't work 40 hours a week or five days a week. It's been a struggle to find a forklift driver. They have three shifts and the second and third are skeleton crew.
- Jerry stated he had a conversation with their HR staff and "honestly, the skills that are taught in school is one thing . . . but we're looking for what is taught in the first 20 years of an individual's life you know, work ethic, responsibility, motivation." Those are all traits that's what I am looking to hire, I can teach skills. "We have created a disaster as a society with what's acceptable. We have set the bar way too low. . . it's very sad."
- Derek stated, "...that seems to be a common theme we're all talking about as far as like social norms, social skills. Maybe I can even come in and talk to a class for an hour a week and just talk about some of these soft skills and what's expected in society. I might be able to hit a different angle and not being a faculty member. I can donate some of my time and really help as far as whether it's the interview process, or just social norms like you were saying in the workplace, showing up on time or this is how you give a good handshake, eye contact, things like that."

Advisory Committee Meeting Minutes

Mechanical Design

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- **Program Information**

- Program overview and updates (enrollment)
 - 16 students currently in each of the two years
- NTC Connect: Students can be live, virtual, and/or also have the class recorded.
- Transfer Agreements
 - UW Stout articulation agreement has been finalized
 - Michigan Technological University agreement is in process at this time.

- **Curriculum Discussion**

- Within the Associate Degree course descriptions, the algebra courses are flipped as the primary course.
- The Technical Diploma course will list the Intermediate Algebra W/APPS in the current position.
 - The Technical Diploma will list Intermediate Algebra W/APPS.
 - The Associate Degree should have Intermediate Algebra W/APPS listed as primary, with College Algebra W/Apps listed after the Intermediate Algebra.
 - The importance of this is in the way student financial aid is calculated.
 - **Motion made and passed with unanimous consent by the committee members.**
- Discussion of providing Excel training to first semester students in order to have students be able to use/apply that program through the rest of the coursework was reviewed.

- **NTC Updates**

- A Powerpoint presentation was provided to the members, having been attached to the meeting agenda.

- **Any Other Business**

- MindTrekkers from Michigan Tech will present two days of STEAM activities April 14-15, 2023. Information provided.
- A tour of the NTC Industry 4.0 Smart Manufacturing Lab was provided.

Next Meeting: The fall 2022 meeting will be scheduled later and the committee will be informed of the time and location.

Advisory Committee Meeting Minutes

Mechanical Design

May 5, 2022 | 3:00pm to 5:00pm

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NTC Contact Details

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- **Dottie Rathjen**
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rathjen@ntc.edu

Dental Programs Advisory Committee Meeting Minutes

Date: 5/6/2022

Time: 12:30pm – 2:00pm

Location: Zoom

Industry/Student Board Members

- Dr. William Akey, Dentist, New Horizons Dental
- Judith Bennett, Dental Student
- Sharon Crowe, Registered Dental Hygienist, Director for the Special Olympics Special Smiles Division
- Melissa Gebhardt, Dental Hygienist, Schindelholz Dental
- Kati Gress, Dental Assistant, Advanced Dental Professionals
- Whitney Grzesiak, Registered Dental Hygienist, Advanced Dental Professionals
- Paula Hamman, Dental Center Manager, Marshfield Clinic
- Dr. Jeremy Hoffman, Dentist, Cherry Tree Dental - Weston
- Aleena Lepak, Registered Dental Hygienist, Skutak Dental/Dr. Jennifer Havel
- Ashley Mccauley, Registered Dental Hygienist/Director of Operations, First Impressions – Wausau
- Melissa Mueller, RDH, Maple Leaf Dental
- Dr. Mike Murphy, Dentist, Northwoods Dentistry
- Krystal Newman, Registered Dental Hygienist, Mosinee Family Dental, The Dental Suite
- Sarah Poggi, Dental Hygiene Student
- Kara Rode, Registered Dental Hygienist, Weston Family Dental
- Kelly Schroeder, Dental Hygienist-Research, Center for Oral and Systemic Health
- Brian Stieber, Pharmacist, Young's Pharmacy
- Heather Wadzinski, Dental Assistant, Marathon Dentistry
- Cassie Wendler, Registered Dental Hygienist, Szmanda Dental
- Diana Yokimcus, Registered Dental Hygienist/Hygiene Coordinator, Dental Clinic of Marshfield

Attendees

Industry Members:

- Judith Bennett, Dental Hygiene Student
- Kati Gress, Dental Assistant, Advanced Dental Professionals
- Paula Hamman, Dental Center Manager, Marshfield Clinic
- Ashley Mccauley, Registered Dental Hygienist/Director of Operations, First Impressions – Wausau
- Melissa Mueller, RDH, Maple Leaf Dental
- Dr. Mike Murphy, Dentist, Northwoods Dentistry
- Sarah Poggi, Dental Hygiene Student
- Kara Rode, Registered Dental Hygienist, Weston Family Dental

NTC Team:

- Brenda Alberts, Dental Faculty
- Michelle Hilts, Dental Program Director and Faculty
- Deb Koziel, Dental Faculty
- Becky Leopold, Administrative Assistant
- Marlene Roberts, Dean of Health

Welcome & Introductions

Kara Rode, Registered Dental Hygienist, Weston Family Dental, welcomed everyone to the meeting and thanked them for attending. Those in attendance introduced themselves, gave their title, and which facility they represented.

Update and Highlights from Last Meeting

Michelle Hilts, Dental Programs Program Director and Faculty, updated the board that NTC has been hiring Supervising Hygienist's to ensure we have coverage for the Dental Clinic as well as students. As a reminder, as of July 1, 2022, only those individuals with a Bachelor's degree or hirer can be hired for any position in the dental clinic.

College-Wide Initiatives

Marlene Roberts, Dean of Health Sciences, shared a power point presentation showcasing current college-wide initiatives at NTC and in the School of Health Sciences. The power point is attached for your convenience. If you wish to see the NTC Strategic Plan for 2021-2024, the link is on the power point. An outline of what was shared is below:



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 - Informatics and Data mining programs.
 - Automated support service programs for healthcare, as directed by industry.
 - Remove waste to enhance licensure scope and increase efficiency in practice arena.

Workforce Training and Professional Development Initiatives

As part of the Workforce Training and Professional Development Initiatives, flyers from this division are attached for review. Should you have any training or professional development needs, please reach out to Brad Gast at gast@ntc.edu and he and his team will be able to assist you.

Industry Trends

Deb Koziel, Dental Faculty, asked the members in attendance at today's meeting if they could comment or share information with regards to the following:

- Air Polisher/Airflow: Is anyone currently using these items:
 - Dr. Mike Murphy, Dentist, Northwoods Dentistry is using these items and shares that it is back to business as usual for him.
 - Melissa Mueller, RDH, Maple Leaf Dental, does not use them at all at her clinic.
 - Paula Hamman, Dental Center Manager, Marshfield Clinic, is not using them at this time, however, her facility does use the prophylaxis jet and cavitron and they are still monitoring the usage of them.
 - Ashley Mccauley, Registered Dental Hygienist/Director of Operations, First Impressions – Wausau, does not use them in their offices.
 - Kara Rode, Registered Dental Hygienist, Weston Family Dental, does not use them but does use the cavitron.
- Intraoral camera (or another device) are they being used and to what extent and format:
 - Kara Rode, Registered Dental Hygienist, Weston Family Dental, uses them frequently to show cracked fillings etc. Her office takes pictures of almost everything to show their patients.
 - Melissa Mueller, RDH, Maple Leaf Dental, uses frequently especially to show patients who have a lot of build-up on their teeth the before cleaning and after cleaning pictures to make them aware of the buildup.

- Kati Gress, Dental Assistant, Advanced Dental Professionals, uses them quite a bit.
- Ashley Mccauley, Registered Dental Hygienist/Director of Operations, First Impressions – Wausau, uses them a lot for patient education purposes.
- Paula Hamman, Dental Center Manager, Marshfield Clinic, has the technology but has been having issues with the technology, so her office doesn't use it that often.

Michelle Hilts, Dental Programs Program Director and Faculty, asked if anyone has a brand that they would recommend. Dr. Mike Murphy, Dentist, Northwoods Dentistry, recommends MouthWatch.

- VELscope: Is anyone using this in their practice?
 - Melissa Mueller, RDH, Maple Leaf Dental, does not use the VELscope in their practice.
 - Kara Rode, Registered Dental Hygienist, Weston Family Dental, does not use the VELscope in their practice.
 - Paula Hamman, Dental Center Manager, Marshfield Clinic, does not use the VELscope in their practice.
 - Ashley Mccauley, Registered Dental Hygienist/Director of Operations, First Impressions – Wausau, does not use the VELscope in their practice.
 - Katie Gress, Dental Assistant, Advanced Dental Professionals, does not use the VELscope in their practice.

Program Updates

Michelle Hilts, Dental Program Director and Faculty reviewed the following information regarding the Dental Programs:

- Enrollment Report:
 - Currently, the dental program has the following for enrollment:

- Dental Assisting (DA): 7 students
 - DA students from fall semester: 10 started the semester and currently there are 9 students who have finished clinicals, and 1 student who, for personal reasons, didn't take DA Clinical, but enrolled this semester and just completed the course.

 - Dental Hygiene (DH) 2nd year students at NTC= 19 students will graduate
 - DH 2nd year Colby Community College (CCC)= 7 students will graduate
 - DH 1st year NTC= 23 students (2 students dropped this semester)
 - DH 1st year CCC= 12 students
- Program Information:
 - New faculty: Karen Turner, Dental Faculty, is retiring and NTC is in the process of hiring a new full time faculty member to replace her position.

Deb Koziel, Dental Faculty, share the following update on the Dental Hygiene Club:

- Dental Hygiene Club:
 - The Dental Hygiene Club has once again been very active this year. The club goals are to participate in activities that improve the community, to enhance the student members educational experience, and grow personally through these fun events. This year the dental club partook in the following activities:
 - Designed a shirt with 100% of the profits being donated to the Wausau Fire Fighters (\$424.71)
 - Prepared oral hygiene care packages and sent them to troops
 - Made toothbrush donations to the children at the Marshfield Ronald McDonald House
 - Baby Food/Clothing Drive
 - Food Drive for Timberwolf Tables (NTC's food pantry on campus)
 - Sock Drive for the Warming Shelter
 - Secret Santa (internal club activity)
 - Baby Photo Contest (internal club activity for club members)
 - Guest Speaker from Express Staffing: Steph Regan
 - Next year the Dental Club will be meeting on Tuesday evenings from 7:00-8:00pm (zoom). We are looking for guest speakers so if there is

anyone interested, please contact Deb Koziel. Her email is koziel@ntc.edu

Michelle (Hilts) continued the meeting by discussing the following:

- Central Regional Dental Testing Service (CRDTS)/National Board Dental Hygiene Examination (NBDHE):
 - All of the students this year will be taking the manikin CRDTS based exam next week Friday and Saturday (May 13 and 14, 2022) at NTC as now most states are accepting the manikin-based exam results.
 - NBDHE, prior to COVID, was a full day test; then during COVID the test became a half day test, and is now currently back to being a full day test again. Dental program students are in the process of taking this exam, with approximately half of the students already completing it. The board scores have been released later than usual due to a cyber-security issue. The American Dental Association webpage has been available on and off so the majority of the students are just now finding out how they scored on the exam.
- The Commission on Dental Accreditation (CODA):
 - Last April (2021) the dental program had their virtual CODA site visit and received no citations. The program now awaits their CODA in-person site visit which needs to take place, per the US Department of Education, within 18 months of the virtual site visit, making it due to be scheduled before October 18, 2022. However, as of last month, the CODA staff was still working remotely and there has been no information on in person site visits.

Next, Brenda Alberts, Dental Faculty, updated the advisory board on Dental Materials.

- Brenda will be taking over teaching the Dental Materials class starting fall of 2022. One slight change she is making to the class is that students will be spending a little more time working with all of the various materials than they did in the past. Therefore, if anyone has any expired dental materials or if you're upgrading equipment, NTC would be happy to take anything you can donate. As none of the materials are used on live patients, expired products are fine for students to work on. If you have items like amalgamators or a vacuum former that works, but that you are not using, we will take

those also. The program is also in need of non-restored extracted teeth for the student to practice placing sealants on. If you are extracting any and could save them for NTC, it would be much appreciated. Kara Rode, Registered Dental Hygienist, Weston Family Dental, asked how the faculty would like the teeth preserved and brought in to the dental program. Michelle (Hilts) stated that generally the teeth that are donated are sterilized and then Michelle and her team finish the prep work and put them in a solution for the students.

Michelle (Hilts, Program Director and Dental Faculty) spoke on the following:

- Program Recruitment/Events:
 - The Dental Program hosts tours of the Dental Clinic to middle and high school students. Some students make an appointment for a more personalized experience while other times the clinic will host an entire class for a tour of their facilities.
 - Michelle also spoke about the HESI (Health Education Systems, Inc) exam and how that exam is a pre admissions requirement that potential students need to complete to be considered for the Dental Program. Recently, the program had 98 students register for the HESI exam for the 28 available spots for the fall 2022 cohort.

Brenda (Alberts, Dental Faculty) next gave an update on a summer camp that she will be hosting.

- Brenda shared that she will be doing two camps this summer, one in June and the other one in July. The camps are designed to introduce students to NTC at a young age and get them to feel comfortable in the NTC facilities. Brenda is planning to do activities with these students in the dental clinic which has the potential to help these young students to decide to pursue a career in the dental field and then, ultimately, choose NTC for their educational needs.
-

Program Modifications Discussion

Brenda Alberts, Dental Faculty, shared the following program modifications with the advisory board:

- Pre-med implementation:

- New guidelines with the American Heart Association:
 - Patients can now be instructed to take their antibiotics two hours after a procedure, if they forget to pre-medicate.
- Reasons for premed:
 - Prosthetic cardiac valve
 - Previous endocarditis
 - Congenital heart disease- (CHD) unrepaired cyanotic CHD, completely repaired heart defect with prosthetic material during the first 6 months after the procedure, repaired CHD with residual defects, or cardiac transplant recipients in which cardiac valvulopathy develops
- No prophylaxis necessary:
 - Mitral valve prolapses
 - Rheumatic heart disease
 - Bicuspid valve disease
 - Calcified Aortic stenosis
 - Congenital heart conditions like ventricular septal defect, atrial septal defect, or hypertrophic cardiomyopathy
 - [https://jada.ada.org/article/S0002-8177\(14\)62392-8/fulltext](https://jada.ada.org/article/S0002-8177(14)62392-8/fulltext)
 - It is important to note that the dental clinic will follow the guidance set forth by the patient's surgeon.

Michelle (Hilts) continued the modifications discussion with the following:

- DA Clinical:
 - The Wisconsin Technical College System (WTCS) has re-categorized the hours for clinicals and this has affected the DA clinical course. Starting in January 2023, there will be a lecture component of 36 hours and the clinical portion will be 120 at an office. NTC is in the process of developing the lecture component.

- DA Curriculum:
 - The Dental Faculty has moved the course Dental Assistant Chairside to Wednesdays, in the hopes of integrated practice with DH students. The student feedback is that they prefer to have a whole day of Chairside instead of two and a half days. From feedback received from clinical sites, it is helpful if the students have some practice assisting before starting clinical. Also, the lecture component has been on-line and is being moved to in-person. Again, feedback from the DA students is they prefer the in-person instruction rather than on-line. Deb (Koziel) has also moved DA Anatomy and DA Professionalism to all in-person versus hybrid.
- Mock Manikin CRDTS:
 - DH mock CRDTS exam went well for students. The dental faculty simulated how CRDTS would be run and gave the students two hours to complete probing, calculus detection, and calculus removal. The students also were given a simulated Objective Structured Clinical Examination (OSCE) for the Internal/External Oral Exam. Students were provided feedback and were grateful for the practice run through.
- Program Assessment:
 - Program Assessment is when the full-time faculty at NTC meets with the full-time faculty at Colby Community College (CCC) in Colby, Kansas, to review all aspects of the dental program. All dental faculty will review the curriculum to see if there are any areas of improvement or change, look at feedback from students and patients, and review the Quality Assurance Plan. In addition, faculty calibrate clinical grading and assessments and update the Clinical Manual. This assessment generally takes three days to complete and will be happening on Wednesday, May 11, 2022, through Friday, May 13, 2022.
- Continuing Education Event:
 - NTC dental faculty hosted a continuing education (CE) event on April 1, 2022. The dental faculty were pleased with the turn out and really enjoyed the speaker Amber Riley (she spoke about pathology and pharmacology) and hope

to have her speak again at an event. The CE conference is planned to be a yearly event.

Facilities/Equipment

Brenda Alberts, Dental Faculty, updated the board on the new capital equipment that has been received.

- Capital Equipment:
 - Received six new Nomads and these have been working well. Students can take the radiographs right in their operatories now.
 - The six former radiography rooms are now aerosol rooms, however, they can still be used as radiography rooms as well.
 - New cabinets to keep the lead aprons, x-ray signs, and the Nomads together.
 - Additional x-ray scanner.
- Recent Purchases:
 - Six lead aprons for the Nomads
 - New flooring in the six aerosol rooms
- Potential Future Purchases:
 - Approval to purchase Axiom at the end of May to replace Dentrax
 - Additional operatory carts for the aerosol rooms

Other Items

Deb Koziel, Dental Faculty, asked if those in attendance at today's meeting could give the dental program some additional feedback on the following:

- Medical History: Does your office take O2 or temperatures:

- Paula Hamman, Dental Center Manager, Marshfield Clinic, takes this only in an emergency situation or if the patient states they're having issues. Temperatures are taken randomly if there is an infection present, but temperatures are not taken routinely.
- Dr. Mike Murphy, Dentist, Northwoods Dentistry, agrees with Paul (Hamman). Pulse ox is done very rarely and his staff does not take temperatures on a regular basis, unless there is an infection he wants to track. Dr. Murphy is going to treat the patient for what needs to be treated.
- Ashley Mccauley, Registered Dental Hygienist/Director of Operations, First Impressions – Wausau, does not take pulse ox or temperatures. The exception was when COVID cases were high, but that practice has been discontinued recently.
- Kati Gress, Dental Assistant, Advanced Dental Professionals, shared that her facility does not take temperatures or oxygen levels.
- Kara Rode, Registered Dental Hygienist, Weston Family Dental, doesn't take pulse ox or temperatures either.
- Youngest patient your facility sees:
 - Kati Gress, Dental Assistant, Advanced Dental Professionals, shares that typically it is at age three, however, if the parent wants their child seen sooner, her facility will see them sooner.
 - Paula Hamman, Dental Center Manager, Marshfield Clinic, sees patients around the time they get their first tooth, so roughly age one.
 - Ashley Mccauley, Registered Dental Hygienist/Director of Operations, First Impressions – Wausau, sees the patient either by their first birthday or when their first tooth comes in. At this point they perform a lap exam and a full carries risk assessment.
 - Mike Dr. Mike Murphy, Dentist, Northwoods Dentistry, encourages parents to bring in their children around their first birthday.

- Patient refusal for radiographs:
 - Dr. Mike Murphy, Dentist, Northwoods Dentistry, states that he and his associates have wrestled with this for years and one of his associates has called the Board of Dentistry and was told that if a patient refuses the radiographs it's considered supervised neglect and he (Dr. Murphy) would/could be held responsible. Therefore, if a patient refuses radiographs, then Dr. Murphy will refuse to see them.
 - Paula Hamman, Dental Center Manager, Marshfield Clinic, has the same policy as Dr. Murphy does.
 - Kara Rode, Registered Dental Hygienist, Weston Family Dental, wants the patients to have the radiographs but if the patient refuses they will also take into account the patient reasoning, carries risk, and when the last time the patient had x-rays. If a patient still refuses, the patient must sign a refusal. However, Kara's facility is not allowed to dismiss a patient due to lack of radiographs.
 - Ashley Mccauley, Registered Dental Hygienist/Director of Operations, First Impressions – Wausau, has the same policy as Dr. Murphy and Paula (Hamman) have.

Next Meeting Schedule & Agenda Items Discussion

Michelle Hilts, Dental Program Director and Faculty, suggested the next dental advisory board meeting be scheduled for Friday, November 11, 2022, 12:30pm to 2:00pm. More information will be emailed when the date gets closer. If there are any changes to the date or time, those will also be send via email to the entire board.

Michelle asked if anyone had anything else they would like to discuss before we ended the meeting. Dr. Mike Murphy, Dentist, Northwoods Dentistry, asked if the expanded function dental assistants has been passed. Michelle has reached out to one of the board members of the Dental Examining Board (DEB) to ask what this would look like as one of the things for this role was that the assistant needed to graduate from an approved/accredited program. However, CODA does not have an expanded functions dental assistant program so Michelle (and NTC) are looking to see if this is something that can be offered by the college. There was discussion amongst the members of the board on what this could mean for current assistants



or what type of additional training was needed for the assistant's to get their certificate for this role. As more information is received, Michelle and her team will keep everyone updated.

IT Advisory Committee Meeting Minutes

Date: 5/10/2022

Time: 4:00 p.m. – 6:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Joni VanOoyen – CoVantage Credit Union
- Elgin Hushbeck – CGI
- Troy Krezine – City-County IT Commission
- Jacob Hale – The Dirks Group
- Matt Hall – Greenheck
- Denise Burkhart – CoVantage Credit Union
- Josh Calmes – Church Mutual
- Matt Hildebrandt - StrataDefense

NTC Team:

- Jon DeGroot – Dean of Academic Technology
- Jake Seever – Learning Coordinator – School of Learning Technologies
- Clay Hess – Faculty, IT
- Dominic Gruetzmacher – Faculty, IT
- Ken Hallas – Faculty, IT
- Gregg Husband – Faculty, IT
- Kimberly Reed – Faculty, IT
- JJ Minarcin – Faculty, IT
- Zach Thunder – Faculty, IT
- Josh Kretzschmar – Faculty, Networking
- Josh Stutting – Faculty, Computer Info Tech
- Sarah Watson – Faculty, Economics
- Kendra Barnes – Student Success Advisor
- Bonnie Osness – Director Accred. and Career Pathways Accreditation, Cert Comp
- Courtney Shilts – Academic Excellence Administrative Specialist

Welcome

Jon DeGroot welcomed everyone, introduced himself, his new role as Dean of Academic Technology and thanks everyone for attending.

Update and highlights from last Meeting (10.20.21)

Members had an opportunity to review the minutes from the previous meeting. Minutes approved as is.

