

DISTRICT BOARD OF TRUSTEES REGULAR MEETING

AGENDA

DATE: MAY 7, 2024
TIME: 1:00 P.M. MEETING CALL TO ORDER
LOCATION: NORTHCENTRAL TECHNICAL COLLEGE – TIMBERWOLF CONFERENCE CENTER/D100,
1000 W. CAMPUS DRIVE, WAUSAU, WI 54401, AND VIA [ZOOM](#)

CALL TO ORDER

- A. Compliance with Open Meetings Law (Wis. Stat. 19.81-19.88)
- B. Pledge of Allegiance to the Flag
- C. Public Comment

Public Comment periods are not considered to be public hearings or a forum for public debate. No person may speak more than once to an issue or for a period longer than three (3) minutes. Individuals wishing to speak during this period must complete the sign-in form at the meeting location no less than fifteen (15) minutes prior to the start of the meeting. The total amount of time devoted to public comment at any given meeting will not exceed thirty (30) minutes unless extended by a majority vote of the Board.

APPROVAL OF MINUTES

- A. Approval of Minutes from April 9, 2024, Board of Trustees Regular Meeting

ACTION ITEMS

- A. [Award the Sale](#) – Chet Strebe
Resolution awarding the sale of \$13,500,000 general obligation promissory notes; providing the form of the notes; and levying a tax in connection therewith.
- B. [Approval of 2023-2024 Budget Modifications](#) – Chet Strebe
- C. [Tentative Approval of Fiscal Year 2024-2025 Budget Summary and Confirming a Budget Hearing Date](#) – Chet Strebe
- D. [Approval of 2024-2029 Strategic Plan](#) – Jeannie Worden

CONSENT VOTING AGENDA

- A. Approval of Consent Voting Agenda Including:
 - a. [Receipts + Expenditures](#)
 - b. [Personnel Changes](#)

BOARD DEVELOPMENT

- A. Artificial Intelligence at NTC – Darren Ackley + Jon DeGroot

INFORMATION/DISCUSSION

- A. President’s Report
- a. Comments from Informational Update
- B. Chairperson’s Report
- a. [Tentative 2024-2025 NTC Board of Trustees Meeting Dates](#)
 - b. Reminder: Spring Graduation Ceremony - Saturday, May 18, 2024, at 9:00 a.m. at Wausau West Fieldhouse
 - c. Next Regular NTC Board Meeting: Tuesday, June 4, 2024
- C. Information
- a. [Advisory Meeting Minutes](#)
 - b. [Upcoming Meetings + Events](#)
 - c. [Good News](#)

CLOSED SESSION (IMMEDIATELY FOLLOWING THE ABOVE OPEN MEETING)

- A. Adjourn the Board into Closed Session pursuant to Wisconsin Statutes Section 19.85(1)(c) and (g) for the purpose of:
- a. Consideration of Performance Evaluation Data for a Public Employee
 - b. Update on potential litigation

OPEN SESSION

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

MEETING ADJOURN

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

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

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

MEETING DATE: May 7, 2024

TOPIC: Resolution Awarding the Sale of \$13,500,000 general obligation promissory notes; providing the form of the notes; and levying a tax in connection therewith.

POLICY 1.1 – Presidential Expectations – The President, in execution of his/her duties, shall not cause or allow any practice, activity, decision or organizational circumstance which is either irresponsible or in violation of commonly accepted business and professional ethics, or that results in failure to be accredited by the Higher Learning Commission

INTERPRETATION: To avoid *violation of commonly accepted business and professional ethics* NTC will follow Wisconsin statute 38.16 “District Tax Levy (2) The district board may borrow money and levy taxes to be used for the purchase of construction of buildings and for additions, enlargements and improvements to buildings and for the acquisition of sites and equipment. In financing activities under this subsection, the district may issue its bonds or promissory notes under ch. 67 to pay the cost thereof.”

DATA/RESULTS: The board adopted the resolutions providing for the sale of \$13,500,000 in General Obligation Promissory Notes at its April 9, 2024 meeting. Bids on the issues will be opened May 6, 2024 at 10:30 a.m. The resolution awarding the sale will be updated with bid information, distributed, and acted upon at the May meeting.

AGENDA CATEGORY:
Regular Voting Agenda (*Roll Call Vote*)

PROPOSED MOTION:
Drafted Resolution is attached. Completed motion will be made at the May 7, 2024 Board meeting.

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 5/7/24

RESOLUTION AWARDING THE SALE OF \$13,500,000 GENERAL OBLIGATION
PROMISSORY NOTES; PROVIDING THE FORM OF THE NOTES; AND
LEVYING A TAX IN CONNECTION THEREWITH

WHEREAS, on April 9, 2024, the District Board of the Northcentral Technical College District, Clark, Langlade, Lincoln, Marathon, Menominee, Portage, Price, Shawano, Taylor and Waupaca Counties, Wisconsin (the “District”) adopted a resolution authorizing the issuance of general obligation promissory notes in the aggregate amount of \$13,500,000 for the purpose of paying the cost of the District’s 2024-25 Capital Budget, to wit: construction of building additions on the Wausau Campus (not to exceed \$1,500,000); 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 (the “Project”);

WHEREAS, the District (in consultation with the District’s financial advisor, Robert W. Baird & Co.) caused a Notice of Sale to be distributed offering \$13,500,000 of the District’s general obligation promissory notes for public sale on May 6, 2024;

WHEREAS, a notice of sale was published in the Bond Buyer offering the aforesaid general obligation promissory notes for public sale on April __, 2024;

WHEREAS, sealed bid proposals were received as summarized on Exhibit C attached hereto; and

WHEREAS, it has been determined that the bid proposal (the “Proposal”) submitted by _____, fully complies with the bid requirements set forth in the Official Notice of Sale and is deemed to be the most advantageous to the District. A copy of said bid is attached hereto as Exhibit A and incorporated herein by this reference.

NOW, THEREFORE, BE IT RESOLVED by the District Board of the District that:

Section 1. Award of the Notes. The bid proposal of _____ (the “Purchaser”) is hereby accepted, said proposal offering to purchase the \$13,500,000 Northcentral Technical College District General Obligation Promissory Notes (the “Notes”) for the sum of _____ DOLLARS (\$ _____) plus accrued interest to the date of delivery, resulting in a net interest cost of _____ DOLLARS (\$ _____) and a true interest rate of _____%.

Section 2. Terms of the Notes. The Notes shall be designated “General Obligation Promissory Notes”; shall be dated May 30, 2024; shall be in the denomination of \$5,000 or any integral multiple thereof; shall bear interest at the rates per annum and mature on September 1, 2024 and on March 1 of each year thereafter, in the years and principal amounts as set forth in the Pricing Summary attached hereto as Exhibit D and incorporated herein by this reference. Interest is payable semi-annually on March 1 and September 1 of each year commencing on September 1, 2024. The schedule of principal and interest payments due on the Notes is set forth on the Debt Service Schedule attached hereto as Exhibit E and incorporated herein by this reference (the “Schedule”).

Section 2A. Designation of Purchaser as Agent. The District hereby designates the Purchaser as its agent for purposes of distributing the Final Official Statement relating to the Notes to any participating underwriter in compliance with Rule 15c2-12 of the Securities and Exchange Commission.

Section 3. Redemption Provisions. The Notes are not subject to redemption prior to maturity.

Section 4. Form of the Notes. The Notes shall be issued in registered form and shall be executed and delivered in substantially the form attached hereto as Exhibit B and incorporated herein by this reference.

Section 5. Direct Annual Irrepealable Tax Levy. For the purpose of paying the principal of and interest on the Notes as the same becomes due, the full faith, credit and resources of the District are hereby irrevocably pledged and a direct annual irrepealable tax is hereby levied upon all taxable property of the District. Said direct annual irrepealable tax shall be levied in the years 2024 through 2028 for payments due in 2025 through 2029 in the amounts as set forth on the Schedule.

The aforesaid direct annual irrepealable tax hereby levied shall be collected in addition to all other taxes and in the same manner and at the same time as other taxes of the District levied in said years are collected. So long as any part of the principal of or interest on the Notes remains unpaid, the tax herein above levied shall be and continues irrepealable except that the amount of tax carried onto the tax roll may be reduced in any year by the amount of any surplus in the Debt Service Fund Account created herein.

The District will use excess debt service funds on hand in the amount of \$ _____ to pay the principal of and interest on the Notes coming due on September 1, 2024. Said sum shall be irrevocably deposited upon receipt into the segregated Debt Service Fund Account for the Notes created below and used to make the principal and interest payments due on the Notes on September 1, 2024.

Section 6. Debt Service Fund Account. There is hereby established in the District treasury a fund account separate and distinct from every other District fund or account designated “Debt Service Fund Account for \$13,500,000 Northcentral Technical College District General Obligation Promissory Notes, dated May 30, 2024”. There shall be deposited in said fund account any premium plus accrued interest paid on the Notes at the time of delivery to the Purchaser, all money raised by taxation pursuant to Section 5 hereof and all other sums as may be necessary to pay interest on the Notes when the same shall become due and to retire the Notes at their respective maturity dates. Said fund account shall be used for the sole purpose of paying the principal of and interest on the Notes and shall be maintained for such purpose until such indebtedness is fully paid or otherwise extinguished.

Section 7. Segregated Borrowed Money Fund. The proceeds of the Notes (the “Note Proceeds”) (other than any premium and accrued interest which must be paid at the time of the delivery of the Notes into the Debt Service Fund Account created above) shall be deposited into an account separate and distinct from all other funds and be disbursed solely for the purposes for which borrowed or for the payment for the principal of and the interest on the Notes.

Section 8. Arbitrage Covenant. The District shall not take any action with respect to the Note Proceeds which, if such action had been reasonably expected to have been taken, or had been deliberately and intentionally taken on the date of the delivery of and payment for the Notes (the “Closing”), would cause the Notes to be “arbitrage bonds” within the meaning of Section 148 of the Internal Revenue Code of 1986, as amended (the “Code”) and any income tax regulations promulgated thereunder (the “Regulations”).

The Note Proceeds may be temporarily invested in legal investments until needed, provided however, that the District hereby covenants and agrees that so long as the Notes remain outstanding, moneys on deposit in any fund or account created or maintained in connection with the Notes, whether such moneys were derived from the Note Proceeds or from any other source, will not be used or invested in a manner which would cause the Notes to be “arbitrage bonds” within the meaning of the Code or Regulations.

The Secretary-Treasurer, or other officer of the District charged with responsibility for issuing the Notes, shall provide an appropriate certificate of the District, for inclusion in the transcript of proceedings, setting forth the reasonable expectations of the District regarding the amount and use of the Note Proceeds and the facts and estimates on which such expectations are based, all as of the Closing.

Section 9. Additional Tax Covenants; Exemption from Rebate. The District hereby further covenants and agrees that it will take all necessary steps and perform all obligations required by the Code and Regulations (whether prior to or subsequent to the issuance of the Notes) to assure that the Notes are obligations described in Section 103(a) of the Code, the interest on which is excluded from gross income for federal income tax purposes, throughout their term. The Secretary-Treasurer or other officer of the District charged with the responsibility of issuing the Notes, shall provide an appropriate certificate of the District as of the Closing, for inclusion in the transcript of proceedings, certifying that it can and covenanting that it will comply with the provisions of the Code and Regulations.

Further, it is the intent of the District to take all reasonable and lawful actions to comply with any new tax laws enacted so that the Notes will continue to be obligations described in Section 103(a) of the Code, the interest on which is excluded from gross income for federal income tax purposes.

The District anticipates that the Notes will qualify for the eighteen month expenditure exemption from the rebate requirements of the Code. The District Secretary-Treasurer or other officer of the District charged with the responsibility of issuing the Notes, shall provide an appropriate certificate of the District as of the Closing, for inclusion in the transcript of proceedings, with respect to said exemption from the rebate requirements, and said District Secretary-Treasurer or other officer is hereby authorized to make any election on behalf of the District in order to comply with the rebate requirements of the Code. If, for any reason, the District did not qualify for any exemption from the rebate requirements of the Code, the District covenants that it would take all necessary steps to comply with such requirements.

Section 10. Persons Treated as Owners; Transfer of Notes. The Secretary-Treasurer shall keep books for the registration and for the transfer of the Notes. The person in whose name any Note shall be registered shall be deemed and regarded as the absolute owner thereof for all purposes and payment of either principal or interest on any Note shall be made only to the registered owner thereof. All such payments shall be valid and effectual to satisfy and discharge the liability upon such Note to the extent of the sum or sums so paid.

Any Note may be transferred by the registered owner thereof by surrender of the Note at the office of the Secretary-Treasurer, duly endorsed for the transfer or accompanied by an assignment duly executed by the registered owner or his attorney duly authorized in writing. Upon such transfer, the Chairperson and Secretary-Treasurer shall execute and deliver in the name of the transferee or transferees a new Note or Notes of a like aggregate principal amount, series and maturity and the Secretary-Treasurer shall record the name of each transferee in the registration book. No registration shall be made to bearer. The Secretary-Treasurer shall cancel any Note surrendered for transfer.

The District shall cooperate in any such transfer, and the Chairperson and Secretary-Treasurer are authorized to execute any new Note or Notes necessary to effect any such transfer.

The 15th day of each calendar month next preceding each interest payment date shall be the record date for the Notes. Payment of interest on the Notes on any interest payment date shall be made to the registered owners of the Notes as they appear on the registration book of the District maintained by the Secretary-Treasurer at the close of business on the corresponding record date.

Section 11. Utilization of The Depository Trust Company Book-Entry-Only-System. In order to make the Notes eligible for the services provided by The Depository Trust Company, New York, New York (“DTC”), the District has heretofore agreed to the applicable provisions set forth in the DTC Blanket Issuer Letter of Representation and an authorized official of the District has executed such Letter of Representation and delivered it to the DTC on behalf of the District.

Section 12. Execution of the Notes. The Notes shall be issued in typewritten form, one Note for each maturity, executed on behalf of the District by the manual or facsimile signatures of the Chairperson and Secretary-Treasurer (except that one of the foregoing signatures shall be manual), sealed with its official or corporate seal, if any, and delivered to the Purchaser upon payment to the District of the purchase price thereof, plus accrued interest to the date of delivery. In the event that either of the officers whose signatures appear on the Notes shall cease to be such officers before the delivery of the Notes, such signatures shall, nevertheless, be valid and sufficient for all purposes to the same extent as if they had remained in office until such delivery. The aforesaid officers are hereby authorized to do all acts and execute and deliver all documents as may be necessary and convenient to effectuate the Closing.

Section 13. Official Statement. The District Board hereby approves the Preliminary Official Statement with respect to the Notes and deems the Preliminary Official Statement as “final” as of its date for purposes of SEC Rule 15c2-12 promulgated by the Securities and Exchange Commission pursuant to the Securities and Exchange Act of 1934 (the “Rule”). All actions taken by officers of the District in connection with the preparation of such Preliminary Official Statement and any addenda to it or Final Official Statement are hereby ratified and approved. In connection with Closing, the appropriate District official shall certify the Preliminary Official Statement and any addenda or Final Official Statement. The appropriate District official shall cause copies of the

Preliminary Official Statement and any addenda or Final Official Statement to be distributed to the Purchaser.

Section 14. Payment of the Notes. The principal of and interest on the Notes shall be paid by the Secretary-Treasurer or his or her agent in lawful money of the United States.

Section 15. Continuing Disclosure. The District hereby covenants and agrees that it will comply with and carry out all of the provisions of its Continuing Disclosure Certificate, which the District will execute and deliver on the Closing Date. Any Noteholder may take such actions as may be necessary and appropriate, including seeking mandate or specific performance by court order, to cause the District to comply with its obligations under this Section.

Section 16. Conflicting Resolutions; Severability; Effective Date. All prior resolutions, rules or other actions of the District or any parts thereof in conflict with the provisions hereof shall be, and the same are, hereby rescinded insofar as the same may so conflict. In the event that any one or more provisions hereof shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provisions hereof. The foregoing shall take effect immediately upon adoption and approval in the manner provided by law.

Adopted this 7th day of May, 2024.

Paul Proulx,
Chairperson

ATTEST:

Charlie Paulson
Secretary-Treasurer

EXHIBIT B

(Form of Note)

UNITED STATES OF AMERICA
STATE OF WISCONSIN
CLARK, LANGLADE, LINCOLN, MARATHON, MENOMINEE,
PORTAGE, PRICE, SHAWANO, TAYLOR AND WAUPACA COUNTIES
NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
GENERAL OBLIGATION PROMISSORY NOTE

REGISTERED
NO. R-__

MATURITY DATE: ORIGINAL DATE OF ISSUE: INTEREST RATE: CUSIP
1, 20__ MAY 30, 2024 _____% 658545__

DEPOSITORY OR ITS NOMINEE NAME: CEDE & CO.

PRINCIPAL AMOUNT: _____ DOLLARS
(\$ _____)

KNOW ALL MEN BY THESE PRESENTS, that the Northcentral Technical College District, Clark, Langlade, Lincoln, Marathon, Menominee, Portage, Price, Shawano, Taylor and Waupaca Counties, Wisconsin (the "District"), hereby acknowledges itself to owe and for value received promises to pay to the Depository or its Nominee Name (the "Depository") identified above (or to registered assigns), on the maturity date identified above, the principal amount identified above, and to pay interest thereon at the rate of interest per annum identified above. Interest is payable semi-annually on March 1 and September 1 of each year commencing on September 1, 2024 until the aforesaid principal amount is paid in full. Both the principal of and interest on this Note are payable in lawful money of the United States. The principal of this Note shall be payable only upon presentation and surrender of the Note at the office of the District Secretary-Treasurer. Interest payable on any interest payment date shall be paid by wire transfer to the Depository in whose name this Note is registered on the Bond Register maintained by the District Secretary-Treasurer at the close of business on the 15th day of the calendar month next preceding the semi-annual interest payment date (the "Record Date").

For the prompt payment of this Note together with interest hereon as aforesaid and for the levy of taxes sufficient for that purpose, the full faith, credit and resources of the District are hereby irrevocably pledged.

This Note is one of an issue of Notes aggregating the principal amount of \$13,500,000, all of which are of like tenor, except as to denomination, interest rate and maturity date, issued by the District pursuant to the provisions of Chapter 67, Wisconsin Statutes, for the purpose of paying the cost of the District's 2024-25 Capital Budget, to wit: construction of building additions on the Wausau Campus (not to exceed \$1,500,000); construction of building additions

on the Wausau Campus (not to exceed \$1,500,000); 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; all as authorized by resolutions of the District Board duly adopted by said governing body at meetings held on April 9, 2024 and May 7, 2024. Said resolutions are recorded in the official minutes of the District Board for said dates.

The Notes are not subject to redemption prior to maturity.

It is hereby certified and recited that all conditions, things and acts required by law to exist or to be done prior to and in connection with the issuance of this Note have been done, have existed and have been performed in due form and time; that the aggregate indebtedness of the District, including this Note and others issued simultaneously herewith, does not exceed any limitation imposed by law or the Constitution of the State of Wisconsin; and that a direct annual irrevocable tax has been levied sufficient to pay this Note, together with the interest thereon, when and as payable.

This Note is transferable only upon the books of the District kept for that purpose at the office of the District Secretary-Treasurer. In the event that the Depository does not continue to act as depository for the Notes, and the District Board appoints another depository, new fully registered Notes in the same aggregate principal amount shall be issued to the new depository upon surrender of the Notes to the District Secretary -Treasurer, in exchange therefor and upon the payment of a charge sufficient to reimburse the District for any tax, fee or other governmental charge required to be paid with respect to such registration. The District Secretary-Treasurer shall not be obliged to make any transfer of the Notes after the Record Date. The District may treat and consider the Depository in whose name this Note is registered as the absolute owner hereof for the purpose of receiving payment of, or on account of, the principal or redemption price hereof and interest due hereon and for all other purposes whatsoever.

IN WITNESS WHEREOF, the Northcentral Technical College District, Clark, Langlade, Lincoln, Marathon, Menominee, Portage, Price, Shawano, Taylor and Waupaca Counties, Wisconsin, by its governing body, has caused this Note to be executed for it and in its name by the signatures of its duly qualified Chairperson and Secretary-Treasurer; all as of the 30th day of May, 2024.

