

WISCONSIN'S TECHNICAL COLLEGES

Building the Next Generation

ISSUE

Wisconsin's technical colleges are at the forefront of the state's ongoing recovery and transition to a clean, innovation economy. By reliably providing high-skilled workers in key sectors, the technical colleges directly support businesses that create or retain jobs in Wisconsin and keep communities strong.

As the state emerges from the deep recession that began in late 2007, Wisconsin's employers are under pressure to rebuild business, but also to fully transition to a new economy. Employers have long recognized that graduates of Wisconsin's technical colleges bring the skills needed to advance businesses goals, which leads to job creation and healthy supply chain industries. As a result, even during the most recent recession, 86% of our graduates were hired within six months of graduation, most in their chosen field.

Wisconsin's technical colleges are poised to:

- Prepare people for a return to work
- Advance job creation efforts
- Match worker skills to employer needs

The return on investment in technical education has increased enrollment demands. Workers, including displaced workers, continue to turn to Wisconsin's technical colleges in record numbers. Enrollments are up 40% in the last decade, including 12% in the last year alone. Current projections indicate demand will continue to rise.

A \$1.0 million increase in General Aid in the last biennium helped the colleges meet historic enrollment demands and make incremental progress implementing the aggressive *Next Generation Workforce* initiative. This initiative was designed to ensure a competitive advantage for Wisconsin's employers with expanded programs in high-demand and emerging occupations.

A targeted investment in the technical colleges in 2011-13 will produce immediate results and shape Wisconsin's economic development in the next decade and beyond by ensuring availability of the high-skilled workers needed for employers to thrive and expand. Fully engaging displaced workers, advancing job creation efforts, and matching workers' skills to employer needs will be vital components in *Building the Next Generation*.

OPPORTUNITY

To speed economic recovery and transition for Wisconsin's employers and workers, our technical colleges must continue to adapt or develop programs in high-demand and emerging occupations that match graduate skills with employer demands.

In the next biennium, *Building the Next Generation* will allow Wisconsin's technical colleges to support this economic recovery and transition with:

1. Prepare people for a return to work.
2. Advance job creation efforts.
3. Match worker skills to employer needs.

1. PREPARE PEOPLE FOR A RETURN TO WORK

Wisconsin suffered historic worker dislocations during the recession. In June 2010, nearly 250,000 Wisconsin workers remained unemployed, with many more not active in the labor force. Many of these individuals have returned to Wisconsin's technical colleges to enhance their skills and job prospects.

Stories of returning students lacking the necessary academic skills to participate and succeed in college-level education and skills training have been all too common. In 2008-09, nearly 75,000 technical college students were considered academically disadvantaged, or unable to complete college-level courses and programs without special assistance. This number – about a 4% increase over the previous year – is expected to jump again when 2009-10 data are finalized.

A targeted, time-limited investment of \$14 million in this facet of *Building the Next Generation* will allow Wisconsin's technical colleges to be an active partner in ongoing efforts to address chronic unemployment and underemployment in specific geographic regions of the state by providing new services to at least 7,000 individuals over the biennium.

This proposal calls for:

- a \$9.0 million investment (\$4.5 million each year) to provide services to dislocated and unemployed workers through categorical grants that target geographic regions experiencing sustained, high unemployment rates; and
- a \$5.0 million investment (\$2.5 million each year) to double the current amount in existing categorical grants serving students requiring Basic Skills training, such as Adult Basic Education (ABE) and English Language Learner (ELL) services.

2. ADVANCE JOB CREATION EFFORTS

Wisconsin's technical colleges will be a key driver in employers' economic recovery and transition. A targeted state investment will ensure employers have the skilled workers they need in vital and emerging sectors by expanding capacity in core and emerging programs, maximizing student success, and providing skills upgrades.

Building the Next Generation will allow Wisconsin's 16 technical colleges to continue and accelerate their efforts to accomplish these goals by providing a targeted general aid increase of \$14.0 million over the next biennium. Each college has developed specific initiatives based on geographic strengths and needs that will provide new services to over 5,500 individuals during the biennium. Particular areas of emphasis include:

- increasing the number of graduates or trainees in essential program areas like *advanced manufacturing, health occupations, renewable energy*, or other key programs; and
- expanding supports, including those uniquely designed for veterans, that lay the groundwork for *student success and retention* in occupational skills training in high-demand areas.

Blackhawk Technical College

Investment: \$531,440 over the biennium

Initiative: BTC will continue implementing adult career pathways in Welding/Blueprint Reading, Business, and Certified Nursing Assistant (CNA). To support these pathways, BTC has established one-semester "bridge" programs, combining adult basic skills instruction in writing/math, computer literacy, and student success.