Instructional Area/Program

- **Industry Trends**

- Matt Hall – Matt is a Software Developer at Greenheck and also is an Adjunct Teacher. He is currently working on the next generation of software configuration for sales team/engineers to assist clients in what products to purchase. Phase1 CAPS upgrades are complete. IT has several open positions primarily looking for 4 to 5 IT senior positions to fill. The IT Dept is still working remote. They are working on finalizing some “return to office” procedures across the company as a whole with most IT staying remote. Help Desk has returned. Greenheck looking at more remote opportunities to keep options open in hiring.
- Troy Krezine – Troy is the Applications Manager for City of Wausau and Marathon County. He oversees a small team of 30 for City of Wausau/Marathon Cty. Currently hiring for cybersecurity, project manager and application engineer. Private sector has been tough for recruiting. Currently working on replacing a 27-year-old ERP and moving to Workday in January. Going through a period of transformation in IT with lots of opportunity. Work model up to employee with flexibility regarding remote/onsite. Inability to compete wage wise, they are able to compete on flexibility.
- Jacob Hale – Jacob is with The Dirks Group - Chief Operating Officer. Experiencing same struggle in hiring. He currently has open positions in cybersecurity, network engineers, technical sales reps and account managers. Being a consulting firm, they need to travel to customer sites as well. Help Desk is remote at this time. Also being billable per hour, need to make sure employees are onsite doing the work they need to or when remote that they are getting other items completed. Being remote and needing to leave their home, come to the office to pick up equipment before heading to a customer can be difficult. He is seeing more of need for cybersecurity lately. Working on a lot of projects to implement different security tools for clients and trying to find the right person/people to be able to deploy the technology needed.
- Elgin Hushbeck – Elgin works for CGI in Wausau. All projects are remote. No one works for clients in WI, all customers are across the country. Office is open and people are coming to the office daily. Remote vs Onsite has been very flexible and up to the employee; however, the amount of information shared face to face in just a couple minutes is amazing. Mildly suggesting employees come to the office a couple times a month. As others have mentioned, hiring is difficult. They are looking for more experienced employees at this time. He is hoping to implement some procedures to be able to hire some junior employees and through training.
- Joni Van Ooyen – Joni is the Assistant Vice President of Operations at CoVantage Credit Union. She oversees core financial systems and systems that integrate to the core. Team is

- very busy right now. Currently remodeling the Menasha branch and opening 2 new branches in Plover and DePere. Also working on a merger of a new branch in northern IL. Definitely broadening horizons which require staffing. Looking for IT staff in programming. Teams are currently 2 days remote, 3 days in office. Programming fully remote. Office space can be tight. At this time, she is utilizing hoteling with space – check out rooms. She has implemented 5 IT machines with 8 more going in. There are 2 inside and 2 outside to complete customers own transactions. She has seen a lot of success with the IT machines/virtual tellers. Starting doing a lot of continuing improvement events with departments. CI events are helping with efficiencies, enhance work flows, automating processes to improve time saving. CI team assigned to look thru requests and address. Her team is also utilizing laptops to have the ability to log in anywhere at any work station.
- Denise Burkhart – Denise is the Assistant VP for CoVantage Credit Union. She oversees all infrastructure and service desk. Focusing a lot on how to get to the cloud and get rid of physical data centers. Security has been a huge push this year. She hired a security person just to focus on patching and updating vulnerabilities. Her team for both infrastructure and service have been fully in the office since about April of last year. Due to staff shortage, she hired 5 people in the last 3 months with the assistance of a recruiter. They are all starting between this month and next. They are also looking for a senior software developer along with an intern.
 - Josh Calmes – Project Deliveries Manager with Church Mutual Insurance Company. His team is currently 2 days on 3 days on 50% of the time. He is utilizing a hybrid workplace management system to reserve a work station. This software piece helps enable each department to know when colleagues will be in the office and what locations. Office etiquette vs working from home pieces can be interesting. They have a robust cybersecurity team of 10-11 individuals to work on threat intelligence and incident response management. He has also implemented the ability to shut things down if ransomware occurs during core off hour pieces. Home data center in Merrill with back up in Fitchburg/Madison location and continues to grow. Continue to look at the Cloud adjacencies for applications for main core processing system, policy administration, claim system and most recently the billing system. Billing system is the last system. This will bring them to 2024-2025 to be entirely updated. This application is going to drive a lot of rationalization within systems to build and go complete decommission processes across some ancillary components that support the various legacy system. Looking ahead to reduce run costs of the systems that have been in the environment for a long time. Updating these applications will cut down some of the duplication in various areas across their business unit resulting in the drive over the last few years. He is seeing the benefits of the implementations. Goal is to be completely cloud base with virtual desktops.
 - Jon DeGroot – Asked what software or specific process are they using to track who is onsite and where their location may be.

- Josh Calmes – Church Mutual implemented a system called iOffice. That system has the capability to reserve your “seat” or workspace. Reservations are searchable on the calendar and have the ability to reserve up to 4 weeks out.
- Jon DeGroot – Asked others what applications or programs they are using to track where coworkers/employees are.
- Elgin Hushbeck – CSI uses the app DoorJam. Employees can use their phone to reserve their workspace, sign in/out.
- Matt Hildebrandt – Matt is the President and CEO at StrataDefense. Insurance renewals and the financial industry are in the largest need for cybersecurity for him at this time. He is acquiring a new location in the southern part of MN which will require a need in hiring.
- NTC College Updates
 - Jon DeGroot – Jon is the Dean of Academic Technology. He shared a Power Point regarding NTC College Updates.
 - Provides NTC Mission – *“To provide high-quality, learner and employer focused, education pathways committed to enriching lives and strengthening the economy”*
 - NTC Developed a strategic plan to emphasize the use of Industry 4.0 as a philosophy to continuously improve the college in three ways.
 - Education 4.0 – How we teach and what we teach.
 - Increasing accessibility for students
 - Screen reader – making sure the contrasts are good for someone who may be visually impaired
 - Providing a variety of formats for a student that may not have a good internet connection or can’t download a larger file or video. Allowing them to submit a paper instead
 - NTC connect to allow students to be remote/onsite/web conferencing to fit their needs.
 - New Programming –
 - Massage therapy
 - AR/VR extended reality
 - Microsoft Guides – AR train physically with a guide especially in manufacturing etc.
 - High Technology
 - Implementing a lot of VR in our RN + Surgical Tech.
 - Problem Solving/Critical Thinking to be sure students have critical thinking and are successful
 - Data Analyzation – across the board importance to make decisions
 - Industry 4.0 –
 - Smart Manufacturing - 24/7 automated for students.
 - Healthcare – providing simulations and mirroring student experience in the field

- Ag + Trans – data collection in the field on the farm including health issues of the animals along with CDL and transportation
- College 4.0 – process improvement building cross functional teams
 - Moving to workday – improve internal processes and services
 - Focus on user experience
 - High Technology to create experiential learning.
 - AI / Automation / Data Decision Making – providing ex team proper info to make decisions
 - COVID protocols – temp screening, hand sanitizer, cleaning in/out of classrooms. Social distancing not occurring at this time. Mask are not required but welcomed.
- Student Support – Virtual Care Group – NTC Advisor to be support for our students.
 - NTC's food pantry for students
 - TLC with library/tutors/coaches available
 - Student Life -
- **Program Information**
 - **Enrollment Report**
 - Kendra Barnes – In terms of enrollment data being near the end of our Spring Semester, we usually see an influx between January and early May along with now until the end of May as grades are posted and students can meet with advisors. Right now, there is approximately 130 new metrics that are accepted into the program. The bulk of which are going to be on the software developer side. She is seeing a bit of an uptick in the Cybersecurity Program along with Computer Support Specialist Program. She has 100 – 150 students enrolled for either summer or falls classes, 50 of which are new students. NTC also has 101 continuing students. Approximately 300 students were enrolled for our current semester. Many of those students are enrolled in more than one of the programs.
 - **Faculty Hiring Updates**
 - Welcome Josh Stutting – Faculty, Computer Support Services
 - Josh comes from Oskaloosa, Iowa where he taught software engineering and computer science at William Penn University. He also worked in various IT roles in healthcare and found he really loves to teach.
 - Gregg Husband retiring end of June. Thank you, Gregg, for all the years you put in, we are very grateful.
 - Received an accepted offer from a 22yrs of experience within the technical college
 - Ray resigned, took on a software development position outside of NTC – will be looking to post his position in the near future.
 - JJ Minarcin is the new instructor for the Data Analytics program There will also be a new instructor starting in January who will primarily be teaching in the Computer Support area.
- **Curriculum Modification**

- **IT-Web Designer/IT – Web Designer Specialist**
 - **Split Content Creation and Management Systems into 3 one credit courses (A.B.C)**
 - Clay Hess – Faculty, Web Design suggests one change in content creation only for Web Design curriculum. Course is currently a 3-credit course. NTC is looking to split that into 3 individual credit courses. Course will still be in a 5-week section but will not have the pre-requisites required. With this change pre-requisites will change.
 - Course is suggested to be split into thirds to cover Audio for Web, Video for Web and Content Management Systems
 - This change will provide more flexibility for students and put it with other one credit course.
 - In looking at scheduling, this course was traditionally only scheduled in the Fall. NTC will look at the need to run the courses as well. Web Designer Associate Degree has had lower enrollment than Software Development Associate Degree.
 - Word Press makes up 25% of the web but others are referenced in class.
- Advisory Committee expressed no concern on this change to split the 3-credit course to 3 one credit courses.
- **IT-Cybersecurity Specialist**
 - **Switch from Security+ to CompTIA based curriculum**
 - Ken Hallas – Faculty, IT Security/Cybersecurity suggests curriculum change from Security+ to CompTIA as the current curriculum certification expired last July.
 - In the interim, we patched together some pieces from Cengage and Netlabs/NDG to make it work for the new 601/ vendor of choice.
 - Vendor of choice 601 is CompTIA so it makes the most sense to move to this. It is more in depth teaching 21 modules from 15. Courses are one credit courses to meet student needs to complete the courses.
 - Jon to follow up with student services regarding Articulation agreement with 4yr college to be sure students that are mid degree when curriculum changes occur that the student is still on track and the articulation remains.
 - Clay Hess– when a student signs up for a degree ABC but the course changes to XYZ NTC will still teach out ABC to meet the degree student signed up for.
 - Competency is not changing just adding mobility
 - If a student wants to take a Certification, that is separate from the actual course. Cost is less with this curriculum is less than others. This course also offers students the pre course with the ability to take the certification.
- Advisory Committee expressed no concern on the switch from Security+ to CompTIA based curriculum.
- **IT-Computer Support Specialist**
 - **Change to the TSA Program Outcomes**

- Bonnie Osness – Director Accredited and Career Pathways Accreditation, Cert Comp - Technical Skills Attainment (TSA). It is a requirement of the Wisconsin Technical College System that we have program outcomes. Those outcomes are determined by colleges within system that has same or similar programs came up with program outcomes for their program. Faculty has been meeting since about 2012 came up with program outcomes. The faculty is getting together again to look at program outcomes to make adjustments.
- Can we get approval from the Advisory Committee to make changes that came up from the program outcomes? TSA is also one of our outcome-based funding for the college.
 - Josh Stutting – Nothing major changed. They have added criteria on an outcome to add language to properly support or manage computer software which now includes administer virtual environments. No real changes to the class work or assessments. They also removed customer service skills as an IT professional. Customer service is the most important aspect in any IT role. We don't need to make any changes on that specific language; however, we will still assess students on customer service skills.
 - Kimberly Reed – Faculty, IT – All of the technical colleges have the same program outcomes and competencies, so anyone offering the Computer Support Specialist program measures their students on these specific program outcomes.
 - Josh Calmes – From your perspective, how would you meet the administer virtual environments requirement?
 - Josh Stutting – NTC already assesses students on different aspects of creating virtual environments and administering software networks along with virtual environments. We do this in the Windows Server course which is core for your first semester class and networking. We also complete this in the EBS course where we look at Microsoft HyperV along with VMware. Looking at it from the CSS standpoint, the requirement is met not only in the Windows Server course but we touch lightly on it in Cisco as well. They also use HyperV to install virtual machines as well to install antivirus and change settings. Students are also using virtual environments through Cengage for their labs. Students build their own virtual machine on their own VMware workstation.
 - Removal of IT Career Skills Course and Adding the Requirement of an IT Internship
 - Kimberly Reed – Faculty, IT – IT has a requirement provide end user support. We don't require students to work with end users. We no longer require an internship. Most students will take career skills vs internship.
 - How can we assess our students on an end user arena? Currently we are using our Service Skill course where they need to complete one activity, Capstone project. In this project they need to create a training video where they directly offer the training and then have a second video where they are offering that training to a particular individual. Shortcomings are that they are in a very controlled environment. Generally training a family member/friend vs what a real situation could be.

- Matt Hall – Provided Bill Burgess who manages the Help Desk at Greenheck for internship possibilities.
- Jacob Hale – Has hired a few students to allow them to answer phones and help desk. As long as they could work around their school schedule.
- Kimberly Reed – The goal in our Foundations of Technical Support is to have students job shadow to create that initial connection with the business and develop more formal relationships as employer/employee. Should students be required to do an internship to assess career skills? NTC is looking for something more formal for 4th semester that is more robust if we can't require an internship
- Jacob Hale – Supports internships especially if that means they can hire them after. He mentioned the positive in students understanding onsite skills enhances what they are learning in class. They do offer some tuition benefits while interning or hiring bonus in the event they can hire them on upon graduation.
- Kimberly Reed – Please post job postings on Handshake or email them to our faculty so they can pass them along to the students. How many hours is the most appropriate for an IT internship?
- Jacob Hale – 16-30 hours would be ideal for an internship.
- Kimberly Reed – Should students be required to complete the internship or be given an option to complete the internship OR career skills?
- Matt Hall – If an internship is required, there has to be sufficient number of opportunities available.
- Matt Hildebrandt – May have more availability for interns with upcoming acquisition
- Josh Stutting and Kimberly Reed will look at what it looks like to require an internship along with offering NTC help desk to students to increase soft skills.
- Tele-internships – Depends on the individual, however screen sharing and remote access could create some issues.
- The advisory committee discussed the faculty plan for assessing the revised TSA program outcomes, and did not have any concerns with their plan. Advisory Committee also did not express any concerns with removal of IT career skills course or adding the requirement of an IT internship.
- **Continuing Education/Workforce Training & Professional Development**
 - Workforce Training & Professional Development can provide customized training for your organization. If there are ways, we can help with your workforce please contact Brad Gast at gast@ntc.edu.
- **Advisory Membership Term Length/New Members**
 - We have new guidelines coming out for our advisory committee members. If there are individuals that you know or work with who would like to participate with this committee, please invite them or share their contact information with Courtney at shilts@ntc.edu We would like to include additional members to share their industry perspective and represent additional employers in the NTC region.

Next meeting schedule & agenda items discussion

The next meeting will be held Wednesday, Oct 19, 2022.

Jon thanked everyone for attending and providing great feedback.

Advisory Committee Meeting Minutes

Electromechanical and Automation Systems

May 11, 2022 | 3:00pm to 5:00pm

In-Person and Zoom option available



- **Meeting Attendees**

- **Industry Members:**

Lenny Bass (Lactalis), Scott Bouchard (Creative Automation), John DeHart (Complete Control Solutions), Chris Eiden (Greenheck), Jerald Fermanich (Mullins Cheese), Robert Fromm (Northwest Petroleum), Brady Hoes (Loos Machine & Automation), Bill Huebsch (Greenheck), Jim King (Greenheck), Mike Ritter (Great Lakes Cheese), Dave Tanger (Marathon Technologies)

- **NTC Members:** *Tim Fetting (Associate Dean, ScEAM), Frank Fernandes (Physics Faculty), Ben Knospe (Electromechanical & Automation Faculty), Bryan Schroder (Electromechanical Faculty), Dustin VanDeWeerd (Electromechanical Faculty), Susan Clark (recorder), Dottie Rathjen (recorder)*

- **Welcome**

Tim Fetting, Associate Dean, welcomed the committee members on Zoom and in person. Co-Chairpersons Michael DeBroux and Ryan Hall were unable to attend the meeting; Tim coordinated the meeting and asked the members to briefly introduce themselves and their company.

- Dustin VanDeWeerd was introduced as the Electromechanical /Automation Program Director effective July 1, 2022.
 - Ben Knospe was introduced as a new Electromechanical & Automation Faculty member.
 - An Automation faculty position has been posted at this time. Members were asked to consider anyone that may be interested, specifically anybody with a strong electromechanical and automation background, that may have some interest in teaching; we would welcome their application. If anyone has thoughts or ideas of someone that may be on the cutting edge of doing some automation, getting into the 4.0 industry, or other aspiring technology, or that knows a person that would be a great fit, to either let Tim know or encourage them to apply on the NTC Website.

Advisory Committee Meeting Minutes

Electromechanical and Automation Systems

May 11, 2022 | 3:00pm to 5:00pm

In-Person and Zoom option available



- **Previous Meeting Minutes of December 7, 2021**

The minutes were provided to the committee members by email. No changes were advised or made.

- **Program and Curriculum Discussion**

- Program overview and updates (enrollment)
 - Enrollment is steady in both programs with both sets of students: flex and the cohort group:
 - Fall 2022 [4th semester] 16 students in Electromechanical
 - [3rd semester] 4 students
 - [2nd semester] 13 students
 - [First semester] 8 students
- - New student enrollment for Fall 2022 has 6-8 new students in Automation with the Electromechanical degree:
 - 1-2 each in the first semester
 - 3 in third semester
 - 5 or 6 in the 4th semester
 - The Electromechanical trend in year over year has increased from 13 students last year to 17 students now. A trend that has been seen is that students were not signing up 5 months in advance for classes.
- New proposed Associate Degree – Smart Manufacturing Technician
 - Information regarding the proposed Associate Degree in Smart Manufacturing Technician degree was provided with the meeting agenda sent to Committee members prior to this meeting. Extensive discussion was held, including new courses to be developed collaboratively:
 - Industry 4.0 Fundamentals
 - Industrial Internet of Things
 - Designing a Solution in Smart Factory
 - Collaborative Robots and Vision
 - Simulation and Artificial Intelligence
 - Producing Products in an Intelligent Factory
 - 4.0/Manufacturing Credits to Develop

Advisory Committee Meeting Minutes

Electromechanical and Automation Systems

May 11, 2022 | 3:00pm to 5:00pm

In-Person and Zoom option available



▪ **Questions and Discussion**

- Do you support NTC moving forward with the Associate Degree with the embedded technical diploma?
 - **There was unanimous support from the committee members.**
- What positions in your organizations would you hire with these credentials? The committee reviewed positions in their respective company that would be filled by this degree and it was unanimously agreed that the positions listed below are correct.
 - Manufacturing engineer tech, manufacturing tech assistant, others suggested sending the information to their automation group for input.

A member of the committee commented, "Yes, at our company, I could see our installation group would be beneficial, because we do tow motor controls, tow motors you know, the programming, and the systems."

- **Industry Discussion Roundtable**

- Trends and predictions
 - Business is incredibly busy; significant growth
 - Many employment openings with talent shortage (both production and office)
- Industry Challenges
 - Lack of quality trained staff in manufacturing
 - Hiring from within, emphasis on automation moving heavy into robotics
 - Raw material supply chain issues are terrible and are expected to worsen
 - Some materials not expected to be available before 2023 or 2024
 - Companies want to automate because they can't find people
 - Cannot find employees to program robots
 - Need a variety of employees to be able to "think on the fly" and make changes when there is a manufacturing line down (e.g. cheese plant)
 - Hurdle of remote access to machines via VPN, changing projects, etc.
 - Security with pump to payment chip cards on decline, Speedpass more secure and anticipated to return
 - There will be a lot of work for customers who are going to need new people to help them update controllers, reprogram, convert a machine (especially in food service), projects are nonstop, struggling to find a machinist, increasing inventory to support customers.

Advisory Committee Meeting Minutes

Electromechanical and Automation Systems

May 11, 2022 | 3:00pm to 5:00pm

In-Person and Zoom option available



- The custom nature of customers and skilled labor is difficult to find.
- The need for technicians to be able to troubleshoot a problem.
- Concerns regarding electric cars and needs for the future: various class of charging station, land usage (rent or purchase), power company ability to provide power load to charging station, the lot space including canopy size (ex. one versus two vehicles), customer experience, WiFi availability, and adequate lighting.

- **NTC College Updates**

- A Powerpoint presentation was provided to the members, having been attached to the meeting agenda.

- **Any Other Business**

- MindTrekks from Michigan Tech will present two days of STEAM activities April 14-15, 2023. More information to follow.
- There is a possible partnership agreement in progress for student transfer to MI Tech for the 4-year program in Electrical Engineering Technology. The partnership agreement with UW Stout was recently signed.

- **Student projects** were available from 3-4pm today for viewing, discussion and review by the Committee members with students. Numerous Committee members indicated that the set-ups were done “in real world”, “collaboratively!” and the Committee members were impressed with the students’ cooperation.
- Additional **comments from the Committee** included “projects built real world today”, “modern, robots, ethernet communication, in groups versus individual workers.”
- A closing comment about the **EAA program at the Wausau Airport** has a number of youth participating in that program with “energy”. Discussion was held about reaching out to that group to provide information about the programs that NTC has to offer.
- **A tour of the NTC Industry 4.0 Smart Manufacturing Lab** was provided.

Next Meeting: The fall 2022 meeting will be scheduled later and the committee will be informed of the time and location.

Advisory Committee Meeting Minutes

Electromechanical and Automation Systems

May 11, 2022 | 3:00pm to 5:00pm

In-Person and Zoom option available



NTC Contact Details

- **Iain Cameron**
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Advisory Committee Meeting Minutes

Electromechanical and Automation Systems

May 11, 2022 | 3:00pm to 5:00pm

In-Person and Zoom option available



- **Susan Clark**

Administrative Assistant, School of
Engineering and Advanced Manufacturing
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- **Dottie Rathjen**

Administrative Assistant, School of Engineering
and Advanced Manufacturing
rathjen@ntc.edu



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

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

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Internet café, offices, co-working spaces at NTC

WAUSAU — The Phillips and Antigo campuses of North-central Technical College now have Community Technology Centers with internet cafes, private offices and co-working spaces, according to an NTC press release

The internet café and open spaces include access to high-speed internet and are available at no cost. Private offices and meeting rooms can be reserved for a nominal rate on a daily, weekly or monthly basis.

Additionally, a remote worker package is available

for those who need a secure, dedicated office space with 24/7 keycard access. All spaces include access to vending services and office equipment such as printers, copiers and scanners.

“We know that there is a need for reliable high-speed internet in the communities that we serve and NTC is committed to providing access to everyone who needs it,” said NTC President Jeannie Worden.

“Whether you want to use a computer in our internet café for a day or reserve dedicated office space to

accommodate your work needs, we have options to fit everyone’s needs.”

While NTC’s Community Technology Centers will be open to the community during the regular business hours at each campus, the WiFi signal has been boosted to extend throughout the parking lots to give everyone 24/7 access to reliable internet.

For a complete listing of services and amenities available at NTC’s Community Technology Centers in Antigo and Phillips, visit ntc.edu/technologycenters.



Antigo Daily Journal

Duley to be sworn in as new police chief

By Kevin Passon

kpasson@antigojournal.com

Wednesday's Antigo City Council meeting will begin with the ceremonial changing of the guard at the Antigo Police Department.

Retiring Public Safety Director and Police Chief Eric Roller will be presented with a service

weapon, and Capt. Dan Duley will be sworn in as the new police chief.

The meeting will begin at 6 p.m. at City Hall.

Dillon West will also be brought on as a new officer with the department.

According to a consent agenda resolution, the city will sponsor West through the 19-week police academy, with the state paying

the academy costs and the city paying the wages and benefits during the time West is attending the [Northcentral Technical College](#) police academy.

West would have to repay the city its costs if he left its employment within three years.

The consent agenda includes a resolution that would utilize \$25,000 from the remaining balances in the Entrepreneur

and Facade Grant programs to match a Suick Foundation grant received by the Langlade County Economic Development Corporation for a new effort identified as the Suick Economic Assistance Rewards Creating Hope (SEARCH) program for the downtown business corridor.

Grants would be provided to eligible downtown businesses based on a 50/50 matching

criteria for a maximum amount of up to \$5,000 in grant funds for a \$10,000 project.

The current Façade Grant balance is \$5,655.76, while the Entrepreneur Grant program balance is \$23,633.98. As the request is for \$25,000, the city would still maintain a balance in its programs of about \$4,000, which would be used for the downtown mural program.

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Carlson named Abbotsford Lions Club Student of the Quarter

FOR THE SENTINEL

ABBOTSFORD – Abbotsford High School senior Lydia Carlson has been named the Abbotsford Lions Club Student of the Quarter for the fourth quarter of the 2021-22 school year.

Carlson carries a rigorous class schedule that includes English 101, Chemistry, Calculus, Graphic & Digital Media, Horticulture, Family Living, Games with Implements, and Student Teacher Aide. Her co-curricular activities include National Honor Society, Student Council, BLAST, FBLA, FCCLA, Spanish Club, and Safe Schools Ambassadors.

She has also been a member of volleyball, basketball and track teams.

“Lydia has demonstrated a love of learning and the level of commitment necessary to succeed in college and beyond,” Math teacher, Kasey Daniels stated. “A wonderful student, she is always respectful and prepared for class. She has completed four dual credit courses with [NTC](#) (Honors Algebra 1, Trigonometry, Body, Structure & Function and Introduction to Business) and is currently taking two dual credit classes. Volleyball has been a large part of her high school experience; in 2020 she received Honorable Mention for volleyball in the Marawood Conference. Lydia will be successful in whatever career path she decides to study after high school; I wholeheartedly sup-



Carlson

port her for SOQ recognition.”

Carlson has also been actively involved by bell ringing for the Salvation Army, volunteering for community clean-up days, Red Cross blood drives, food drives, the Abbotsford and Athens Christmas parades, and refereeing volleyball games for league competitions.

Carlson currently works part-time for Carlson Chiropractic. After graduation, she plans to attend either UW-Green Bay or UW-Stevens Point.

She is the daughter of Phil and Robin Carlson, of rural Milan.



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Esports Association to hosts spring championship

The Wisconsin High School Esports Association will host a Spring State Championship tournament in Wausau, according to a press release.

The high school Esports season began on Feb. 23 and consists of an eight-week season. The season will culminate with a Spring State Championship on May 14 at Northcentral Technical College in Wausau.

The championship will feature 20 of the best schools from around the state competing in Rocket League and SMITE events. There will also be 13 colleges present from around the Midwest to promote their Esports programs.

The Esports Association started organizing competitive video gaming events five years ago with seven schools competing in one game. The popularity of the team sport events has increased considerably since then with more than 125 schools across the state competing in four unique games: Smash Bros, Overwatch, Rocket League, and SMITE.