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT
CLARK, LANGLADE, LINCOLN, MARATHON,
MENOMINEE, PORTAGE, PRICE, SHAWANO,
TAYLOR AND WAUPACA COUNTIES, WISCONSIN

By: _____
Paul Proulx,
Chairperson

By: _____
Charlie Paulson,
Secretary-Treasurer

ASSIGNMENT

FOR VALUE RECEIVED, the undersigned sells, assigns and transfers unto

(Name and Address of Assignee)

(Social Security or other Identifying Number of Assignee)

the within Note and all rights thereunder and hereby irrevocably constitutes and appoints _____, Legal Representative, to transfer said Note on the books kept for registration thereof, with full power of substitution in the premises.

Dated: _____

Signature Guaranteed:

(e.g. Bank, Trust Company
or Securities Firm)

(Depository or its Nominee
Name)

(Authorized Officer)

NOTICE: The above-named Depository or its Nominee Name must correspond with the name as it appears upon the face of the within Note in every particular, without alteration or enlargement or any change whatever.

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

MEETING DATE: May 7, 2024

TOPIC: 2023-2024 Budget Modifications

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 statute, 65.90 (5) (a) (b), which states that the formal budget...” may not be changed unless authorized by a vote of two-thirds of the entire membership of the governing body of the municipality.”

DATA/RESULTS: The attached resolutions authorize 2023-2024 budget modifications in accordance with Wisconsin Statute 65.90. As a normal course of business, routine transfers within board parameters are made to the budget during the year. Annual budget modifications are made in May prior to the adoption of the 2024-2025 budget, when Financial Services *estimates* 2023-2024 actual revenues and expenditures.

The attached budget modifications are typical for funds within NTC’s \$114 million budget. A brief explanation of the budget transfers and purpose of each are listed at the bottom of the resolutions.

AGENDA CATEGORY:
Regular Voting Agenda

PROPOSED MOTION:

To approve the budget modification resolutions as attached.

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 May 7, 2024

Proposed for Board Action
May 7, 2024

GENERAL FUND
BUDGET TRANSFER RESOLUTION
2023-2024 BUDGET

WHEREAS, the Northcentral Technical College District general fund total resources are \$1,017,132 greater than budgeted for the fiscal year 2023-2024, and

WHEREAS, total uses in the District's general fund are \$1,017,132 greater than budgeted for fiscal year 2023-2024,

THEREFORE, BE IT RESOLVED that the following budget transfers be made in accordance with Wisconsin State Statute, Chapter 65.90(5) (a) (b).

NOTE: The General Fund accounts for all financial activities except those required to be accounted for in another fund.

The College increased institutional revenue as a result of increasing interest rates on investments. The College, as a result of underspending, was able to increase support for capital projects and other one time uses.

**Northcentral Technical College
General Fund
Budget Transfer Resolution
2023-2024 Budget**

RESOURCES	2023-2024 Budget	Recommended 2023-2024 Adjusted Budget	Difference
Revenues:			
Local Government	\$10,188,326	\$10,288,754	\$100,428
State Aids	22,090,918	21,965,579	(125,339)
Program Fees	8,892,600	9,341,399	448,799
Material Fees	480,187	517,846	37,659
Other Student Fees	108,500	137,269	28,769
Institutional Revenue	651,000	1,334,636	683,636
Federal Revenue	6,985	7,000	15
Total Revenues	42,418,515	43,592,483	1,173,968
Transfers from Reserves and Designated Fund Balances:*			
Designated for Operations	-	2,906,411	2,906,411
Designated for Post-Employment Benefits	266,586	1,186,357	919,771
Designated for State Aid Fluctuations	-	21,037	(1,078,963)
Designated for Subsequent Year	1,100,000	-	(1,419,055)
Designated for Subsequent Years	1,419,055	-	(2,785,641)
Total Transfers	2,785,641	4,113,805	1,328,164
Other Funding Sources:			
Interfund Transfers In	1,485,000	-	-1,485,000
Total Transfers	1,485,000	-	-1,485,000
Total Resources	\$46,689,156	\$47,706,288	\$1,017,132
USES			
Expenditures:			
Instructional	\$26,796,507	\$25,374,681	(\$1,421,826)
Instructional Resources	1,197,131	1,220,314	23,183
Student Services	3,051,331	2,958,483	(92,848)
General Institutional	10,001,632	8,760,770	(1,240,863)
Physical Plant	4,356,914	3,999,433	(357,480)
Public Service	-	-	-
Total Expenditures	45,403,515	42,313,680	(3,089,835)
Transfer to Reserves and Designated Fund Balances:*			
Reserved for Prepaid Items	-	355,000	355,000
Reserved for Encumbrances	-	20,000	20,000
Designated for Operations	1,285,641	-	-1,285,641
Designated for Subsequent Year	-	2,317,608	2,317,608
Designated for Subsequent Years	-	1,500,000	1,500,000
	1,285,641	4,192,608	2,906,967
Interfund Transfers Out	-	1,200,000	1,200,000
	-	1,200,000	1,200,000
Total Uses	\$46,689,156	\$47,706,288	\$1,017,132

*Represents increase or decrease to designated balance.

SPECIAL REVENUE FUND - OPERATIONAL
BUDGET TRANSFER RESOLUTION
2023-2024 BUDGET

WHEREAS, the Northcentral Technical College District special revenue fund – operational total resources are \$619,427 greater than budgeted for the fiscal year 2023-2024, and

WHEREAS, total uses in the District’s special revenue fund – operational are \$619,427 greater than budgeted for fiscal year 2023-2024,

THEREFORE, BE IT RESOLVED that the following budget transfers be made in accordance with Wisconsin State Statute, Chapter 65.90(5) (a) (b).

NOTE: The Special Revenue Fund accounts for proceeds and related activity of revenue sources that are legally restricted to specific purposes and cannot be moved between funds. This fund typically fluctuates from year to year based upon grant activity and the timing of grant awards. For example, this fund includes State Grants, Adult Education and Family Literacy Act Grants, and Carl D. Perkins Career and Technical Improvement Act Grants. This fund also includes Workforce Training and Professional Development activity.

A unique trait of this fund is that expenditures drive revenue. Services are performed and then NTC is reimbursed by the granting agency. Budgeting is based on historical data with estimates for new year growth.

The increase in State revenue is attributed to the extra state grants that the College received during the fiscal year. The increase in projected contracted training reflects a rise in institutional revenue. Additionally, federal revenue has increased as a result of additional grants awarded throughout the fiscal year.

**Northcentral Technical College
 Special Revenue Fund - Operational
 Budget Transfer Resolution
 2023-2024 Budget**

<u>RESOURCES</u>	2023-2024 Budget	Recommended 2023-2024 Adjusted Budget	<u>Difference</u>
Revenues:			
Local Government	\$600,000	\$600,000	\$0
State Aids	2,265,784	2,640,854	375,070
Program Fees	237,120	218,055	(19,065)
Material Fees	29,210	27,594	(1,616)
Other Student Fees	501,250	523,809	22,559
Institutional Revenue	5,249,649	5,537,188	287,539
Federal Revenue	1,597,228	1,739,513	142,285
Total Revenues	<u>10,480,241</u>	<u>11,287,011</u>	<u>806,770</u>
Other Sources			
Interfund Transfers In	-	-	-
Total Other Sources	-	-	-
Transfers from Reserves and Designated Fund Balances:*			
Designated for Operations	112,984	-	(112,984)
Designated for Subsequent Year	192,200	117,841	(74,359)
Total Transfers	305,184	117,841	(187,343)
Total Resources	<u>\$10,785,425</u>	<u>\$11,404,852</u>	<u>\$619,427</u>
 <u>USES</u>			
Expenditures:			
Instructional	\$8,508,400	\$8,625,647	\$117,247
Instructional Resources	36,050	50,486	14,436
Student Services	1,622,280	1,976,513	354,233
General Institutional	593,595	730,449	136,854
Physical Plant	25,100	21,757	(3,343)
Total Expenditures	<u>10,785,425</u>	<u>11,404,852</u>	<u>619,427</u>
Transfers to Reserves and Designated Fund balances:*			
Designated for Operations	-	-	-
Designated for Subsequent Year	-	-	-
Total Transfers	-	-	-
Other Uses			
Interfund Transfers Out	-	-	-
Total Other Uses	-	-	-
Total Uses	<u>\$10,785,425</u>	<u>\$11,404,852</u>	<u>\$619,427</u>

*Represents increase or decrease to designated balance.

SPECIAL REVENUE FUND – NON-AIDABLE
BUDGET TRANSFER RESOLUTION
2023-2024 BUDGET

WHEREAS, the Northcentral Technical College District special revenue fund – non-aidable total resources are \$679,040 greater than budgeted for the fiscal year 2023-2024, and

WHEREAS, total uses in the District’s special revenue fund – non-aidable are \$679,040 greater than budgeted for fiscal year 2023-2024,

THEREFORE, BE IT RESOLVED that the following budget transfers be made in accordance with Wisconsin State Statute, Chapter 65.90(5) (a) (b).

NOTE: The Special Revenue Fund - Non-Aidable includes resources held for the benefit of individuals where the College has administrative involvement. This fund primarily consists of Financial Aid activity, student accident insurance, student life, and college security. Additionally, student payments provided by grants flow through this fund.

Changes in State Aid and Federal Revenue are the result of fluctuations in anticipated financial aid provided to students by state and federal governments. Additionally, an increase in other student fees is attributed to the reclassification of student activity fees, now categorized under the special revenue fund non-aidable fund. This reclassification, effective from the fiscal year 2023-2024 onwards, has led to the adjustment in other student fees and also reflects increased expenses.

**Northcentral Technical College
 Special Revenue Fund - Non-Aidable
 Budget Transfer Resolution
 2023-2024 Budget**

<u>RESOURCES</u>	2023-2024 Budget	Recommended 2023-2024 Adjusted Budget	Difference
Revenues:			
Local Government	\$200,000	\$200,000	\$0
State Aids	1,532,614	1,435,941	(96,673)
Other Student Fees	252,500	742,437	489,937
Institutional Revenue	55,500	56,000	500
Federal Revenue	8,717,405	9,063,645	346,240
Total Revenues	10,758,019	11,498,024	740,005
Transfers from Reserves and Designated Fund Balances:*			
Reserve for Student Organizations	60,965	-	(60,965)
Total Transfers	60,965	-	(60,965)
Other Funding Sources:			
Interfund Transfers In	-	-	-
Total Transfers	-	-	-
Total Resources	\$10,818,984	\$11,498,024	\$679,040
<u>USES</u>			
Expenditures:			
Instruction	\$0	\$10,000	\$10,000
Student Services	10,818,984	11,455,275	636,291
Total Expenditures	10,818,984	11,465,275	646,291
Transfer to Reserves and Designated Fund Balances:*			
Reserve for Student Organizations	-	32,749	32,749
Total Transfers	-	32,749	32,749
Other Uses:			
Interfund Transfers Out	-	-	-
Total Uses	\$10,818,984	\$11,498,024	\$679,040

*Represents increase or decrease to designated balance.

Proposed for Board Action
May 7, 2024

CAPITAL PROJECTS FUND
BUDGET TRANSFER RESOLUTION
2023-2024 BUDGET

WHEREAS, the Northcentral Technical College District capital projects fund total resources are (\$2,341,726) less than budgeted for the fiscal year 2023-2024, and

WHEREAS, total uses in the District's capital projects fund are (\$2,341,726) less than budgeted for fiscal year 2023-2024,

THEREFORE, BE IT RESOLVED that the following budget transfers be made in accordance with Wisconsin State Statute, Chapter 65.90(5) (a) (b).

NOTE: The Capital Projects Fund accounts for resources and related financial expenditures for the acquisition, equipping, and improvement of sites.

The variances in the capital budget are due to the timing of capital projects. The typical borrowing schedule is during the May and June timeframe and includes borrowing for future fiscal year projects. Typically, the College pre-spends some of those future fiscal year dollars in the year the funds are received, enabling projects to begin after the spring semester ends and into early summer. It is typical to change the timing of projects due to changes in weather and changes in instructional plans. Supply chain issues and long lead times caused a higher than usual construction in progress balance, resulting in a decreased capital project fund expenditures occurring in the current fiscal year.

**Northcentral Technical College
 Capital Projects Fund
 Budget Transfer Resolution
 2023-2024 Budget**

<u>RESOURCES</u>	2023-2024 Budget	Recommended 2023-2024 Adjusted Budget	Difference
Revenues:			
State Aids	\$291,457	\$206,336	(\$85,121)
Institutional Revenue	335,227	1,087,756	752,529
Federal Revenue	3,033,707	1,135,362	-1,898,345
Total Revenues	3,660,391	2,429,454	(1,230,937)
Transfers from Reserves and Designated Fund Balances:*			
Reserve for Capital Projects	-	1,647,031	1,647,031
Total Transfers	-	1,647,031	1,647,031
Other Funding Sources:			
Proceeds from Debt	17,457,820	13,500,000	(3,957,820)
Interfund Transfers In	-	1,200,000	1,200,000
Total Other Funding Sources	17,457,820	14,700,000	(2,757,820)
Total Resources	\$21,118,211	\$18,776,485	(\$2,341,726)
<u>USES</u>			
Expenditures:			
Instructional	\$5,005,640	\$5,251,566	\$245,926
Instructional Resources	847,647	579,850	(267,797)
Student Services	20,000	20,764	764
General Institutional	6,920,452	7,645,771	725,319
Physical Plant	5,598,766	5,278,534	(320,232)
Total Expenditures	18,392,505	18,776,485	383,980
Transfer to Reserves and Designated Fund Balances:*			
Reserve for Capital Projects	2,725,706	-	(2,725,706)
Total Transfers	2,725,706	-	(2,725,706)
Other Uses:			
Interfund Transfers Out	-	-	-
Total Uses	\$21,118,211	\$18,776,485	(\$2,341,726)

*Represents increase or decrease to designated balance.

Proposed for Board Action
May 7, 2024

DEBT FUND
BUDGET TRANSFER RESOLUTION
2023-2024 BUDGET

WHEREAS, the Northcentral Technical College District debt fund total resources are \$116,313 greater than budgeted for the fiscal year 2023-2024, and

WHEREAS, total uses in the District's debt fund are \$116,313 greater than budgeted for fiscal year 2023-2024,

THEREFORE, BE IT RESOLVED that the following budget transfers be made in accordance with Wisconsin State Statute, Chapter 65.90(5) (a) (b).

NOTE: The Debt Service Fund accumulates resources for, and reflects current and prior year revenues for payment of general long-term debt and long-term lease purchases.

**Northcentral Technical College
Debt Services Fund
Budget Transfer Resolution
2023-2024 Budget**

<u>RESOURCES</u>	2023-2024 Budget	Recommended 2023-2024 Adjusted Budget	Difference
Revenues:			
Local Government Revenue	\$14,002,966	\$15,479,266	\$1,476,300
Institutional Revenue	50,000	311,135	261,135
Total Revenues	14,052,966	15,790,401	1,737,435
Transfers from Reserves and Designated Fund Balances:*			
Premium on Long-Term Debt	400,000	400,000	
Reserve for Debt Services	1,621,122	0	(1,621,122)
Total Transfers	2,021,122	400,000	(1,621,122)
Interfund Transfers In	-	-	-
Total Resources	\$16,074,088	\$16,190,401	\$116,313
<u>USES</u>			
Expenditures:			
Physical Plant	\$16,074,088	\$16,034,500	(\$39,588)
Total Expenditures	16,074,088	16,034,500	(39,588)
Transfer to Reserves and Designated Fund Balances:*			
Reserve for Debt Services	-	155,901	155,901
Total Transfers	-	155,901	155,901
Other Funding Uses:			
Interfund Transfers Out	-	-	-
Total Transfers	-	-	-
Total Uses	\$16,074,088	\$16,190,401	\$116,313

*Represents increase or decrease to designated balance.

Proposed for Board Action
May 7, 2024

ENTERPRISE FUND
BUDGET TRANSFER RESOLUTION
2023-2024 BUDGET

WHEREAS, the Northcentral Technical College District enterprise fund total resources are \$38,528 greater than budgeted for the fiscal year 2023-2024, and

WHEREAS, total uses in the District's enterprise fund are \$38,528 greater than budgeted for fiscal year 2023-2024,

THEREFORE, BE IT RESOLVED that the following budget transfers be made in accordance with Wisconsin State Statute, Chapter 65.90(5) (a) (b).

NOTE: The Enterprise Fund accounts for costs of providing goods or services financed primarily through user fees. This fund includes activities such as: Agriculture Center of Excellence, Auto Mechanics, Campus Store, Campus Cafe, and the Dental Clinic.

**Northcentral Technical College
 Enterprise Fund
 Budget Transfer Resolution
 2023-2024 Budget**

<u>RESOURCES</u>	2023-2024 Budget	Recommended 2023-2024 Adjusted Budget	Difference
Revenues:			
Institutional Revenue	\$1,998,000	\$2,138,528	\$140,528
Total Revenues	1,998,000	2,138,528	140,528
Transfers from Reserves and Designated Fund Balances:*			
Retained Earnings	102,000	-	(102,000)
Total Transfers	102,000	-	(102,000)
Interfund Transfers In	-	-	-
Total Resources	\$2,100,000	\$2,138,528	\$38,528
 <u>USES</u>			
Expenditures:			
Auxiliary Services	\$2,100,000	\$2,074,200	(\$25,800)
Total Expenditures	2,100,000	2,074,200	(25,800)
Transfer to Reserves and Designated Fund Balances:*			
Retained Earnings	-	64,328	64,328
Total Transfers	-	64,328	64,328
Other Funding Uses:			
Interfund Transfers Out	-	-	-
Total Transfers	-	-	-
Total Uses	\$2,100,000	\$2,138,528	\$38,528

*Represents increase or decrease to designated balance.

Proposed for Board Action
May 7, 2024

INTERNAL SERVICE FUND
BUDGET TRANSFER RESOLUTION
2023-2024 BUDGET

WHEREAS, the Northcentral Technical College District internal service fund total resources are (\$1,103,909) less than budgeted for the fiscal year 2023-2024, and

WHEREAS, total uses in the District's internal service fund are (\$1,103,909) less than budgeted for fiscal year 2023-2024,

THEREFORE, BE IT RESOLVED that the following budget transfers be made in accordance with Wisconsin State Statute, Chapter 65.90(5) (a) (b).

NOTE: The Internal Service Fund accounts for financial activities of goods and services provided by one department to other departments of the district or government units on a cost reimbursement basis. This fund includes: printing and duplicating, and self-funded health and dental insurance activity.

Self-funded health insurance activity accounts for the majority of the activity in this fund. Claim reimbursements were less than originally anticipated for 2023-2024.

**Northcentral Technical College
 Internal Service Fund
 Budget Transfer Resolution
 2023-2024 Budget**

RESOURCES	2023-2024 Budget	Recommended 2023-2024 Adjusted Budget	Difference
Revenues:			
Institutional Revenue	6,380,000	6,341,091	(\$38,909)
Total Revenues	6,380,000	6,341,091	(38,909)
Transfers from Reserves and Designated Fund Balances:*			
Retained Earnings	1,065,000	-	(1,065,000)
Total Transfers	1,065,000	-	(1,065,000)
Interfund Transfers In	-	-	-
Total Resources	\$7,445,000	\$6,341,091	(\$1,103,909)
 USES			
Auxiliary Services	\$6,210,000	\$5,792,924	(\$417,076)
Total Expenditures	6,210,000	5,792,924	(417,076)
Transfer to Reserves and Designated Fund Balances:*			
Retained Earnings	-	548,167	548,167
Total Transfers	-	548,167	548,167
Interfund Transfers Out	1,235,000	-	(1,235,000)
	1,235,000	-	(1,235,000)
Total Uses	\$7,445,000	\$6,341,091	(\$1,103,909)

*Represents increase or decrease to designated balance.