Outcomes: 100 individuals completing "bridges" into occupational programs over the biennium.

Support: United Alloy, Kuhn International, Beloit Memorial Hospital, St. Elizabeth's Assisted Living, and Monroe Clinic

Chippewa Valley Technical College

Investment: \$894,460 over the biennium

Initiative: CVTC will expand capacity to meet existing and emerging demands in the areas of advanced manufacturing (Industrial Mechanics, Production MIG Welders, CAD Operators, and Electromechanical Technicians); renewable energy (Sustainable Facilities Operations, Building Recommissioning/Remodeling, Electrical Power Engineering, Waste Management, Supply Chain Management); and computer skill development for unprepared learners.

Outcomes: 600 individuals trained in expanded programs over the biennium.

Support: Xcel Energy, Dairyland Power Cooperative, Ace Ethanol, and others

Gateway Technical College

Investment: \$827,540 over the biennium
Initiative: GTC will expand training at its HERO Center (Health Emergency Response Operations) in Law Enforcement, Emergency Response, 911 Command Center and Tactical Response Training. This proposal has the support of regional municipalities in police, fire, Emergency Medical and K-12 school districts.
Outcomes: 140 additional individuals trained in expanded programs over the biennium.
Support: Medtech, Pierce, Simplex/Grinnel.

Madison Area Technical College

Investment: \$1,597,260 over the biennium
Initiative: Madison Area Technical College will expand program capacity in a number of critical health occupations, including nursing and its new Health Information Technology program, which currently operates with time-limited federal dollars.
Outcomes: 175 additional individuals trained in expanded programs over the biennium.
Support: Local and regional health care providers, including clinics and hospitals.

Mid-State Technical College

Investment: \$408,660 over the biennium
Initiative: MSTC will implement a competency-based, short-term training program that will allow incumbent journey workers to position themselves for higher wages and employment in the renewable energy industry. It will also enable contractors to expand business in the installation of energy-efficient heating, cooling, and hot water systems. Displaced journey workers will enhance their chances of a return to the workforce in the renewable energy sector.
Outcomes: 500 students and journey workers served over the biennium by added capacity.
Support: Ocean Spray Cranberries, Corenso North America, McCain Foods, Urban Processing, Renaissance Learning, NewPage, ERCO Worldwide, Marshfield Clinic, Energy Composites Corporation, Pointe Precision, Worzalla Publishing Company, Domtar Industries, Inc., United Association of Plumbers & Steamfitters Local 434, and IBEW.

Milwaukee Area Technical College

Investment: \$2,974,160 over the biennium
Initiative: MATC will:

- continue implementation of its “Pre-Health Academy,” which provides unprepared students with the academic foundation necessary to enroll and succeed in health occupations programs;
- expand efforts to prepare students to succeed in advanced manufacturing programs, including delivery of Manufacturing Skill Standards Certification (MSSC) workshops and a “Manufacturing Skill Development Program that focuses on math, computer applications, and blueprint reading; and

Milwaukee Area Technical College *(continued)*

- redesign existing programs to include career pathways for displaced workers and others, with a focus on water quality as part of regional efforts in this sector, including delivery of the new Environmental Health and Water Quality Technology program.

Outcomes: 970 additional trainees or graduates over the biennium.

Support: Aurora Health Care, Froedert Hospital, Wheaton-Franciscan, Harley Davidson, Johnson Controls, The Laser Shop, Universal Metric, GE Health Care, Jorgenson Conveyor, Rexnord Chain, Bucyrus International, Miller-Coors, P&H Mining, The Wagner Companies, Masterlock, In-Sinkerator, Milwaukee Cylinder, Telsmith, Milwaukee Gear, Advanced Die Casting, Ladish Corporation, MEC-Midwest, Columbia Grinding, Snap-on Tools, WE Energies, Environmental Systems, Badger Meter, A.O. Smith, Orion Energy Systems, Energy Center of Wisconsin, Veolia, Carrier, Cleaver Brooks, Auer Steel, Peiper Electric, Graef Engineering.

New North Technical Colleges

(Fox Valley, Lakeshore, Moraine Park, Northeast Wisconsin)

Investment: \$3,712,240 over the biennium

Initiative: New North technical colleges will expand capacity to meet existing and emerging demands in the areas of advanced manufacturing (fabrication and welding, component manufacturing – including robotics and automation, and process control); renewable energy (renewable and green technologies, sustainability practices, and nuclear industry specialties); and health care (gerontology specialties).