The Esports Association mission is to govern, support and promote the growth of high school esports through community development, advocacy, equitable participation and interscholastic competition to enrich the educational experience. As esports continues to grow across the world, the Esports Association is leading that growth in Wisconsin.

The attraction to Esports has evolved beyond just competing at a high level. The school programs incorporate skills into the competitions such as teamwork, communication, time management, problem-solving, and work ethic.

For the 2022 season, the league has the students applying classroom knowledge in graphic design, broadcasting and event organization through an internship program. Every promotional graphic that is featured for the Match of the Week, and the play-by-play commentary was created by high school students from around the state.

The Esports Association also emphasized the importance of embracing every single person. The league is building an accepting environment that allows every student to showcase skills and abilities.

For more information, visit wihsea.org.

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SUBMITTED

Members of the Medford Area Public School District esports team with the computer equipment they use to compete.

Esports team opens another type of competition to Medford students

Team members compete playing a variety of video games against other students, schools representing area

BY KEVIN ROSALES
REPORTING INTERN

Last year the Medford Area Middle School started up a new club where students could participate in something called esports. Coach and advisor for the club being Kevin Wellman. Due to the popularity of the club, the Medford Area Senior High School was told to form an esports club as well. Esports became available for high school students this school year, coached and advised by Tran Brooks.

What esports are people playing competitive video games against other organized teams through the internet. Students in these clubs face off other students from other schools in a number of different games. These games include Overwatch, Rocket League, and Super Smash Brothers Ultimate.

Wellman was inspired to form a middle school esports club because his daughter had gotten really into Overwatch. Wellman stated that he started the club in order for kids who aren't in traditional normal athletics to get into a sport of sorts. Students have to work, communicate, and grow as a team, lose and win with grace. Just as you would in any other sport.

Let's give a small explanation of how each game is played. Overwatch is a team-based multiplayer first-person shooter game. Players work in a team of six, each player selects from a large roster of characters with unique abilities. Teams work together to complete a map-specific objective within a limited time period vs another team of six.

Super Smash Bros Ultimate is a fighting game with a large number of characters to choose from with different abilities. The goal of the match is to score more eliminations than your opponents. Players must use differing attacks to weaken their opponents and knock them out of an arena. The percentage above that character's icon will go up. The higher it is, the more likely it is that they'll get sent flying after the next big attack.

Rocket League is a sport-based video game based on soccer using cars. It features a competitive game mode based on teamwork and outmaneuvering opponents.

Players work with their team to advance the ball down a field and score goals in their opponents' net.

Coach Wellman is usually asked certain questions about esports as it is still not so well known. Answers to the most common questions are. There is no need for a referee. No need to put anyone on a bus. All you have to pay is for the coach and a registration fee to the high school esports association which is only \$100 a year. There are different seasons like any other sport. There is a form of practice that each student does for their individual game.

Esports has also granted students certain opportunities that they wouldn't have had otherwise. The middle school members of the club got the chance to visit the [Northcentral Technical College](#) esports facility, where they had the chance to watch and play along with higher level players. If students continue to focus on playing well in higher end state games, colleges would be looking at students who play and could recruit them, potentially granting them a chance at full scholarships.

As with any new club or sport, problems did arise. Firstly, the budget for both the middle and high school, they are nearly nonexistent but especially so for the middle school. At the middle school many kids want to play but they are limited by computers so the oldest students take priority. Most have been playing with no sound, only recently getting three new headsets for the middle school. There was no middle school division last year, having middle school students go against high schoolers. Now there is, but the middle school division has no option to participate in playoffs.

There is also the challenge of experience. According to coach Brooks many of the teams they have faced have been involved with esports for sometime. Thus they were able to know what each other's strengths and weaknesses were. This allowed them to play off each other more. This was the high school's first year so the kids were just getting used to working with each other. But overall Brooks thinks they worked very well together.

Both Wellman and Brooks believe esports gives students an outlet, builds social skills, and provides teamwork. Like any other extracurricular activities and clubs, it is another way that students can become involved in the school. They will all grow to become better. Both coaches they have high hopes for the future of the clubs and their students.

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ALEX RODRIGUEZ, ALEX.RODRIGUEZ@JOURNALTIMES.COM

Case High School Legends team members compete and look on Tuesday at Carthage College.

On a Rocket-ship to state

Case High's esports team stays undefeated, heading to semifinals

ALEX RODRIGUEZ
alex.rodriguez@journaltimes.com

KENOSHA — A legend-ary game of "Rocket League" was played Tuesday night between crosstown rivals Horlick High School and undefeated Case High School.

In the end, the Case Legends esports team remained unbeaten. Up next: the Wisconsin High School Esports Association's "Rocket League" state championship semifinals against Oak Creek on Saturday at [Northcentral Technical College](#) in Wausau.

"Rocket League" is an immensely popular video game launched in 2015 that combines vehicle racing with soccer, in which each player controls a vehicle equipped with a futuristic rocket-booster and teams of three players try to hit a giant virtual ball into a goal while defending their own goal from the



RACINE UNIFIED

A Horlick Rebel competes in Tuesday night's match at Carthage College.

other team.

According to statistics published by the game's publisher, Psyonix, as of July 2020, "Rocket League" surpassed 75 million players worldwide, with an estimated 5 billion matches played and 29 billion goals scored. The game quickly became one of the most popular games in the competitive gaming subculture.

Tuesday's matchup was hosted in Carthage College's esports arena in Kenosha. The Legends won the game in the fourth round without needing substitutes, keeping their roster of three players — Alex Vaile, Alex Fraid and Tyler Olson — throughout each round. They were led by Vaile, the team's captain who recorded two hat

Tune in

The Case Legends pursuit of a "Rocket League" state championship can be watched Saturday on the WIHSEA (Wisconsin High School Esports Association) Twitch channel, twitch.tv/wihsea

tricks in back-to-back rounds.

The Legends are currently having quite the year competitively. The team won state this year in "Super Smash Brothers Ultimate," a popular Nintendo fighting game in which Mario can fight against the likes of Sonic the Hedgehog and the Pokémon Jigglypuff. The Legends are also currently undefeated in "Smite," an action game populated with mythological figures like the Greek Achilles and the Lovecraftian Cthulhu.



VIEW: For more photos and a video from Tuesday's match, point your smartphone camera at the QR code then tap the link. [NEWSVU](#)



Merrill, Foto News

DECA students attend Governor's Business and Economic Development Conference

TINA L. SCOTT
EDITOR

Earlier this year, Merrill High School DECA and Business students were invited as guests to the Governor's Business and Economic Development Conference in Madison in February for a chance to participate in this year's timely theme: "Tackling Economic Challenges."

"Students learned about the forces and people driving Wisconsin's industries, cities, logistics, and tourism," said Olivia Dachel, DECA Advisor at MHS.

They had the opportunity for "networking with Stephanie Klett, former Secretary of the Wisconsin Department of Tourism and Discover Wisconsin



Back row, L to R: Jack Hoock, Brendan Blystone, Amber Winter, Maya Paulus, Rep. Calvin Callahan. Front row, L to R: Cory Gigl, Callen Hoeppner, Elizabeth Schmidt, Aidan Blystone.

Photo courtesy of the office of Rep. Calvin Callahan.

Hostess; Dennis Winters - Wisconsin Chief Economist; and other members of the Wisconsin Economic Development Association," she said.

"From the trip, I got an opportunity to network, and to meet many great and powerful people in business and economics," said Jack Hoock, MHS Senior and

DECA member who will be attending **NTC** for Business in the fall.

"I learned how important and fun tourism is," said Maya Paulus, MHS student/DECA member, "And how much of an impact it has on our communities."

"I enjoyed networking with all the economic related professionals and diving deep into economics," Elizabeth Schmidt, MHS DECA student said.

"The trip to the Governor's conference has given unique insight into the inner-workings of the economy and the world of business," added Brendan Blystone, another MHS student and DECA member who attended with the

group.

Afterward, the students also met with Representative Calvin Callahan, member

See DECA page 7

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**Here's what Jean Ravn
has to say about our club:**

"I've been a RAC member since 2000, and continue to participate in ten classes a week like

Zumba, Step

Aerobics, and Pound. I enjoy that the classes are included in my



Jean Ravn





DECA from page 3

of the Wisconsin State Assembly who represents the 35th Assembly District which includes all of Lincoln County along with western Langlade County and portions of Marathon, Oneida, and Shawano Counties. Callahan gave them a personal tour of the Capitol building and then discussed possible careers in public service, as well as policy and government topics, with the students.

"I enjoyed getting to sit and talk with Rep. Callahan and getting to know how he got where he is in his life," Paulus said.

"I enjoyed diving deep into how politics work and how legislation is debated," Schmidt said. "Rep.

Callahan not only taught us a lot about politics and government, he gave us valuable life lessons about the future and our careers," Hooch added.

"I was glad to have the opportunity to show them around the building. Thanks for making the

trip and meeting with me and my staff!" Rep. Calvin Callahan said.

He added that he was pleased to meet with the students "and hear about their plans for the future, as well as share a little bit of advice of my own."

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MERRILL FOTO NEWS

student

Shifting school focus

Beranek: fewer students interested in college

The Marathon Board of Education last week Wednesday congratulated with applause principal David Beranek for Marathon High School being rated in 2022 the best high school in central Wisconsin by *U.S. News and World Report*.

Beranek, who credited high school staff for the accolade, said the recognition was great but questioned whether the high school's top ranking would continue given changes in the economy and the career goals of students.

Beranek said the *U.S. News and World Report's* rankings heavily rely on college prep indicators, such as ACT test scores and the number of students in Advanced Placement classes.

He reported many Marathon High School students are shifting their focus away from college. These students, he said, want to head to a technical school, such as [Northcentral Technical College](#), to pursue a career in the trades or, otherwise, just get a job in today's employee-starved economy.

Beranek said he couldn't promise school board members future high ACT scores. He said some students refuse to take the college entrance exam which now is given to every Wisconsin junior in order to measure school quality on annual report cards.

"I had heard about this, but this year I witnessed it myself," Beranek said. "The student says, no disrespect, but I will sit in the test and just not take it."

Beranek said this refusal is understandable: some colleges no longer

look at ACT scores and the scores do not help students headed towards a career in the trades.

The principal questioned the validity of a test that a significant number of students don't take.

"You wonder what the data will be across the state," he said.

In other board business:

■ Board members held a re-organizational meeting. Elected officers were: Jodi DeBroux, president; Lia Klumpyan, vice president; Beth Seubert, clerk; Ted Knoeck, treasurer; Paula Vesely, assistant clerk.

Board members named Klumpyan as Wisconsin Association of School Board representative, Seubert as CESA 9 representative and Jackie Hanke as Marathon County special education board representative.

■ District administrator Rick Parks announced representatives of the Marathon City Village Board and Marathon Board of Education will meet Thursday to set an agenda for a joint meeting to discuss future housing projects in the village.

■ Board members approved a resolution to pay off early \$435,000 of bonds sold in 2019. The early payment will save the school district \$198,422 in interest on a \$4.235 million bond.

■ Board members directed administration to have Site Logic, a Twin Cities engineering firm, propose putting together a long-range capital plan for school infrastructure, including lights, heating systems and buildings. Board members said they could hear a com-

peting firm make a proposal, as well.

Cost of the proposal will be free, said administrator Parks, but the company wants to be the general contractor for any future construction project.

Board member Ted Knoeck asked that any future plan not include items where school maintenance crews already know what needs to be done, such as school roofing.

■ Board members approved a list of co-curricular advisors and offered contracts for summer school employment. The board pays summer school teachers not affiliated with Marathon Public Schools \$20 an hour; \$25 an hour if they are affiliated; and \$30 an hour if they have a masters degree.

Board member Seubert abstained from the summer school employment vote.

■ The board voted to have Baseman Floors, Appleton, refinish the new gym floor for \$22,632.

■ Board members voted to hire Rhian Sweno as a second grade teacher. They also accepted the retirement of Pam Hurtis, elementary teacher.

■ Marathon Area Elementary School/Marathon Venture Academy principal Ryan McCain announced there will be an eighth grade graduation ceremony on Thursday, June 2, at 6 p.m.

He said that dean of students Lynelle Love was working with the Wisconsin Department of Justice to incorporate principles of restorative justice to elementary and middle school discipline. In the program, students will not just face consequences for misbehavior, but be asked to repair relationships.



David Beranek



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Abby to graduate 49 on Saturday

The 2022 senior class of Abbotsford High School will feature 49 young adults receiving their diplomas on Saturday afternoon.

The graduation ceremony will take place at 2 p.m. at the Abbotsford High School North Gym on Saturday, May 21.

The class boasts two co-valedictorians as well as one salutatorian.

The 2022 valedictorians are Clayton Blasel and Aaron Duke-low, each earning a 4.0 GPA during their high school careers.



Clayton Blasel

Blasel is the son of Greg and Jenny Blasel and has been extremely involved during his time at Abbotsford High School. His extracurricular and volunteer activities include: president of Skills USA, vice president of FFA, National Honor Society and mathletes.

Blasel has also participated in the Abbotsford Christmas Parade Float Restoration, raked leaves for the community

See **GRADUATES**/ Page 6

Graduates

Continued from page 1



Aaron Dukelow

and he is a member of Central Fire and EMS. The senior is going to attend Fox Valley Technical College majoring in agricultural power equipment.

Dukelow similarly participated in numerous extracurricular events and volunteer opportunities. They consist of: vice president of FFA and Skills USA while also participating in National Honor Society.

Dukelow volunteered at his church, dairy breakfasts and in the Abbotsford Christmas Parade.

He plans to attend UW-Madison Farm and Industry short course.

Dana Bloch earned the nod as the class of 2022 salutatorian and partici-

all over and this is one of the most well-attended leagues that you'll ever find," Oehmichen said.

He also explained that he is hoping these courts will result in the expansion and success of not only the high school

pated in National Honor Society, Band, Jazz Band, choir, show choir, FBLA, forensics and mathletes.

Bloch also volunteered at her church with Bible school, at the basketball concession stand and at Milan softball leagues. She will be attending Northcentral Technical College in the fall for mechanical design engineering technology.

The class dons the white rose as its class flower and has four class officers. Adan Villa (president), Maria Cruz-Celiz (vice president), Kressa F r a h m a n n (treasurer) and Bridgett Pogodzinski (secretary).



Dana Bloch

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THE BSMS Rocket League team finished as the Division 4 state runner-up during the Wisconsin High School Esports Association Spring 2022 State Tournament held at **Northcentral Technical College** in Wausau on Saturday, May 14. The Knights defeated Deerfield, 3-1, in a best-of-five state semifinal match, and then fell to Bruce, 4-1, in a best-of-seven state finale. Picture here, from left to right, are team members: Brayden Gunnell, Captain Luke Unbehaun, Nathan Reuter and Coach Baustin Duff-Bowers.



Florence Mining News - (1881-1894 & 2005-current)

Niagara High School Class of 2022 Top Five



Evan Bruemmer

Niagara Superintendent, Nathaniel Burkland; the Board of Education; and school faculty have announced the top five scholars in the graduating Class of 2022. They led the class of 25 graduates.

Evan Bruemmer, 17, will graduate first in his class with a cumulative grade-point average of 3.843. He is the oldest child of Denise Lind and Marc Bruemmer. Evan has one sibling, Brooke Bruemmer.

Evan is an honor student who has participated in football, track & field, forensic public speaking, and Hi-Q. He is the 2022 Forward Financial Badger Boy. His other honors and awards include 2020 2nd Team All-Conference Offensive Line, 2021 Track & Field Most Valuable Player, High Honor Roll, Academic Letter, National Honor Society member, 2018, 2019, and 2020 Student of the Week, and 2019, 2021, and a three-time medal winner at the state forensic public speaking competition. Evan has also received the Academic Excellence Scholarship.

Evan named Mrs. Anderson as his role model because she has inspired him to be motivated and to continue to work hard through high school. Her dedication to her students is truly inspiring, and she has been



Domenic Bjorkman

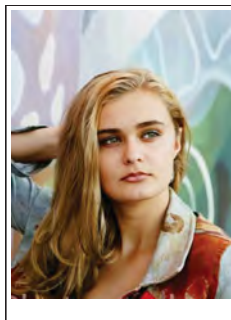
a constant, driving force pushing Evan and his peers to apply themselves and shoot for the stars.

Evan enjoys weightlifting, camping, and hiking. He has amassed over 200 hours of community service hours as a volunteer for the Salvation Army Kettle Drive and as a YMCA youth swim lesson instructor. Evan's work experience includes two years working as a lifeguard for the Northern Lights YMCA.

Evan will attend Northern Michigan University in the fall where he will pursue a degree in Criminal Justice. Evan will be participating in the ROTC program with plans to commission as an active-duty officer in the United States Army following college graduation.

Domenic Bjorkman, 18, will graduate second in his class with a cumulative grade-point average of 3.833. He is the youngest child of Trinity and Jodi Bjorkman. Domenic has one sibling, Madison Bjorkman.

Domenic is an honor student that has participated in track & field and forensic public speaking. His honors and awards include High Honor Roll and Academic Letter, and he was a bronze medal winner at the state forensic public speaking competition.



Beauden Anderson

Domenic named all his teachers as his role models citing the following reasons: Mrs. Anderson and Mrs. Lynch for teaching him responsibility, Mrs. Gunderson for teaching him respect, Mr. Laarman and Mrs. Hartwig for teaching him morals, Mr. Ellis and Mr. Trudeau for teaching him life skills, and all of my teachers for their unending patience.

Domenic enjoys playing video games, hanging out with his friends, and sleeping in late. His community service includes working at the high school concession stand and helping with the Niagara Majorettes program. Domenic is currently employed at the Niagara School District as a custodian.

Domenic will attend Northeast Wisconsin Technical College in the fall where he will pursue a degree in welding. He hopes to secure a job as a welder near, or in, Niagara so he can stay close to his family and support our community.

Beauden Anderson, 18, will graduate third in her class with a cumulative grade-point average of 3.78. She is the youngest child of Kevin and Ginger Anderson. She has one sibling, Dr. Ben Potter.

Beauden is an honor student who has partici-

pated in volleyball, basketball, softball, Badgers United, Art Club, Miss Niagara Court, and forensic public speaking. She is the 2022 Forward Financial Badger Girl. Beauden's other honors and awards include National Honor Society member, High Honor Roll, WHSFA Public Speaking State Medalist, and Association of Student Artists Award. Beauden has also served as the Class of 2022 President for four years.

Beauden named her brother, Ben, as her role model. Scholar-athlete and now surgeon, he practices healthcare in a rural area. Regardless of his many accomplishments and honors, this has always been his philosophy: "Our primary purpose in this life should be to help others." Beau agrees with him and believes that this sense of obligation to others is the direct result of being raised in the close-knit community of Niagara. Service to her community will be the primary focus of Beauden's career, and she would like to make sure that she is practicing healthcare in an underserved rural area.

Beauden enjoys illustrating, knitting, reading, and playing the piano. Her involvement in the community runs far and wide. She has volunteered for the Niagara High



Bailey Pearson

School Red Cross Blood Drive, Camp Michigan - "The Big Clean", the Big Red Bard, Philadelphia Service Trip, Lions Club Picnic, and NABA Candlelight Snowshoe/Ski Event among other things. Beauden is currently employed at Dave's Auto Sales and Service. She is a member of the Quinnesec United Methodist Church in Quinnesec, Michigan.

Beauden will attend East Tennessee State University in the fall where she will major in Health Sciences with an emphasis in microbiology.

Bailey Pearson, 17, will graduate fourth in her class with a cumulative grade-point average of 3.637. She is the daughter of Gary and Jodi Pearson. Her siblings are Gary Pearson, Matheaw Pearson, and Mackenzie Metras.

Bailey is an honor student who has participated in volleyball, basketball, track & field, Badgers United, Student Council, Yearbook, club volleyball, and forensic public speaking. Her honors and awards include 2021 Basketball Badger Award, 2021 Volleyball Marinette & Oconto All-Conference Honors, 2021 Volleyball Marinette & Oconto 1st Team All-Conference, Badgers United Co-Captain, Aca-



Isabel Jacobs

demic Letter, and Honor Roll.

Bailey named Mrs. Anderson as her role model because she is the most selfless person she knows. Mrs. Anderson would do anything for her students and is always doing something for others. Bailey aspires to be like her.

Bailey enjoys baking, participating in sports, dancing, art, and fishing. Her community service includes working at the high school concession stand, refereeing for Great 8 game and UPNorth women's tournaments, and helping with high school dance set-up and clean-up.

This fall, Bailey will be attending Lakeland University where she will major in Business Administration. She will also continue her volleyball career as a Lakeland Musky.

Isabel Jacobs, 17, will graduate fifth in her class with a cumulative grade-point average of 3.598. She is the youngest child of Chad and Melissa Jacobs. Her siblings are Logan Jacobs and McKayla Jacobs.

Isabel is an honor student who has participated in volleyball, track & field, Student Council, Art Club, Badgers United, Yearbook, and forensic

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Florence Mining News - (1881-1894 & 2005-current)

Top five from page 10

public speaking. She has served as the Class of 2022 Secretary for the past three years, is a medal winner at the state forensic public speaking competition, was chosen as the Volleyball 2021 Most Improved player, and is currently the Badgers United Co-Captain.

Isabel named her parents, Chad and Melissa, as her role models because

they are the hardest working people she knows. Her parents are funny and loving people who have inspired Isabel to be the best person she can be.

Isabel enjoys fishing, playing sports, and camping. Her community service includes working at the high school concession stand, helping with high school dance set-up and clean-up, serving as a

Junior Counselor at Northern Lakes Impact Center, and volunteering at Badgers United events. Isabel is currently employed at Wal-Mart.

Isabel will attend **Northcentral Technical College** in the fall. She plans to become a Dental Hygienist.

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Waukesha Bearings marks 50 years in Antigo community

By Kevin Passon

kpasson@antigojournal.com

It was a mix of company leaders, retirees, and city and county officials who gathered Wednesday at Waukesha Bearings to celebrate the company's 50-year anniversary as part of the Antigo community.

"We are proud of our success and growth to become a supplier of precision bearings to some of the largest multinational corporations from our small town, northern Wisconsin location," said Mark Greenlund, plant manager.

Greenlund, who has been in Antigo almost two years, also noted the plant recently marked 365 consecutive days without an accident.

Mayor Bill Brandt praised the company, its workers and its leadership.

"Waukesha Bearings has been a great part of our community," he said. "I don't know of another manufacturer who would hold an event like this and have as many retirees care about their business to show up. That's why you're such a great business, and that's why you've excelled all these years—because of the quality workforce."

Global leader

Waukesha Bearings is a global leader in the design and manufacture of engineered hydrodynamic bearings and magnetic bearing systems.

Founded in Waukesha in 1946, Waukesha Bearings opened its Antigo manufacturing facility May 2, 1972, with a staff of three full-time employees. In 2019, the plant expanded to 100,000 square feet of manufacturing space



Kevin Passon

Tim Renard, vice president of engineering with Dover Precision Components, talks about his early days working at Waukesha Bearings in Antigo. The local plant celebrated its 50-year anniversary in the city with a celebratory party Wednesday.

and now employs 120 full-time employees.

The manufacturing space was added to accommodate production for marine bearing systems and other new projects awarded to the company.

Greenlund was presented with a certificate from the office of Congressman Tom Tiffany,

commemorating Waukesha Bearings' 50 years in Antigo.

The company continues to grow and is currently in a hiring mode.

"We are looking for people within the Antigo community who want to be part of the next 50 years of success at Waukesha Bearings," Greenland said.

The Antigo plant is the largest of four manufacturing sites and is supported by engineers in Waukesha. To serve its global customer base, Waukesha Bearings also has manufacturing facilities in the United Kingdom, China, and Mexico.

See Bearings Page A8

Antigo Daily Journal

Bearings

Continued from Page A1

Greenlund said an article in the Antigo Daily Journal of 50 years ago quoted Bob Rice, then president of the Antigo Industrial Corp.

"He said that ... the challenge is going to be finding that technical, highly skilled trained workforce that we're looking for," Greenlund said. "Things haven't changed in 50 years. We're still looking for those kind of people to join us."

Among the retirees at the event were the husband and wife duo of Jeff and JoAnn Liedtke.

Jeff Liedtke started with the company in 1974 and retired in 2017. Along the way he met his future wife who worked in the purchasing department.

"I started as a machinist and about two years later, I went into quality control," Jeff Liedtke said. "In 2000, Waukesha built a plant in Spartanburg (South Carolina), and my wife and I were offered a job, so went to the Spartanburg plant to

get that going. Then they closed and we were offered our jobs back here."