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

MEETING DATE: May 7, 2024

TOPIC: Tentative Approval of Fiscal Year 2024-2025 Budget Summary and confirming a Budget Hearing Date

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 statute, 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: Board adoption is requested on the tentative budget summary included in the board meeting packet. The purpose for adopting this tentative budget summary is to allow time for citizen input prior to the June board meeting when final approval is sought. A public hearing is proposed for Tuesday, June 4, 2024, at Noon (12:00 p.m.) at NTC, Timberwolf Conference Center/D100, 1000 W. Campus Drive, Wausau, and via Zoom.

AGENDA CATEGORY:
Regular Voting Agenda

PROPOSED MOTION:
To approve the tentative fiscal year 2024-2025 budget summary and encourage all interested parties to attend a Public Hearing to be held at Noon (12:00 p.m.) on Tuesday, June 4, 2024, at NTC, Timberwolf Conference Center/D100, 1000 W. Campus Drive, Wausau, and via Zoom for the purpose of allowing citizen input.

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 5/7/24

Northcentral Technical College
BUDGET SUMMARY AND NOTICE OF PUBLIC HEARING
July 1, 2024 - June 30, 2025

	General and Special Revenue Funds (Operational)			All Other Funds		
	Actuals FY2023	Estimated (1) FY2024	Budget FY2025	Actuals FY2023	Estimated (1) FY2024	Budget FY2025
SOURCES OF FUNDS						
Revenue						
Local Government Revenue	10,491,597	10,888,754	11,392,222	13,916,433	15,679,266	16,147,606
State Aids	24,317,908	24,606,432	24,609,132	1,852,502	1,642,277	3,925,133
Statutory Program Fees	9,074,040	9,559,453	9,933,500	-	-	-
Material Fees	481,016	545,439	546,246	-	-	-
Other Student Fees	670,960	661,078	668,750	264,769	742,437	825,000
Institutional Revenue	6,401,288	6,871,824	6,900,478	9,627,724	9,934,509	8,509,394
Federal Revenue	2,633,824	1,746,513	1,762,318	9,834,502	10,199,007	10,719,439
Total Revenue	54,070,633	54,879,494	55,812,646	35,495,930	38,197,497	40,126,572
Other Funding Sources						
Proceeds From Debt/Sales	-	-	-	12,300,505	13,900,000	13,500,000
Interfund Transfers In	528,878	-	500,000	1,567,235	1,200,000	-
Reductions in Fund Balance	171,688	117,841	1,952,315	246,999	1,647,031	2,280,688
Total Sources of Funds	54,771,199	54,997,335	58,264,961	49,610,669	54,944,528	55,907,260
USES OF FUNDS						
Expenditures						
Instructional	32,963,372	34,000,328	37,033,999	5,120,338	5,261,565	4,695,272
Instructional Resources	1,199,681	1,270,800	1,503,886	771,569	579,850	342,604
Student Services	4,603,432	4,934,996	5,236,440	10,285,882	11,476,039	12,329,879
General Institutional	9,827,429	9,491,219	10,076,831	6,605,151	7,645,771	5,793,234
Physical Plant	4,215,914	4,021,190	4,413,804	17,980,763	21,313,034	22,794,835
Auxiliary	-	-	-	7,823,736	7,867,124	8,376,450
Total Expenditures	52,809,828	53,718,532	58,264,961	48,587,439	54,143,385	54,332,274
Other Uses						
Interfund Transfers Out	1,813,319	1,200,000	-	282,794	-	500,000
Increases to Fund Balance	148,052	78,803	-	740,436	801,145	1,074,986
Total Uses of Funds	54,771,199	54,997,335	58,264,961	49,610,669	54,944,530	55,907,259
FUND BALANCE						
Beginning Balance	23,244,799	23,221,163	23,182,125	32,028,724	32,522,161	32,876,275
Ending Balance	23,221,163	23,182,125	21,229,810	32,522,161	32,876,275	31,670,573

PROPERTY TAX AND EXPENDITURE HISTORY

Year	Equalized Valuation	Operational	Debt Service	Mill Rate	Percent Inc/(Dec)
2020	\$ 17,244,992,207	0.63192	0.63817	1.27009	n/a
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	\$ 21,040,837,383	0.50436	0.66551	1.16987	-3.37%
2024	\$ 23,814,254,899	0.46549	0.65000	1.11549	-4.65%
2025 (3)	\$ 24,688,623,907	0.46549	0.65000	1.11549	0.00%

Year	Total Expenditures All Funds	Expenditure Inc/(Dec)	Tax Levy	Tax Levy Inc/(Dec)	\$100,000 of Property
2020	\$ 95,760,561	n/a	\$ 21,902,757	n/a	\$127.01
2021	\$ 90,115,796	-5.89%	\$ 22,927,965	4.68%	\$126.27
2022	\$ 100,995,001	12.07%	\$ 22,640,206	-1.26%	\$121.07
2023	\$ 101,397,267	0.40%	\$ 24,615,099	8.72%	\$116.99
2024	\$ 107,861,917	6.38%	\$ 26,564,481	7.92%	\$111.55
2025	\$ 112,597,235	4.39%	\$ 27,539,828	3.67%	\$111.55

(1) Nine months actual and three months estimated.

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

(3) For projected neutral mill rates: 3.67% increase in property valuation and 1.5% increase in net new construction.

NOTICE OF PUBLIC HEARING

A public hearing on the proposed 2024-2025 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 4, 2024 at 12:00 p.m.

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



Strategic Plan Report - Draft

May 1, 2024

Northcentral Technical College

Submitted by:

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Table of Contents

- INTRODUCTION 1
- LETTER FROM THE PRESIDENT 2
- STRATEGIC PLANNING PROCESS OVERVIEW 3
 - ENVIRONMENTAL SCAN HIGHLIGHTS 3
 - MISSION, VISION, VALUES REVIEW SESSION AND REVISIONS 5
 - HIGHER LEARNING COMMISSION VISIT AND INSIGHT 6
 - COMMUNITY ENGAGEMENT FEEDBACK 6
 - FUTURE ENVISIONING INSIGHT 7
- NTC STRATEGIC PLAN 2024-2029 8
 - MISSION 8
 - VISION 8
 - VALUES 8
 - GOALS AND OBJECTIVES 9

Introduction

Northcentral Technical College (NTC) takes pride in its shared commitment and passion for student success and is most proud of providing the community with program offerings that are highly valued by employers, accessible and affordable to students and families as well as transformative in their ability to successfully facilitate workforce pathways. In the summer of 2023, NTC retained MGT Consulting (MGT) to guide the development of an updated and actionable strategic plan for the College that will guide NTC's direction for the next five years.

As part of the strategic planning process, MGT gathered data and input from faculty, staff, students, administrators, executive leadership, employers and community members. In addition, MGT worked collaboratively with NTC's leadership, including the President, Board of Trustees and Strategic Planning Steering Committee, to engage in future envisioning and strategic priority setting to develop actionable and aspirational goals for the College to continue building on accomplishments. Together, the leadership has worked to connect the College's mission with a future-oriented vision in a plan that communicates NTC's values and articulates its purpose for driving future success and impact for the students, families and communities it serves.

Clearly, NTC offers strong academic and workforce training programs that promote social mobility for students and meets the needs of local industry. The strength of NTC's programs is a source of distinction and highly regarded by employers in the region. These successes are based on deeply caring and dedicated employees and the strength of the College's leadership.

NTC has demonstrated the ability to adapt to changes and develop innovative strategies to meet the needs of local and regional businesses, communities and students. From their ability to pivot at the start of the pandemic, to the quick development of new program options to meet workforce needs, NTC has served as a pioneer in work-based education, preparation and training and provides a critical support for the NTC District's economic development. The key to the College's success is founded on the talented and relationship focused employees at all levels of NTC. The College also benefits from the leadership of the Board of Trustees, which includes members representing varying industries and geographic regions in the NTC District. The following plan framework details Northcentral Technical College's long-term and forward focused mission and vision and sets strategic goals and objectives.

Letter from the President

As the President of Northcentral Technical College, it is my honor to share the College's 2024-2029 Strategic Plan which sets the vision for the next five academic years. We recognize that our success hinges upon the strength of our communities and the engagement of our stakeholders. This plan is the culmination of collective efforts from the entire NTC campus community, including students, employees and stakeholders, to engage and provide direction to our future.

Over the past six months, we have engaged in a dynamic and inclusive process with MGT, an outside consulting firm with extensive experience in higher education strategic planning. As part of the strategic planning process, MGT engaged the College in the completion of several tasks to help inform and provide a foundation for the overall plan including environmental scanning and institutional comparisons; a mission/vision/values review; community engagement with all College stakeholders through focus groups, surveys and stakeholder interviews; and a future envisioning session. I would like to express my heartfelt gratitude to each member of our campus community who took the time to participate in community engagement activities, ensuring that the strategic plan reflects NTC's values and aspirations.

This new Strategic Plan provides guidance to our priorities over the next five years, building on the strong foundation of service we have provided to the students, businesses and communities of the NTC District over the past 112 years. In addition to updating our mission, vision and values, the plan addresses our commitment to learner success, leading edge academics, collaborative partnerships and the strategic stewardship of resources.

We recognize that our collective College accomplishments – past, present and future – are made possible because of our employees. Our faculty and staff are comparable to none. They continually exhibit a high level of expertise, professionalism, forward thinking and responsibility – traits that they carry into the classroom and the services provided to local employers and communities.

As you review the Strategic Plan, I would encourage you to reflect on your role in helping us advance and refine this great work. Through collaboration and shared purpose, we accelerate the realization of our goals. We truly have a great story to share, and we look forward to utilizing this plan to continue to enrich the lives of our students and the broader community.

Warmest regards,

Dr. Jeannie Worden
President

Strategic Planning Process Overview

The process for developing NTC's new strategic plan included an environmental scan; a mission, vision and values review; community engagement and future envisioning as a foundation for developing the new strategic plan. The Environmental Scan allows us to better understand what may drive and deter the plan. The Scan also provides insight into potential opportunities in programming and partnerships and identifies potential new target audiences. The review of the mission, vision and values ensures NTC has the right mission(purpose) and vision (direction), with values acting as guiderails to address the future effectively and innovatively. The community engagement from internal and external perspectives captured insight that is only available through these direct engagements and assists with determining the most important goals and objectives for the College, as well as their priority in moving NTC from mission to vision. The process for community engagement was designed to capture feedback based on questions that were created as a result of the environmental scan, engagement with leadership and insight from the Board. Questions were further refined as the process moved through interviews, focus groups and to the survey. By following this engagement process, we ensured that NTC builds its internal and external relationships to engage in a collaborative plan for the future.

Environmental Scan Highlights

The purpose of the Environmental Scan is to provide an external overview of the environment in which Northcentral Technical College (NTC) serves the community. The Environmental Scan was developed using internal data from NTC and external resources, including the Q3 2023 dataset from Lightcast, a database for labor market analytics and demographic projections. When considering the environmental scan, MGT first assessed NTC to provide an understanding of current priorities and offerings. NTC is a public technical college serving 5,900 square miles in central Wisconsin with locations in Wausau, Antigo, Medford, Spencer, Phillips and Wittenberg, as well as a Public Safety Center of Excellence, Community Safety Simulation Center (CSSC) and Commercial Driver's License (CDL) Training Center in Merrill, a Wood Technology Center of Excellence in Antigo and an Agriculture Center of Excellence and Diesel Technology Center just north of the Wausau Campus in the Village of Maine. The Wausau Campus also features an Advanced Engineering and Manufacturing Center of Excellence featuring an Industry 4.0 Smart Manufacturing Lab; the Butcher Block; a Center for Health Sciences featuring the Center for Simulation + Innovation; Communication Technology Center of Excellence featuring Studio 7; Community Collaboration Center; Emergency Services Training Center; Information Technology & Entrepreneurial Center (iTEC); Professional Conference Center; Studio Max Salon and Spa featuring the Therapeutic Massage Center and SPOONS Restaurant.

Data collected as part of the environmental scan indicates the population in the NTC District grew by 2% over the past five years and is projected to grow by 2% over the next five years. Continuing this growth trend, the population is projected to increase by 3% by 2033. A closer review of the Lightcast 2024 Q1 Dataset, considering potential college age students, indicated that:

- The population age 15 to 19 years is projected to decline 3% (500) by 2033 in the NTC District, while the 20- to 24-year-old population will see a 7% (1,329) drop and the 25 to 29 cohort will remain flat.

- The cohorts between 35 and 54 are expected to increase by nearly 10% (7,000 people).
- Almost all racial/ethnic groups in the region are projected to experience an increase in population through 2033.

NTC should remain mindful of demographic shifts when considering the College's program portfolio. Growth in the 35-54 age demographic may indicate an opportunity to expand part-time offerings and work with employers on short-term credentials, workforce training and professional development options that will up-skill incumbent workers. A continued thorough review of occupational demand data, employer needs and student interest will ensure the College remains responsive to learner, business and community needs. NTC can tap into existing strong relationships with employers and use data to intentionally advance its future.

A review of unemployment, job growth, industries, sectors, employers and job postings outlined the following key findings based on the Lightcast, Q3 2023 Dataset:

- Both the state of Wisconsin and the NTC District are experiencing low unemployment levels, with rates below 3%.
- The number of jobs in the area decreased by 2.1% since 2017, as compared to the national growth rate of 3.8% and stagnant growth in the state. However, improvements in regional job growth are anticipated with a 2.0% increase projected through 2027.
- The top industries that drive the economy in the NTC District and Wisconsin are Manufacturing; Health Care and Social Assistance; and Government. These industries provide insight into majors and partnerships for NTC that may also build enrollment growth.
- The manufacturing sector has seen the greatest growth in the area over the last five years.
- Top employers of associate degree holders in the region include Aspirus and Marshfield Clinic.

Based on the low rates of unemployment, NTC may find limited enrollees who seek to change careers. This emphasizes an opportunity to engage with employers to up-skill their existing workforce. Improvements in regional job growth may provide NTC with an opportunity to meet these needs. Information about the top industries, specifically the manufacturing sector, top job postings and top employers highlight areas for the College to further focus efforts and work to meet the demand.

The next step in the Scan included an analysis on educational attainment, the highest level of educational completion and reviewed the current degrees and certificates awarded in the region.

Key findings included:

- Nearly 10,000 residents of the district earned high school credits with no diploma.¹
- More than half the population of NTC's District has earned a high school diploma, but no college degree (57%).²
- High schools in the region graduated 2,500 students in the 2021-22 school year, with high school graduation rates ranging from 71% to 100%.³

¹ Lightcast, Q3 2023 Data Set.

² Lightcast, Q3 2023 Data Set.

³ Wisconsin Department of Public Instruction WISEdash.

- There is a 10% difference between the population’s highest earned degree of an associate degree and jobs requiring such a degree. Similarly, there is a 5% difference between those who have earned some college but have not earned a college degree.⁴
- NTC awarded most degrees and certificates in the region, graduating 2,435 out of the region’s 4,598 graduates in 2021 (53%).⁵

High school student demographic data is useful when considering the pipeline of potential students. The differences in educational attainment and jobs requiring specific levels of education present another opportunity for NTC to explore strategies for meeting these needs.

Mission, Vision, Values Review Session and Revisions

MGT conducted a Mission, Vision and Values Review with the Board of Trustees and Executive Leadership Team in September 2023. During this session, MGT reviewed the Strategic Planning Process, shared the process framework and definitions and elicited feedback on current statements and trends concerning strengths and priorities of the College.

During the Mission, Vision, Values Review session, participants reflected upon the current Mission statement and elements of the statement that best capture the essence of the College. Most respondents chose **learner and employer focused, enriching lives** and **high-quality** as the elements that best capture the essence of NTC. Participants were asked which part of the Mission statement should be further elevated and most discussion centered around **enriching lives and strengthening the economy**. Participants noted students’ ability to remain close to home and stay local when they attend NTC. Participants emphasized that learners attend college locally, work locally and raise families locally. Students can start at NTC and take their education anywhere, or they can stay and thrive in the Wausau community.

Participants reflected on the current Vision statement and which elements of the statement have been driving success at NTC and shared various perspectives that **employers, college of choice** and **building futures** were driving success at the College. The group discussed how to ensure that the NTC vision supports individual learners and employers while also enhancing the whole community and the College’s community impact. As such, NTC seeks to be the college of choice and the employer of choice.

The values were also reviewed as part of the engagement with the Board, leadership and the internal and external community. Participants were asked how these core values help drive NTC from mission to vision and discussion surrounded the feeling of inclusion and “family” which are central to NTC’s values and the institution’s ability to respond nimbly to the community’s needs.

Findings from the Mission, Vision, Values Review revealed NTC’s multiple driving forces in the current vision statement. The purpose to build futures, be the college of choice and support the individual all emerged as core to NTC. Similar to the current mission statement, the current vision statement presents minimal adjustments that offer an opportunity to realign NTC’s future thinking. The revision concentrates on a more communal and collective impact rather than an individual.

⁴ Lightcast, Q3 2023 Data Set

⁵ Wisconsin Department of Public Instruction WISEdash.

As findings from the Mission, Vision, Values Review would suggest, the current mission statement strongly embodies the identity of NTC by highlighting its core purpose. The essence of the institution is best captured through sentiments of high-quality learning and the support for both internal and external communities. The Higher Learning Commission confirms this in its Reaffirmation Review, asserting that the “statement guides the college’s operations and drives the direction of the college” by evidence of NTC’s wide array of programs and services, its role within the community and partnership with local constituents and its commitment to providing access to education for all people.

While significant changes to NTC’s current mission statement are not required, the revisions capture the feedback and insights shared throughout the strategic planning process. The Board and college staff had an opportunity to review and provide feedback on the revised mission, vision and values in Spring 2024 to ensure that the recommended revisions reflected who the College is and wants to be, into the future.

Higher Learning Commission Visit and Insight

Coinciding with NTC’s strategic planning process, the Higher Learning Commission’s ten-year visit offered feedback and insight from an additional external perspective. The HLC report confirmed many of the findings and emphasized the important work of the strategic planning process. HLC feedback highlighted the need for NTC to be data informed and expand experiential learning. The report recognized that, “NTC stays abreast of economic, and community needs through workforce training evaluations, graduate outcomes reports, employer satisfaction surveys and its interactions with industry advisory committees and K-12 partners.” The report also noted “the state-of-the-art facilities and equipment in the Engineering and Advanced Manufacturing Center of Excellence and in the Health Science facilities.” Further, the report noted that student participation in community service and experiential learning provides opportunities to strengthen NTC’s reputation as “the community’s college.” HLC’s feedback was positive and supported findings in the strategic planning process that can drive future efforts.

Community Engagement Feedback

MGT gathered data and input from faculty, staff, students, administrators, executive leadership, alumni, employers, legislators, economic development leaders and community members through interviews, focus groups and an online survey.

The community engagement survey confirmed that NTC’s internal and external stakeholders agree on what they believe should be the top three priorities for the College: learner success, adaptability to changing business and community needs and maintaining and enhancing partnership with business and industry.

The internal and external community members identified several of NTC’s strengths, including affordability, career-focused academic programs, flexible-learning delivery options, hands-on learning and state-of-the-art technology. NTC’s commitment to meeting the needs of both students and local employers was particularly noteworthy and its collaboration and partnerships with industry is seen as an invaluable asset to the region. Overall, community members and employers hold NTC in high regard and appreciate the Colleges contributions to the community and economy.

The public perception of technical colleges and establishing NTC as a first-choice educational option for parents of high-school students were identified as NTC's greatest challenges by internal and external stakeholders, aligning with feedback collected during the Mission, Vision and Values Review Session. Additionally, recruitment, retention and reducing barriers were noted as opportunities by the campus community.

Internal and external community members indicated that learner success should be a top priority of the strategic plan along with adaptability to changing business and community needs and maintaining and enhancing partnerships with business and industry. Other noted priorities included talent attraction and retention for the region, scholarships and funding, community engagement and managing perception concerns.

Future Envisioning Insight

MGT met with the Board in November 2023 to conduct a Future Envisioning Session. The session included a preliminary review of community engagement insights and was designed to gather Board Members' perspectives and ideas about NTC's strategic planning priorities. The goal of this work was to provide guidance to the College leadership about the best direction for the Strategic Plan.