Outcomes: 400 additional graduates (certificates, diplomas, and degrees) by the end of the biennium and each year thereafter.

Support: Miller Electric, Oshkosh Corporation, Pierce Manufacturing, ABB Robotics, Walker Forge, Miron Construction, Miles Kimball Co., ThyssenKrupp-Waupaca, ThedaCare, Affinity Health System, among many others.

Nicolet Area Technical College

Investment: \$70,140 over the biennium

Initiative: NATC will develop “critical core skill” curriculum for inclusion in every existing degree, diploma, and certificate program, as well as incumbent worker training programs. This employer-identified need will result in instruction in the areas of motivation, adaptability, critical thinking, problem solving, communication, decision-making, and high-level business processes. NATC will also assess the need for program development in the fields of Forest Management Technology and Renewable Energy.

Outcomes: 1,200 individuals will receive “critical core skill” training over the biennium as part of the program in which they are enrolled.

Support: Daigle Brothers, Hypro, Northland Stainless, Northstar Steel Fabricating, Oldenburg Group, Packaging Corporation of America, Print Pack, Superior Diesel, Great Lakes Timber Professionals Association, Enterprise Forest Products, Nicolet Hardwoods, Ponsse North America, Grow North Regional Economic Development Corporation, North Central Wisconsin Workforce Development Board.

Northcentral Technical College

- Investment:** \$783,580 over the biennium
- Initiative:** NTC will establish its Agriculture Center of Excellence as the demonstration site for rural energy, sustainability, and renewable energy technologies. The region’s natural resources include sunlight, wind, natural streams and ponds, buffer zones, woodlands, and biomass. As a result, the Center can support educational programming in the areas of solar, geothermal, wind, biomass, animal sciences, unified communications, sustainable technologies, alternative fuels, and natural resources. Students enrolled in a variety of NTC courses and programs – including agriculture, IT, electronics, biology, science, HVAC, residential building and design, and natural resources – will benefit from these demonstrations in rural and renewable energy technologies.
- Outcomes:** 400 students will receive instruction over the biennium in rural and renewable energy technologies at NTC’s Agriculture Center of Excellence.
- Support:** Abbyland Foods, Crystal Finishing Systems, EO Johnson, Georgia Pacific, Hurd Windows and Doors, Kolbe & Kolbe, L & S Electric, Marquip Ward United, Semco Windows & Doors, Wausau Homes, Zelazoski Wood Products, among many others.

Southwest Technical College

- Investment:** \$410,340 over the biennium
- Initiative:** SWTC will develop and implement an Energy Audit Consultant Applied Associate Degree program that includes two embedded certificates: Home Energy Auditor and Commercial Energy Auditor. Completion of either certificate prepares students to take the National Energy and Sustainability Institute energy audit certification exam. The associate degree program will produce skilled technicians qualified to inspect both commercial-agricultural and home structures, as well as make decisions and recommendations for implementing sustainable components, and document cost and payback periods for clients. The program was designed as a career pathway to serve incumbent and displaced workers, as well as traditional students.
- Outcomes:** 100 certificate completers over the biennium.
- Support:** Members of Southwest Tech’s Utility Focus Group, including Fennimore Municipal Utilities, Scenic Rivers Energy Cooperative, Alliant Energy, and Richland Center Municipal Utilities.

Waukesha County Technical College

- Investment:** \$543,620 over the biennium
- Initiative:** WCTC will “green” its electricity program to prepare technicians to design, install, and maintain solar and other sustainable electrical systems; “green” its HVAC program to prepare technicians to install and maintain hydronic and geothermal heating systems in residential and commercial settings; introduce a Quality Management applied associate degree focused on lean processes; and provide career and computer literacy skills to displaced workers and other individuals in its Computer Skills Center.
- Outcomes:** 100 additional graduates across three programs and 700 individuals served in WCTC’s Computers Skills Center over the biennium.
- Support:** Eaton Corporation, Rockwell Automation, Johnson Controls, Quad Graphics, Bucyrus International, Harley Davidson, and WOW Workforce Development Board.

Western Technical College

Investment: \$908,740 over the biennium

Initiative: WTC will:

- create a two-year applied associate degree in human services to address employer-identified needs related to anticipated retirements in the industry, as well as expanded need in meeting the needs of developmentally disabled individuals and those being treated for alcoholism or other addiction;
- create a Medical Administrative Professional program to address employer-identified regional health care needs related to an aging population and federal health care legislation; and
- create a Clean/Renewable Energy Technologies career pathway that links with existing programs in Heating, Ventilation, and Air Conditioning; Industrial Electronics Maintenance; Refrigeration, Air Conditioning and Heating Service; Wood Tech/Construction; IT-Network Administration; and Plumbing.