Jeff Liedtke said he started at Waukesha Bearings when he was about 20 years old with thoughts of working there a few years and then moving on.

"They kept building my education up, sending me to tech schools," he said. "It was an excellent place to work for."

Local leaders

Brandt also praised the company for its investment in the workforce.

"You've thrived, and that's been great for our community," he said. "You've been leaders in the community."

Brandt recalled when Waukesha Bearings staff worked with the Northcentral Technical College to train students in machinery operation. It was only later that companies would follow in their footsteps.

"It was one of the first signs of industry actually jumping out ahead of things in trying to train people for the future," Brandt said.

Optimized for top performance in oil and gas, power generation, marine and industrial markets, Waukesha Bearings products are engineered to provide low power consumption, reduced operating temperatures, and increased reliability and efficiency. Typical applications include gas, steam, and hydro turbines, centrifugal gas compressors, gearboxes, pumps and motors.

Product designs address the needs of everything from large-frame turbomachinery to small, high-speed

turbochargers, electric submersible pumps to subsea pumping equipment, compressors to gearboxes.

Waukesha Bearings is part of Dover Precision Components, an integrated provider of performance-critical solutions for rotating and reciprocating machinery.

Tim Renard, vice president of engineering with Dover Precision Components, has been with the company since 1995, tracing his roots to the Antigo plant.

Waukesha Bearings has

been part of the Dover Precision Components since 1977.

"I'm a home-grown guy. I wear a corporate badge, but this is my home plant," he said. "This is where I grew up, and that's a testament to all of you."

Antigo is high on the pecking order for company investment, Renard said.

"Waukesha Bearings is held in high regard by the corporate leadership," he said. "You do a fantastic job, do quality products and service the customers well. We're ready to invest here."

Renard also read congratulatory comments from Dover Precision Components President Marcell Ulrichs.

"The Antigo facility ... has been the flagship manufacturing plant for Waukesha Bearings," Renard said.

"This plant is worth investing in, a quote that I steal from our president who was here at one time and said, 'This plant is worth investing in. Bring us the projects; we'll invest the money,'" Greenlund added. "So, we're really looking forward to the next 50 years."

SCHEDULE OF EVENTS

- 1:00 PM-Registration
- 2:00 PM-Shotgun Start
- 5:00 PM-Dinner/Raffles/Entertainment
- 6:30 PM-Golf/Raffle Winners Announced

REGISTRATION

\$300/team includes: dinner & cart

\$25 Dinner Only

Prizes & Raffles

Including:
Best Team Name, Best Dressed, 50/50 ...and more!

Cash Raffle Winner Announced at 6pm

Fairways For Futures

BOYS & GIRLS CLUBS OF THE NORTHWOODS

Golf Outing & Raffle

The Monroe Times Saturday, May 21, 2022

SCHOLARSHIPS

B3



CONGRATULATIONS ON YOUR SCHOLARSHIPS, GRADUATES!

AMBER MARIE MEIGHAN
Mother's Sheila Moore
Career Plans: Early childhood education
Attending School At:
Blackhawk Technical college
Scholarships Received:
Albert Geigel
Doris Messmer

ZACHARY LEE MEIGHAN
Mother's Sherry Meighan
Father's David Meighan
Career Plans: Madison Area Technical College, starting an apprenticeship majoring in electrical. Want to become a journeyman electrician
Attending School At:
Madison Area Technical College
Scholarships Received:
William & Ruth Ametzutz
Gavin Bredson Memorial
Green Country Fall Nationals
Jacob's Swag
Kwanis

OLIVIA CAROLINE MELLAND
Mother's Jill Melland
Career Plans: elementary education
Attending School At: UW-Platteville
Scholarships Received: Janette Rodger

KYLE MORGAN MILLER
Mother's Julie Miller
Father's Shawn Miller
Career Plans: Medical Field
Attending School At: UW-La Crosse
Scholarships Received:
Colony Brands-student employee
Albert Geigel
Clifford and Dorothy Reasa

QUINN AVERY MOORMAN
Mother's Suzanne Koels
Father's Jeffery Moorman
Career Plans: I plan to major in Social Work, and if I have the financial and academic ability I've been considering going to law school afterwards.
Attending School At: Champaign College
Scholarships Received:
Friends of the Public Library
Leonard G. Maske
MHS Alumni Advocating for LGBTQ+ Youth Scholarship

KAITLYN HOPE MURPHY
Mother's Peggy Murphy
Father's David Murphy
Career Plans: I plan to become an RN after graduation
Attending School At: Carthage College
Scholarships Received: Lanetta Keeler Memorial
Monroe Cheesemaker Booster Club
Clifford and Dorothy Reasa
Mary Kay Zemlicka

MANAL MURAD MUSTAFA
Mother's Naila Mustafa
Father's Murad Mustafa
Career Plans: Proceed to Law School to become a trial lawyer.
Attending School At:
University of Wisconsin-Madison
Scholarships Received:
Matthew Figi Scholarship
Lions Club
Mauerman Family Scholarship
Monroe Cheesemaker Booster Club

NICHOLAS JOSEF NEWCOMER
Mother's Monique Newcomer
Father's Craig Newcomer
Career Plans: I plan to earn Master's, Bachelor's, and a Doctorate's degree in a university. I also plan to attend medical school to become a surgeon.
Attending School At:
Northwestern University, Vanderbilt University, and UW Madison
Scholarships Received:
Clifford and Dorothy Reasa
Fritz Schild
Student Senate

TIMOTHY SHANE OLSON
Mother's Erin Olson
Career Plans: biomedical engineer
Attending School At: UW Milwaukee
Scholarships Received: Helen Altman
Albert Geigel
Lucy Roidt Memorial

KATIE ELIZABETH PANDOW
Mother's Laura Pandow
Father's Brett Pandow
Career Plans: mortician
Attending School At:
Worsham College of Mortuary Science
Scholarships Received:
Jess Hager Memorial

NORMA JEANE KATHERINE PARR
Mother's Amy Marchant
Father's Robert Parr
Career Plans: Psychology
Attending School At: UW Platteville
Scholarships Received:
Perle and Doris Guess
Hedwig Fortman

KAYLEA ANN PAULSON
Mother's Kendra Paulson
Father's Shawn Paulson
Career Plans: Sonography
Attending School At:
Blackhawk Technical College
Scholarships Received: Christine and Nits Adolphson
Blackhawk Technical College
Kwanis
J & M McDonald
Monroe Cheesemaker Booster Club

RYAN HEATH RAWSON
Mother's Andrea Rawson
Father's Dava Rawson
Career Plans: I plan to go to college at Platteville to get my masters. Afterwards I will try to get a job at Madison hospital.
Attending School At: Platteville
Scholarships Received: Albert Geigel
Perle and Doris Guess

KELSEY LYNN RITSCHARD
Mother's Michelle Ritschard
Father's Jamie Ritschard
Career Plans: To work for a hospital or clinic as a physical therapist assistant
Attending School At:
Blackhawk Technical College
Scholarships Received:
Joanne Oyure
J & M McDonald
Pat Berra/REACH
Clifford and Dorothy Reasa

ALYSSA MARIE ROELLI
Mother's Michelle Roelli
Father's Jason Roelli
Career Plans: Major in Biology and go the pre-medicine route in College, then go to medical school to become a doctor.
Attending School At: Elmhurst University
Scholarships Received:
Gavin Bredson Memorial
Beth Herbst Memorial
Monroe Cheesemaker Booster Club
SSM Health Monroe Volunteer Services
Scholarship
Fred T. and Bertha Odell
Clifford and Dorothy Reasa

AARON GILBERT ROIDT
Mother's Elizabeth Roidt
Father's Bernard Roidt
Career Plans: I am majoring in Accounting to pursue my CPA license.
Attending School At:
The Master's University
Scholarships Received:
Abtman Family Scholarship
Gavin Bredson Memorial
Colony Brands-student employee
TSLA
Frautschy
Ken and Pat Gratz
Jacob's Swag
Lions Club
Leonard G. Maske
Monroe Cheesemaker Booster Club
Mueller Mark "Denim" Mueller Memorial
Fred T. and Bertha Odell
Mo Sathoff Memorial
Student Senate

MITCHELL HENRY ROWE
Mother's Carrie Rowe
Father's Adam Rowe
Career Plans: Become an Accountant and become a CPA
Attending School At: UW-Whitewater
Scholarships Received:
Albert Geigel
Knights of Columbus
John C. McElhaney Memorial Scholarship
Neuschwander Band

TAYLOR MARIE RUFER
Mother's Kristine Rufer
Father's Alan Rufer
Career Plans: Prepharmacy program and pharmacy school to become a clinical pharmacist
Attending School At: University of Iowa
Scholarships Received:
Gavin Bredson Memorial
William and Hettie Gapein
Jacob's Swag
John C. McElhaney Memorial Scholarship
SSM Health Monroe Volunteer Services
Scholarship
Neuschwander Band
Clifford and Dorothy Reasa
Mo Sathoff Memorial
Wellington

LILIAN DANIELLE SAUNDERS
Mother's Nichol Saunders
Father's Daniel Saunders
Career Plans: I plan to become a post secondary educator in Music or English.
Attending School At:
University of Minnesota-Twin Cities
Scholarships Received: Dolores Feldt
Green County Retired Educators
Holly Soden-Farwell Memorial
Monroe Education Association
Mary Meythaler Ogden

AVA MARGARET SCACE
Mother's Mary DeZee
Father's Daniel Scace
Career Plans: Cosmetology
Attending School At: Aveda
Scholarships Received:
Gavin Bredson Memorial
Jacob's Swag

ELSA CHRISTINE SCHAEFER
Mother's Shari Schaefer
Father's Kurt Schaefer
Career Plans: I plan to pursue a career as a Physical Therapist.
Attending School At:
University of Wisconsin-La Crosse
Scholarships Received:
Helen Altman
Gavin Bredson Memorial
Albert Geigel
John C. McElhaney Memorial Scholarship
Student Senate

OWEN PAUL SCHIPPER
Mother's Heather Schipper
Father's Paul Schipper
Career Plans: Engineering
Attending School At: MSOE
Scholarships Received:
Perle and Doris Guess

ETHAN CHRISTOPHER SCHMIDT
Mother's Sharon Schmidt
Father's Christopher Schmidt
Career Plans: Go to Madison area technical college to get an associates in business management hope fully get a job in sales then later down the road go back to school and become a financial consultant.
Attending School At:
Madison Area Technical College
Scholarships Received: Leonard G. Maske

TREVOR JAMES SCHMITT
Mother's Julie Schmitt
Father's Peter Schmitt
Career Plans: Finance
Attending School At:
Trinity International University
Scholarships Received: Leonard G. Maske

BRADY THOMAS SCHUH
Mother's Carrie Schuh
Father's Tom Schuh
Career Plans: Business management
Attending School At: UW Parkside
Scholarships Received:
Badger State Ethanol Scholarship
Gavin Bredson Memorial
Dahms
Albert Geigel
John C. McElhaney Memorial Scholarship
Monroe Cheesemaker Booster Club

JADYN ELIZABETH SCHWARTZLOW
Mother's Tina Schwartzlow
Father's Jon Schwartzlow
Career Plans: Graphics Design
Attending School At: Rasmussen University
Scholarships Received: Leonard G. Maske

EGOR SEREDA
Mother's Elena Matley
Father's Scott Matley
Career Plans: Finance
Attending School At:
Crossex, Eau Claire, University of Minnesota-Twin Cities
Scholarships Received: Albert Geigel

CARTER PATRICK STEINMANN
Mother's Kelly Steinmann
Father's Shawn Steinmann
Career Plans: Medical; Dentistry
Attending School At:
University of Wisconsin - Madison
Scholarships Received: Boser Scholarship
Kelly Burns Memorial
Colony Brands-student employee
Albert Geigel
GRWC Woman's Club
Jacob's Swag
MHS Class of 1972
Monroe Swiss Singers
Mark "Denim" Mueller Memorial
Clifford and Dorothy Reasa
Student Senate

ALEXIS KAY STOYCHOFF
Mother's Sheri Stoychoff
Father's Eric Stoychoff
Career Plans: Human Resources or Child Therapy
Attending School At: UW-La Crosse
Scholarships Received:
Colony Brands-parent employee
Albert Geigel
Herbert H. Goodman

HAILEY JOY STOYCHOFF
Mother's Sheri Stoychoff
Father's Eric Stoychoff
Career Plans: Dental Hygiene, pursue a four year for Dentistry after completion
Attending School At:
Northcentral Technical College
Scholarships Received: Leonard G. Maske
Herbert H. Goodman

MADISEN MAE SWINDLE
Mother's Brandie Swindle
Father's Jonathan Swindle
Career Plans: I plan to go to college for microbiology, and afterwards I would attend medical school to become an Orthopaedic Surgeon.
Attending School At:
University of Wisconsin Oshkosh
Scholarships Received: Albert Geigel
Pat Berra/REACH
Clifford and Dorothy Reasa

LUIS ALEJANDRO TORRES
Mother's Ana Maria Enriquez Espinosa
Father's Jose Luis Torres Gonzales
Career Plans: Something business related or Engineering
Attending School At:
Southeastern Iowa Community College
Scholarships Received:
Knights of Columbus
Lions Club
Leonard G. Maske
Monroe Cheesemaker Booster Club

ETHAN JOSHUA TOWNE
Mother's Tracy Towne
Father's Joshua Towne
Career Plans: I plan to pursue a career in either the medical field or in law.
Attending School At: Edgewood College
Scholarships Received: Helen Altman
Gavin Bredson Memorial
Jacob's Swag
Monroe Swiss Singers

MARISA ELIZABETH VOSBERG
Mother's Laura Vosberg
Father's Phil Vosberg
Career Plans: I plan to major in economics and possibly pursue a minor in environmental science.
Attending School At: Princeton University
Scholarships Received: Badger State Ethanol Scholarship
Bulchior (Monroe)
Green County Ag Chest
Jacob's Swag
Knights of Columbus
Leonard G. Maske
Monroe Jaycee Outstanding Leader
Monroe Swiss Singers
Mark "Denim" Mueller Memorial
Fred T. and Bertha Odell

OLIVIA ROSE WIEGEL
Mother's Stephanie Wiegell
Father's Adam Wiegell
Career Plans: Lawyer practicing family law or a psychologist
Attending School At: UW-Madison
Scholarships Received: Bulchior (Monroe)
Friends of the Public Library
Albert Geigel
Greenco Industries
Herbert T. and Edna V. Johnson
Knights of Columbus
Mark "Denim" Mueller Memorial
Student Senate

LIANA WONG
Mother's Yoke Ling Wong
Career Plans: nursing
Attending School At: Blackhawk
Scholarships Received: Clifford and Dorothy Reasa
Mene J. Williams Memorial Nursing

KYLE MICHELLE WOODS
Mother's Michelle Woods
Father's Brian Woods
Career Plans: Management, take over family business, or marketing.
Attending School At:
Lincoln Christian University
Scholarships Received:
Allen B. Holtshopp
Fritz Schild

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NTC agriculture students place at national convention

Northcentral Technical College (NTC) students recently competed at the National Professional Agricultural Student (PAS) Organization Convention. Students competed in several categories against colleges from across the nation at the convention, which was held in Minneapolis.

NTC students placing were:

Team Events

Third place: Ag Business/Farm Management—Alex Brzezinski, Lily Trzebiatowski, Chloe Ertl.

Third place overall: Dairy Specialist, Sara Snorheim.

Individual Events

First place: Ag Sales

and Demonstration, Alex Brzezinski.

Third place: Employment Interview; Ag Business Administration, Chloe Ertl.

third place: Animal Health/Vet Tech Specialist, Alison Cobian.

Fourth place: Employment Interview; Feeds and Animal Health, Olivia Baumann.

Also, Jett Shepro, NTC alumni, served as a PAS nationals officer and Ryan Williams, NTC student, was elected as a national vice president of PAS. Charl Van Der Nest, animal science faculty at NTC, was also re-elected to serve a three-year term as a board member on the National PAS Board.


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Valedictorian - Ava Videen



Salutatorian - Caleb Gotham

New Auburn High School Announces Class Of 2022 Valedictorian And Salutatorian

The administration and staff of New Auburn High School are proud to announce the class of 2022 valedictorian, Ava Videen and salutatorian, Caleb Gotham.

Ava is the daughter of Joel Videen and Libbi Edinger. During her high school years, she has been involved with Spanish club, art club, band, and yearbook. Ava will be attending the Chippewa Valley Technical College to pursue a degree in nursing.

Caleb is the son of Zech and Janelle Gotham. Caleb has been involved in numerous extracurricular activities including National Honor Society, football, track, basketball, band, FFA, FFA Officer (sentinal for three years and president for one year), 4-H, Shop Club and church. Caleb will be attending [Northcentral Technical College](#) in Wausau, Wis. pursuing a Civil Engineering Technical Degree.



COLLEGE NEWS

NTC Nonprofit Management Institute

Northcentral Technical College announced the graduates of the Nonprofit Management Institute. This 12-week program provided learners with the foundational knowledge, tools and resources needed to successfully lead and operate

a nonprofit organization through the expert knowledge of instructors Tim McKeough, Ann Lucas, Todd Kuckkahn and Amy Nelson.

Graduates include Alissandra Aderholdt, Janelle Braatz, Jessica Bretl, James Campbell, Gregory Cemke, Stephanie Daniels, Theresa Drietz, Anne Drow, Angie

Fanning, Lydia Fernandez-Wagner, Elizabeth Friedenfels, Maggie Gordon, Sara Guild, Madison Hager, Lauren Henkelman, Jackie Kellner, Karla Lodholz, Stephanie Martell, Timberly Martin, Tim Parker, Kelly Price, Amanda Sahr, Heather Sann, Kimberly Shibilski, Samantha Wederathand DeeAnn Westerhaus.

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Contributed

Antigo High School Co-op students pose with their employers at the annual appreciation luncheon earlier this month. The Co-op program helps to pave the way for a successful school-to-work transition. The students acquire job skills and evaluations are implemented that solidify their career readiness.



Contributed

Antigo High School Youth Apprenticeship students and their employers attended an appreciation luncheon earlier this month. The employers, as well as career and technical education teachers, were thanked for helping the students to learn skills necessary to compete in the workforce.

YA and Co-op students honor their mentors, supervisors

The Antigo High School Youth Apprenticeship (YA) and Co-op students conducted their annual Employers' Appreciation Luncheon earlier this month at North Star Lanes to show appreciation to their employers for guiding them through their training and providing inspiration as they continue to learn skills.

The students participate in a work-release program to obtain job skills used to benefit them in their future careers. Gaining job experience also secures recognition for the students as they compete for scholarships.

At the banquet, the students presented their mentors with recognition plaques displaying the quote, "It does not matter who is in your team, what matters is who they will become because of you."

The CTE (career and technical education) teachers were recognized for their involvement in providing the skills necessary to often perform the job tasks required to meet the demands of the positions.

The CTE department consists of the following teachers: Ray Churchill, transportation; Shalynn Domke, agriculture; Joanie Fisher, marketing; Tracie Frisch, family and consumer sciences; Dave Kuhr, architecture, CAD, engineering and media; Amanda Oppen, family and consumer sciences; Mike Parizek, manufacturing; and Logan Rudis, graphic design.

Additional honored guests included Julie

Sprague, Unified School District of Antigo superintendent; Clint Rogers, Antigo High School principal; Pam Hanke, youth apprenticeship specialist from Northcentral Technical College Wausau campus; Marla Konkol, coordinator of the Carl Perkins grant funds; and Lori Leiterman, USDA accounts payable and accounting assistant.

Both the YA and Co-op programs are formulated as either a one- or two-year experience.

The Youth Apprenticeship program is a statewide program that requires the apprentices to work a minimum of 450 hours annually at their YA worksite and also take related high school or college classes to enhance their worksite experience. At the conclusion of the program, the mentor completes a competency checklist, evaluating the student on the various job tasks. This real-world connection benefits both the student and the worksite.

The Co-op program also helps to pave the way for a successful school-to-work transition. The students acquire job skills and evaluations are implemented that solidify their career readiness. The students are required to work a minimum of 10 hours per week, on average. The program does not adhere to the competency checklist nor the class coordination present within the YA program.

The businesses involved with the YA program this year include Antigo Veterinary Clinic, Aspirus

Langlade Hospital, Evergreen Terrace, Lakeside Pharmacy, Matuszewski Family Farms, Meyer Family Dairy LLC and Wild's Dairy Farm.

The businesses involved with the Co-op program include After the Hunt Taxidermy, Austin's Summit Lake Garage, bb Jacks, Beckingham Forest Products, Boys and Girls Club, Charlie's Automotive, Clara R. McKenna Aquatic Center, Cloverleaf Terrace, Corner Stone Financial, Crosstown Enterprises, Farmer's Home Restaurant, Fleet Farm, Gilbert's SENTRY Foods, Grounded, KET, Kretz Truck Brokerage LLC, Lucky Ash Farms, McAuly Farms, Nelson Builders, Neve's Floors to Go, Furniture & Mattress Gallery, Peace Lutheran (Ministries and Child Care), Pick 'n Save, Sartori Cheese, Schroeder's Gifts, Southside Tire, Summit Lake Gas 'N Go, The Brown Mug, The Chiropractic Wellness Center, The Green Hen (Natural Living), USDA—administrative office; USDA—elementary schools, USDA—middle school office, Walgreens, Walmart, Waukesha Bearings Corporation, and Z-Bess Construction.

Businesses interested in working with either the YA program or the Co-op Program are encouraged to contact Joanie Fisher, YA and Co-op coordinator, at the Antigo High School.

CONTA
612 Superior Street
Open Monday - Friday



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Merrill, Foto News

New Testament Church Christian Academy announces Class of 2022

Two students graduating from New Testament Church Christian Academy (NTCCA) make up the NTCCA Class of 2022.

Ricky Fehlberg plans to run the family farm after he graduates.

Delainy Frederick plans to attend North Central Technical College to become a paramedic and firefighter.



Ricky Fehlberg.
Submitted photo.



Delainy Frederick.
Submitted photo.

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NTC Ag students place at nationals

WAUSAU — Northcentral Technical College (NTC) is proud to recognize students who recently competed at the National Professional Agricultural Student (PAS) Organization Convention. Students competed in several categories against colleges from across the nation at the convention, which was held in Minneapolis.

In the team events, NTC placed third in the Ag Business and Farm Management competition. The team included students Alex Brzezinski, Lily Trzebiatowski and Chloe Ertl.

The NTC team placed third overall in the Dairy Specialist competition with student Sara Snortheim.

In the individual events, Alex Brzezinski won first place in the Ag Sales and Demonstration competition. Chloe Ertl placed third in the Employment Interview; Ag Business Administration competition. Alison Cobian placed third in the Animal Health/Vet Tech Specialist competition, and Olivia Baumann



SUBMITTED PHOTO

Northcentral Technical College students stand with staff during the National Professional Agricultural Students Convention in March in Bloomington, Minnesota, where the school placed in competitions. In front, from left, Bobbi Lee, Rhyann Nemzoff, Anissa Lyshik, Stephanie Bennett and Olivia Baumann. Second row, from left, Alison Cobian, Sara Snortheim, Grace Greenberg, Jaylen Leonhard, Lydia Kildahl, Chloe Ertl and Alex Brzezinski. In back, from left, Jett Shepro, Charl VanDerNest, Justin Zoellner, Eli Strebig, Brandon Stoltz, Ryan Williams (of Price County) and Lily Trzebiatowski.

placed fourth in the Employment Interview; Feeds and Animal Health competition.

NTC also recognized Jett Shepro, NTC Alumni, for his service as a PAS Nationals Officer and Ryan Williams, an NTC Student from Price

County, for being elected as a National Vice President of PAS. Charl Van Der Nest, Animal Science Faculty at NTC was also re-elected to serve a three-year term as a board member on the National PAS Board.