Throughout the session, Board members were asked to identify the top strategic priorities for NTC, which included:

- ❖ Maintain the identity of NTC while continuing offerings that meet community needs.
- ❖ Continuing to be on the leading edge of meeting future needs by responding to a rapidly changing environment.
- ❖ Continue to develop mutually beneficial relationships with students, industries and community partners through active and responsive communication.
- ❖ Explore opportunities to reach and support new audiences and populations, especially when identifying multigenerational differences and individualized needs.
- ❖ Identify NTC's role in attracting people to the local community and working alongside industries and community partners to retain and support a growing population.

NTC Strategic Plan 2024-2029

The strategic planning process highlights key findings and priorities that serve as a foundation for this new strategic plan. The NTC Strategic Plan for 2024-2029 captures the insight and feedback from those who engaged in the process and builds on the great work and accomplishments of NTC. At the heart of the College are the people who have led the work and those in the community who have supported NTC. As NTC journeys from mission to vision, strong and well-defined values guide the work on goals and objectives to create an innovative future for NTC and its District. The following revised mission, vision and values build on prior successes and support the advancement of NTC in creating the future.

Mission

Northcentral Technical College enriches our communities by providing high quality learner and employer focused educational pathways that transform lives.

Vision

Building futures as our community's college of choice.

Values

Learner Success

We believe in and promote a welcoming and supportive campus community that ensures every student has the opportunity to be successful.

Innovation

We foster a leading edge learning environment that embraces technology and ingenuity.

Continuous Improvement

We prioritize data-informed decision making to enhance efficiencies and improve outcomes.

Integrity

We recognize the importance of a culture of respect, civility and professionalism.

Community Commitment

We are responsive to community needs through strong partnerships, collaboration and advocacy.

Goals and Objectives

Based on the environmental scan, community engagement and future envisioning, the following goals and objectives are inspirationally designed to drive the College from its mission to its vision:

- 1. Expand comprehensive support to ensure learner success.**
 - Develop systems and processes that reduce barriers to student success and address academic and non-academic student needs through informed utilization of data.
 - Enhance the student experience.
 - Optimize the delivery of flexible learning opportunities and short term credentialing to meet unique learner needs while maximizing resources.
 - Improve student retention and persistence by broadening the role of advisors and faculty.
- 2. Foster a leading edge academic learning environment that supports student outcomes and embraces interdisciplinary learning and state of the art technology.**
 - Create innovative learning opportunities that emulate the work environment.
 - Create a culture of responsibly utilizing Artificial Intelligence (AI) as a tool to build a skilled workforce, drive economic growth and create efficiencies within the college.
 - Evaluate and continuously improve programs and services to ensure effectiveness and relevancy; provide training when and where the learning is needed; tailor offerings to meet unique job market, industry and community needs and focus resources accordingly.
 - Shape the College’s regional portfolio of programs and services by acknowledging the uniqueness of NTC’s regional communities.
- 3. Build on collaborative partnerships to adapt to ever changing needs and strengthen the community while building the NTC brand.**
 - Provide academic offerings that support community-wide talent attraction, retention and job creation to ensure District residents have every opportunity to stay + thrive.
 - Deepen our engagement with local communities, businesses, government and workforce development to capitalize on shared opportunities for economic growth and prosperity.
 - Further invest in seamless K12 pathways that embrace career exploration and college readiness while increasing the pipeline to NTC.
 - Collaborate with higher education partners to continue building strong, innovative, flexible student focused pathways that support local workforce needs.
 - Enhance institutional branding and perception through storytelling and strategic marketing that establishes the College as a first choice in higher education.
- 4. Effectively use resources to enhance future stability.**
 - Continue building a caring campus culture that prioritizes the retention of our exceptional employees and attraction of new talent in support of student success.
 - Foster a data-informed, strategic approach to decision making that focuses on the accuracy, analysis, standardization and utilization of data.
 - Support strategic stewardship of resources through sustainable practices, responsible resource utilization and process efficiencies.
 - Further strengthen financial and budgetary management policies, procedures and practices to maintain the College’s strong financial position.

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

MEETING DATE: May 7, 2024

TOPIC: Receipts & Expenditures

POLICY 1.1 – Presidential Expectations – The President, in execution of his/her duties, shall not cause or allow any practice, activity, decision or organizational circumstance which is either irresponsible or in violation of commonly accepted business and professional ethics, or that results in failure to be accredited by the Higher Learning Commission

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 **March 31, 2024** (preliminary).

F1-F7 Revenue: \$91,953,553.52

F1-F7 Expense: \$80,287,000.05

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: May 7, 2024

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

MEETING DATE: May 7, 2024

TOPIC: Personnel Changes

POLICY 1.1 – Presidential Expectations – The President, in execution of his/her duties, shall not cause or allow any practice, activity, decision or organizational circumstance which is either irresponsible or in violation of commonly accepted business and professional ethics, or that results in failure to be accredited by the Higher Learning Commission.

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:

- Bryson Cruise – Manager, Fire & EMS; Faculty, Fire
- Patricia McGovern – Technician, Biomedical Lab

Resignations:

Retirements:

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 5/7/2024

Date	Event	Troy Brown	Sherry Buntten	Tuona Crowder	Tom Felch	Renae Krings	Nathan Lehman	Charlie Paulson	Paul Proulx	Heather Renzelmann
2024										
MONDAY July 8	Annual Organizational Meeting									
August 13	Regular NTC Board of Trustees Meeting									
September 10-11	WTCS State Board Meeting Hosted at NTC									
September 17	Regular NTC Board of Trustees Meeting									
October 15	Regular NTC Board of Trustees Meeting									
November 5	Board Retreat									
November 7-9	WTC DBA Fall Meeting <i>(Fox Valley Technical College, Appleton)</i>									
December 3	Regular NTC Board of Trustees Meeting <i>(Lunch at 12:00 p.m. w/Foundation Board)</i>									
December 14	Graduation <i>(10:00 a.m. @ The Grand Theater)</i>									
2025										
January 14	Regular NTC Board of Trustees Meeting									
January 16	WTC DBA Legislative Seminar Capitol Day <i>(Madison)</i>									
January 17	ACCT Governance Leadership Institute (GLI) – <i>TENTATIVE</i> <i>Either January or April – Hosted by the DBA</i>									
February 11	Regular NTC Board of Trustees Meeting									
March 4	Regular NTC Board of Trustees Meeting									
April 8	Regular NTC Board of Trustees Meeting <i>(Tentative: Antigo Campus)</i>									
April 10	WTCS Ambassador Banquet <i>(Wisconsin Dells)</i>									
April 11	ACCT Governance Leadership Institute (GLI) – <i>TENTATIVE</i> <i>Either January or April – Hosted by the DBA</i>									
May 6	Regular NTC Board of Trustees Meeting									

May 17	Graduation (10:00 a.m. @ Wausau West Fieldhouse)									
June 3	Regular NTC Board of Trustees Meeting (Public Budget Hearing at 12:00 p.m. Lunch at approx. 12:15 p.m. Regular Meeting at 1:00 p.m.)									

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



Cosmetology and Nail Technician Advisory Committee

Meeting Minutes

Date: 02/26/2024

Time: 1:30pm-3pm

Location: Zoom & Studio Max Salon

Attendees

Industry Members:

- Steve Svensson – Great Clips; Regional Manager
- Joan Moen – Beauty by Joan; Owner
- Michelle Pickard – Robert Anton & Associates Hair Design

NTC Team:

- Kayla Ackermann – Faculty, Cosmetology
- Valerie Becker – Administrative Assistant, School of Business
- Autumn Laabs – Faculty, Cosmetology
- Lisa Peterson – Associate Dean, School of Business
- Yang Yee Xiong – Student Success Advisor

Welcome

- **Lisa Peterson – Associate Dean, School of Business** – Welcomed everyone to the meeting and did introductions.

Industry Discussion

- **Steve Svensson – Great Clips; Regional Manager** - Great Clips has taken on several corporate initiatives, particularly focusing on the challenges related to licensing regulations and reciprocity between states. It is difficult for stylists to operate across state lines due to varying requirements in different states. We would like there to establish licensing reciprocity between states to facilitate easier mobility for stylists. There needs to be consistency in background education and qualifications to ensure the effectiveness of such reciprocity measures.
 - **Yang Yee Xiong – Student Success Advisor** – Asked Steve to elaborate on the issue with the mobility of license from state to state.
 - **Steve Svensson** – Historically, Wisconsin has of maintained higher license requirements compared to other states even after reducing the required hours and licensing requirements over the past. He does support maintaining the current minimum requirement of 1550 hours in Wisconsin while some may advocate for lower requirements. He believes in the necessity of maintaining rigor in the licensing process, particularly to ensure consistency across states. The process for individuals with licenses in one state to obtain licenses in another need to be simplified, as the current process is very complex. Some individuals encounter major delays in the process, which may stem from the administrative issues at the state level. If someone is practicing in Wisconsin, they really should be licensed here; however, situations arise where individuals move between states like Minnesota and Wisconsin within a short timeframe, resulting in questions about their license and ability to work during the transition.
 - **Autumn Laabs – Faculty, Cosmetology** - Neighboring states such as Illinois, Michigan, Minnesota, and Iowa, along with Wisconsin, all have a 1550-hour requirement for licensing. This consistency allows stylists to easily transition between these states. However, the requirements vary significantly across the US, particularly in states like Florida, California and Arizona, which have different standards for the number of training hours needed for licensing.
 - The state of Arizona requires 1660 hours for a Cosmetology license so if someone *from* Wisconsin were to transfer there, they would have to go back to school for an additional 50 hours.
 - If someone transfers *to* Wisconsin with less than 1,550 hours of schooling, we have to look at the number of hours they have in each area of their schooling based on their transcript and have them take classes on the areas they are missing hours, provide them a certificate of training for those additional hours, and

then they have to take the Wisconsin State board test. Perhaps it can be proposed to legislators to allow their work hours to count towards those additional hours rather than require someone to go back to school and take another state board test.

- If someone from Arizona transfers here, they will just have to pay a state transfer fee to get their Wisconsin license; however, DSPS has been incredibly slow in processing licenses.

It has been discussed during state called meetings, that there are just not enough examiners or proctors. The temporary license that gets issued to those taking their state boards is available for six months so those who fail their boards are still able to work while they prepare to retest. There is a new "License E" being offered by DSPS where everything can be processed faster with COT's and transfers and hopefully this will make this process much smoother. Unfortunately, during Covid things got severely backed up due to lack of employees.

- **Lisa Peterson** – In public education in Wisconsin, there's now a provision for an emergency teaching license. This might be relevant in conversations with legislators. Wisconsin is issuing teaching licenses to individuals without degrees in education but still have expertise in specific subjects. Lisa found it peculiar that someone with training and years of cosmetology experience from another state wouldn't be eligible for a provisional license. She suggested that this could serve as an interim solution.
- Steve mentioned lobbying efforts led by their company, regarding the disparities in tax benefits compared to other sectors like restaurants and hospitality. Salons, unlike restaurants, are required to pay payroll taxes on charged tips received by stylists. If their lobbying efforts succeeded, it would significantly reduce a salon business's operational costs, making them more competitive in terms of pay and other aspects. Great Clips has ongoing efforts in Washington to address this issue and Steve has contacted four senators about this himself.
- The number of individuals reentering the industry post-COVID is steadily increasing. He noted a rise in the number of stylists within their organization by several thousand since the pandemic, although they haven't fully reached pre-COVID levels yet. With this increase, the hours stylists work per week have decreased, necessitating ongoing hiring efforts due to changes in availability, possibly influenced by factors like family and lifestyle changes. There continues to be opportunities for individuals to earn a good living in the industry. There is job security and pay stability offered by his company, which includes guaranteed pay, contrasting it with other options such as booth rental or commission-based work. Great Clips prioritizes training and aims to instill confidence in students, which emphasizes their commitment to preparing individuals for success in the industry.
- **Joan Moen – Beauty by Joan; Owner** - Joan expressed concerns about the increasing trend of deregulation, citing a current bill in Georgia as an example. Certain aspects of deregulation have already happened in Wisconsin, such as the ability to perform services in unlicensed establishments, such as offering at home services. There has been a saturation in the beauty industry with many individuals entering schooling and a rising interest among nail services. There is high demand for beauty services, and there is a seriousness in which both ladies and gentlemen approach their beauty treatments. This deregulation trend is something to keep be aware of.
 - **Autumn Laabs** – Autumn hasn't heard much about deregulation lately, but recalled Texas being the pioneer in deregulation 7 or 8 years ago and highlighted the consequent legal challenges the state faced, which deterred other states from following suit. There is becoming a division in cosmetology specialties, where individuals can pursue specific certifications, such as braiding and hair extensions. There is an emerging trend in specialization, especially in textured hair styling, with specific textbooks catering to this niche. While specialization is becoming more prominent, she believes it will remain a specialty within the broader scope of cosmetology as long as safety and sanitation standards are maintained.
 - **Yang Yee Xiong** – Asked for clarification on what deregulation is in the Cosmetology and Nail industries.
 - **Autumn Laabs** – Deregulation would allow individuals to perform cosmetology services at home without a license or safety standards. This lack of regulation raises concerns about people using chemicals without proper knowledge, leading to potential harm such as burns or cuts. These regulations are important in nail technology, where professionals are required to assess the nails for diseases or fungi before providing services. Without these regulations, there is a risk of inadequate safety and health practices.

- **Steve Svensson** – The last thing that happened in Wisconsin in this regard was eliminating the requirement for the manager’s licenses.
 - The popularity of gel and gel extensions has increased more than ever before. However, with numerous products and DIY approaches, there's a significant increase in allergies. Joan’s nail technician Caitlin's, who, despite having only two years of experience, now needs to be fully gloved due to having an allergic reaction. It is important to address this issue and prevent allergies by taking precautions during the service, such as wearing gloves and using safe gels and curing methods. These allergies can easily affect both clients at home and in the salon.
 - **Autumn Laabs** – How frequently are you seeing these allergies?
 - **Joan Moen** – In 14 years, Joan has encountered only one client with allergies, but her nail technician, Caitlin’s, allergic reaction is a concern. It remains unclear whether Caitlin's sensitivity existed beforehand or developed later. Joan hasn't experienced allergic reactions among other clients; however, in the current industry where Gelx and self-application are prevalent, inadequate training can quickly lead to allergies.
 - There has been a resurgence of trends like French tips, chrome, various nail shapes, and airbrushing. French nails are making a strong comeback with various color variations and unique shapes. Even though many clients are showing interest in these styles, some technicians refuse to perform these styles due to their complexity. Recently, the majority of her nail clients are bringing in pictures and asking for hand-painted nail art, and they try everything to fulfil these customer’s requests. Even when finances are tight, people still are still prioritizing their beauty and nail services.
 - **Autumn Laabs** – Students have chrome powders to work with and we are currently working on nail art. The current trend seems to be for French tips to not have that perfect “French end” anymore; it is more of an almond and coffin shape. There are some students who struggle with nail art so they have stickers they can use. Those struggling with French tips have white curved stickers they can apply.
 - **Michelle Pickard – Robert Anton & Associates Hair Design** – The majority of her customers still prefer the oval shape.
 - Joan has concerns about the limitations students face regarding E-files. Using an E-files is so commonly used in her corner of the industry and it is a necessity for students to learn these tools properly or students may have to seek additional training outside the program. While E-files can cause harm if misused, hand files can be equally damaging. Students will likely require more comprehensive E-File training beyond the program's scope.
 - **Autumn Laabs** – The primary goal of our program is to prepare students for the State Board while still providing essential knowledge on using E-files. The curriculum covers fundamental aspects, such as using sanding bands, cleaning the tools, understanding RPM settings, and using safety bits. Students are exposed to different E-file models, including a high-quality version and students are offered a discount to purchase their E-files through the school. Some clients prefer not using E-files due to past negative experiences; however, our program is committed to promoting safety, sanitation, and infection control, particularly in E-file use. All of the students from last semester who have taken their State Board exam have passed. Current students will soon be attending the upcoming AVS show, where they can learn from industry professionals.
- **Michelle Pickard** – Since transitioning to a different salon and working only part-time, Michelle noticed a surge in demand for her nail services. While she can occasionally accommodate new clients if there are cancellations, she cannot guarantee their next appointment due to her full schedule.

Instructional Area/Program

- **Program Updates**
 - **Curriculum Updates - Autumn Laabs** – A recent program update stems from directives issued by the State where financial aid will no longer cover anything over the 1550-hour cosmetology license requirement. To comply with state regulations, adjustments were necessary in various areas of the curriculum to ensure that the program remains within the allotted hours while meeting the required training standards for specific subjects. We needed to fine-tune and redistribute hours across different course components to achieve alignment with the state’s guidelines. Previously, the program exceeded the hour limit, but they managed to reach a balance with slight adjustments.

- In the 2024-2025 school year, we plan to demonstrate the demand for the program by having a cohort of 10 students start in the fall and another cohort 10 will start in the spring. The fall cohort will be taught by one instructor, and another instructor will teach the spring cohort. This would allow the salon to be open year-round.
 - **Lisa Peterson** – The proposal for a fall-start cohort and a spring-start cohort with 10 students each was recently presented to our Dean. The proposal is not fully approved yet, as the Dean has some follow-up questions. However, once they address these questions, we will likely receive approval to proceed with the plan.
 - **Steve Svensson** – If a fall cohort begins in September and a spring cohort begins in January, when will these students graduate?
 - **Autumn Laabs** – Students in the fall cohort will participate in the May graduation, although they will still have two additional months left of school. The Spring cohort will participate in the December graduation.
- The schedule for the Nail Tech program will be determined based on student needs, with options for daytime or evening hours, depending on the higher demand. Having these options aims to accommodate those attending school part-time or who are working. We will assess whether there's a significant preference for daytime or evening classes.
- Studio Max is now open Tuesday, Wednesday, and Thursday from 8am-5pm, closed 12pm-1-pm for lunch. This allows students to work Friday-Monday. We currently have 13 students.
- **Lisa Peterson** – Right now, our Esthetician program is on hold.
 - **Autumn Laabs** – Basic Esthetics is still taught in the Cosmetology program. Autumn will also be doing some additional training on things like the Galvanic Machine, light therapy, extractions, etc. We hope to offer this program in 2025. The spa side of the beauty industry is definitely growing, and is a focus at Advisory Board meetings and events like the Chicago Hair Show. The esthetics and skincare floor are now as significant as the hair and nail floor at these shows, driven by consumer's desire to maintain a youthful appearance. The demand for spa services is notably influenced by the high presence of social media, where the pressure to look young contributes to the increased interest in esthetic treatments among both men and women.
 - **Michelle Pickard** – There is a huge demand for spa services at Solstice Spa; however, the owner has struggled to hire estheticians to fill this demand. Their red-light therapy has so many health benefits and this bed at their spa runs steady all day long. The Weston location has a new health pod and salt sauna; despite the cost of these services, people are just excited to try them.
- **Enrollment Updates - Yang Yee Xiong** – We currently have 60 students matriculated for Fall 2024; however, we will see how many of these students will enroll. Of course, we are hoping to fill the 10 or 20 spots available for the fall cohort.
 - We currently have 6 students accepted into the Nail Technician program for Fall 2024.
 - Students can start enrolling in fall 2024 classes on April 8th.

NTC College-Wide Initiatives

- **Lisa Peterson**- Presented the following NTC College Wide Initiatives PowerPoint



Advisory Committee
PowerPoint Spring 2

Other Items

- **Steve Svensson** – Great Clips will have a scholarship available for students to apply for starting on March 3rd. Even if students are getting close to graduation and they have debt, they should still apply. Steve will send over the information to Autumn to share with students.

Next meeting schedule & agenda items discussion

- Our next meeting date is tentative for Monday, September 23rd from 1:30pm-3:00pm with an in-person and Zoom option. This meeting will be combined with the Nail Technology Advisory Committee.

Marketing Advisory Committee Meeting Minutes

Date: 02/28/2024

Time: 11:30 a.m. – 1:00 p.m.