Outcomes: 50 graduates by the end of the biennium and 70 each subsequent year.

Support: Creative Living Services, Girls and Boys Club of Greater La Crosse, Chileda Vocational Center, Family and Children's Center, Sand Ridge Treatment Center, VARC, La Crosse County Health Department, Family Resources, Coulee Council on Addiction, Optical Fashions, Franciscan Skemp Healthcare, Gentle Family Dentistry, Gundersen Lutheran Medical Center, Chiropractic First of La Crescent, Bethany Lutheran Homes, Oral Surgery Clinic of La Crosse, UW Extension of La Crosse County, Michael's Engineering, Dairyland Power Cooperative, CouleeCap, Renewable Home Energy, and Energy Star Homes.

Wisconsin Indianhead Technical College

Investment: \$337,820 over the biennium

Initiative: WITC will expand programs that provide graduates in Advanced Manufacturing and integrate new content into its existing programs to reflect these emerging opportunities for graduates, including its new Energy Efficiency Technician program. In addition, the college will expand Health Occupations programs to meet increasing demand, including the addition of a Dental Assistant program.

Outcomes: 90 additional graduates over the biennium in advanced manufacturing and health occupation fields.

Support: Marshfield Clinics, Superior Steele, Ashland Industries, Nexen Industries, Phillips Plastics, and OEM Fabricators.

3. MATCH WORKER SKILLS TO EMPLOYER NEEDS

Economic and demographic projections show that while Wisconsin's population continues to grow in the next 10 years, our working population will decline. The result: Wisconsin will need to engage every available worker to maintain a vibrant economy and strong communities.

Students-of-color represent an increasing percentage of total WTCS enrollments, increasing from 9.4% of WTCS enrollments in 1997-98 to 16.9% in 2008-09. In addition to growing enrollment, several key indicators demonstrate success in serving students-of-color:

- Minority program graduates increased 88.4% from 2000-01 to 2009-10, while white program graduates increased 47.3% during this period.
- In fall 2008, 13% of WTCS transfers to UW System were students of color, compared to 9.1% of transfers from all non-WTCS institutions combined.
- The number of WTCS students of color transferring to UW System increased 20.9% from fall 2004 to fall 2008, compared to 4.3% for students of color transferring from other schools.

Despite successes, WTCS students of color lag behind their white peers in several critical areas:

- The percentage of full-time program students who pass at least 80% of their classes is consistently lower for students of color than for white peers.
- Three-year graduation rates for first-time, full-time students are lower for students of color than for white peers. For example:
 - 37.1% of first-time, full-time white students who enrolled in 2007 graduated with an Associate Degree within three years, compared to 27.6% of students of color;
 - 71.3% of first-time, full-time white students enrolled in technical diploma programs in 2008 graduated within one year, compared to 55.4% of students of color.
- Students of color accounted for 16.9% of all WTCS enrollments in 2008-09, but accounted for 45.3% of Adult Basic Education (ABE) enrollments.
- 72.2% of white ABE students who established a goal of enrolling in WTCS postsecondary courses did so the same or following year, compared to 59.5% of students of color.

A targeted annual investment of \$391,900 in Building the Next Generation will allow Wisconsin's technical colleges to expand strategies that have shown great promise, such as intensive career and academic counseling, tutoring, and innovative approaches to improving placement and retention, including collaboration with respected community-based organizations. The result: an enhanced match between workers' skill and those that Wisconsin businesses need to compete.

REQUEST**WTCS Categorical Aid - Incentive Grants**

	Base Year Funding <u>2010-11</u>	Request for <u>2011-12</u>	Request for <u>2012-13</u>	Biennial Increase <u>Over Base</u>
Increase Over Base	\$6,418,300	\$13,418,300 7,000,000	\$13,418,300 7,000,000	\$14,000,000

WTCS General Aid

	Base Year Funding <u>2010-11</u>	Request for <u>2011-12</u>	Request for <u>2012-13</u>	Biennial Increase <u>Over Base</u>
Increase Over Base	\$119,335,600	\$124,835,600 5,500,000	\$127,835,600 8,500,000	\$14,000,000

WTCS Minority Student Participation and Retention Grants

	Base Year Funding <u>2009-10</u>	Request for <u>2011-12</u>	Request for <u>2012-13</u>	Biennial Increase <u>Over Base</u>
Increase Over Base	\$583,300	\$975,200 \$391,900	\$975,200 \$391,900	\$783,800