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2022 Owen-Withee Scholarship Winners

Academic Excellence (\$9,000): Grayce Bottlemey
Technical Education Scholarship (up to \$6,750):
Kiefer Cook

Alfa A. Holm (\$1000): Katie Erickson and Esmeralda Lopez
Betty & Bruce Amacher Memorial (\$300): Nathaly Rivas
Black River Sportsmen's Club (\$200): Grayce Bottlemey,
Amelia Petke, and Dakota Shelton

Casey Blume Memorial (\$500): Dakota Shelton and
Rob Wendler

Donna Schluter Parker (\$1,000): Rob Wendler
Evelyn & Myron Fritsch & Sandra Linn (\$1,000):
Dakota Shelton

Hardrath-Roeback (\$1,000): Aidan Smith
Haselow (\$3,000): Katie Erickson
Haselow (\$1,000): Nathaly Rivas and Dakota Shelton
Jesse Dee Jensen "I Will" (\$500): Grayce Bottlemey
Kerry Ingredients (\$500): Jordan Kestler and
Rob Wendler

Knights of Columbus (\$500): Rob Wendler
Larsen (\$500): Aidan Smith
Masonic Lodge (\$500): Esmeralda Lopez
Milton Krom General Scholarship (\$1,279): Katie Erickson
Milton Krom General Scholarship (\$1,000): Grayce Bot-
tlemey, Esmeralda Lopez, Amelia Petke, Dakota Shelton, and
Rob Wendler

Milton Krom M.A.C.F. Scholarship (\$1,511): Amelia Petke
and Dakota Shelton

"Old Ern"/Gay Family Memorial (\$1,300): Esmeralda Lopez
O-W Class of 1965 (\$350): Katie Erickson
O-W Club (\$500): Grayce Bottlemey and Rob Wendler
O-W Club (\$250): Katie Erickson and Amelia Petke
OWEA (\$500): Aidan Smith and Esmeralda Lopez
O-W Jaycees (\$250): Amelia Petke and Dakota Shelton
O-W Lions (\$1,000): Esmeralda Lopez and Rob Wendler

O-W Vets Club (\$500): Esmeralda Lopez
O-W Youth Football/Cheer (\$500): Dakota Shelton
and Rob Wendler

Patricia Koplitz Memorial (\$500): Aidan Smith
Premier Livestock and Auction (\$500): Nathaly Rivas
Robin Gummerson (\$500): Rob Wendler
ShirleyWittek (\$300): Katie Erickson
Sophi Sanchez Sunflower (\$250): Esmeralda Lopez
William Picus (\$500): Dakota Shelton

School Specific and other

Grayce Bottlemey: Concordia University Presidential,
\$56,000; Concordia University Scholarships, \$39,976.

Kiefer Cook: Clark County Snowmobile Council, \$500.

Katie Erickson: Hamilton Roddis UWSP Foundation,
\$1,500; Clark Electric Cooperative Scholarship, \$2,000.

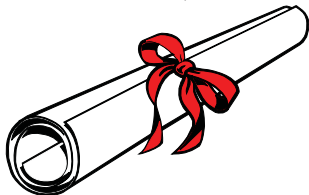
Amelia Petke: University of Minnesota Duluth, \$5,849;
National Archery Schools Scholarship, \$500; Stanley Correc-
tional Institution for Employees Scholarship, \$500; Indian-
head Credit Union Scholarship, \$500.

Nathaly Rivas: Duane C. Braeger Memorial NTC Founda-
tion Scholarship, \$3,000.

Aidan Smith: ShowCase Players (\$250).

Rob Wendler: Forward Bank, \$500; Clark County Commu-
nity Foundation, \$350; Francis & Phyllis Conrad Memorial
4-H, \$1,500.

*The Owen-Withee Class of 2022 would like to express
their gratitude to all of the scholarship donors. Without
your continued support through donations it would be
impossible for some of these students to attend a post
secondary institution. To know these students have the
support from families who want to leave a legacy of
their loved one, to further their education is an incred-
ible feeling. We thank you from the bottom of our hearts.*



O-W 4th and 5th Grade students visit Madison

By Evelyn Goessl

On May 13, 2022, the Owen-Withee 4th grade students visited Madison. On the way there, the students enjoyed trying to make semi's honk. Soon they arrived in Madison. Their first stop was the Henry Vilas Zoo. They wanted to eat lunch in the pavilion but it was full.

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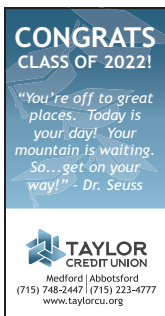
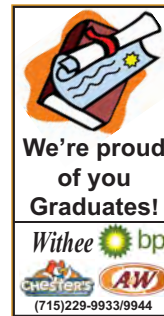
John Baxter
Joining the workforce



Autumn Bender
Attending CVTC for
Dental Hygiene



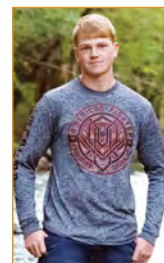
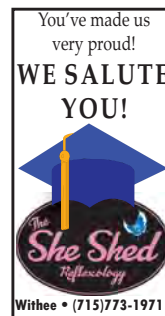
Kaja Bundy
Joining the workforce



McKenzie Churkey
Joining the workforce



Isaac Clark
Attending NTC for
Media Development



Kiefer Cook
Attending CVTC for
Power Distribution



Katie Erickson
Attending UWSP for
Human Services



Briane Fitzl
Joining the workforce



Avanie Fuentes
Joining the workforce



Alyssa Graski
Joining the workforce



Logan Hansen
Attending NTC for Welding



Madison Hansen
Joining the workforce

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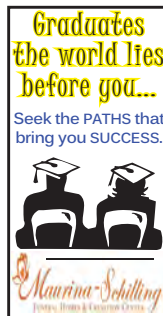
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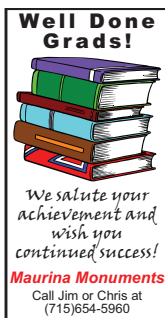
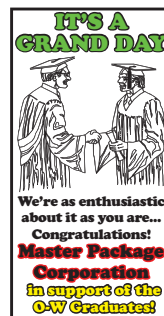
Gage Hanson
Attending CVTC for
Machine Tooling



Allen Heindl
Joining the workforce



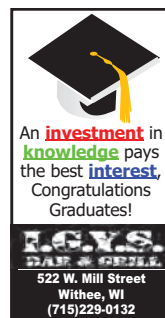
Ashton Hill
Joining the workforce



Jessalyn Holub
Attending CVTC for
Cosmetology



Jordan Kestler
Attending NTC for
Business Management



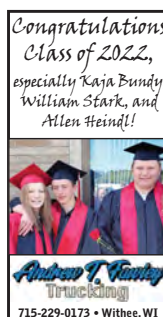
Devin Kroening
Joining the workforce



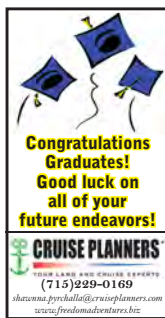
Lane LaRock
Joining the workforce



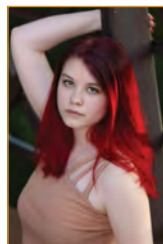
Kayla Lobacz
Joining the workforce



Lily Lobacz
Attending CVTC for
Substance Abuse Counseling



Esmeralda Lopez
Attending UWEC for
Spanish Education



Rylee Oflinger
Attending UWSP-Marshfield
for Interior Design



Amelia Petke
Attending U of MN-Duluth
for Business Marketing

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Logan Rasmussen
Attending NTC for
Welding

**Congratulations
on completing
this step in
'building
your
future!
Good
luck!**

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CARPENTRY**
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Nathaly Rivas
Attending NTC for
Business Management

*Nice
Going!*

We
knew
you could
do it.
Good Luck!

Baehr Electric



Trey Schoelzel
Attending NTC for
Criminal Justice

**Hats off to
this year's
Graduates!**

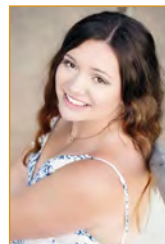
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one brick—at a time.**

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Attending CVTC for
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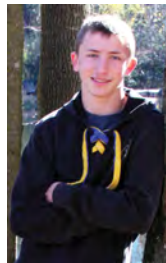
Dakota Shelton
Attending UWEC for
Elem./M.S. Education



Tayler Sherwood
Joining the workforce



Kimberly Sockness
Joining the workforce



Will Stark
Joining the workforce



Roy Stinson
Attending CVTC for
Gas Utility & Construction



**Meadowview Golf Course
Monday Men's League
Standings
As of May 16, 2022**

The Masters Division

Badger Precision.....	92
Sterling Bank.....	81
All Metal Stamping.....	78
Cindy's.....	71
Ozark Insurance.....	65

PGA Division

Fiftees.....	97
Bud Light.....	80
B & B Small Engines.....	74
Colby Fire Fighters.....	71
Forward Bank.....	68

Tour Division

Ewert Logging.....	91
Next Generation Foam Ins.	88
Bob's Corner Garage.....	86
Tolley's Bowl & Bar.....	80
Forward Bank 2.....	77
Cozy Corner.....	76

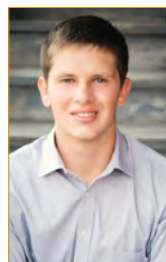
**Wendler presents her
son's diploma**



O-W School Board member Julie Wendler continued the tradition of a school board member/parent presenting her son Rob with his diploma on May 21. (Photo courtesy of Megan Kelsey)



Tyler Weaver
Attending CVTC for
Manufacturing Engineering



Rob Wendler
Attending UWL for
Business

**Congratulations
Graduates!**

May your future be
full of good health,
happiness, success
and prosperity.

**Dairyland
Animal Clinic**

Low Gross

Paul Blazer.....	35
Abijah Vojlasek.....	37
Brett Ewert.....	37
Mark Meyer.....	37
Ashton Thompson.....	38
Jerry Ocanas.....	38
Mark Schmidt.....	38
Randy Hesgard.....	38

Low Net

Michael Riordan.....	29
Ted Tollefson.....	31
Bob Dietrich.....	33
Hayden Houts.....	33
Matt Borgeson.....	33
Ryan Renderman.....	33

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Marathon



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fax: 715-223-3505
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103 West Spruce Street
Abbotsford, WI 54405

COVID-19

Marathon Public Schools announced on May 23 there is one person with COVID-19 out of 850 staff and students. The school has had 184 cases of coronavirus during the 2021-22 school year.

Volleyball camp

A Marathon girls volleyball camp will be held Tuesday through Thursday, July 26-28, for sixth, seventh and eighth graders in the new high school gymnasium.

The camp is designed to improve individual skill while learning defensive strategies and celebrating healthy competition through team drills and games.

Marathon High School volleyball coaches and players will be instructors at the camp. Deadline for registration is Wednesday, June 1.

Top awards

Marathon High School students won top awards at a recent [Northcentral Technical College](#) sixth annual high school woodworking competition. Parker Matchwich took third place with a couch table entry and Madison Heise took first place with a cutting board entry. The pair won a jig kit, a gift card and a \$500 scholarship to [NTC](#).

Other Marathon students who entered the competition were David Buberstein and Brayden Sturm.

Honoring excellence

McKinnley Marks and Katelyn Underwood represented Marathon High School at a recently held Honoring Excellence in Education banquet. The students selected an instructor who meant the most to them during their school years. Marks selected Cally O'Leary, vocal music instructor, and Underwood picked Todd Stoffel, biology teacher.

Walk-a-thon

Third and fourth graders at St. Mary's School, Marathon, recently raised \$5,915 for the Never Forgotten Honor Flight



2022 Poppy Princess

The Marathon American Legion Auxiliary President Kathy Grel has announced that Piper Skrzypchak is the 2022 Poppy Princess. Piper is the daughter of Brandon and Nicole Skrzypchak, Marathon.

in a walk-a-thon. Jim Capbell, co-founder of the Never Forgotten Honor Flight, will visit the school to accept the donation.

DARE graduation

St. Mary's fifth graders will

graduate from their DARE (Drug Abuse Resistance Education) program on Thursday, May 26, at 6 p.m.

Graduation

Marathon High School will hold graduation for the Class

of 2022 on Sunday, May 29, at 2 p.m. in the school gymnasium.

Ceremony

St. Mary's School d a graduation ceremony for eighth graders on Wednesday, June 1, at 6:30 p.m.

St. Matthew's

Registration is open for St. Matthew's Vacation Bible School to be held Monday, July 18, through Friday, July 22, with daily classes 9 a.m. to 11 a.m. The school is for children ages three and one-half through seventh grade.

Story Time

Bring your family to a series of special outdoor story times at the Marathon City Branch Public Library.

Children of all ages and their parents or guardians are encouraged to attend these 30-minute programs consisting of stories, songs and other literature-based activities. These story times will take place the first and third Thursday of the month, May through September, from 10:20 to 11 a.m. This month's story time will be on May 19. Bring your blankets or chairs, bug spray, shaded stroller, sunblock, water and anything else you need for your family to be outdoors for a fun half hour!

No registration required and these story times will not be rescheduled if the weather doesn't cooperate. Call the Marathon City Branch for up-to-date information at 715-443-2775.

Basketball camps

A girls skills basketball camp will be held Monday through Wednesday, June 13-15, in the old Marathon High School gymnasium. The camp for first, second and third grade girl basketball players will be held 11:30 a.m. to 12:30 p.m.; 12:30 p.m. to 2 p.m. for girls in grades four and five; and 1 p.m. to 3:30 p.m. for girls in grades six and seven. Sign-up deadline is May 20.

All girls will receive skill instruction in dribbling, shooting and finishing along with prizes and a t-shirt. Registration forms are available on the district website and sent home with girls from school. For more information, contact Jeff Schneider at 715-432-8158.

Hall of Fame

The Marathon Red Raider

SCHOOL LUNCH

Marathon Public School

Monday, May 30:

NO SCHOOL

Tuesday, May 31:

Lasagna bake, steamed vegetables

Wednesday, June 1:

Pontini with Italian meat sauce or chicken with Alfredo sauce, green beans, breadstick

Thursday, June 2:

Chicken nuggets, mashed potatoes and gravy, corn

Friday, June 3:

Fish square on a bun, baked beans

Lunches served with fresh/ canned fruit, salad bar and milk.

St. Mary's School

Monday, May 30:

NO SCHOOL - Memorial Day

Tuesday, May 31:

Chicken patty/bun, tater spuds, buttered peas, mixed fruit

Wednesday, June 1:

Sub sandwich, turkey, ham, bologna, summer sausage, Doritos, mandarin oranges

Thursday, June 2:

Hamburger/bun, fries, cheese slice, buttered green beans, pears

Friday, June 3:

Sausage/egg biscuit, cheese slice, hashbrowns, cranberries/cherries, ice cream sandwich

Lunches served low-fat white or non-fat chocolate milk, salad and fruit.

Hall of Fame committee is accepting nominations for the 2022 Hall of Fame class.

Past nominees not yet selected do not need to be nominated again and are eligible in succeeding years.

Nominations will be accepted until Wednesday, June 15. Recipients will be notified by Friday, July 15. A 2022 Hall of Fame induction ceremony will be the Sunday following the Marathon Athletic Club golf outing.

River float

The Marathon Lions Club will sponsor an inner tube, kayak or canoe float on the Big Rib River on Sunday, June 12, from Rib Falls to the Rib River Ballroom to support Marathon City park restoration.

MHS TOP 10 PERCENT Congratulations To The Entire Class Of 2022



CLAIRE SELENKE
Chad & Janelle Selenke

Claire Selenke is graduating with honors from Mosinee High School. This fall, she will attend college at the University of Wisconsin-Madison. She was a three-sport athlete, receiving recognition in each.



KATE FITZGERALD
Thomas & Jamie Fitzgerald

Kate Fitzgerald is graduating with honors from Mosinee High School. This fall, she will attend college at the University of Minnesota Duluth where she will major in biology and compete in track and field. She is looking forward to exploring a new city and meeting new people.



MIRANDA SOLINSKY
Jeremy & Dana Solinsky

Miranda is graduating from Mosinee High School. She lettered all 4 years in cross country and is graduating with honors and ACT Achievement. She will be attending UW Stevens Point this fall and is looking forward to a career in the medical field.



JESSICA MAURER
Mark & Linda Maurer

Jessica Maurer is graduating with honors from Mosinee High School. This fall, she will attend college at UW-Milwaukee where she will major in civil engineering. Jessica is a three-sport athlete, participating in volleyball, basketball, and golf. Jessica's junior and senior year, she was named a volleyball captain and part of the all-conference team.



CARISSA BEST

Carissa Best is graduating from Mosinee High School with honors having participated in many extracurricular activities. This fall, she will attend Michigan Technological University to pursue a Bachelors degree in Mechanical Engineering. She looks forward to participating in clubs, meeting new people, and furthering her education.



LEXI FREIBOTH
Joe & Jennifer Freiboth

Lexi Freiboth is graduating with honors from Mosinee High School. This upcoming fall, she will attend college at Winona State University where she will major in business administration. Lexi is excited to explore Winona and meet new friends.



AUSTIN LERCH
Mark & Joleen Lerch

Austin Lerch is graduating at the top of his class from Mosinee High School. He will be attending UWEC this fall where he will be pursuing a degree in Chemistry/Biochemistry in preparation for a career in pharmaceutical science.



CHARLIE SPINK
Matthew & Bernadette Spink

Charlie Spink is graduating from Mosinee High School as a part of the class of 2022. This fall, he will be attending The University of Wisconsin - Madison where he will be majoring in actuarial science. He is very excited and looking forward to making the most out of his college experience.



DEVON MANOWSKI
JJ & Kim Manowski

Devon Manowski is graduating with honors from Mosinee High School. This fall, he will attend college at UW Platteville where he will major in civil engineering and minor in marketing. He is looking forward to learning new things and challenging himself.



NAYA BLANZ
John & Jody Blanz

Naya Blanz is graduating from Mosinee High School with high honors. Throughout high school, she has been active in FFA, the National Honor Society, 4-H, and volunteer work through the Community Center of Hope Food Pantry. This fall, she will attend the University of Wisconsin-La Crosse where she will major in Clinical Laboratory Science. After this achievement, she plans on continuing her education to become either a Pathology Assistant or a large animal Veterinarian.



ADALYN LEHMAN
Nathan & Gina Lehman

Adalyn Lehman is honored to be graduating as Valedictorian from Mosinee High School. Throughout high school, she has enjoyed being Class President, a 12-Sport Varsity Letter Winner, and the Principal's daughter. This fall, she will be heading north to the University of Minnesota-Duluth and plans to major in Psychology. She awaits to see what the future holds for her as a Bulldog.



TAYLOR JAVOROSKI
Alan & Kim Javoroski

Taylor Javoroski will be graduating Mosinee High School as a student that has received numerous Academic Excellence awards and is one of the class valedictorians. Taylor is very excited to attend Purdue University this fall in West Lafayette, Indiana, where she will study Marketing and be a member of the Purdue Goldwater Dance Team. Taylor is very excited to start this new chapter in her life! Boiler Up!



TREVOR GARSKI

Trevor Garski is graduating from Mosinee High School with highest honors while being a three-sport athlete. He was co-president of Math Club and a member of DECA, NHS, M-Club, and Math League. This fall, he will attend college at the University of Wisconsin-Madison where he will major in Computer Science and get his certificate in Statistics. He is looking forward to attending Badger games and playing intramural sports with his friends.



ANNABELLA KENNEDY
Brian & Lisa Kennedy

Annabella Kennedy is one of Mosinee High School's graduating valedictorians for the class of 2022. She plans to attend the University of Wisconsin-Madison next fall with a major in environmental science along with community and nonprofit leadership. She plans to continue her involvement in the community in Madison and looks forward to starting this new chapter in her life.



MEGAN GARSKI
Dennis & Brenda Garski

Megan Garski will be graduating with honors from Mosinee High School. In fall, she will be attending the University of Wisconsin - La Crosse where she plans to major in Elementary Education. In high school, Megan was involved in FCCLA, NHS, Math League, Softball, and Math Club. She would like to thank her teachers, teammates, classmates, and family for all of their help in making high school so enjoyable. She looks forward to making new friends and memories in La Crosse!



GRACE GRABOW
Jacob & Beth Grabow

Grace Grabow is graduating high school with honors as she works through her associates degree as a veterinarian technician at [NTC](#). Afterwards, she plans to get her bachelors degree at UWSP in biology with pre-vet emphasis before attending UW Madison for vet school. She's looking forward to deepening her education as well as working with animals.

Waukesha, The Freeman

WAUKESHA SOUTH ESPORTS

South claims first esports title

Blackshirts go undefeated to win Rocket League championship

By Dave Radcliffe
 dradcliffe@conley.net.com
 262-513-2655

WAUKESHA — Waukesha South made a pretty good first impression in the esports world.

In its inaugural season competing in the Wisconsin High School Esports Association (WIHSEA), the Blackshirts took home the Division 1 spring state championship on Saturday, May 14 by defeating Oak Creek in the championship round at North-central Technical College (NTC) in Wausau.

South won the state title in 'Rocket League,' essentially a vehicular soccer video game. There was also a tournament bracket involving 'Smite,' a third-person battle arena game.

Andrew Yep, a math teacher at South who runs the school's game club, was approached by students last year with the idea of also starting up an esports squad.

"I don't have much of a background in esports," Yep said. "We do a lot of tabletop games and things like that. The kids approached me wanting to



Submitted photo

Seated left to right: Waukesha South students Penn Gilchrist, Dante Herrera and David Johnson competing at the 2022 esports spring state championships, with, South teacher Andrew Yep, left, and student Lucas Menzer, right, standing prior to the start of the match.

start an esports team. WISHEA seemed to be the association to contact."

Conveniently enough, Mike Dahle, who became the president of WIHSEA in 2017 and teaches business education at Elkhorn Area High School, lives in Waukesha and helped get the ball rolling on South's inclusion.

"It usually runs two seasons, so in the fall and spring," Yep said. "We weren't able to get into the fall but we're hoping next year we would. A season will typically run eight weeks, and then two weeks for playoffs. Then

students meet in person for the semifinals and finals."

It wasn't until January when South got the breakthrough it needed.

"We actually don't play at school grounds," Yep said. "There's a local gaming lounge in Milwaukee, Tier 1 Gaming Lounge, that was fantastic, and Tier 1 has been great and flexible. Even when they're normally closed they've been willing to open up their doors for us so we could go in and make sure we competed fairly against our opponents."

See **ESPORTS**, PAGE 3B



Waukesha, The Freeman

Esports

From Page 1B

Fast-forward a few months, and South assured it would make the trip to NTC with a 3-0 victory over Racine Park in the quarter-finals on May 3.

"This spring season it was 'Smite,' kind of like 'League of Legends,'" Yep said. "It's a five-person team and they compete. 'Rocket League' is a three-person team with a sub. Usually they play best out of five, and then finals is best out of seven."

The Blackshirts earned their No. 1 seed in the 'Rocket League' state tournament by showing their prowess during the regular season, as they didn't drop a single game. The finals wouldn't wind up being a battle of top seeds, however, nor would victory come easy.

"In the semifinals we won against (No. 3) Superior," Yep said. "We won 3-0 against them. We did go to

Game 7 in the finals against (No. 2) Oak Creek. It was a real nail-biter. Oak Creek was one of the toughest teams we faced in the regular season, and they upset Racine Case to make the finals."

The Waukesha South Esports team consisted of David Johnson, Lucas Menzer, Dante Herrera, Penn Gilchrist and CJ Ziegler. Competitions were streamed on the team's Twitch stream at Blackshirt_Esports throughout the season, and there was plenty of behind-the-scenes work aside from the actual gaming that helped make it all possible.

"Big shoutout to our esports team," Yep said. "Some students have been casting our stream on our Twitch channel. Students volunteer to be announcers. There's kind of an IT coding aspect. Some of the players created overlays."

Much of that was new to Yep, who has always had a love of games. He's been running the game club at Waukesha South for rough-

ly 15 years.

"It's two different kinds of activities," Yep said. "The game club ... it's more like social games, board games, tabletop games, card games. There's not much of a competition aspect to it. Esports we'll have video games where we tried to actively compete with other schools in the area."

Since the conclusion of the spring season, South has continued to hone its video game skills. On Sunday, the Blackshirts claimed Tier 1's Rocket League Battle for Milwaukee and the gaming lounge has plans for similar events in the future.

But while that level of competition may not be for everyone, there's a place for anyone in Yep's game club at South.

"I think that's one of the reasons I started the game club at South," Yep said. "A lot of students that maybe didn't participate in normal activities like sports, they needed another outlet."



Submitted photo

From left to right, Waukesha South students David Johnson, Lucas Menzer, Dante Herrera, Penn Gilchrist and CJ Ziegler pose with their state-championship trophy after winning an esports title on May 14.

Wausau Pilot & Review

Teaching Safe Bicycling Class offered in Wausau

May 31, 2022



WAUSAU – Aspirus Health, Safe Kids Marathon County and Northcentral Technical College will co-host a Teaching Safe Bicycling class for adults from 9 a.m. to 4:30 p.m. June 4 at NTC, 1000 W. Campus Drive in Wausau.