Location: Zoom and In-Person in room A223

Attendees

Industry Members:

- Alysa Steinhilber – Visit Wausau; Marketing Director
- Brian Pensinger – Church Mutual Insurance, Digital Marketing Consultant
- Jaqui McElroy – SC Swiderski; Director of Business and Development
- Kim Riedel – County Materials, Marketing and Communication Manager
- Sal Cuomo – Marco, Technology Advisor; Advisory Committee Chairperson
- Melonie Eternicka – Sutton Transport; Marketing Manager

NTC Team:

- Dr. Amy Gajewski – Faculty, Marketing/Digital Marketing
- Dianne Carroll – Faculty Success Manager
- Lisa Peterson – Associate Dean, School of Business
- Valerie Becker – Administrative Assistant, School of Business
- Yang Yee Xiong – Student Success Advisor


Industry Discussion

- **Sal Cuomo - Marco, Technology Advisor** - Push notifications have increased in popularity as a marketing strategy. Despite their long-standing presence since the early days of cell phones, many are eager to leverage push notifications for marketing purposes. Drawing a parallel to business strategies, there's a recognition of the tendency for the last card on the desk to secure business. However, there is uncertainty regarding how this trend fits into regular business practices.
 - **Kim Riedel – County Materials, Marketing and Communication Manager** – As AI advances, there's a growing sense of immunity to this marketing tactic by the consumer, leading to increased skepticism about credibility. While targeted advertising and push notifications were once trusted, there's now a shift towards consumers relying only on trusted resources. Kim anticipates a future trend where well-established companies pre-AI will thrive, while newer ones may struggle to establish credibility with consumers who distrust the technology.
 - **Dr. Amy Gajewski – Faculty, Marketing/Digital Marketing** - Amy expressed full agreement with Kim's observations. She recently attended a conference named Social Media Marketing World, where the predominant topics were AI and video, particularly the surge in short-form video content and its significance for marketers. The conference was the best she has attended in her 30-year career, highlighting the wealth of valuable information she gained especially from industry experts like Seth Godin.
- **Jaqui McElroy – SC Swiderski; Director of Business Development** - Jaqui echoed the importance of authenticity mentioned earlier. There's been a trend towards less polished content and more authentic approaches in their planned 2024 marketing content strategy. This includes a shift towards less produced videos, more short videos, and increased emphasis on face-to-face interactions and community events. They've allocated more of their budget towards these initiatives to convey authenticity amidst the push for AI and other technological advancements. Five percent of their budget is going towards community events this year to demonstrate their genuine involvement in the community, therefore moving away from solely digital sources. She highlighted the need to counteract perceptions of calculated messaging and build trust with their audience.
- **Brian Pensinger – Church Mutual Insurance, Senior Digital Marketing Specialist** - Brian discussed the unique challenges in their industry, heavily influenced by unpredictable weather patterns. With a recent increase in storms

and resulting claims, the primary focus for the year is on de-risking and finding ways to avoid potential risks. From a marketing perspective, Brian emphasized the need for a more strategic approach, particularly in targeting and geotargeting specific regions while excluding undesired areas. Aligning with others, he acknowledged the significance of trust in gaining and retaining attention, viewing authenticity as a fundamental factor in capturing and maintaining audience interest.

- **Melonie Eternicka – Sutton Transport; Marketing Manager** – Their company’s focus has been on hiring high-quality personnel to address turnover challenges, particularly in the South, with an emphasis on stricter vetting processes due to safety concerns. In the last year, they have incorporated new AI software into current with algorithms with current programs to optimize dispatching decisions and route planning, which helps manage the complexity of over 4,000 daily pickups. In the Marketing Department, they have integrated AI to streamline tasks for their small team of 2 people, which has been incredibly helpful. The introduction of AI into trucking technology may necessitate enhanced skills from both IT teams and truck drivers, especially with the implementation of outward facing dash cameras and in-truck cameras for safety the goal is to ensure protection for both the company and its drivers.
- **Alysa Steinhilber – Visit Wausau; Marketing Director** – Visit Wausau is the destination marketing organization for the Wausau area, focusing on attracting visitors to the area. They collaborate with entities like Travel Wisconsin and other DMO’s. They’ve been closely monitoring industry trends, particularly with voice optimization in search, influencer partnerships, and user-generated content—integral components in the travel sector. The use of AI is significant in trip planning and the organization is committed to being the top resource for travel information. Maintaining up-to-date website content and ensuring accuracy in the information they provide is crucial to effectively utilize AI and to present the best image of their destination.
- **Dianne Carroll – Faculty Success Manager** - Dianne highlighted the significant focus on AI at North Central Technical College. She recently presented at a student conference about embracing AI in their career fields. There's an upcoming in-service session dedicated to AI, and Dianne is involved in statewide planning committees discussing AI integration across Wisconsin's technical college system. Additionally, there will be a speaker in April and a two-day summit in June focusing on AI's incorporation into learning statewide.

Instructional Area/Program

- **Integrating AI into Marketing Courses - Dr. Amy Gajewski** – Amy shared insights from a recent conference, with Joe Paluzi, a prominent figure in content marketing. Joe expressed skepticism about AI's capability to authentically create content. Amy emphasized the significance of authenticity, highlighting that solely relying on AI for content creation is a significant mistake. Incorporating human interaction alongside AI is incredibly important to ensure a genuine and effective approach.
 - Amy shared the following presentation with the committee members:
 -  AIWhere we are.pdf
 - This presentation showed how AI is being utilized in the following Marketing course:
 - MARKETING PRINCIPLES: PROMPTING EXERCISE USING CHATGPT
 - INTRO TO MARKETING: PROMPTING, ANALYSIS OF THE 4P’S USING CHATGPT
 - EMAIL MARKETING: CRITICAL THINKING/STRATEGY USING CHATGPT
 - SOCIAL MEDIA CAMPAIGNS: USING POE TRAVEL EXPERT IN COMBINATION WITH TRAVELOCITY AS AN EXAMPLE OF A REVIEW SITE
 - CONTENT MARKETING: PROMPTING TO CREATE REFINED AD COPY
 - SEO & ANALYTICS: WRITING HEAD AND LONGTAIL KEYWORDS, REVIEWING FEATURED SNIPPETS, GIBBERISH SCORE, GOOGLE KEYWORD PLANNER, SEMRUSH, GOOGLE TRENDS
 - The presentation included the following sites that are being used in or are being reviewed to use in class:

SITES IN REVIEW/IN USE TO USE IN CLASSES

WRITING

CHATGPT
GEMINI (BARD)
POE
PERPLEXITY
CLAUDE
JASPER
YTUBE
WANDA.SO
QUIZGECKO
CASTMAGIC
PODSTASH
TOME
GAMMA
SUPERMEME
FEEDLY (RESEARCH)
MYMIND

VIDEOS/IMAGE

INVIDEO
SORA (OPENAI)
PIKALABS
RUNWAY
LEONARDO/DAVINCI
TUBEBODDY
OPUS
HEYGEN
DESCRIPT
ADORILABS(WRITTEN TO VIDEO)
VIDIOFY.AI
COVERDESIGNAL.COM
FLIKI (TWEET TO VIDEO)
KOROVERSE (IG)
MIXO

VOICE

ELEVENLABS
SUNO (SONGS)
DESCRIPT
VOICE.AI

- Amy asks everyone to remember: “AI won’t replaced humans but humans with AI will replaced humans without AI” – Karim Lakhani, Professor Harvard Business School.
- **Curriculum Updates - Dr. Amy Gajewski** – The Social Media Campaigns class was updated last fall, and is successfully running this semester. She's currently working on updating the Digital Marketing Strategies curriculum, which is going very well. The integration of newer technologies like AI into these classes has a significant focus of these updates.
 - **Melonie Eternicka** – It would be great if you offered just a class with these different AI features.
 - **Dr. Amy Gajewski** – Amy expressed agreement with Melonie. This idea has been discussed at NTC especially as a service to our business and industry partners, and also aiming to lead in AI and serve as a community resource. It is important to have ongoing conversations in this rapidly evolving field. Additionally, Amy acknowledged Melanie's accomplishment of graduating from NTC's Marketing program.
 - **Jaqui McElroy** – Appreciates referring to AI as a tool. At previous advisory committee meetings, it had been mentioned that there was a gap with writing skills among recent graduates. Perhaps with these new AI “tools” we can turn we can turn students into incredible writers.
 - **Dr. Amy Gajewski** – We greatly appreciate everyone’s feedback. If there is anything new you are doing between now and our meeting in September, please do not hesitate to reach out and we can see if it something we should be including in our classes. We want to make sure our students are ready and prepared to work in our community.
- **Enrollment Updates - Yang Yee Xiong – Student Success Advisor** – We currently have 4 applicants for the Marketing associates degree program for this fall and 6 for the Digital Marketing associates degree. We do expect these numbers to rise as it is still early in the spring semester.

Other Items

- **Recruiting additional committee members - Sal Cuomo** – Sal is looking for ideas on recruiting additional advisory committee members. He proposed reaching out to recent graduates to invite them to join the board, believing they could offer valuable real-life experiences from their recent entry into the job market.
 - **Dr. Amy Gajewski** – Since Amy is still in touch with many recent graduates of the Marketing program, Amy agreed to contact those who are local and may be interested in joining the committee. She will work with the Alumni Association, as well.
 - **Alysa Steinhilber** - Alysa mentioned attending an event called the Marketing Hub at the chamber earlier in the day. This event focuses on marketers in the greater Wausau area, discussing marketing challenges and sharing

information. Attendees from this group could potentially be interested in joining this committee. The next event will be in May. While being a chamber member isn't necessary, most attendees are likely chamber members, and the event is typically free. The Chamber shares this event information on Linkdin and on Facebook and agreed to share the information with Amy and also agreed to take the initiative to recruit at the next Chamber meeting.

- **Jaqui McElroy** – Agreed with Alysa that it is an excellent suggestion because the individuals who attend the Marketing Hub are highly engaged and actively seek networking opportunities. They're likely the right audience who would be interested.

College-Wide Initiatives

- **Lisa Peterson** reviewed the following College Wide Initiative PowerPoint with the committee:



Advisory Committee
PowerPoint Spring 2

Next meeting schedule & agenda items discussion

The next meeting will be held on Wednesday, September 18th from 11:30AM-1:00PM

Foundation of Teacher Education Advisory Committee Meeting Minutes

Date: Wednesday, March 6, 2024

Time: 4:00 p.m. – 5:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Glenda Boldig – Superintendent/Director, Bowler School District
- Kelly Kapitz – Director, Marathon County Special Education
- Maggie Beeber – Undergraduate Advising Coordinator & Teacher Certification Officer, UW Stevens-Point
- Patrick Galligan – Superintendent, Colby School District

NTC Team:

- Hannah Lee – Administrative Assistant, School of Liberal Arts Transfer, Education, and General Studies
- Pa Houa Lee – Faculty, Foundation of Teacher Education
- Sara Bartelt – Associate Dean, School of Liberal Arts Transfer, Education, and General Studies
- Tricia Smith – Faculty, Communication

Welcome & Introductions

The Foundation of Teacher Education Advisory Committee was welcomed and members introduced themselves.

Update and highlights from last meeting, Fall 2023

Committee members review the previous meeting minutes from October 11, 2023.

NTC College Updates

Sara presented updates from the NTC Spring 2024 PowerPoint, highlighting new programs like the Medical Administrative Professional Associate Degree and Sterile Processing Technician Certificate. She also noted NTC's accreditation achievements, upcoming events, and new initiatives, including the expansion of the Wood Technology Center and the establishment of a new Forensic Science Center in partnership with Marathon County. Additionally, she discussed NTC's recent efforts to integrate AI into their work and student education, acknowledging both challenges and benefits. Sara emphasized the college's goal of incorporating AI into 50% of associate degree programs and invited advisory members to share insights on how AI is addressed in their areas.

Instructional Area/Program

A. Program Information

1. Program Overview: The Foundation of Teacher Education (FoTE) program prepares students to become paraprofessionals or instructional assistants in a K-12 setting. Sara mentioned that the program, which was previously 62 credits, now requires 65 credits due to the addition of a mandatory course titled, Children's Literature. The program has partnerships with several 4-year colleges that accept these credits, allowing students to transfer as juniors into their teaching programs.



2. Curriculum Modifications: Pa Houa discussed the curriculum modifications being implemented for the Fall 2024 launch, focusing on realigning courses to meet state requirements and current educational standards. She highlighted that approximately eight courses required adjustments, with the majority already completed and launched in the current semester. The remaining courses are scheduled for completion over the summer to ensure readiness by Fall 2024. She noted that while the changes were minor, they aimed to ensure the curriculum's relevance and effectiveness for student preparation in the real world.
3. Enrollment: Sara provided an enrollment update, stating that 79 students have been accepted since the program's launch. Currently, there are 27 enrolled students, comprising 3 new and 24 returning students. She also emphasized the collaboration with high schools to offer dual credit courses, which served 35 students between Fall 2023 and Spring 2024, noting that this has been an effective way to attract students to the program and provide a guided pathway for transferring.

B. Industry Trends

Maggie Beeber – UW Steven Point: Maggie discussed the recent Educator Rising Summit on campus, which hosted 300 students and their teacher mentors, contributing to increased enrollment, including NTC transfer students. She noted an increase in high school educators influenced by Educator Rising organizations, emphasizing the need for students to connect with mentors early in their career. Both Maggie and Sara emphasized the significance of guided career pathways for students. Maggie also mentioned the revision of 2+2 agreement proposal with NTC. Regarding AI at UWSP, she mentioned the introduction of AI workshops on campus. Faculty are exploring various AI apps to complete tasks such as lesson planning to enhance efficiency and potentially prevent teacher burnout by streamlining tasks.

Kelly Kapitz – Wausau School District: Kelly mentioned that their staff is starting to become familiar with AI and are exploring ways to make teachers' jobs easier. They have utilized Magic School for writing reports, including Individualized Education Program (IEP), and have found it helpful for various tasks. She mentioned their ongoing efforts to learn more about AI and its benefits, aiming to keep up with students who are already using AI for assignments. Despite struggling with staff shortages, Kelly is relieved to hear about additional pathways offered at NTC and UWSP. She highlighted the challenges para-professionals face in finding work-life balance and appreciated the program's flexibility.

Glenda Boldig – Bowler School District: Glenda expressed hesitation about using AI but acknowledged its potential for generating task ideas. She mentioned that her high school principal is exploring ways to incorporate AI into the classroom while teaching students ethical usage. Glenda also highlighted the need to promote the FoTE program and dual credit classes at their high school, emphasizing the importance of finding qualified teachers for FoTE dual credit courses. Additionally, she discussed about Act 20 and its implications for future educators.

Patrick Galligan – Colby School District: Patrick shared CESA 10 presented two AI workshop at their school, which were well-received by the faculty. Currently, students are not encouraged to use AI extensively as the focus is on learning more about AI and teaching students how to use it ethically. However, teachers find AI valuable and are exploring ways to incorporate it into the curriculum. Patrick sees AI as a valuable tool, especially with staff shortages, and believes it can help retain teachers in his area.

Next meeting schedule & agenda items discussion

The committee has agreed to meet next fall on Wednesday, October 16, 2024.

Leadership Development/Human Resources Advisory Committee Meeting Minutes

Date: 03/06/2024

Time: 11:30 a.m. – 1:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Jordan Gaiche – Directory of Administration, Custom Fabricating & Repair (CFR)
- Jennifer Cassell – HR Generalist; People State Bank
- Ann Micholic – VP of Human Resources; Kolbe & Kolbe Millwork
- Linda Hackbarth – HR Officer; Bone and Joint Clinic

NTC Team:

- John Burgess – Faculty, Leadership Development
- Erin McNally – Learning Manager, School of Business
- Cindy Thelen – Human Resources Manager
- James Ortiz – Student Success Advisor
- Valerie Becker – Administrative Assistant, School of Business
- Stephanie Vobornik – Director of Academic Standards and Learning Services

Welcome

- **Erin McNally – Learning Manager, School of Business** - Welcomed everyone to the meeting and thanked them for attending.

Update and highlights from last Meeting (3.1.23)

- Minutes from the previous meeting and opportunity for questions and edits were made available.

Industry Discussion

- **Ann Micholic – VP of Human Resources; Kolbe & Kolbe Millwork** - Anne explained how Kolbe has engaged with communities they may not have previously connected with and have adopted job roles to accommodate various job responsibilities. Governor Evers visited Kolbe due to their recent nomination as a partner of excellence by the local DVR office for their work with individuals facing barriers to employment. Currently, 15 people are employed on Kolbe's manufacturing floor through this program, working about 13-14 hours a week, and this involves tailoring job roles to individual skill sets. Anne hired a dedicated person for this purpose and their job includes reaching out to various groups, including local high schools, to arrange tours; however, their company doesn't employ individuals under 18. The initiative has fostered successful relationships with these partners and area schools. Anne encourages other companies to consider similar initiatives and offered to connect them with the individual she hired to take on this initiative. Companies that are interested need to be capable of offering positions that fulfill just a fraction of the requirements within their job description.
 - Despite recession concerns, Kolbe continues to grow and expand their business; however, finding *skilled* labor has been a challenge. To address this, they've adopted a strategy of hiring high school students and sending them to NTC, covering their education expenses in programs like electromechanical while also providing compensation for their time in school. Despite these difficulties, they haven't slowed down and are actively expanding their team.
 - Kolbe is exploring potential applications for AI. Ann serves on the board of directors of the Central Wisconsin Manufacturing Alliance (CWMA) and notes that the challenges they face with labor shortages are common among member companies. CWMA's vision is to resolve the labor crisis by 2030, with AI playing a significant role. She expressed gratitude for NTC's support and their efforts in developing curriculum to support these initiatives.
 - **Erin McNally** – How long has Kolbe been implementing their plan of working with people with special needs?
 - **Ann Micholic** – Kolbe had been discussing this initiative for about two years so they could prepare the manufacturing floor and leadership. They first had to build a support system and educate their leadership so they understood the

reasoning behind this. Kolbe has been successfully implementing their plan by recruiting and placing individuals for about 18 months.

- **Jordan Gaiche – Directory of Administration, Custom Fabricating & Repair (CFR)** - As an original equipment manufacturer (OEM) specializing in engineering, manufacturing, and installing large process systems for various industries nationwide, CFR has been in business for 40 years and continues to expand. Despite challenges, they experienced a return to normalcy in 2023 and 2024, with turnover decreasing sharply compared to 2022. Recruitment efforts have been more successful in recent years, with headcount steadily increasing. They attribute this success to innovative and out of the box talent acquisition strategies, similar to Ann and her team. Over three years, their talent acquisition strategy has led to a significant increase in headcount from 346 to 449, showcasing their ability to adapt and solve challenges creatively.
 - A challenge their company recent faced was the rapid wage growth experienced in 2021 and 2022 across all departments and skill trades. While money initially served as a short-term motivator for employees, returning to normal wage growth trends has posed new challenges. Recent engagement surveys have revealed concerns among employees about slowing wage growth and stagnant pay. A recent article from SHRM discussed the current state of staffing and recruitment, and indicated that employees still feel empowered to seek job opportunities both within and outside their industries. While it remains a buyer's market, job openings are beginning to stabilize, and turnover and retention struggles have eased compared to previous years.
 - CFR is actively engaging with AI, striving to understand its potential impact on their operations. Despite their focus on custom processes rather than assembly lines, they foresee AI playing a significant role, particularly within their controls and automation department, which consists of approximately 40 employees. In the next decade, AI could streamline programming tasks by allowing users to communicate system requirements using common language, and then allowing AI to write their programs. Although there's initial reluctance from some within the controls department, Jordan remains convinced that AI will ultimately revolutionize their business operations.
- **Linda Hackbarth – HR Officer; Bone and Joint Clinic** – Linda hasn't delved into AI much due to concerns about the lawsuits arising from its use in employment decisions. From her perspective, there hasn't been a pressing need to explore AI, and she feels apprehensive about it, given her limited understanding. She's been keeping an eye on educational sessions but hasn't found anything compelling yet. So, she remains undecided about incorporating AI into her HR practices.
 - Linda has observed a shift in healthcare, which has been advantageous for smaller practices like hers. While larger healthcare systems such as Marshfield Clinic and Aspirus have faced challenges, her practice has seen an increase in the applicant pool. She echoes sentiments shared by Jordan and Anne regarding the current job market still favoring employees. In healthcare, larger systems have struggled to recruit and retain employees, especially in the aftermath of Covid, which saw around 30% of healthcare workers leaving the market. Simply offering higher wages isn't a sustainable solution. Her practice has encountered applicants asking for high salaries based on their previous earnings, but Bone and Joint had to set limits to avoid financial strain and applicants have been receptive to that.
 - As the president of the local Central Wisconsin Society for Human Resources Management Chapter (CWSHRM), Linda gains insights into various community challenges. Monthly meetings feature legal experts who discuss pertinent issues affecting HR, such as compensating employees for the time spent waiting for their computers to boot up before they can start working. This has become a significant concern, especially when computers take several minutes to boot up. Another area of focus for CWSHRM is mental health accommodations, particularly in healthcare, where there has been a notable increase due to the aftermath of Covid and its impact on the economy.
 - In her role at CWSHRM, Linda is focused on increasing student engagement in the HR profession and encouraging them to network. However, she's facing challenges getting students to participate in monthly meetings and networking events, despite offering free membership, including to the National SHRM student membership. Their education director has been reaching out to institutions like UWSP and NTC, and flyers have been shared with students, but the response hasn't been as expected. Despite the opportunity for students to network with HR professionals and gain valuable experience, they haven't seen the desired shift in student participation yet.

- **Erin McNally** – Erin did forward the flyer that Linda sent to her to all instructors teaching in the Human Resources program to display for their students. She discussed an upcoming event at NTC in April, the Spring Preview Day, aimed at students from 6th-12th grade to explore various careers and opportunities at the college. Erin will be staffing the table for the Human Resources program during the event and plans to have flyers available for distribution at her table. She would like to continue working with our industry partners for any opportunities that are available for students so that way we can help get student interested and engaged with HR professionals.
 - **Ann Micholic** – Ann stated that she would love to come in and talk with students as she often talks at area high schools about the human resources field.
 - **Linda Hackbarth** – CWSHRM would also love to come in and talk with students. When hiring students, Linda has observed that recent graduates, including those from NTC, often lack practical knowledge in certain areas, such as administering FMLA and workers' compensation. This observation is not a critique of the program, but rather a recognition of the gap between academic learning and real-world application, which Linda herself experienced during her college years. She believes there is an opportunity for collaboration between organizations like CWSHRM and educational institutions to bridge this gap by providing students with hands-on examples and insights into areas like compensation and benefits administration.
 - **Erin McNally** – Erin appreciates the offer and thinks it's a great idea to connect with students. However, since the Human Resources program is entirely online, there are no in-person classes where speakers can interact directly with students. Erin suggests exploring alternative formats to facilitate this connection and provide students with insights into the speaker's experience and expertise. She wants to consider the best approach to make this happen effectively.
- **Cindy Thelen – Human Resources Manager** - The HR department at NTC has taken an innovative approach in integrating AI into various aspects of their work. While acknowledging the potential biases in AI-driven employment decisions, they leverage AI for tasks such as crafting job descriptions, writing position descriptions, and refining policy language. Their use of AI tools like ChatGPT or Co-Pilot to enhance communication materials, have provided a foundation for improvement to ensure clarity and consistency in their messaging.
 - The improvement of recruitment efforts across the board is great to hear and Cindy noted a positive trend of receiving a larger and better applicant pool compared to the past two years at NTC. Similar to experiences shared by others, part of this improvement is due to the downturn in healthcare organizations in the area, which has helped with recruiting for health-related professions at NTC.
- **Jennifer Cassell – HR Generalist; People State Bank** - Their company is experiencing growth, with several new positions being posted in recent weeks. These positions are not for existing roles but are for new ones, indicating expansion and the opening of new branches. They recently opened a loan production office in the Madison area and they are planning for another branch in the Milwaukee area in the near future, presenting exciting opportunities for recruitment in these new markets.
 - Their company utilizes AI in their applicant tracking system. While they don't employ it for making hiring decisions, they do use it for tasks such as crafting job descriptions and posting job openings. Their Talent Manager has been utilizing this feature and finds it beneficial, although they haven't explored its full potential within their system yet, leaving that possibility open for the future.
 - There's been a recent trend with applicants following up more actively, sometimes within days of submitting their applications. This increased engagement is relatively new, occurring over the past six months, and is perceived as positive by Jennifer. Despite the higher volume of applicants, they strive to handle the process promptly to accommodate this trend and potentially foster future connections.
 - They have also been reassessing their total rewards package this year, especially due to their expansion into new markets like Southern Wisconsin. They aim to ensure that their benefits are attractive to a diverse range of employees and that their time-off plans are competitive within the industry. To achieve this, they plan to bring in an external consultant to evaluate their metrics and ensure they are aligned with market standards, potentially leading to improvements that benefit their workforce beyond their current geographical areas.

- **Program Updates -John Burgess – Faculty, Leadership Development, Human Resources, and Business Management** – NTC is integrating AI into their college programs and is prioritizing training opportunities and professional development in this area. We've had recent training sessions that explores the various applications of AI, such as creating prompts, generating learning objectives, improving email communication, and developing team-building activities. Despite being in the early stages of learning, he expresses excitement about the possibilities AI offers and the college's decision to cautiously embrace it. John has personally used AI to generate learning objectives, checking an email that he is writing, and to get the creative juices flowing but this is just scratching the surface of its capabilities. We intend to introduce students to AI's benefits responsibly by adding AI into 1-2 assignments in each course in order to prepare them for its use in the workplace.
 - **Ann Micholic** – While it is important for students to gain exposure to AI, it is also significant that students of assimilate well within their future workplace cultures. It varies in how different corporate cultures embrace AI and it is important for students to understand and to adapt to these differences as they enter their careers.
 - **Erin McNally** – AI was the focal point during our recent college-wide in-service event. A guest speaker delivered an informative presentation emphasizing that students will inevitably use this technology, prompting discussion on how to integrate it into educational programs while fostering critical thinking skills. AI is here to stay and individuals and institutions will need to learn to adapt to its presence. Erin uses ChatGPT on a regular basis and views it as a valuable resource, stressing its effectiveness in refining survey questions for an upcoming event. It is important to carefully craft the language and questions to suit the audience, such as the 6th-12th grade audience in her recent survey. She has learned to adapt and refine her approach by providing detailed information and prompts to achieve the desired outcomes. The college has initiatives to integrate AI into courses and programs.
 - **Ann Micholic** – It is important that HR professionals engage in conversations about AI during the interviewing process, particularly in fields like marketing where proprietary information is crucial. It is the responsibility of HR professionals to have conversations about how AI is utilized, the extent of its usage, and the permissions granted to team members.
- **Erin McNally** – The HR program is taking part in a new program mapping process with the recent addition to the NTC, Stephanie Vobornik, along with Erin and the HR instructors
 - **Stephanie Vobornik – Director of Academic Standards and Learning Services** – Stephanie explained that her role at the college revolves around ensuring that the curriculum meets NTC's high standards of efficiency and effectiveness. She oversees a process called Program Mapping, which involves collaborating with program faculty to thoroughly examine the curriculum. This examination includes identifying areas of duplication, determining if enhancements are needed, and addressing any gaps in student learning or industry standards alignment. She is excited about the opportunity to refine and enhance the curriculum across all programs at the college, taking into account industry trends and needs. She has already started this process with the Human Resources program and is eager to apply insights gained from discussions like the one at the this meeting, such as how can we incorporate conversations with our industry partners for our online students. Textbooks and instructors are great but the more perspectives that students can have the better.
 - **Ann Micholic** – This process sounds very intriguing and will be interesting to see if there are any gaps or redundancies. Will this involve offering more dual credit opportunities?
 - **Erin McNally** – The college puts forth a lot of effort to provide dual credit opportunities for various programs, including Leadership Development and Supply Chain Management; having these opportunities is beneficial for high school students' interest in these career fields. However, there's a challenge with the HR program due to the lack of a dedicated full-time faculty member. As part of the program mapping process, they are exploring potential changes to course offerings, including the introduction of an overview course for human resources careers. If this idea materializes, it could be suitable for dual credit enrollment.
- **Enrollment Updates – James Ortiz – Student Success Advisor** – At this time we do not have matriculation information for Summer and Fall 2024 as enrollment does not open until April 10th. For Spring 2024, the HR associates degree program has 54 students taking courses; this does not include ancillary technical diplomas and certificates associated with it. The Leadership Development program has 15 students in the associates degree program. The Leadership program tends to grow very slowly and about half of

the courses in that program are required by the HR program and other business programs, as well. These Leadership classes have a lot more than just the 15 students currently enrolled in the program.

Other Items

- **SHRM Certifications – Erin McNally** – A link was provided to the committee members in the Zoom chat feature to a survey asking if their organizations require SHRM-CP (Certified Professional) or SHRM-SCP (Senior Certified Professional), and if they do, what job titles require these certifications. There is also a section for comments. This information is being reviewed to assist with the program mapping process mentioned earlier and to determine if there are additional things that we should be including to help prepare students.

College Wide Initiatives

Erin McNally went over the following PowerPoint presentation:



Advisory Committee
PowerPoint Spring 2

Next meeting schedule & agenda items discussion

The next meeting will be held on Wednesday, October 16th at 11:30AM-1:00PM via Zoom.

Sign Language Interpreting in Education Advisory Committee Meeting Minutes

Date: 03/14/2024

Time: 5:00 p.m. – 6:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Kathleen Bauer – School District of Niagara; Educational Interpreter
- Amy Miller – Two Rivers School District; Educational Interpreter
- Joleen Hunkins – Green Bay School District; Educational Interpreter
- Keith Burisek – Wisconsin School for the Deaf; Educational Interpreter Consultant

NTC Team:

- Erin McNally – Learning Manager, School of Business
- Vicki Shapiro – Sign Language Interpreting in Education Faculty
- Chanel Volpel – Sign Language Interpreting in Education Instructional Assistant
- Valerie Becker – Administrative Assistant, School of Business
- Kelly Crocket – Psychology Faculty
- Sam Buemi – Sociology Faculty

Interpreter:

- Dawn Koplitz – Interpreter

Update and highlights from last Meeting (10.25.2023)

- The meeting minutes were reviewed and approved as submitted.

Industry Discussion

- **Keith Burisek – Wisconsin School for the Deaf; Educational Interpreter Consultant** – There has been an overall increase in the use of AI technology, and Grammarly is an AI program his team uses. Grammarly is a tool that seamlessly integrates with document creation and email platforms, offering automatic corrections and assistance with punctuation and grammar.
 - Service provision has been a trend in the sign language interpreting and interpreting within school settings. There has been a significant increase in the use of technology and the integration of various systems and programs, largely influenced by the COVID-19 pandemic. Keith's team has had to adapt by learning to utilize different video platforms and technology and share this with families and resource providers. There has been a rise in virtual services, prompting them to consider the implications for student learning across different age groups, ranging from 3-year-olds to high school students. These trends reflect the changing landscape of support sought by schools and individuals.
 - Keith addresses the importance of self-care for interpreters, particularly in the context of advocating for children and engaging with challenging situations involving parents. We need to be sure to identify tools and strategies that support individual well-being. Interpreters need to be sure to find sources of joy to sustain longevity in the field, especially for those who have been advocating for over 20 years. He stresses the significance of maintaining passion and dedication to advocacy work while prioritizing personal well-being.
- **Joleen Hunkins – Green Bay School District; Educational Interpreter** - Currently, Jolene works in a middle school with sixth, seventh, and eighth graders. While her school doesn't utilize AI, she personally uses Grammarly for her own writing needs; however, since her work doesn't require extensive writing, her use of Grammarly is primarily personal. Despite not currently using AI at school, Jolene acknowledges its potential emergence in the future due to ongoing trends.
 - Jolene's school continues to use their Bedrock Reading Program, which has been amazing and she appreciates the many ongoing learning opportunities it provides. She mentions some challenges in finding visuals for abstract words when creating slides but notes that they are managing.
 - There have recently been more challenging student behaviors with part of the shift being is from the period when schools were not in session during the pandemic. Despite this, she views addressing this as part of the job. The challenges she's observed among students, include a decreased respect for authority figures, diminished concern for completing homework, and a lack of respect for one another. While there are still some respectful students, there's been a noticeable increase in disrespectful behavior. This is partly due to cultural factors, such as the influx of students from other countries whose cultural

norms may not align with those in the United States, such as the respect they have for women. It is important to address these challenges, particularly regarding work ethic and respect, which she sees as critical issues impacting the school community.

- **Amy Miller – Two Rivers School District; Educational Interpreter** – Amy’s school has not used a lot of AI as of yet. Amy has a student who even prefers not to use video interpreters. Despite the availability of these technologies, the student is at an age where she values independence and does not want a video interpreter even if her regular interpreter is unavailable. This presents an interesting dynamic and sheds light on the individualized needs and preferences of students requiring interpretation services.
 - Amy has also seen the prevalent issue of lack of respect among students, echoing sentiments expressed by Jolene. She observes a trend of disrespect towards both adults and peers. Despite there being good kids, the focus at school often shifts towards addressing these behaviors, which can be disheartening for staff who wish to concentrate on academic matters. Her district’s approach to handling behaviors, is to make everyone responsible for addressing them, creating a collective effort to address these issues.
 - **Erin McNally – Learning Manager, School of Business** – Erin asked if she noticed these changes in behaviors started before or after the pandemic.
 - **Amy Miller** – The shift in student behavior occurred after the pandemic, leading her to question when do we stop attributing these behavior issues solely to the pandemic. Perhaps cultural influences or parenting play a role in these behaviors, as there has been an increase in lack of concern among some students regarding homework and respect. While the pandemic may have initially influenced behavior, she now views this as more of a cultural aspect ingrained in some students.
 - Amy’s school district is going to be doing Forward testing soon. While she can interpret the instructions for her students, she’s unable to interpret the rest of the test. Students do have the option to watch a video of an ASL interpreter for instructions, but her student doesn’t prefer it. She questions when educational interpreters will be allowed to interpret for tests, as some students, like hers, don’t benefit from full ASL interpretation. ASL interpretation may be helpful for some students, but it may not be beneficial for others.
- **Kathleen Bauer – School District of Niagara; Educational Interpreter** – Kathleen echoes Jolene’s and Amy’s sentiments regarding changes in behaviors among students, specifically with lack of respect and decreased motivation for homework. During the upcoming Forward test, her student will utilize an embedded (video) interpreter. She’s faced recurring challenge in reminding the tech department and school liaison about the necessary accommodations her student needs for testing, despite prior reminders.
 - **Erin McNally** – Asked what the term “embedded interpreter” means.
 - **Amy Miller** – Each student receives a card specifying the adaptations they require, which are then programmed into their individual tests. If a student needs an ASL interpreter, they can click on that option during the test. The interpreter’s part is pre-recorded, and students can click on the section they need interpretation for. This can be a great resource for students.
 - **Keith Burisek** – For any state or standardized testing, the aim is to ensure that questions are standardized. This includes making them accessible in ASL for students who use interpreters. The questions are pre-recorded, allowing students to play them in American Sign Language. The challenge lies in the general nature of these interpretations, which may not align with individualized language models and backgrounds of each student on individual education plans. This complexity raises questions about whether interpreter training programs adequately prepare future educational interpreters to navigate these nuances or communicate effectively with administrators about student needs during testing. It could be beneficial for new interpreters to have a deeper understanding of these issues and be able to provide relevant information to administrators about why a student may or may not use ASL during testing.
- **Erin McNally** – Asked the committee for more information how an interpreter in a K-12 setting would navigate through the different levels of language that students may have going into a school setting.
 - **Keith Burisek** – When a student in the state of Wisconsin is identified as having a hearing loss and requires educational support, various support systems are typically put in place. The Individualized Education Plan (IEP) team discusses how best to support the student, which may involve using tools like hearing aids, visual aids, as well as employing an ASL interpreter. The IEP team evaluates the student and the student’s language to determine the specific support systems needed. The range of ASL support varies based on the student’s level of language, similar to the diversity in spoken language. Interpreters constantly navigate these variations while assisting students with their education, sometimes even playing a role in teaching the language. The IEP ensures that individual student needs take precedence over standard protocols, especially concerning assessments like Forward testing where language comprehension can be a challenge. ASL interpreters in Wisconsin play a crucial role in providing tailored support to students based on their individual needs.
- **Kathleen Bauer** – Kathleen expressed concerns about the social skills of a 5th grade student she works with who is academically gifted but struggles with communication and socialization. Despite utilizing an ASL interpreter, the student lacks sign language

exposure at home, hindering social development. Kathleen is looking for technology ideas to aid the student's socialization and conversation skills, as the student's peers primarily communicate verbally. The student attempts to use humor in conversation but he comes off as a bit odd and needs more effective social interaction strategies. Kathleen invites input from others, acknowledging the challenges of isolation in a small town with limited access to deaf peers.

- **Joleen Hunkins** – When she worked at the high school, there was another high school in a smaller district in another part of the state who had students they would meet virtually once a week via Zoom so they could chat. As an interpreter, Joleen will also find ways to make connections with hearing kids so they feel comfortable approaching her DHH students. This is definitely a skill the students at NTC should develop. Joleen asked if Kathleen's school has a Sign Language Club.
- **Kathleen Bauer** – She does not have a Sign Language Club at this time. When the student was in one classroom with just one teacher, she would teach sign to other students; however, this is no longer possible now that her student moves to different classrooms. When her student and his peers were younger, his peers would flock to her to learn sign and hang out but now they are older and they're too cool for that. When given the opportunity, she tries to suggest topics that his peers may be receptive to, which takes her out of the interpreter role but these social skills and mental health are very important.
- **Joleen Hunkins** – Social skills are so important for education because if students are not comfortable in school then they are not learning. The educational role of an interpreter is more than just translating for students.

Instructional Area/Program

- **Enrollment Update - Vicki Shapiro – Sign Language Interpreting in Education Faculty** – So far for fall 2024, we have 14 matriculated students who have been accepted into the program. We will be increasing our program capacity from 20 students to 25 this fall because historically students tend to drop from the program.
- **Program Updates - Vicki Shapiro** – NTC recently hired a new person, Stephanie Vobornik, as an Instructional Designer with our Academic Excellence area. Stephanie works with program mapping to ensure that course competencies align with the outcomes that we want. Program mapping looks for redundancies or gaps in course curriculum so if there is an overlap in a skill, we may be able to remove this from a class and add something else into that class. We want to make sure we are not missing anything. We just started with process for the SLIE program
 - We have four students who started their practicum placements this week and who will be graduation in May.
 - When students graduate, they will then have five years to take the written and performance exam with the Wisconsin Department of Public Instruction. They recently developed a pilot exam for the EITA written portion and invited working interpreters and students to take this exam. Two of our students took this pilot exam and got a passing score while only in their third semester for the program.
- **ASL 1 Online Class – Vicki Shapiro** – Fall 2023 was the first time that we offered ASL 1 in an online only format. Nine students enrolled in this online class and we asked these students to fill out a survey, regardless if they completed the class or no. Only 2 people filled out the survey. We asked:
 - **If they knew sign before taking the class:** One did who was self-taught.
 - **If they were able to understand the videos that showed Vicki teaching the signs without any spoken English:** Both said yes.
 - **How many hours a week on average they spent on homework, practicing, and testing:** They said 10+-12+ hours a week.
 - **Erin McNally** – This online class was offered for the first time to students going into the SLIE program and to community members, as well. Although we were hoping for a higher response to the survey, we were pleased with how this class turned out and the positive survey results.
 - **Joleen Hunkins** – Joleen volunteers with a group called Hand in Hand who works with new parents in Northeast Wisconsin who find out that their child is deaf or hard of hearing. However, there are families going through this all over the state that may benefit from this online ASL1 class. Joleen asked if this information can be shared with early childhood programs around the state because there is a big need for this.
 - **Keith Burisek** – Keith offered to connect Erin via email regarding his media channels and to help connect her to organizations like Birth to Three. Keith asked if this ASL1 online class helps fulfill the course requirement for the program and if there is a fee involved.
 - **Erin McNally** – We are planning to offer ASL1 online this fall again so we are open to ideas on who we can market this class to. This is a 2-credit class that is reasonably priced and requires a textbook. Erin agreed to share these details with Keith via email.