Participants will learn the following skills:

- How to teach children bike safety skills
- How to develop and organize a successful child bicycle training event in your community
- How children differ from adults as riders and how to avoid the most common crashes between kids and drivers
- How to reduce hazards and gain hands-on, on-bike experience

Registration is free, but pre-registration is required. Confirmation will be sent to all participants. A campus map and parking instructions will be emailed closer to the event.

Participants are requested to bring the following items with them to class:

- Well-working bicycle
- Properly fitted helmet
- Cooler
- Wet weather gear
- Refillable water bottle
- A packed lunch or money for lunch at a nearby restaurant – light snacks will be provided

Learn more & register at www.wisconsinbikefed.org/events/.

Wausau Pilot & Review

DCE senior earns first place in furniture competition

May 29, 2022

[Print](#) [Facebook](#) [Twitter](#) [LinkedIn](#) [WhatsApp](#) [Email](#) [Reddit](#)

D.C. Everest Senior High School senior Jonathon Juedes recently earned first place in the furniture division at Northcentral Technical College's Wood Technology Center of Excellence Woodworking Competition held at NTC's Antigo Campus.

Juedes' handcrafted dresser also earned him the Best in Show award. As a result, he earned a \$100 gift card, woodworking-related tools and a \$500 scholarship to the NTC Wood Technology program.

Additionally, D.C. Everest earned a \$500 gift card toward supplies for its wood manufacturing program. The DCE program, which is led by Chad Pernsteiner, consists of three courses — Wood Manufacturing I, II and III.

The first course introduces students to basic woodworking tools, including a table saw, router, jointer, planer, lathe and bandsaw, and basic woodworking techniques that students use to construct furniture.

The second course, which students can earn dual credit for at NTC, focuses on cabinetry design and construction.

The third course expands upon the skillsets students learned in the first two semesters and includes CNC programming on the CNC router and CNC lathe. Students enrolled in Wood Manufacturing II and III design and build their own projects and have the opportunity to compete in NTC's Wood Technology Competition.

Wausau Pilot & Review

NTC announces Nonprofit Management Institute graduates

May 28, 2022

[Print](#) [Facebook](#) [Twitter](#) [LinkedIn](#) [WhatsApp](#) [Email](#) [Reddit](#)



WAUSAU – Northcentral Technical College announced this week the graduates of the Nonprofit Management Institute.

Graduates include Alissandra Aderholdt, Janelle Braatz, Jessica Bretl, James Campbell, Gregory Cemke, Stephanie Daniels, Theresa Drietz, Anne Drow, Angie Fanning, Lydia Fernandez-Wagner, Elizabeth Friedenfelds, Maggie Gordon, Sara Guild, Madison Hager, Lauren Henkelman, Jackie Kellner, Karla Lodholz, Stephanie Martell, Timberly Martin, Tim Parker, Kelly Price, Amanda Sahr, Heather Sann, Kimberly Shibilski, Samantha Wederath and DeeAnn Westerhaus.

Wausau Pilot & Review

Esports Spring State Championship to be held at NTC

May 10, 2022

[Print](#) [Facebook](#) [Twitter](#) [LinkedIn](#) [WhatsApp](#) [Email](#) [Reddit](#)

WAUSAU – Northcentral Technical College will be home to the Esports Spring State Championship on May 14 on the college’s campus, 1000 W. Campus Drive, Wausau.

The competitive video gaming event hosted by the Wisconsin High School Esports Association will feature 20 of the best schools from around the state competing in Rocket League and SMITE and will have 13 colleges from around the Midwest promoting their esports programs.

Students who participate in esports develop the same skills that traditional athletics build, such as teamwork, communication, time management, problem-solving and work ethic. This year, students will apply classroom knowledge in graphic design, broadcasting and event organization through an internship program.

Schools that would like to join future seasons can visit

<https://www.wihsea.org/spring-22-titles/playoff-and-championship>.

Wausau Pilot & Review

NTC Alternative High students weld bike racks for Monk Botanical Gardens

May 5, 2022

[Print](#) [Facebook](#) [Twitter](#) [LinkedIn](#) [WhatsApp](#) [Email](#) [Reddit](#)

WAUSAU – Northcentral Technical College Alternative High School students recently donated bike racks they welded to Monk Botanical Gardens in Wausau.



Bike racks made by Northcentral Technical College Alternative High School students. Photo courtesy NTC.

The racks have enough space for 12 bikes and provide garden-goers a place to park their bikes before entering the gardens.

Community members are invited to attend the installation of these bike racks from 1 p.m. to 3 p.m. May 12 to meet these local students and recognize their hard work. Installation will start around 1:30 p.m.

During the class, students learned welding techniques, laser operation, metal forming and fabrication.



NTC alternative high school installs bike racks at Monk Gardens

By [Drew Sutherland](#)

Published: May. 12, 2022 at 9:09 PM CDT

WAUSAU, Wis. (WSAW) - The Monk Botanical Gardens is home to six new bike racks to enhance their parking lot in collaboration with Northcentral Technical College's alternative high school welding program.

Monk Gardens has a history of working with the college to give the students hands-on experience.

"It really is what Monk Gardens is about: working with the community trying to make the community and also the environment healthy," said Monk Gardens Executive Director Darcie Howard.

The alternative high school program helps kids get a jump-start on jobs after they graduate.

ADVERTISEMENT

"You can get dual credit, and you can take some college classes as you go along, and this is one of the ones, we actually welded these at the main campus at NTC," said student Jesse Pond.

The projects, installed Thursday, for the garden were selected specifically for the garden. The bike racks have a distinctive leaf shape and bright green color that works with the logo and brand of Monk Gardens.

"We wanted something that was unique to the garden and that was done locally," Howard said.

Howard said the project couldn't come at a better time now that things are starting to bloom. Monk Garden said whether people want to get their hands dirty volunteering or take a stroll it's the perfect time to check out the installations.

ADVERTISEMENT

"It's just another kind of opportunity for you to combine biking and enjoying nature at the same time," she said.


For the students, it's more than just a chance to earn some credits and practical experience.

"It's just cool to see that I actually got to leave a mark on the community," Pond said.

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Prairie River Middle School
April 28 at 9:18 AM · 🌐

Northcentral Technical College is excited to announce their summer camp programs and open registration. This summer, they have developed a variety of summer camp programs for students going into 5th grade through going into 12th grade that allow students to have fun on campus while exploring potential career fields. You can view their comprehensive summer camp list on the website link below. Please register for camps by June 1, 2022. They are finalizing the details on a few more camps, which will be added to the website once they are ready to announce them, so keep checking back for more summer camp programs. If you have questions, please contact Karissa Zastrow at zastrowk@ntc.edu.
https://www.ntc.edu/calendar?title=&field_event_category_target_id=1442&field_date_range_value



NTC.EDU
Upcoming Events | Northcentral Technical College
NTC is open to current students, prospective students and limited public. Learn more about ou...

1 Share

Derek Deprey is at **Northcentral Technical College.**
April 28 at 9:00 AM · Wausau · 🌐

I'm often asked: "Due to covid, did you move your speaking business from in-person to virtual?"
Last week, during my "speaking in the middle of nowhere tour" 🤪 in Tomah & Wausau, I was reminded why I'm glad that I didn't.
When the pandemic hit, I decided to say no to most virtual events in favor of saying yes to taking my content to levels I never thought imaginable.... [See more](#)



You and 72 others

8 Comments 1 Share



WATEA - WI Auto & Truck Education Assoc.

April 25 at 12:13 PM · 🌐

WATEA was proud to participate in developing the new Diesel Technician Registered Apprenticeship program in partnership with the the WI DWD and [Northcentral Technical College](#). If your business is looking for more diesel mechanics, this Registered Apprenticeship program provides an exciting path to attract new workers - contact NTC or WATEA for more details! And make sure you check out the below article to hear WATEA's co-chair, Cory Heckendorf, discuss why this is such a need... [See more](#)



WSAW NewsChannel 7

April 21 at 10:14 PM · 🌐

New diesel apprenticeship through NTC



WSAW.COM

From novice to pro in 2 years: New diesel technician apprenticeship at NTC

The Department of Workforce Development and Northcentral Technical College are offering a...



Rib Lake School District

April 26 at 12:00 PM · 🌐

During her time as an RVA student, Desirae has participated in basketball. After she completes her schooling at Northcentral Technical College, she plans to transfer to the University of Wisconsin-Madison. She hopes to one day become a Guardian Ad Litem and eventually an Investigator. Congratulations, Desirae! [#RLSD](#) [#RLSDPride](#)

DESIRAE STOCKHEIMER- BLECHSCHMIDT

RIB LAKE HIGH SCHOOL



2
0
2
2

NORTHCENTRAL TECHNICAL COLLEGE
PRE-LAW



You and 48 others

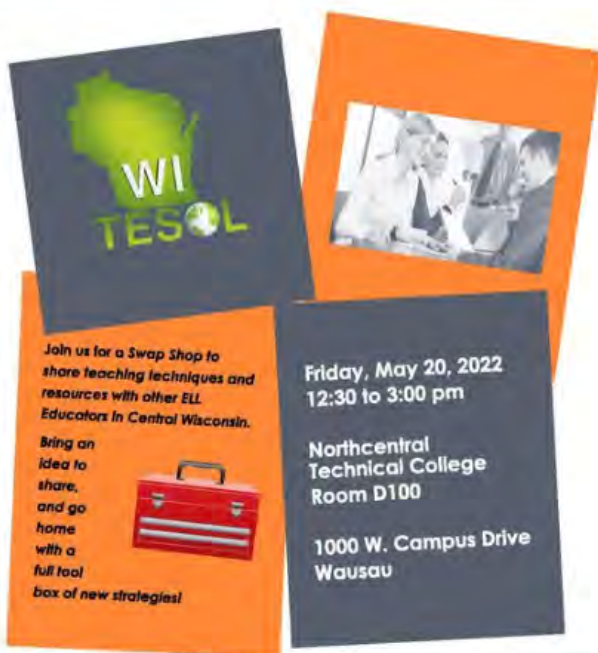
4 Comments 3 Shares



WITESOL: Wisconsin Teachers of English to Speakers of Other Languages

April 30 at 6:56 PM · 🌐

Learn about the upcoming "Swap Shop" professional development opportunity being held at Northcentral Technical College in Wausau on Friday, May 20th! This is a free workshop sponsored by WITESOL. This will be an opportunity to meet and learn from your peers in the EL field. Each participant should come prepared to share a teaching strategy or resource with the group. Everyone will leave with some useful ideas to best serve multilingual students. Learn more or RSVP at <https://www.witesol.com/professional-development/>



Get outside your community bubble and connect with your peers!
Enjoy a **FREE LUNCH** and win a door prize!



WRPS Family & Consumer Sciences

April 28 at 12:59 PM · 🌐

Tour at NorthCentral Technical College & tour of Culinary Arts Program at NTC. Professional Cooking 2 enjoyed the pizza menu. #RapidsPride #wiprostart #NTC



15

1 Comment 1 Share



Biewer Wisconsin Sawmill, Inc.

April 26 at 4:36 AM · 🌐

Forklift Train the Trainer

Biewer Wisconsin Sawmill, Prentice, Wisconsin, took Forklift Driver training to the next level. Todd Perrault, an adjunct instructor from Northcentral Technical College, trained designated employees to teach and evaluate the rest of the Biewer fleet of roll-stock operators. The course increases awareness and prepares for known foundational safe operations, hazards, and dangerous situations.

Pictured left to right Instructor Todd Perrault, Clayton Rodriguez, Breydon Behm, Safety Representative, Karson Santiago, Junerson Silbanuz, Frankie Santos.

Pictured Left to Right: Instructor Todd Perrault, Mike Nelson, Renwick Salvador, and Foster Suldán.



Aspirus MedEvac

20h · 🌐

We provided Landing Zone Safety Training for Northcentral Technical College students in Merrill on April 23 as part of their EMT/Paramedic class simulation day. MedEvac Air 2 landed at NTC's Public Safety Center of Excellence and the crew of Flight RN Ryan H., Flight Paramedic Dave M. and Air Methods Pilot Brian R. met with the future providers. Thanks for the invite NTC and we look forward to working with you in the future! [#NTC](#) [#merrill](#) [#LZTraining](#) [#MedEvacAir2](#)



You and 34 others

2 Comments 1 Share



Like



Comment



Share

Mosinee High School
 April 29 at 7:20 PM · 🌐

Four Mosinee High School Youth Apprentices attended YA Day at North Central Technical College today. They learned about registered apprenticeship programs, toured the college as well as participated in an escape room. They almost made it out!

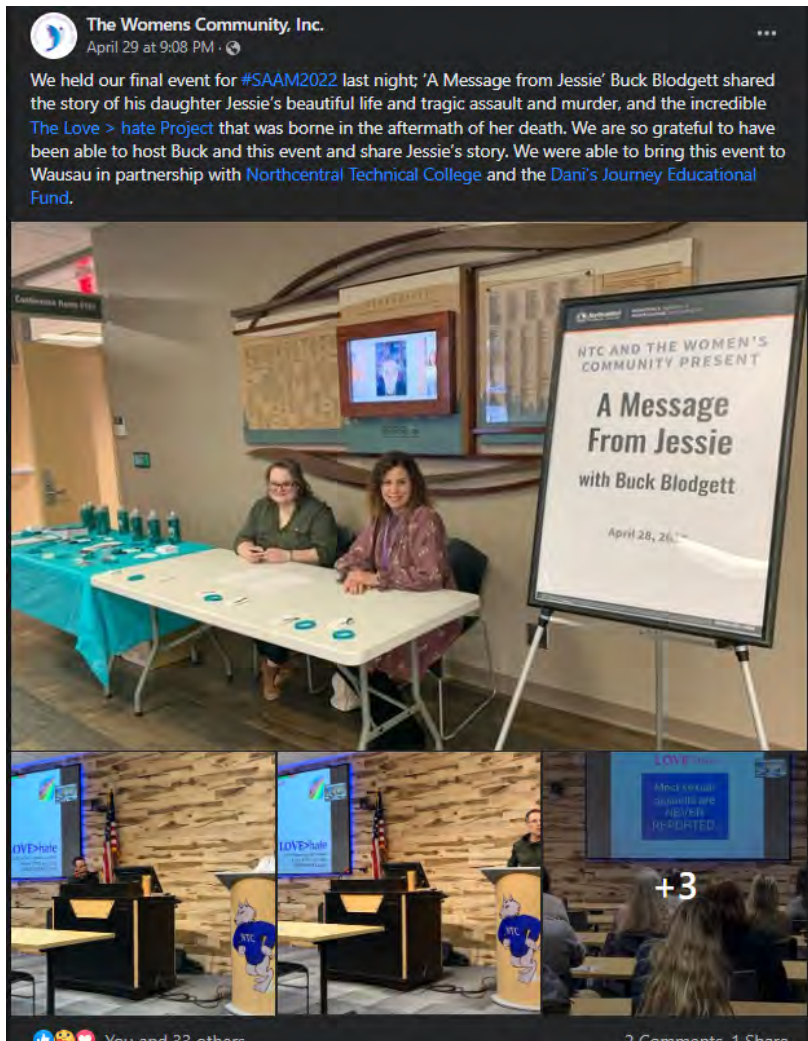
👍 26

3 Shares

Mosinee Fire District
 April 28 at 2:40 PM · 🌐

This past Saturday the Mosinee Fire District conducted a live burn training with the assistance of the Northcentral Technical College. Members of the Kronenwetter Fire Department and the Riverside Fire District were also in attendance. This training was very successful and greatly beneficial for everyone who participated. It would not have been possible without the Winter family allowing us to use their property. The Mosinee Fire District would also like to thank everyone who... [See more](#)





UW-La Crosse, SAA
14h · 🌐

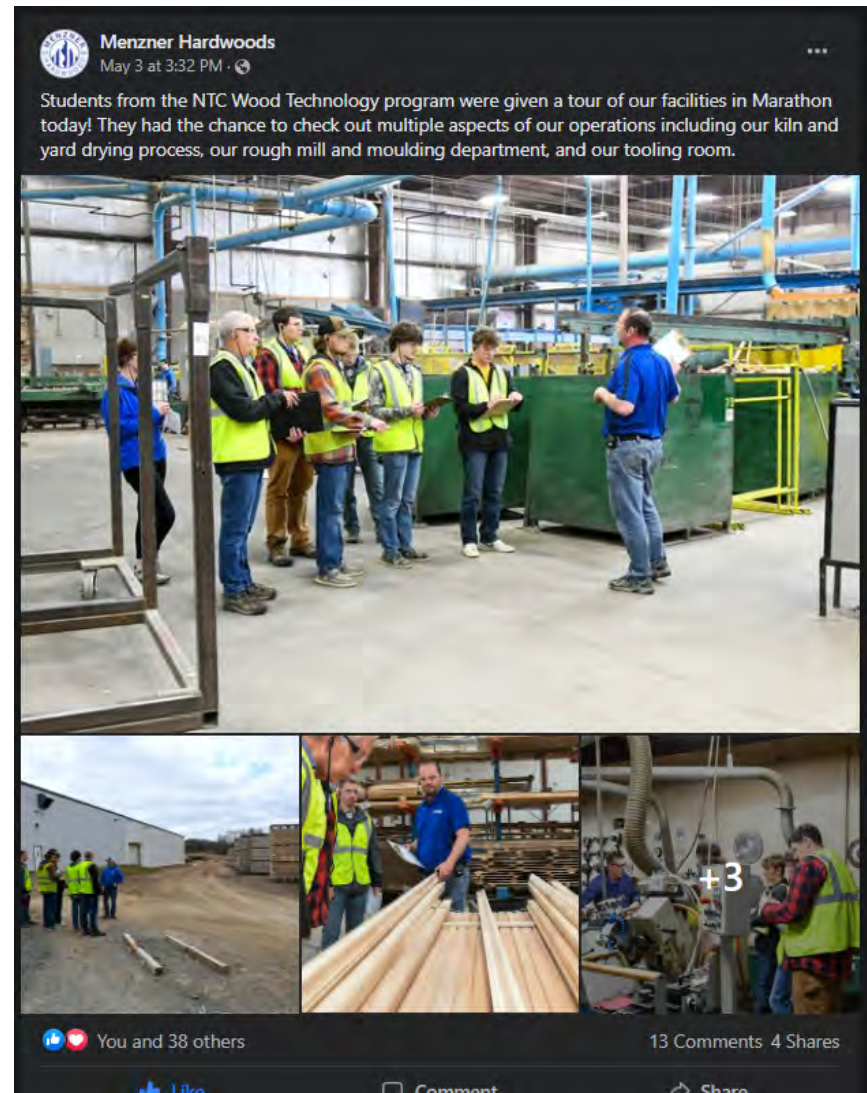
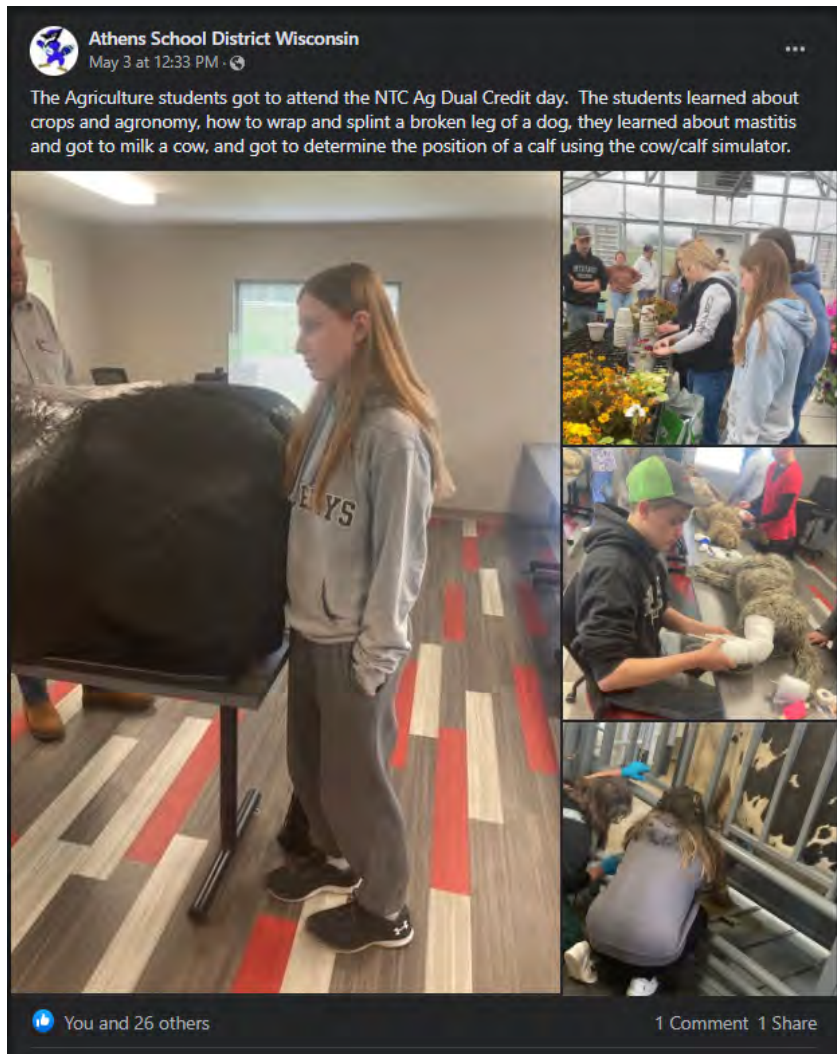
Career Coach - Northcentral Technical College

A Career Coach serves as a student recruiter to help ensure that enrollment goals are met by using creative methods to engage potential students within local K-12 schools and the community.

Learn more and apply here:

SCHOOLJOBS.COM
Job Opportunities | Employment at NTC
You can now apply online by clicking on the job title you are interested in and clicking on the "Apply" link! After viewing the Job Description, click the 'Apply' tab. If this is the first time you are applying using our online job...

👍 Like 💬 Comment ➦ Share





Monk Botanical Gardens

Yesterday at 8:01 AM · 🌐

We are so excited to be partnering with the NTC Welding Department and the NTC Alternative High School! They have very busy learning welding techniques, laser operation, metal forming, and fabrication. With their new skills, they have built us some AMAZING bike racks that will be installed at Monk Botanical Gardens. These bike racks will get painted by ADC Equipment Innovations, and installed on Thursday, May 12th at 1:30. If you're not busy, stop by and meet the makers! #w... See more



Tigerton School District

23h · 🌐

💜 We are excited to feature our #TigertonTiger Seniors! Today's #SeniorSpotlight is Autumn Fredenberg! 💛

Hobbies: Spending time with her dog Baxter, watching Criminal Minds, shopping

Favorite THS memory: Hunter singing Happy Kitty, Warm Kitty at Homecoming sophomore year

Plans after graduation: Going to NTC for dental assistant/dental hygienist

Advice for Underclassmen: Just do whatever you want in the world, don't look back and don't worry about what people are going to say.

Best of luck, Autumn!

Make sure to like, comment, and show YOUR support!

#TigertonProud

TIGERTON SCHOOL DISTRICT
#SeniorSpotlight



AUTUMN FREDENBERG
"If you can't find something to live for,
you best find something to die for."
- Afeni Shakur



👍❤️ 64

8 Comments 6 Shares


Tomorrow River School District
May 2 at 3:00 PM · 🌐

It's time to recognize and celebrate our [#AmherstFalcons](#) Class of 2022 Seniors! We'll be featuring our seniors in our [#SeniorSpotlight](#) post.

✨ Congratulations to Rachel Sopha who will be attending NTC and studying to become a paralegal. ✨

"I will miss all of my friends and especially the teachers who helped shape who I am as a person and a student."

We're proud of our seniors- they are going to do AMAZING things! 💙💗



142 likes · 31 Comments · 5 Shares

Brandelia Ann is with **Brielle DuFour** at **North Central Technical College Wausau, WI.**
April 27 at 10:17 AM · Weston · 🌐

"I'm so happy my face is smiling" Big things are ahead for you Moose! It's still hard to believe you're going to be starting college soon! I'm so proud of you!



81 likes · 11 Comments

Stevens Point City Times/Portage County Gazette
May 7 at 1:02 PM · 🌐

Northcentral Technical College (NTC) Alternative High School Students participated in a four-week welding experience that resulted in three beautifully constructed, unique bike racks that will be donated to Monk Botanical Gardens.