College Initiatives

- **Erin McNally – NTC; School of Business Learning Manager** – Erin reviewed the following College-Wide Initiatives Presentation:



Advisory Committee
PowerPoint Spring 2

Next meeting schedule & agenda items discussion

- The date for the next meeting: Wednesday, October 30, 202 5:00pm-6:30pm

Advisory Committee Meeting Minutes

Automotive Technology

14th March 2024 | 7:30AM to 9:30AM | STEM Center (F107) & Zoom



Meeting Attendees

Industry Members:

- James Hubing – Car Connection Central
- Jim Pinsonneault – Patriot Auto
- Stephanie Stanke-Wooster’s Garage
- Amy Yessa – WATEA
- Kent Olson – Olson Tire & Auto
- Jamie Boettcher – Pierce Mfg.
- Mary Jo Wheeler – Wheeler family auto group
- Aaron Hoffman – D.C. Everest High School
- Chad Pagenkopf – D.C. Everest High School

NTC Members:

- Iain Cameron – Dean
- Heidi Latendresse – Learning Manager
- Susan Clark – Administrative Assistant
- Matt Klug - Faculty

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.

Highlights from the previous meeting/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.

Enrollment Report

Enrollment numbers for the Spring 2024 semester are:

- 10 second semester students
- 5 fourth semester students
- 5 students in flex sections

Advisory Committee Meeting Minutes

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Program Updates and Modifications

- Though previous curriculum modifications were approved at the last meeting, we will be adding College Physics back into the first-semester curriculum for two of the programs and so the committee was provided a handout showing the final list of course requirements for each semester (see below). This curriculum plan will be in place to start in our Fall 2024 semester.

PROGRAM MODIFICATION DETAILS
Automotive Technology
Spring 2024



Additional feedback should be shared with NTC before 5pm on Friday March 22nd.
We will also review at the Advisory Committee meeting on Thursday March 14th.

Supporting information:

- We are sharing our final program overview with you for one more opportunity to review and provide feedback if needed. The programs as detailed here will be in place for students starting this Fall 2024.
- We have previously discussed the program changes with our Automotive Technology Advisory Committee and taken feedback onboard – thank you everyone who provided feedback and support!

Program Details:

PLEASE ALSO SEE ATTACHED PROGRAM OVERVIEW DOCUMENTS

Per our previous discussions with the Advisory Committee, we are refreshing and restructuring our Automotive Technology program.

Here are the final program names and total credits (including College 101):

- **Lube Technician**
14 credit Technical Diploma – Automotive courses only.
- **Automotive Service Technician**
27 credit Technical Diploma – Automotive courses only.
- **Automotive Technician**
56 credit Technical Diploma – Includes ‘College Physics 1’ (3 credits) in Semester 1.
- **Automotive Technology**
68 credit Associate Degree – Includes all General Education courses (15 credits).

Please note: ‘College Physics 1’ replaced ‘College Mathematics’ from our original plan in order to better fit the program. ‘College Physics 1’ is also now included in the 2 year TD program.

School of Engineering and Advanced Manufacturing Page 1 of 1

The Program Course list (as shared at the meeting) is also included at the end of these minutes.

Please note: ‘College Physics 1’ replaced ‘College Mathematics’ from our previously shared plan, as it better met the program requirements and was a more suitable fit overall. ‘College Physics 1’ is also now included in the two-year TD program.

- The committee approved the curriculum as discussed.
- The committee also discussed options for how students can complete their general education requirements for the trades area. Degree requirements include general education classes in areas such as Math, English, and Physics.

Committee members voiced the opinion that these general education classes could be more focused toward the area of technical study, such as ‘English for Service Technicians’ as the English credit or ‘Industry Physics for Automotive’ which would be tailored toward automotive principles and one committee member mentioned that he had taken Math for Trades which was a math class tailored to the trades.

Iain clarified that the instructors at NTC do take into consideration a student’s program of study when teaching the general education courses but that we would continue to explore ways that this can be improved – if it makes sense to create subject focused Gen. Ed. classes NTC will investigate and communicate such possibilities with the committee.

Advisory committee members also reiterated that they are aware the instructors at NTC take into consideration each student’s situation and unique challenges when helping them achieve success.

Survey Request

Iain requested the committee members complete a survey regarding the average hourly rate and projected annual job openings for those who complete the ‘Lube Technician’ Technical Diploma and the ‘Automotive Service Technician’ Technical Diploma degrees. The committee was asked to complete the survey before they left the meeting or send this information to NTC before 5 pm on Friday, March 22, 2024.

Classification Codes

The committee was given an overview of the U.S. Department of Education and the U.S. Department of Labor naming and coding classifications for the programs we offer. The list of standard occupational classifications was discussed and the committee provided their feedback on the classifications. NTC is reviewing the information for career occupations that crossover between the programs to decide whether some occupations should be added, deleted, or reclassified. The committee members felt the more occupations you could add to the list would be beneficial for recruiting students.

The committee agreed that the proposed revisions suggested by the NTC team were acceptable.

- The Associate Degree had three existing occupation codes tied with the program are shown below in blue. Four additional occupational codes the team suggested be added are shown in green.

<u>ASSOCIATE DEGREE PROGRAMS</u>		
Automotive Technology 10-602-3 (NTC & WTCS)		
Automobile/Automotive Mechanics Technology/Technician 47.0604 (US Dept of Ed CIP code)		
SOC Code (US Dept of Labor)	Occupation Name	Notes
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	
49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	
49-3023	Automotive Service Technicians and Mechanics	
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	
41-2022	Parts Salespersons	
49-3093	Tire Repairers and Changers	
53-6031	Automotive and Watercraft Service Attendants	

- The two-year technical diploma had the same three existing occupation codes tied with the program shown below in blue, and four additional suggested occupational codes that could be added shown here in green.

TWO-YEAR TECHNICAL DIPLOMAS (54-64 credits)

Automotive Technician 32-404-2 (NTC & WTCS)		
Automobile/Automotive Mechanics Technology/Technician 47.0604 (US Dept of Ed CIP code)		
SOC Code (US Dept of Labor)	Occupation Name	Notes
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	
49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	
49-3023	Automotive Service Technicians and Mechanics	
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	
41-2022	Parts Salespersons	
49-3093	Tire Repairers and Changers	
53-6031	Automotive and Watercraft Service Attendants	

The committee recommended we keep the three existing codes and agreed with the addition of the four 'new' occupational codes to both the associate degree and the two-year technical diploma.

Industry Discussion

- Members of the committee shared that parts have become much more readily available.
- Several companies stated that they have students in their shops through the youth apprenticeship program and those individuals are doing very well. This program helps students see what the jobs in this industry are like. The committee discussed registered and youth apprenticeships. The Diesel program now has a registered apprenticeship.
- Members were assured that students are given information on the WATEA scholarships.
- DC Everest is teaching several automotive classes for the fall semester. Everest has 72 students in three sections of Small Engine Repair. Consumer Car Care has several sections. Automotive Powertrains and Auto Service Fundamentals also have strong enrollments. Everest will also offer Power Sports. Everest would welcome industry partners or instructors to come and speak with students or offer job shadowing opportunities.
- The committee discussed several events where the Automotive program might be highlighted. Members mentioned that the Build My Future event, which NTC has previously hosted, might be an opportunity to replace the 'Career in Transportation Expo' event. The Build My Future event had excellent feedback from students and the public and continues to grow.
- It was noted that Greg Cisewski and Darren Ackley presented information on Transportation 4.0 to the Board of Trustees. One of NTC's future key strategic goals is addressing Transportation 4.0 to incorporate new equipment and advanced technology in the automotive field. The funding from this initiative will provide the opportunity to update our vehicle fleet with a hybrid vehicle and add advanced technology such as ADAS equipment to our program. Iain confirmed that NTC is aware that Auto collision and auto body are tied directly to this area and will be part of our discussions going forward.
- Matt Klug shared that we are in the process of scheduling our fall classes with the new curriculum. One of the courses in the new fall curriculum is entitled Automotive Shop Experience 1 and allows students to complete required competencies, on-site, in an area shop. This schedule allows students to work in industry on Thursdays and Fridays each week.

Other Business

- Matt Klug informed the committee that once again Kocourek Auto Group will be working with NTC to provide a Nitro-X Automotive Summer Camp. The camp registration opened and was filled within hours. The camp is designed to introduce middle school students to transportation careers. Students will work with NTC faculty, staff, and industry professionals to prepare, paint, and customize a remote-controlled car using the same materials and techniques used in the collision repair industry. Throughout the week, students will learn about various transportation careers through hands-on activities and field trips to dealerships and auto shops. On the last day, everyone is invited to join in on the fun as we watch the students race their cars.
 - It was noted that the Wisconsin Automobile and Truck Education Association (WATEA) should investigate being involved in this Nitro-X event which is run by the Wisconsin Automobile and Truck Dealers Association (WATDA). Amy Yessa and Stephanie Stanke volunteered to see that the WATEA board has this information. Brent Kindred, Vice-President of WATDA, is the contact person.
- Heidi Latendresse invited the committee members to schedule a Lunch and Learn with the Automotive students. This event lets area employers provide lunch for the students, such as pizza and soda and gives employers a chance to share an overview of their business and the employment opportunities they have for students. Employers were asked to contact Heidi for more information or to schedule an event.
- A Career Fair for Engineering and Advanced Manufacturing was held on Wednesday, March 6, 2024 with approximately 150 students in attendance. Promotional events are being held throughout the year with the next event a combined high school Preview Day and Open House on April 24, 2024. That event is anticipated to bring about 600 students to our Wausau campus.
- Janessa Brickner-Ress requested to be placed on the career fair email list. Several committee members also voiced a concern that they may not be on the list to be informed about the upcoming career fairs.
- Employers were reminded that Handshake is a statewide employment resource for students and alumni who attend or have attended a WI technical college. The site allows students and alumni to search for employment and internship opportunities, connect with employers, complete job applications, and view upcoming campus events. The Handshake site provides several benefits for employers and students.

Update on WTPD Seminar

Information and a flyer were provided on NTC's upcoming Artificial Intelligence Seminar, to be hosted by our Workforce Training and Professional Development team on Tuesday, April 9, 2024, on the NTC Wausau Campus. Attendees will gain a better understanding of AI including basic concepts, practical applications, future trends, and personal strategies. The cost is \$199 for individuals with a discount for group purchases. Please go to <https://bit.ly/ntc-ai-workshop> to register or to get more information.

NTC College-Wide Updates

- The committee was sent a PowerPoint showing the College-Wide Updates.
- The new programs started in the spring of 2024 included:
 - Medical Administrative Professional Associate Degree
 - Sterile Processing Technician Certificate
- NTC underwent a review by the Higher Learning Commission (HLC) in early November 2024. The Peer Review Team has recommended to the Higher Learning Commission that NTC receive the highest possible rating, which is **“Met” in all 5 Criteria, all 18 Sub-Criteria, and the entirety of the Federal Compliance Review**. This is amazing news! Thank you to our faculty, staff, students, leaders, and stakeholders (YOU) for contributing to this process!
- All NTC programs have a CIP code that is assigned by the WTCS, each CIP code crosswalks to a list of SOC codes that describe occupations that can be directly tied to a program.
 - CIP – Classification of Instructional Programs
 - Describes a program of study
 - Supports accurate tracking of program completion activities
 - Developed by the US Department of Education's National Center for Education Statistics
 - SOC – Standard Occupational Classification
 - Nation's primary source of occupational information
 - Updated continually by surveying a broad range of workers from each occupation
 - Sponsored by the US Department of Labor, Employment and Training Administration
- The Central Wisconsin Science & Engineering Festival has been set for April 11, 2025, for Middle School students and April 12, 2025 for community attendance. Please mark this date on your calendar and join Michigan Tech Mind Trekkers at NTC to inspire the next generation. Exhibitor information will be coming soon.
- Program Highlights for the Dental Hygiene and Dental Assistant programs were shared including services offered and pricing. This information can be found on our website by searching dental clinic.

Advisory Committee Meeting Minutes

Automotive Technology

14th March 2024 | 7:30AM to 9:30AM | STEM Center (F107) & Zoom



- NTC has partnered with UW-Stevens Point on the WEDC Workforce Innovation Grant. NTC was awarded \$4.8 million to build a new commercial training sawmill on the Antigo Campus. The Economic Development Administration was awarded NTC an additional \$500K.
- A partnership between Marathon County and NTC will create a new Forensic Science Center. The center will be located in Lot E of the Wausau campus. Groundbreaking will be in May of 2024.
- WTPD offers **Professional Development** and **Community Education Classes**. Some topics include:
 - CPR/First Aid Certification
 - Creative Problem Solving: The Design Thinking Model
 - Dance / Art / Beekeeping
- The Student Support Resources available to our students include:
 - Unlimited access to free mental health services through **The Virtual Care Group** (thevirtualcaregroup.com/ntc or 866.533.1827)
 - The **Advising Specialist** 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 several programs, both in-person and remote, to allow students to meet each other, get involved, relax, and have fun.

Next Meeting Details

The proposed dates and times for the Fall 2024 meeting will be forwarded to the committee at a later date.

Advisory Committee Meeting Minutes

Automotive Technology

14th March 2024 | 7:30AM to 9:30AM | STEM Center (F107) & Zoom



Contact Details –

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Supply Chain Management Advisory Committee Meeting Minutes

Date: 3/14/2024

Time: 4:00 p.m. – 5:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Tim Daanen – President, B&D Warehouse
- Kevin Muraski – Production Scheduling Manager, Wausau Coated
- Scott Pettit - Sr. APS Specialist,
- Victor Carungi – Purchasing Manager, Wausau Homes

NTC Team:

- Jim Ortiz – Student Success Advisor
- Kurt Swanson – Faculty, Supply Chain Management & Leadership Development
- Valerie Becker – Administrative Assistant, School of Business

Industry Discussion

Workforce and Employee Retention

- **Tim Daanen** – Labor continues to be Tim’s challenge; he doesn’t have a very big crew but he has gone through 3 people because they just don’t show up for work. The challenge is getting in the right people to ensure a good culture fit.
- **Kevin Muraski** –People still continue to be a concern for his company; they don’t necessarily have the people to fill positions causing a bottleneck in production. Bars have been lowered just get workers in the door, yet finding the right people continues to be an issue.
- **Victor Carungi** – Finding high caliber employees who want to work is still a struggle. However, on the manufacturing side, they are working with people who had formerly incarcerated or have had a troubled past; their company is faith based with the belief in second chances. They’ve had successes and failures with this approach.

Sales, Production, and Distribution

- **Kevin Muraski** – After depleting their Covid inventory, customers are now starting to “right-size” their orders, which is more of a normal trend of ordering. Lead times are now 2-4 weeks and sales forecasts are similar to last year. However; now they need the raw materials to keep up with the orders and they are running into some supply issues with the restock schedule being slightly off.
- **Tim Daanen** – Local freight still seems to be steady but the longer haul is starting to slow down. The spot market is not great right now because interstate travel in trucking is down. Industrial space is still a need in the area even with an Amazon warehouse opening east of Wausau in early to mid-summer and more warehouse space opening on the westside of Wausau. Tim is starting to move forward with expanding his location in Weston by adding 40,000-50,000 square feet.
- **Victor Carungi** - Weather has made an impact on dealing with transportation with road limits. They can transport smaller loads on rural roads but cement trucks and cranes can’t necessarily do that. Road limits take off about 50% of their customer base so production is slow in March and April. This results in making strategic decisions about building product and keeping it on a trailer, which ties up resources and potentially risks exposure to prefab and assembled product even when tarped. Once weather warms up there will be less road limits and construction season can begin.

Competitive Advantages

- **Tim Daanen** – Service is still what differentiates Tim’s business from his competition; he sets guidelines but if a customer needs something outside of their 24-hour window, they will make it happen since there is likely an important reason for these requests.
- **Kevin Muraski** – Service is definitely what differentiates their company and they are able to do customized orders, not necessarily the commodity or niche orders; this has been a key to their success for over 40 years.

- **Scott Pettit** – His new company is trying to combat the labor shortages and inflation with technology, such as fully utilizing ERP systems. They currently use very elaborate spreadsheets to track inventory and they are not using the business system that the organization has spent money on. These systems are often used for taking and shipping orders but there are so many other tools that can be leveraged that Scott is implementing.

Inflation & Interest Rates

- **Victor Carungi** – Inflation of raw materials and labor has been an issue. Cost of living increases for employees went from 3-5% to 5-7% which makes it hard to keep prices low for the customers. Covid Stimulus packages did create some of the inflation and a lot of vendors took advantage of that so Wausau Homes has to stay diligent and find price competitive product and push back on these vendors if they quote them at an increase. Due to it being an election year, Wausau Home is expecting a flat line of demand. Homes are becoming more expensive and interests are high so a lot of people will wait to see what happens with the presidential election before making a massive investment in a new home.

Instruction Area/Program(s)

Enrollment Numbers -Jim Ortiz; Student Success Advisor

- There are currently have 21 students working on various certificates embedded into the program, all which ladder into the Associates Degree.
- Most of the students in this program are part-time since they have families and work full-time jobs.

Program Updates - Kurt Swanson; Faculty, Supply Chain Management & Leadership Development

- Curriculum has been stabilized and there haven't been any recent changes.
- Our main focus for the program is retention and program completion.
- Kurt is focusing on increasing presence, connection, and engagement with students given the online environment doesn't normally provide this. To do this he's added some podcasts explaining subject matter, pacing structure, and has really tried to focus on areas where students tend to struggle. He's been making even more phone calls and connections with his students than he has done in the past.

Artificial Intelligence (AI) at NTC

- Kurt polled the committee and asked the following questions:
 - **How do you feel when you encounter the term Artificial Intelligence?**
 - Most members said they were optimistic and excited while others said they were cautious or worried.
 - **Kurt Swanson** - AI definitely has some productivity enhancements, mainly in the language model as well as in the past with some algorithms built within our systems and data analytics. However, most are concerned about the lack of guardrails which could lead to privacy issues, copyright issues, and issues with academic integrity. NTC does have policies in place regarding when and how AI should be used, however our programs are looking at how to utilize and incorporate AI since students will likely be working with AI in the field at some point.
 - **How would you rate your familiarity with AI usage?**
 - There was a mixed reception among the committee members regarding their familiarity.
 - **Victor Carungi** – Victor uses AI applications such as Mid-Journey, Microsoft Co-Pilot and ChatGPT. With ChatGPT, you need to tell it what its role is such as a “Harvard grad with 20 years of experience in the construction field” before asking for input on a given topic. You can also ask it to further explain its suggestions. ChatGPT works well as an idea generation and brainstorming tool but it will not give you all of the answers. There are several companies trying to combine AI with robotics which may help companies with manual labor shortages such as programing robotics with a warehouse layout so it can do picks for orders and then convey it to the loading docks.
 - **Kurt Swanson** – It is really important to use specific prompting with AI and to let it know the role you would like it to take. There is, of course, a concern with academic integrity especially since some of the detection software seems to be lagging. Assignments need to be structured in a way that requires personal application that eliminate the easy of using AI for assignments. In one assignment, he normally asks students to structure

a conversation they would anticipate having to resolve a conflict in a workplace, but this summer he is changing that to ask students to actually have that conversation with AI.

- **Are you currently utilizing AI technologies in your daily professional duties or supply chain operations?**
 - Most advisory committee members have not implemented AI into their daily professional duties
 - **Victor Carungi** – Victor recommended actually asking ChatGPT for ideas on how to use ChatGPT to better your business. Also, using Microsoft Co-Pilot protects your information with a licensed version so you can upload a spreadsheet of your numbers and ask it to analyze your data.
 - **Kevin Muraski** – Kevin doesn't currently use AI but suggested that perhaps he could upload his stocking levels and inventory into an AI application to see if he has too much or not enough of an item.
 - **Tim Daanen** – Kevin's biggest concern is the privacy of his company's data being utilized by AI.
 - **Jim Ortiz** – NTC's Workforce Training and Development division is working on finding ways to help local businesses utilize these AI tools. It is really amazing how fast AI can analyze and generate data; however, you still can't fully trust the results without human oversight.