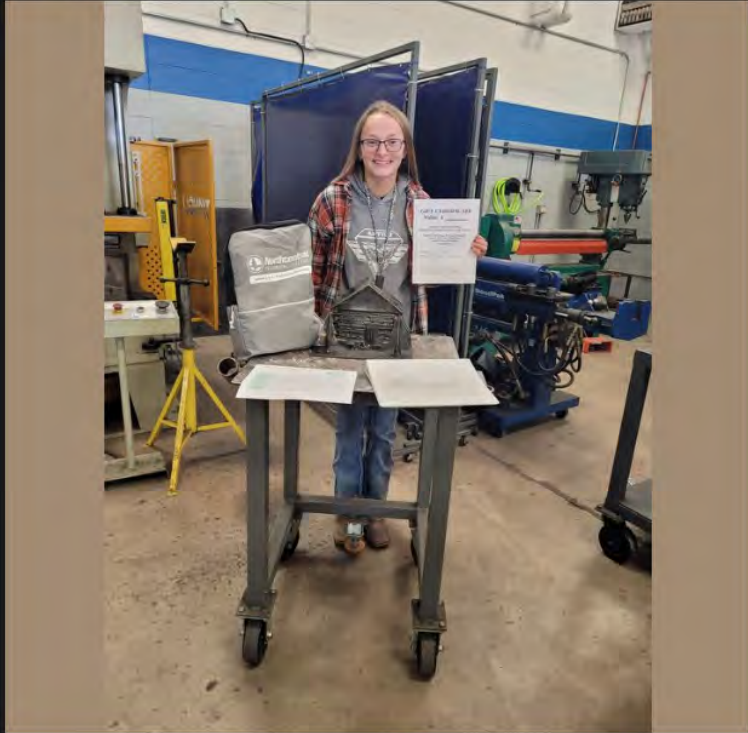


STEVENSPOINT.NEWS
NTC alternative high school students weld and donate bike racks to Monk Botanical Gardens

16 3 Comments 1 Share

Red Robin Machining
May 6 at 8:50 PM · 🌐

Congratulations Erika Gravitter on taking 2nd place at the Northcentral Technical College 2022 Welding Competition! Nice work!





Mosinee High School

May 6 at 2:11 PM · 🌐

...

Chef Travis Teska of [Northcentral Technical College](#) visited our Foods 3 classroom today to teach students about knife skills. They learned proper methods of safely holding, manipulating and sharpening knives, and efficient ways to prepare various cuts. Thanks for visiting Chef!



👍 You and 29 others

2 Comments



Like



Comment



Share



Safe Kids Marathon County

2h · 🌐

Have an older child who wants to babysit or thinking about leaving the kids home alone this summer with the oldest sibling in charge? A babysitting class can help prepare youth to be safe, effective, and responsible babysitters and teach them how to respond to emergencies and stressful situations. Learn more about babysitting classes in Marathon County below.

~ YWCA Wausau offers the Babysitting Rocks course. Details and registration here: <https://babysittingrocksjune22.eventbrite.com>

~ Northcentral Technical College offers the American Red Cross Babysitting Certification course. Details and registration info here: <https://www.ntc.edu/.../emergen.../babysitting-certification>



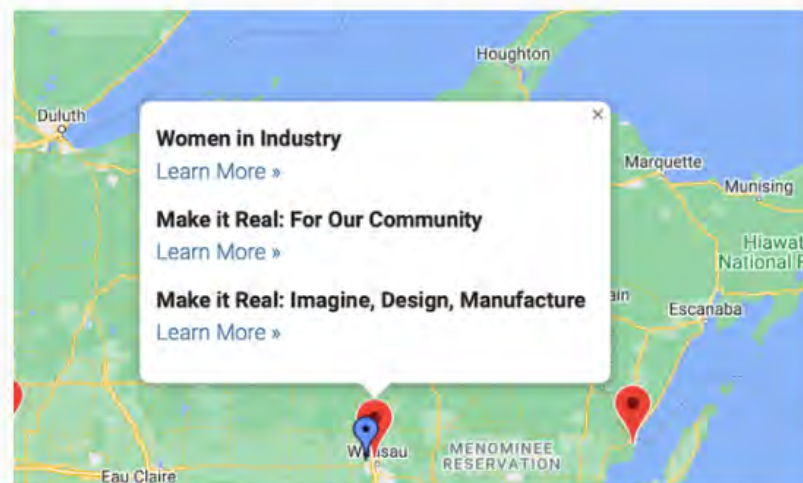
CWIMA

18h · 🌐

Northcentral Technical College is hosting a series of manufacturing camps for GIRLS ONLY in conjunction with Nuts, Bolts & Thingamajigs Foundation! The first camp starts June 13th. Register for the first camp here:

<https://lnkd.in/g4gJmdcK>

SUMMER MANUFACTURING CAMP





WJQ 92.5 FM / 810 AM

May 9 at 10:13 AM · 🌐

...

NTC Offering WiFi, Work Space at Community Tech Centers in Antigo, Phillips

Northcentral Technical College (NTC) is making it easier for people to get online at their Community Technology Centers on their Antigo and Phillips campuses.

These updated spaces feature internet cafes, private offices, and meeting spaces. According to the announcement, the Community Technology Centers provide free access to high speed internet in a comfortable setting to the greater community. NTC president Jeannie Worden says, "We know that there is a need for reliable high-speed internet in the communities that we serve and NTC is committed to providing access to everyone who needs it."

Private office and meeting rooms can also be reserved and rented for a nominal fee on a daily, weekly or monthly basis.

Worden says, "Whether you want to use a computer in our internet café for a day or reserve dedicated office space to accommodate your work needs, we have options to fit everyone's needs."

The NTC Community Technology Centers are open during regular campus business hours. They've also boosted their WiFi signal to reach their parking lots, which allows 24/7 access. Additional information

(-Photo of Phillips Center courtesy of Northcentral Technical College)



United Mutual Insurance Company

53m · 🌐

...

Scholarship Winners are Announced!

Congratulations to Jorie Meyer a 2022 graduate of Spencer High School on being a recipient of a United Mutual Insurance Scholarship.

Jorie plans on attending Northcentral Technical College pursuing a Degree in Marketing.

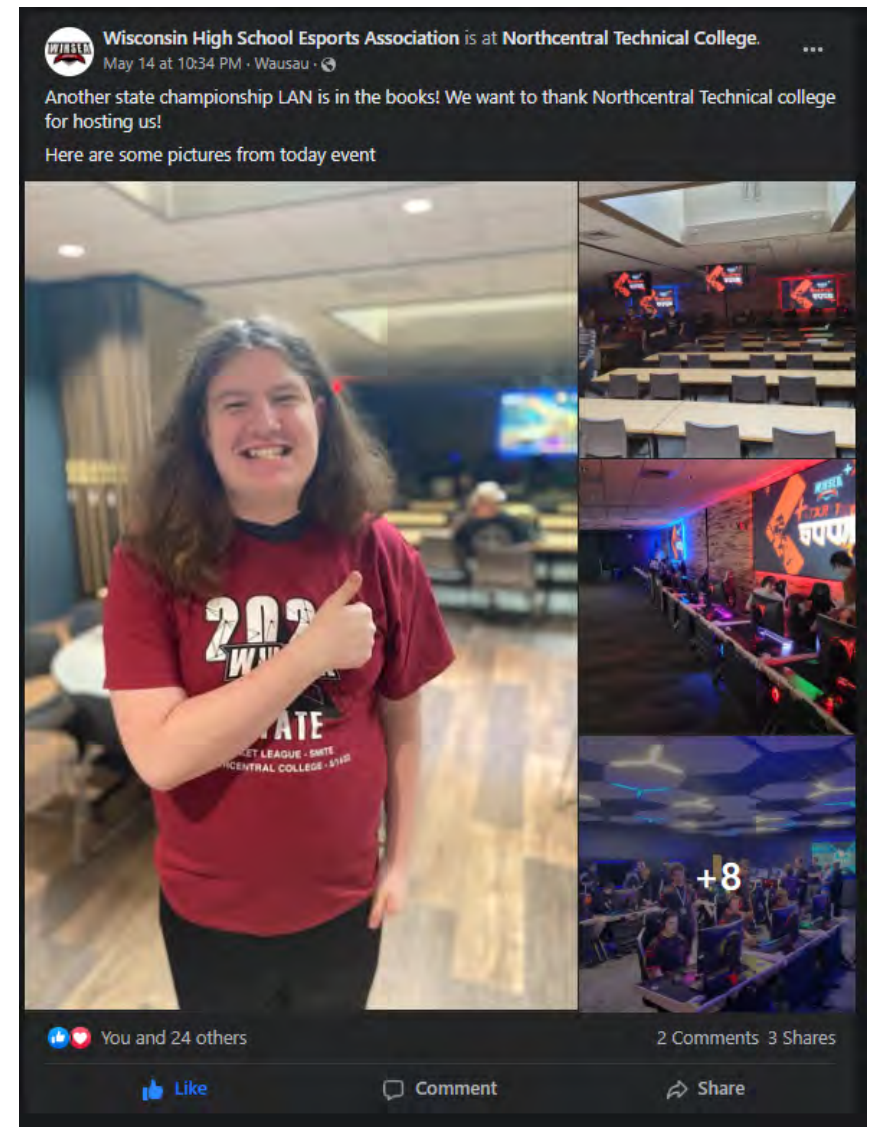
Jorie, you should be proud of your accomplishments. United Mutual wishes you good luck in your future studies!

United Mutual would like to thank your family for being valued policyholders!



👤 You and 2 others

💬 1 Comment · 🔄 1 Share



Niagara Badgers
12h · 🌐

Today's Senior Spotlight is Isabel Jacobs. Izzy is a go-getter and can always be counted on to get things done. She is involved in volleyball, student council, forensics public speaking, Badgers United, art club, theater, and she is a class officer. Her future plans are to attend Northcentral Technical College and major in dental hygiene. When asked what she will miss most about Niagara High School, she said that she will miss seeing her classmates and participating in school events and extracurricular activities. Izzy is excited to explore new places and meet new people along the way. Wishing you all the best for your future. **Congratulations**, Isabel!



You and 54 others · 19 Comments · 1 Share

Wausau School District
2h · 🌐

Wausau School District Educators continue to collaborate with DC Everest and Mosinee School Districts to host the 2022 Wisconsin River Educator Conference ([#WIREDConference](#)) on August 17th and 18th!

Sponsored by Connexus Association, Dr. Paula Kluth, consultant, author, advocate, and independent scholar will be the Keynote speaker and kick off the conference on August 17th (Flyer attached).

This conference is a FREE educator conference (registration coming out soon) and is centrally located with in-person attendance in Wausau at Northcentral Technical College!

Educators who would like to present are urged to submit their proposal to: WIREDConference Session Proposal

Plan on attending this event to kick off the 2022-2023 school year!

[#WausauSchools](#)

WAUSAU, DC EVEREST AND MOSINEE SCHOOL DISTRICTS PRESENT:

#WIREDConference 2022

KNOW YOUR IMPACT

IN-PERSON CONFERENCE @ NTC
August 17th & 18th 2022



GUEST SPEAKER: DR. PAULA KLUTH

Dr. Paula Kluth is a consultant, author, advocate, and independent scholar who works with teachers and families to provide inclusive opportunities for students with disabilities and to create more responsive and engaging schooling experiences for all learners.

The [#WIREDConference](#) (Wisconsin River Educator Conference) is currently accepting proposals for the 2022 conference.

We are looking for presenters from every age, career stage and background to share experiences and knowledge with educators.

If you have something great to share,   




New Auburn School District 5h · 🌐

It's time to recognize and celebrate our [#NewAuburn](#) Class of 2022! We'll be featuring our seniors over the next several weeks leading up to graduation happening on Friday, May 27, 2022.

Today we shine a light on Caleb Gotham. Caleb is the son of Zech and Janelle Gotham. Caleb has been involved in numerous extracurricular activities including National Honor Society, football, track, basketball, band, FFA, FFA Officer (sentinal for three years and president for one year), 4-H, Shop Club and church.

Caleb will be attending Northcentral Technical College in Wausau, WI pursuing a Civil Engineering Technical Degree.

We are so proud of you Caleb!



You and 71 others 14 Comments 1 Share

Wausau School District G2M and Community Connection 11m · 🌐

That's a wrap for the 2021-2022 Riverview G2M program 🎉

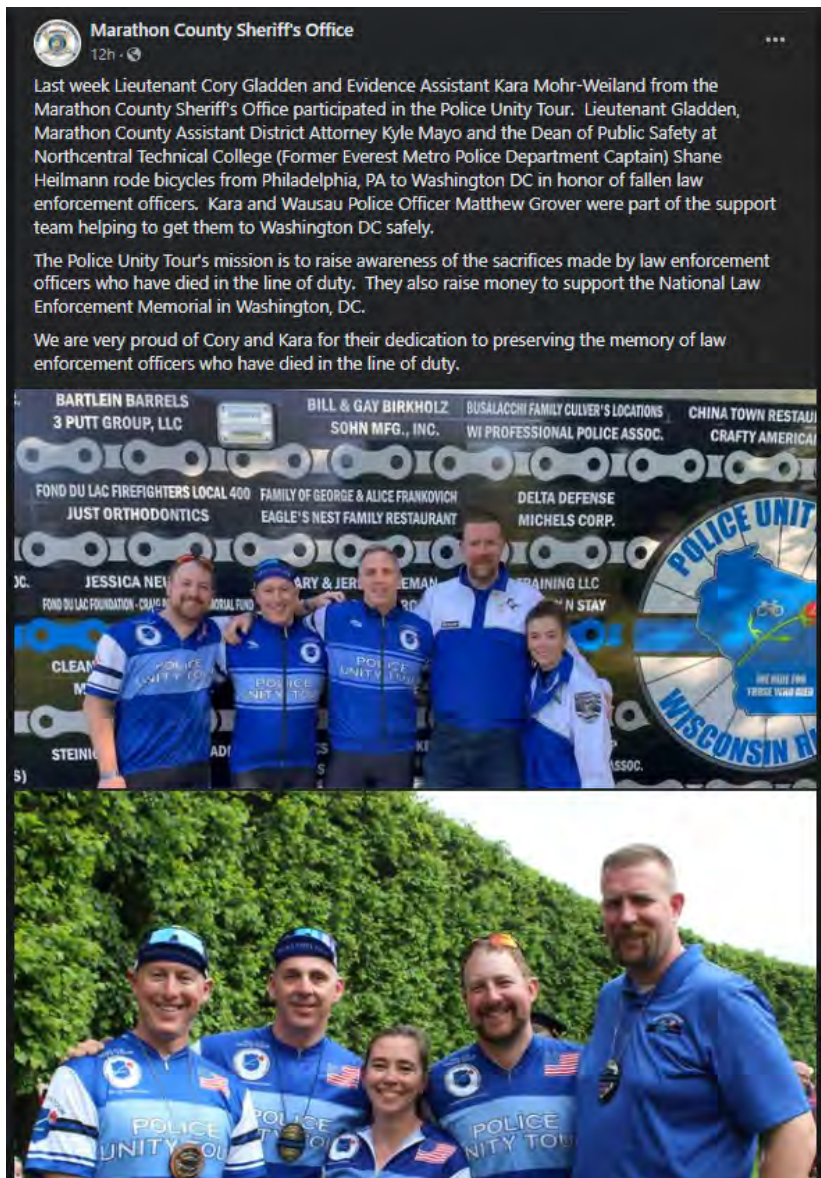
Thank you so much staff, class instructors, parents/guardians, and students for making the program a great success! Also thank you to our community partners that visited us this year to share their talents: [Kiddin Around Yoga](#), [GSNWGL - Girl Scouts of the Northwestern Great Lakes](#), [Snapshot Science](#), [The Womens Community, Inc.](#), [Monk Botanical Gardens](#), [Northcentral Technical College](#), [Discovery Education Station](#), [Wausau East Basketball](#), [Stephanie Kohli](#), [Kris Kearns](#), and [Cindi Strobel](#).

Over the year we had 35 classes, 502 participants, and lots of fun! Looking forward to next year's program! 🎉

Wishing you all have a safe and fun summer, see you in the fall! 🌞🌴



1 Share



FAHS Athletics
22h · 🌐

The Wihsea spring state esports competition was on Saturday in Wausau at Northcentral Technical College.

Our Rocket League team (pictured left to right: Spencer Betchey, Trent Davis, and Cooper Schoonover) was undefeated during the regular season. They took second place in the division two rocket league finals.





You and 10 others

Like Comment Share

1 Comment 2 Shares

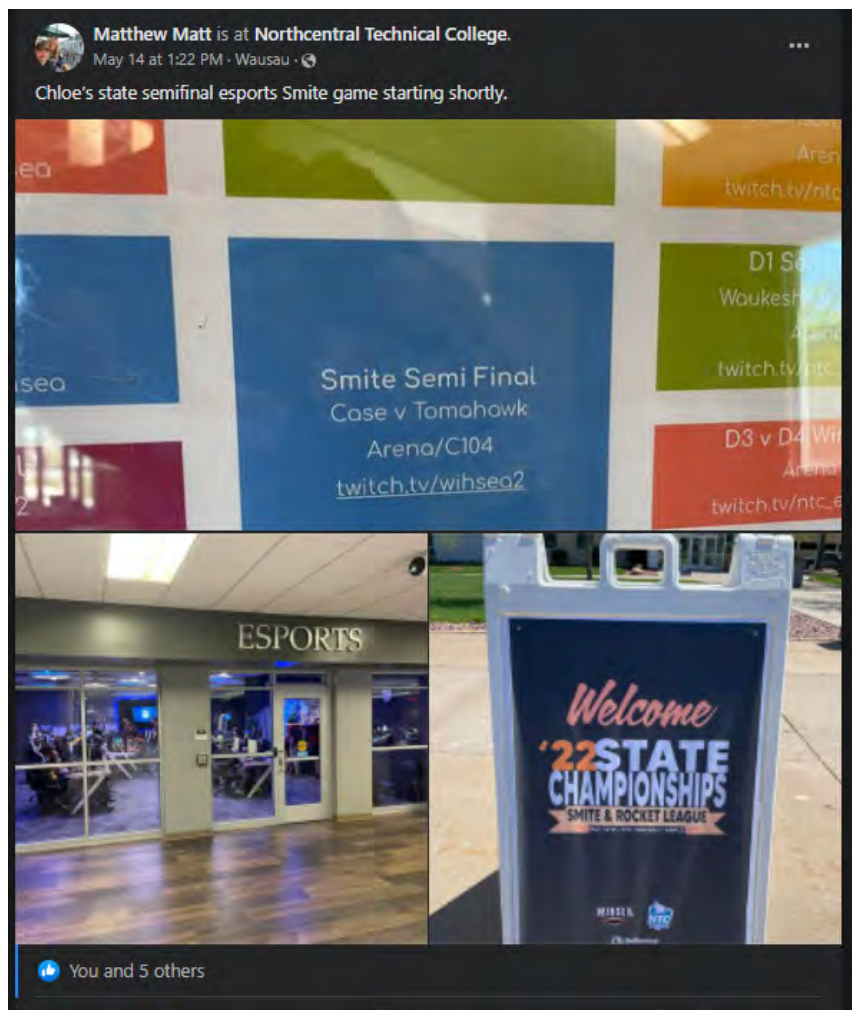
Matthew Matt is at Northcentral Technical College.
May 14 at 6:47 PM · Wausau · 🌐

Chloe's school team Case Legends are the State runners up in esports Smite.... Took the defending champions to a deciding 3rd game (they had not lost all year) and a 35 minute battle in game three, came up just short. Glad I made the drive up to Wausau to see this, was exciting to see Chloe compete at such a high level. Awesome job Chloe!!!


You and 23 others

6 Comments



WSAW NewsChannel 7 May 12 at 10:00 PM · 🌐

Cyclists have a place to park their bikes at Monk Gardens thanks to NTC's alternative high school welding program.



WSAW.COM


NTC alternative high school installs bike racks at Monk Gardens
Monk Botanical Gardens gets six new leaf-shaped bike racks

You and 112 others 1 Comment


Like Comment Share

Hardwood Manufacturers Association May 6 at 11:01 AM · 🌐

If you are looking for employee training opportunities specific to the hardwood industry, HMA's partner in education, [Northcentral Technical College](#), is offering two summer educational events at their Wood Technology Center of Excellence in Antigo, Wisconsin. Learn more at <http://ow.ly/jSVa50IZyG4>



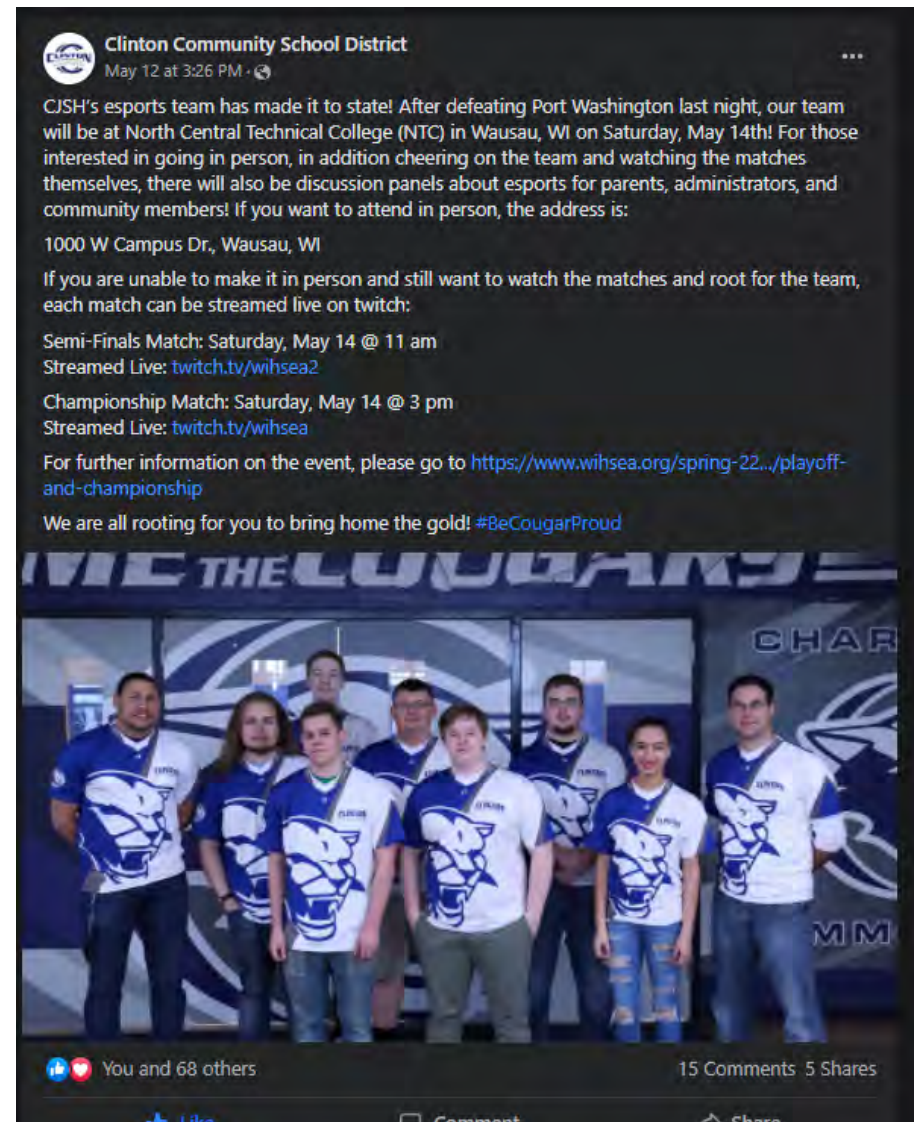
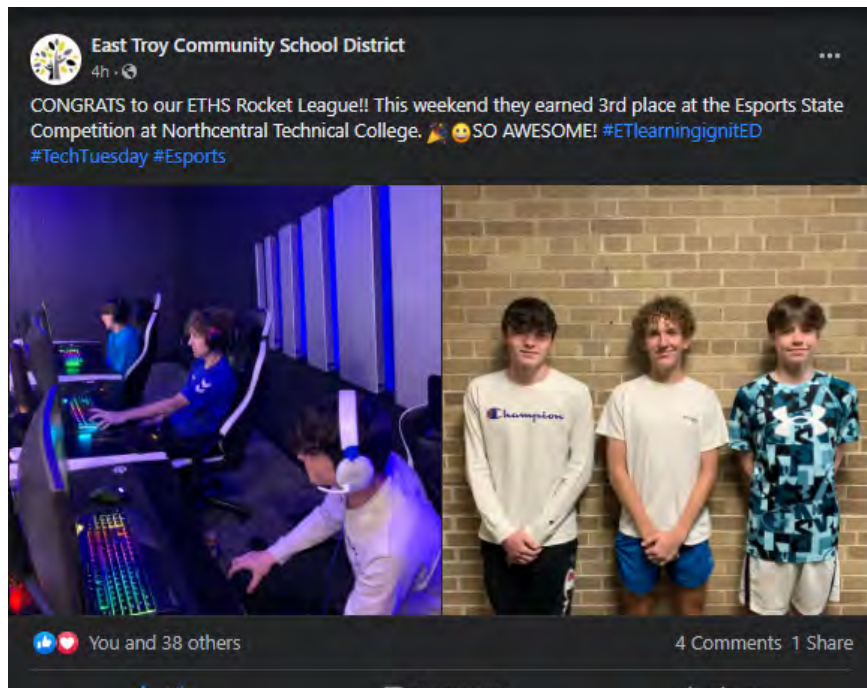
Northcentral
TECHNICAL COLLEGE



Summer Educational Opportunities at North Central Technical College


Hardwood Sawmilling Certificate Program | June 6–July 1
Hardwood Log Scaling & Grading Workshop | June 11–June 12

2



Merrill High School
1h · 🌐

This Bluejay has a plan! Justice Willis will be attending Northcentral Technical College for Nursing Assistant. Congratulations Justice!




Justice Willis
Northcentral Technical College - Nursing Assistant

👍 You and 8 others

1 Comment

Clintonville, WI Rotary Club
2h · 🌐

Marion High School Senior Paige White was recognized this week as Rotary Student of the Month. Paige first introduced her mom, Dawn, and then she was then given the opportunity to tell about herself. Paige plans to attend Northcentral Technical College in Wausau to pursue a career as a Veterinary Technician. Rotary President Jason Hornung presented Paige with a certificate of recognition and other mementos.



👍 You and 30 others

7 Comments 2 Shares



Mosinee High School Band

Yesterday at 10:12 AM · 🌐

Put your hands together for Olivia Hodgson.

Olivia is graduating this year as a junior and going off to NTC next year for paralegal work focusing on child/family law. During her time at the high school, Olivia played Euphonium for concert and marching band and learned bass trombone for jazz band this last year. Her favorite memory was her sophomore year when the band was split up into sections because she got to meet new people and improve musically. Her favorite song, Shine, was from this year. In her free time, Olivia is ready to relax while she hangs out with her friends. Good luck with your future plans Olivia!

Next will be Grace Foster!



Euphonium/Bass Trombone
Divided classes
Hanging out with friends
Shine

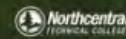


Wild Birds Unlimited (Wausau, WI)

1h · 🌐

Whaaaaat?? Lori's teaching classes?? Yes! Please join me! Sponsored by NTC I'll be holding these classes (weather permitting) at Blue Gill Bay park near the store! Yes there is a small fee but.....the portion that would go to me the tech as agreed to donate to REG!!! I promise we will have fun! Register TODAY!!

#NTCWorkforceTrainingProfessionalDevelopment



WORKFORCE TRAINING &
PROFESSIONAL DEVELOPMENT

All New!

BIRD CLASSES

Led by Lori Schubring

Certified Bird Feeding Specialist and owner of Wild Birds Unlimited in Rib Mountain



BIRD FEEDING FOR BEGINNERS

Friday, June 3, 2022 | 10:00 a.m. - 11:00 a.m.

Learn proper feeding locations and type of feed for various species.



HUMMINGBIRDS AND ORIOLES

Friday, July 15, 2022 | 10:00 a.m. - 11:00 a.m.

Learn which plants and nectar recipes keep these birds coming back.



SQUIRRELS, STARLING AND BEARS

Friday, August 12, 2022 | 10:00 a.m. - 11:00 a.m.

Learn how to keep unwanted critters away from your bird feeders.

All classes will meet at Bluegill Bay Park, Rib Mountain

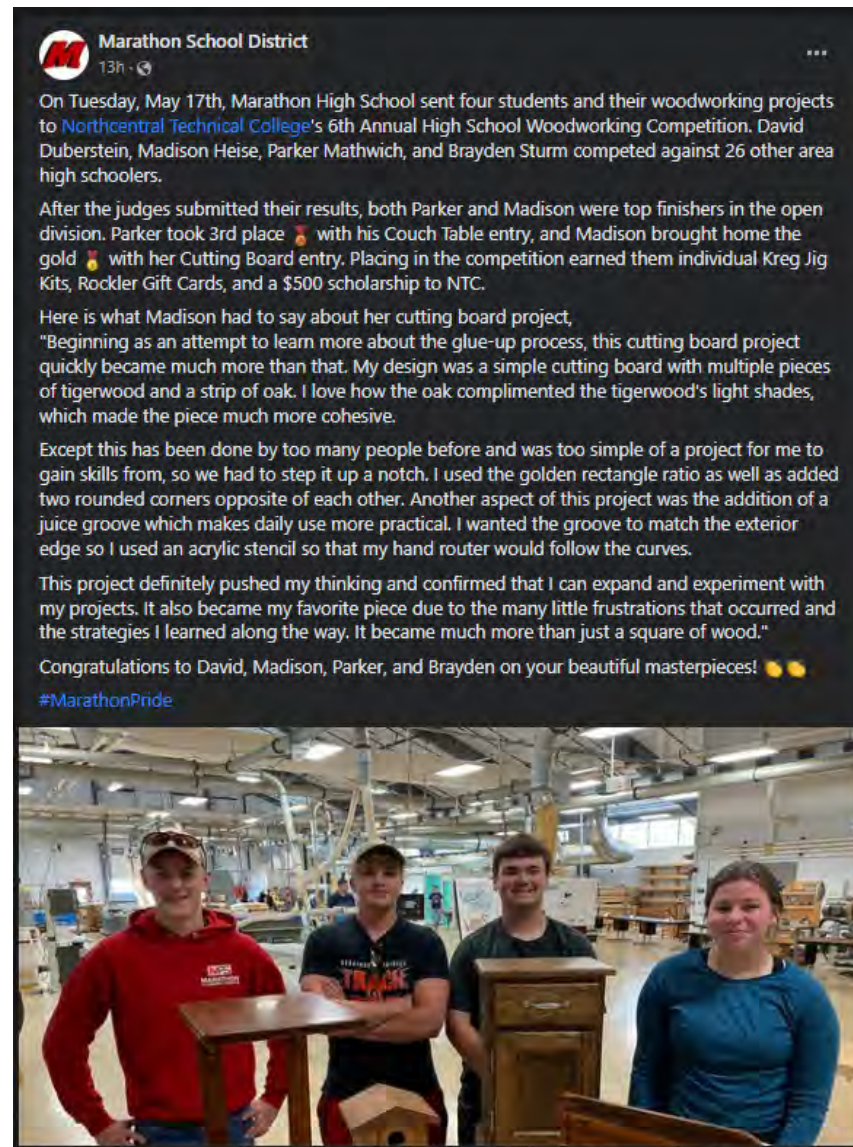
3800 Bluegill Ave, Wausau, WI 54401

Cost of each class: \$15

Learn More + Register at: www.ntc.edu/community

CONTACT US FOR MORE INFORMATION: ☎ 715.803.1034 ✉ ce@ntc.edu

NTC is an Equal Opportunity/Affirmative Action institution. We do not discriminate on the basis of race, ethnicity, gender, age, religion, sexual orientation, or disability in our programs and services. For more information, contact the Office of Institutional Effectiveness, 1000 N. Lincoln Ave., Room 200, Wausau, WI 54401. © 2022 NTC. All rights reserved.





Pacelli Catholic Schools

57m · 🌐

...

PACELLI CATHOLIC HIGH SCHOOL SENIOR SPOTLIGHT ❤️

Congratulations to Josie Otto who will attend [Northcentral Technical College](#) in Wausau, WI after graduation for their veterinary technician program. [#pacellipride](#) [#pacelliclassof2022](#)



👍 You and 19 others

2 Comments



DC Everest Senior High School

3h · 🌐

...

Thank you Northcentral Technical College for hosting the 6th Annual High School Woods Competition and providing our students with the opportunity to showcase their talents. [#EverestPride](#)

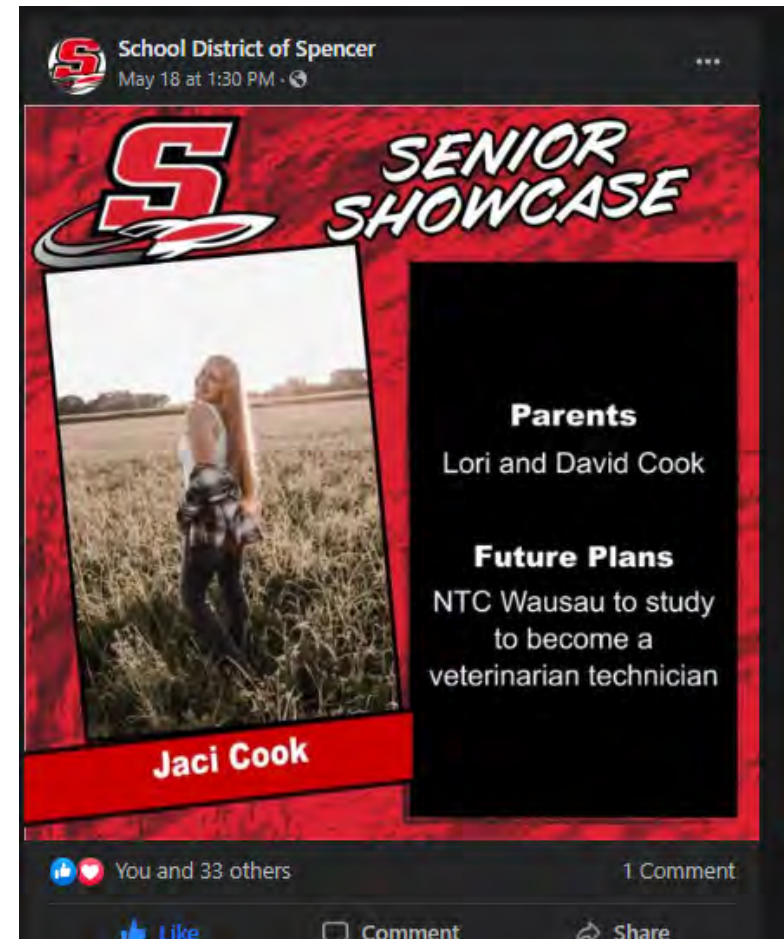


NTC Wood Technology

May 17 at 2:45 PM · 🌐

Today we hosted the 6th annual High School Woods Competition. We want to thank all of our participants that attended. We want to congratulate the following winners... [See more](#)





 School District of Spencer
May 18 at 8:00 AM · 🌐




Alyssa Wilcome

Parents
Cheryl Bohman and
Kevin Willcome

Future Plans
North Central Technical
College
Dental Hygiene

👍 You and 56 others 3 Comments 1 Share

👍 Like 💬 Comment ➦ Share

 School District of Spencer
3m · 🌐




Dietrich Ohm

Parents
Brandon & Angela
Prust

Future Plans
Architectural Design at
NTC

👍 Northcentral Technical College 1 Comment

👍 Like 💬 Comment ➦ Share



Village of Kronenwetter, WI

May 26 at 7:00 PM · 🌐

Looking for a Life Changing Opportunity?

Become a Firefighter or Emergency Medical Responder

VOK Pays for Training and Service!!

The Village of Kronenwetter Fire Department has an urgent need for paid-per-call firefighters and emergency medical responders.

- Paid-per-call firefighters and emergency medical responders respond to emergency calls when available. With each answered call they receive \$15.00 per hour.
- They are provided with AND paid for training hours at a rate of \$10.50 per hour.
- They receive paid tuition for the EMT or Firefighter program at Northcentral Technical College (NTC) in Wausau. Time spent in-class is paid at the training rate of \$10.50 per hour.
- They build their resume with certifications, experience, and volunteer work.
- They valiantly serve and protect the community; build lasting relationships; and save lives.

If you are interested in this life changing opportunity, completely fill out an application and submit it to the Village of Kronenwetter Fire Department.

Application packets and more information can be found at the following link:

https://www.kronenwetter.org/.../join_the_kronenwetter...

Applications can be emailed to firesecretary@kronenwetter.org or dropped off at the Kronenwetter Municipal Center.

Add HERO to your resume

URGENTLY HIRING

PAID-PER-CALL FIREFIGHTERS AND EMERGENCY MEDICAL RESPONDERS



First State Bank is with Brian Sackmann.

May 25 at 1:23 PM · 🌐

Our Stevens Point Branch Manager, Anna Flahaut, and Retail Operations Manager, Brian Sackmann, presented First State Bank's \$1,000 scholarship certificate to Josie Otto, a senior at Pacelli Catholic High School in Stevens Point.

Being raised on a dairy farm by her parents Jodi and Brian Otto, Josie developed a passion for helping animals and will further her understanding of them in the Veterinary Technician program at Northcentral Technical College. Congratulations, Josie!





School District of Spencer

May 16 at 1:30 PM · 🌐



You and 43 others

1 Comment



Like



Comment



Share



Langlade County Citizen Review Panel

May 3 at 1:22 PM · 🌐

A Foster Care Seminar on Managing Trauma Driven Behavior is being offered through Northcentral Technical College on May 24, 2022 in Wausau or virtually through Zoom. Cost is \$20/Foster Parent or \$35/Professional which includes CEUs and lunch is provided if attending in person! If you're a caregiver or professional in Langlade Co. who could benefit from this seminar, but cost to attend is a barrier, please email LangladeCRP@gmail.com to see if you could be reimbursed!

Register through this link below!

<https://www.ntc.edu/.../managing-trauma-driven-behavior...>



Northcentral
TECHNICAL COLLEGE

NTC.EDU

Managing Trauma Driven Behavior: Foster Care Seminar - Conferences, Seminars, and Workshops | Northcentral Technical College


Wausau Manor Health Services & Applegate Terrace
 May 25 at 4:00 PM · 🌐

Congratulations to Gau, Priya and Kuki, who work in Wausau Manor's dietary department. Gau and Priya graduated from [Wausau West High School](#) and Kuki graduated from [Northcentral Technical College](#) Alternative High School! 🌟 🌟



  You and 41 others
 3 Comments 1 Share


School District of Spencer
 May 17 at 11:00 AM · 🌐



SENIOR SHOWCASE



Parents

Brent & Amy Brooks
and
Clayton & Jennifer
Louis

Future Plans

NTC - Digital Marketing

Erin Brooks

  You and 53 others
 3 Comments 4 Shares





Taylor Credit Union

May 21 at 7:00 PM · 🌐

It's that time of year where we let the tears fall. So grab a tissue and let's celebrate the growth and achievements of our seniors!

Congratulations to Olivia - MSR at our Abbotsford branch. She graduates from Abbotsford High School and will be furthering her education at Northcentral Technical College.

Best of luck to the class of 2022! 🎓



WITESOL: Wisconsin Teachers of English to Speakers of Other Languages

May 20 at 9:48 PM · 🌐

Earlier today, thirteen educators from six different districts and organizations gathered together at Northcentral Technical College in Wausau to connect and share ideas and resources for reaching their multilingual students. Attendees enjoyed lunch and networking time together! This Swap Shop was sponsored by WITESOL. Read more about this event at <https://www.witesol.com/professional-development/>



👍❤️ 12



Rosholt School District
May 26 at 8:14 PM · 🌐

Senior Spotlight!
Kaylee Lehman!

What are your future plans?
My future plans are to attend NTC for Nursing. After I receive my Associates degree.

What is your favorite memory of Rosholt Schools?
My favorite memory from high school is 10th grade gym class. I loved all the students, the teacher aide, and the teacher (Dan Hoffa) made gyms tons of fun!

What advice do you have for our students?
My advice for students is do NOT care what others think of you, be 100% you. Everyone is beautiful in their own way, so let them embrace that. In the end people will grow up, and accept that everyone is unique. Also, hang with your friends more, because soon they will all be going on to bigger things. Sad to say but you won't see them 5 days out of the 7 days anymore once you're in my shoes, so don't take those good friendships for granted.





School District of Spencer
23h · 🌐





Kage Carlson

Parents
Brandon & Stefanie
Carlson

Future Plans
NTC-Radiology



You and 52 others

1 Comment 1 Share

301/307

Edgar School District
May 24 at 11:03 AM · 🌐

Employers, mentors, students, administration, and guests from NTC joined together to celebrate a wonderful year of working together at a breakfast in their honor at The Edgar Family Restaurant. A total of 25 students participated in the program. Thank you to the businesses who have invested in our future and worked closely with our district to provide this awesome opportunity! [#EdgarExcellence](#)



You and 59 others 1 Comment 1 Share

Jason Beasley is with **Anna Wheatley** and 3 others.
May 21 at 10:28 AM · 🌐

Congrats to the Northcentral Technical College Surgical Technologist Class of 2022!



👍❤️ 145 26 Comments 2 Shares

Like Share





👍❤️ You and 425 others

20 Comments 5 Shares



YWCA Wausau

Th 13

Meet one of our 2022 Women of Vision to be recognized at the Women of Vision Luncheon, May 20th @ 11-1:

MaïGer Moua

MaïGer Moua is a dedicated professional committed to making our community a better place. She has dedicated her life to the mental and physical well-being of others. This is demonstrated by her previous work as Director at the United Way 211, as a Crisis Operation Manager at North Central Health Care, and now as a Student Success Advisor at North Central Technical College. She also is an adjunct instructor in Asian American Studies for the University of Stevens Point. In addition, she is a proud mother of four.

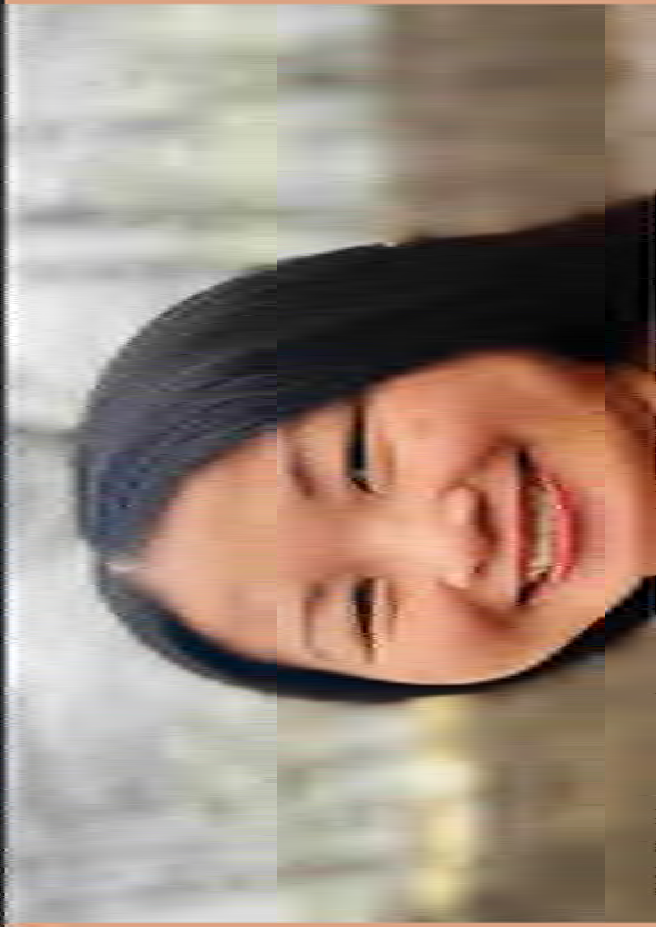
Through her community involvement, MaïGer is a champion for education. She received her Master of Art in US History at the University of Wisconsin Madison. She believes strongly about educating the community about the importance of diversity and how it enriches our community. As a result of her shared experiences, more people understand the challenges that diverse populations face. She believes that it is her social and political responsibility to bring visibility to the issues surrounding inclusivity and diversity. As a result of these beliefs, MaïGer is involved with the Central Wisconsin Hmong Professional group which hosts the Hmong in Marathon County, Past and Present event. She is always willing to speak on the topic of diversity and inclusion at YWCA workshops. MaïGer also launched the Wisconsin Addiction Recovery Helpline at 211 and is a Community Impact Associate for the Housing where she took on a leadership role in the Housing and Homelessness Committee. She also serves on many other local and state boards and committees.

Throughout her career, MaïGer had advocated and has been a voice at the table for underserved populations. She understands some folks come to the table with different needs, expectations, and traumas and she works to ensure those folks receive the services and resources they need.

MaïGer's dedication to building community relationships and resources, education on diversity issues, and amazing commitment to our community make her very deserving of the Women of Vision award.

JOIN US MAY 20th to congratulate MaïGer!

REGISTER: <https://womenofvision2022.eventbrite.com>





...

The deadline to sign up for [Northcentral Technical College](#) and CWIMA's Metal Masters Program is June 1, 2022!

There is no cost to register.

Know a talented Junior or Senior who could benefit? Get them signed up today by registering here:

<https://nktc.in/gmtbtlbq>

Metal Masters Quest gives high school juniors and seniors the opportunity to complete machining classes at Northcentral Technical College (NTC) to build the foundational knowledge needed to work at area businesses.

You will have the opportunity to work at a local business during and after your training to develop the skills you need to be a youth apprentice.

Metal Masters Quest Details Schedule

Monday and Tuesday: Instruction at NTC's Wausau campus 8:00 a.m. – 2:30 p.m.

Wednesday, Thursday, Friday: Work at local business (schedules vary)

FREE due to the generosity of the Central Wisconsin Manufacturing Alliance (CWIMA)

\$150 Scholarship to NTC*

*Available to students who successfully complete Metal Master Quest and enroll in a qualifying program:

- One of three Machine Tool Technical Diplomas
- Machinist Registered Apprenticeship
- Tool & Die Maker Registered Apprenticeship

Benefits to Students

Hands-on learning in NTC's state-of-the-art labs

Gain hands-on experience with local employers

Learn about the manufacturing industry

Get paid to develop your skills through the Youth Apprenticeship program

Earn credits towards your college career at NTC

Receive high school credits through Youth Apprenticeship

Classes

CNC Operations – 1 credit

CNC Programming & Planning – 1 Credit

[#BusinessReady](#) [#Opportunity](#) [#Learning](#) [#Manufacturing](#) [#cwimamfg](#) [#ntcwausau](#) [#training](#)
[#machining](#) [#prosperity](#)



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	<p>WJFW (NBC) 5/7/2022 12:58:32 AM Wausau, WI Newswatch 12 at 10 Local Viewership: 839 Local Publicity Value: \$16.84</p> <p>across the state compete in four unique games. the season will culminate with a spring state championship held on may 14th at northcentral technical college in wausau, wi. this championship will feature 20 of the best schools from around the state competing in rocket league and smite and will have 13 colleges from around the midwest promoting their esports programs. this year, students are applying classroom knowledge in graphic design, broadcasting, and event organization through our internship program . if your child has hopes of becoming a nba player the bucks may have an opportunity for them. the bucks are getting ready to put</p>
	<p>WSAW (CBS) 5/12/2022 6:21:30 PM Wausau, WI NewsChannel 7 @ 6 Local Viewership: 11,229 Local Publicity Value: \$606.17</p> <p>tonight at 10, the monk botanical gardens has 6 new additions that will appeal to fitness enthusiasts and neighborhood cyclists alike. tonight on newschannel 7 at 10, how students from northcentral technical college's alternative high school got involved. we have the newest details on who the packers will play to start the season...plus more on a win for the ages from the defending nba champs...a packed edition of sports is next...</p>
	<p>WSAW (CBS) 5/12/2022 10:18:04 PM Wausau, WI NewsChannel 7 @ 10 Local Viewership: 14,150 Local Publicity Value: \$1,036.37</p> <p>the gardens don't allow bikes in to protect the grounds. until now-- they didn't have a place for you to lock up outside either. the monk gardens has a history of collaborating with northcentral technical college's welding program to enhance the park. "it really is what monk gardens is about: working with the community trying to make the community and also the environment healthy." the welding program is part of n-t-c's alternative high school program. it helps kids get a jump-start on jobs after they graduate. "you can get dual credit, and you can take some college classes as you go along, and this is one of the ones, we actually welded these at the main campus at ntc." the projects for the garden are</p>
	<p>WLUK (FOX) 5/13/2022 7:56:12 AM Green Bay, WI Good Day Wisconsin Local Viewership: 26,862 Local Publicity Value: \$767.49</p> <p>encourage more people to enjoy nature. drew sutherland spoke with some of the people behind it new project to help cyclists. >>month gardens has a history of collaborating with northcentral technical college's welding program to enhance the park. it really is what my parents is about working with the community trying to make the community and also the environment healthy. >>coping program is part of, and he sees alternative high school program that helps kids get a jumpstart on jobs after they graduate. >>you can. >>do dual credit and you can take some college classes as you go along and this is 1 of the ones we actually welded these at the main campus at and t. c.. >>the projects are selected a</p>

Items in this report: 4

Total Local Viewership: 53,080

Total Local Market Publicity Value: \$2,426.86