College Updates

- **Kurt Swanson** reviewed the Spring 2024 College-wide initiatives presentation with the committee highlighting new programs, the grant received for NTC to Partner with UW-Stevens Point on a WEDC Workforce Innovation Grant for our new Commercial Training Sawmill, and the new Forensic Science Center being built at NTC in partnership with Marathon County. He also shared results of the fall 2023 HLC visit that NTC, the WTPD opportunities at NTC, and our student support services.

Next meeting schedule & agenda items discussion

The next advisory committee meeting is tentatively scheduled for Thursday, September 12th from 4:00pm-5:30pm via Zoom but a survey will be sent out to see if there is another date that works better for committee members.

Advisory Committee Meeting Minutes

Mechanical Design Engineering Technology

March 19th, 2024 | 3:00pm to 5:00pm | STEM Center (F107) & Zoom



Meeting Attendees

Industry Members:

- Todd Wulk – Jarp Industries
- Cameron Diedrich - Enerquip
- Derek Carroll - Aerotek
- Taylor Crooks – Aerotek
- David Williamson – A-Team Machine
- Nathan Fetting – Greenheck Fan Corp.

NTC Members:

- Iain Cameron, Dean
- Heidi Latendresse, Learning Manager
- Dragomir Marinkovich, Faculty
- Dr. Ken Parker, Associate Dean
- Brenda Tincher, Administrative Assistant

Welcome and Introductions

Dr. Ken Parker, Associate Dean of the School of Engineering and Advanced Manufacturing at Northcentral Technical College (NTC) welcomed everyone to the meeting, thanked them for attending, and led the group through introductions.

Highlights from the previous meetings/updates

The previous meeting minutes were distributed in advance for the committee to review. Modifications have been put into effect since the last meeting which were class name change, type of credits used for one course, and removal of a class from the program. Ken asked if there were any questions or comments. There weren't any specific questions or changes to the previous meeting minutes.

Ken brought to the attention of the committee, the brochure about the Artificial Intelligence seminar happening at North Central Technical College on Tuesday, April 9. Iain also stated a consulting firm will speak at this event on what is available and how to implement AI. Ken would like to hear how companies are implementing AI in their work processes.

Industry Discussions:

- A few businesses are seeing an increase in sales this year while others are just maintaining sales.
- Businesses still have open positions but not as many as during the pandemic.
- Some members mentioned that pricing is starting to come back down on their materials.
- Artificial Intelligence is being integrated by certain companies for sales, software, robotics, administrative work, scrubbing documents, and material usage. The companies are in the start-up phase with AI and haven't had enough time to see the long-term impact on their businesses.
- Recruiters are going through waves each quarter with either having a lot of applicants with fewer jobs and then trending back to having a lot of positions and hardly any applicants. They feel layoffs and fear of the economy are to blame.

Advisory Committee Meeting Minutes

Mechanical Design Engineering Technology

March 19th, 2024 | 3:00pm to 5:00pm | STEM Center (F107) & Zoom



Program and Curriculum Update

Ken Parker stated the current enrollments are the following:

- 11 students - 1st semester
- 20 students - 2nd semester
- 12 students - 3rd semester
- 5 students - 4th semester

Ken reviewed the credentials that can be earned in the programs of Associate Degree, Technical Diploma, and Certificates, and current and proposed standard occupational classifications (SOCS) associated with the program credentials. He asked for input from the committee and will move ahead with modifying them to more accurately reflect jobs obtained by graduates.

ASSOCIATE DEGREE PROGRAM

Mechanical Design Engineering Technology 10-606-1 (NTC & WTCS)		
Mechanical Drafting and Mechanical Drafting CAD/CADD 15.1306 (US Dept of Ed CIP)		
SOC Code (US Dept of Labor)	Occupation Name	Notes
17-3013	Mechanical Drafters	OK
17-3011	Architectural and Civil Drafters	Add
17-3019	Drafters, All Other	Add
17-3026	Industrial Engineering Technologists and Technicians	Add
17-3027	Mechanical Engineering Technologists and Technicians	Add
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	Add
17-3031	Surveying and Mapping Technicians	Add
13-1051	Cost Estimators	Add

EMBEDDED TECHNICAL DIPLOMA

Applied Mechanical CAD Technician 30-606-2 (NTC & WTCS)		
Mechanical Drafting and Mechanical Drafting CAD/CADD 15.1306 (US Dept of Ed CIP)		
SOC Code (US Dept of Labor)	Occupation Name	Notes
17-3013	Mechanical Drafters	OK
17-3011	Architectural and Civil Drafters	Add
17-3019	Drafters, All Other	Add
17-3026	Industrial Engineering Technologists and Technicians	Add
17-3031	Surveying and Mapping Technicians	Add
13-1051	Cost Estimators	Add

Advisory Committee Meeting Minutes

Mechanical Design Engineering Technology

March 19th, 2024 | 3:00pm to 5:00pm | STEM Center (F107) & Zoom



NTC College-Wide Updates

The College-Wise Initiatives were emailed to the committee. There were no questions on this information.

Meeting Adjournment

A motion was made and seconded to adjourn at 4:35 pm.

Next Meeting Details

The date and time for the fall meeting will be forwarded to the committee later.

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Advisory Committee Meeting Agenda

Diesel Technician/ Truck Driving



1st April 2024 | 12:00pm to 1:30pm | Public Safety Center of Excellence (1603 Champagne Street, Merrill, WI 54452) & Zoom

Meeting Attendees

Industry Members:

- Evan Lang, E.L.M Repair and Refrigeration
- Garret Eggebrecht, Roland Machinery
- Cory Heckendorf, Swiderski Equipment
- Marty Draxler, Draxler Transport
- Amy Yessa, WATEA
- Chris Raemisch, Medford Co-op
- Michael Cannon, Kriete Truck Centers
- Eric Antonson, WI Kenworth
- Jason Krause, WI Kenworth
- Jon Shimel, JX Truck Center
- Marty Robbins, Marathon Cheese Transport
- Jodi Gruhn, Central Processing Corporation

NTC Members:

- Greg Cisewski, Dean
- Bobbi Lee, Learning Coordinator
- Jenna Breitenfeldt, Ag Outreach & Asst. Farm Manager
- McKenna Dassow, Student Success Asst. & CSR
- Billy Leggett, Faculty, CDL
- Doug Behnke, Faculty, CDL
- Frank Fernandes, Faculty, Physics
- James Eckardt, Faculty, Diesel
- Andrew Borski, Faculty, Diesel
- Keith Matz, Instructional Assistant, CDL
- Howard Pulkowski, Instructional Assistant, CDL
- Garrett Hartwig, Instructional Assistant, CDL
- Mike Sewell, Faculty, CDL

• **Welcome and Introductions- Chair**

Marty Robbins welcomed everyone and led introductions. There were no corrections made to the last meeting minutes.

• **Industry Discussion**

Many companies have been sending their technicians for training as the industry moves toward electrical vehicles.

WATEA stated they recently received the 2-year fast-forward grant. They will be hosting a Car Quest Institutional training for class A, B, and C training for auto technicians. This will be no charge for students. There is a planning session that will be held on April 16th at 5:30 pm, which will be open to industry to help develop the curriculum for the training.

Advisory Committee Meeting Agenda

Diesel Technician/ Truck Driving



1st April 2024 | 12:00pm to 1:30pm | Public Safety Center of Excellence (1603 Champagne Street, Merrill, WI 54452) & Zoom

Many companies have a large number of aged drivers that are starting to lose reflexes. Companies are having to let these drivers go due to safety concerns.

High schools are now offering CDL as a gen-ed course with the requirement that all other classes have been completed. Covid-19 has allowed schools to pay more attention to trade work versus attending a 4-year college.

The truck driving and some insurance industries believe that the agricultural industry should be holders of a CDL due to the types of equipment used.

• **Program and Curriculum Discussion**

Curriculum

- *Workforce Training and Professional Development Offerings*
 - The college creates contracts with local companies that want to send employees to get their CDL. The length of class along with the number of people being taught is flexible. The instructor will accommodate the employer regarding teaching times. The college now also offers a refresher course for truck driving.
- *Class A & B Offerings- Mike*
 - Class B is now 3 weeks with the hands-on portion being taught with a manual transmission. Class A is 8 weeks long and also taught with a manual transmission. If the student is unable to learn the manual transmission, the instructor will switch to an automatic transmission to help the student successfully pass and obtain their CDL. Some students may come in with a sponsorship from their employer or high school.
- *Diesel Enrollment & Curriculum- James*

There are 6 students in the 2nd year and 16 students in the first year. Both James and Andrew will be attending a training held at Weber State University in Ogden, UT regarding electrical trucks. Diesel's Pre-apprenticeship program allows high school students to gain college credit in 5 dual-credit courses. This also allows for the high school to become eligible for state grants.

Equipment- Doug & Andrew

The CDL Program has recently purchased a new 2024 Kenworth and a 2024 Freightliner. There are currently three 2014 trucks they are trying to phase out. They also recently purchased a trailer for Class A. They are still looking for a Class B automatic transmission. Faculty asked which companies were still using manual transmission versus automatic transmission. The majority of the industry stated they have switched to automatic with few trucks still having manual transmission.

The Diesel Program is looking to get a newer truck with updated technology such as collision mitigation and cameras. They are also looking for more practice equipment such as engines, alternators, and starters.

Facilities

- *CDL Renovations- Billy*
 - The CDL Renovations include an additional bay to allow for multiple classes to take place inside.
- *Diesel Renovations- James*
 - The Diesel Renovations include an additional bay as well as remodeling the current long bay to become CNG compliant.
- **Student Club- Andrew**

This was the first official year for the Diesel Club. They partnered with the Professional Agricultural Students (P.A.S.) Club and went to both state and national competitions. One of the Diesel students placed 3rd at Nationals in the Precision Ag Equipment Category. The Diesel Club is currently planning a truck/car show in June as a fundraiser.

Advisory Committee Meeting Agenda

Diesel Technician/ Truck Driving



1st April 2024 | 12:00pm to 1:30pm | Public Safety Center of Excellence (1603 Champagne Street, Merrill, WI 54452) & Zoom

- **NTC Updates- Dean**

The College-Wide Initiatives PowerPoint was shared with the committee before the meeting. There were no further questions.

- **Other Business**

Transportation 4.0

The revamp is split between Truck Driving, Diesel, and Automotive. The college is also applying for grants to allow for additional support for all renovations. The Truck Driving Program is now under the School of Agricultural Sciences, Utilities, and Transportation led by Greg Cisewski.

Truckers against trafficking

Billy & Mike recently attended a conference regarding human trafficking. Billy stated that it was extremely humbling and informative. There are many resources such as education and how to be an advocate, which can be found on the website: <https://truckersagainstrafficking.org/app/>

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Advisory Committee Meeting Agenda

Diesel Technician/ Truck Driving



1st April 2024 | 12:00pm to 1:30pm | Public Safety Center of Excellence (1603 Champagne Street, Merrill, WI 54452) & Zoom

Advisory Committee Meeting Minutes

Welding Technology & Robotics

April 2, 2024 | 7:30am to 9:00am | STEM Center (F107) with Zoom



Meeting Attendees

Industry Members:

- Janice King-Nelson – Merrill Steel
- Mark Snyder – S&R Truck
- Dan Apfelbeck – ADC Equipment Innovations
- Jeremy Brewster – Schuette Metals
- Melissa Sommer – B & D Fabricators
- Tony Schmidt – Schuette Metals

NTC Team:

- Ken Parker – Associate Dean
- Robert Leafblad - Faculty
- Jesse Richardson – Faculty
- Veronica Hope – Faculty
- Dan Grabko - Faculty
- Heidi Latendresse – Learning Manager
- Susan Clark – Administrative Assistant

Welcome and Introductions

Ken Parker 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.

Enrollment Report

- Spring 2024 Semester Enrollments:
 - Wausau:
 - 25 second-semester students
 - 10 third-semester students
 - 43 flex students
 - Antigo:
 - 18 students
 - 10 students in the high school welding academy
 - 8 students enrolled in the evening, self-paced, welding classes
 - Phillips Campus:
 - 18 students
 - 12 high school academy students
 - 6 self-paced students

Program Update

- Dan Grabko shared that the Welding students are currently conducting a Welding Raffle consisting of two rocking chairs and a very unique firepit. If you would like to purchase a raffle ticket, they are being sold in the NTC Den and the Welding Lab or you may contact Dan Grabko for additional information. The drawing will be made on May 8, 2024.
- Welding Summer Camps have been approved and all have filled to capacity. They are very popular and well attended.
- Promotional events are being done throughout the year by staff. The next event will be a combined high school event along with our NTC Open House on April 24, 2024.

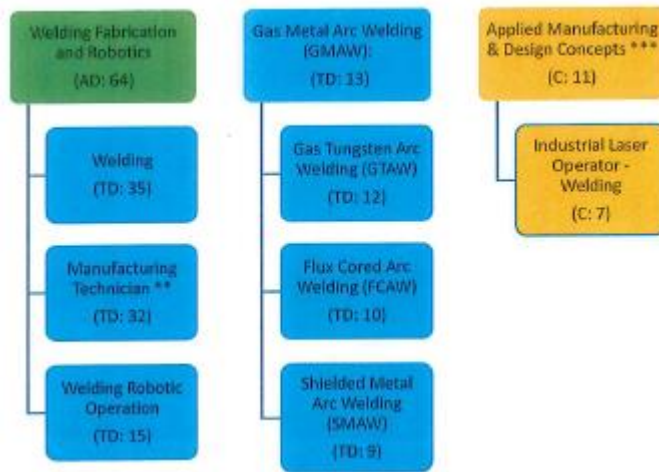
Advisory Committee Meeting Minutes

Welding Technology & Robotics



April 2, 2024 | 7:30am to 9:00am | STEM Center (F107) with Zoom

- Ken informed the committee that the Welding Program consists of these credentials:



Program Modifications

- We have no program modifications for approval at this time.
- We are investigating offering weld inspection testing for individuals to become Certified Welding Inspectors (CWI). Committee members voiced the opinions that this would be very beneficial for area businesses. It was also stated that it would also be extremely helpful if NTC would become an American Welding Society (AWS) testing site since the nearest sites are in Green Bay and Minnesota. We believe that a course can be developed and offered as a regular academic course and/or through NTC's Workforce Training & Professional Development Division. Jesse Richardson has drafted a course shell with a projection of 180 hours of class time with the tuition rates of \$2,058 for six credits. A needs analysis will be done to determine the value of offering this testing.

Classification Codes

The committee received an overview of naming and coding classifications from the U.S. Department of Education and the U.S. Department of Labor regarding the programs offered. They discussed a list of standard occupational classifications (SOC) and provided feedback. NTC is reviewing this information, particularly for career occupations that overlap between programs, to determine if any changes are needed such as additions, deletions, or reclassifications. The associate degree occupations seemed accurate as presented, as did the occupations for the FCAW, GMAW, GTAW, and SMAW but an additional occupation is recommended for the Embedded Technical Diploma in the Welding Robotic Operation certificate. The committee agreed with the information provided and agreed to the Welding, Soldering and Brazing Machine Setters, Operators and Tenders to the list of occupations as shown below:

Welding Robotic Operation 30-628-1 (NTC & WTCS)		
Welding Technology/Welder 48.0508 (US Dept of Ed CIP)		
SOC Code (US Dept of Labor)	Occupation Name	Notes
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	OK
51-4121	Welders, Cutters, Solderers, and Brazers	OK
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	Add

Advisory Committee Meeting Minutes

Welding Technology & Robotics



April 2, 2024 | 7:30am to 9:00am | STEM Center (F107) with Zoom

Industry Discussion

- Industries are experiencing high demand, with some orders extending into 2025.
- Urgent need for CNC machine operators and welders.
- Many area businesses have multiple locations.
- Priority on construction of electric vehicle (EV) plants.
- Positive first-quarter results for businesses.
- Exploration of Autonomous Material Conveyor Systems (AGB) and vision systems for parts picking.
- Consideration of fixtureless welding.
- Mining industry experiencing a slight slowdown.
- Introduction of full aluminum cabs, particularly exciting for airport deicing.
- High demand for Paint Technicians, though challenging to find.
- Job shadowing programs for students proving successful for businesses.
- Auburndale High School planning to mandate junior and senior students to job-shadow.
- Emphasis on the importance of understanding career choices and the reality of a welding or manufacturing career.
- Lunch and Learn opportunities available throughout April, contact Heidi Latendresse for details.

Update on WTPD Seminar

The committee was provided information on the upcoming Artificial Intelligence Seminar sponsored by Workforce Training and Professional Development on Tuesday, April 9, 2024, at the Wausau Campus. Attendees will gain a better understanding of AI including basic concepts, practical applications, future trends, and personal strategies. Please go to <https://bit.ly/ntc-ai-workshop> to register or to get more information. Committee members were asked how AI could impact their firms and members felt AI would be used in picking parts and in some aspects of drafting.

NTC College-Wide Updates

- The committee was sent a PowerPoint showing the College-Wide Updates. The committee had no questions or concerns about the updates.
- NTC underwent a review by the Higher Learning Commission (HLC) in early November 2024 and receive the highest possible rating, which is “Met” in all 5 Criteria, all 18 Sub-Criteria and the entirety of the Federal Compliance Review.

Next Meeting Details and Suggestions

The committee will be sent details for the fall advisory committee meeting at a later date.

Advisory Committee Meeting Minutes

Welding Technology & Robotics

April 2, 2024 | 7:30am to 9:00am | STEM Center (F107) with Zoom



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2024 Spring Surgical Technology Advisory Committee Meeting Minute Outline

Date: April 03, 2024

Time: 4:30 pm-6:00 pm

Location: 4011 & Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/87059090451>

Attendees

Industry Members:

- Dr. Rick Abuzzahab, Physician/Surgeon, Orthopedic Associates of Wausau ZOOM
- Molly Campbell, Educator, Aspirus Wausau Hospital ZOOM
- Shawn Ebersold, Manager, Cardiac OR and Vascular, Aspirus Wausau Hospital ZOOM
- Jenna Holm, Manager of Surgery, Aspirus Wausau Hospital ZOOM
- Zackary Kostecki, Surgical Technician, Bone and Joint Surgery Center ZOOM
- Dr. Casey Lagan, Physician/Surgeon, Bone and Joint Surgery Center
- Stacy Pettit, Certified Surgical Technologist, Pine Ridge Surgery Center ZOOM

NTC Class Representatives:

- Christina Thrun, Surgical Technology Student (TD)

NTC Team:

- Laura Ahonen, Associate Dean, Allied Health & Human Services
- Tyler Mann, Program Director, Surgical Technology Program
- Sandie Shorey, Administrative Assistant, Health Sciences & Academic Excellence
- Nikki Van Vonderen, Faculty, Surgical Technology

Welcome Introductions

Tyler Mann, ST Program Director, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and Highlights from Last Meeting

Meeting called to order by Tyler at 4:36pm. Tyler discussed new marketing materials for the program. Tyler also reminded everyone that this is the last group for the technical diploma in the Surgical Technology (ST) program at NTC, and they are currently in Clinical 3 and will graduate in May 2024. The next group will start Clinical 1 in August 2024 for the Associate Degree (AD) program. From now on, all students entering the ST program will be considered candidates for an Associate Degree; there won't be any more technical diplomas offered.

College-Wide Initiatives

Power Point of College-Wide Initiatives was reviewed by Laura Ahonen, Associate Dean of Allied Health & Human Services, including discussion of new programs (Medical Administrative Professional AD and Sterile Processing Technician Certificate).

Additional Items discussed include: NTC Accreditation (HLC Accreditation Update), Dental Program Highlights, Wood Technology Center for Excellence expansion, an update on the Forensic Science Center, and CIP/SOC codes. She also reviewed Student Support resources available.

**Please reach out to Program Director (Tyler Mann) or Associate Dean of Allied Health (Laura Ahonen) if you have a student at your clinical site that you feel needs assistance.*

Central WI Science & Engineering Festival Save the Date!

April 11, 2025 | Middle schoolers only 1st day

April 12, 2025 | Community event- open to the public

This is a STEM (Science, Technology, Engineering and Mathematics) festival sponsored by Northcentral Technical College and operated by volunteers with the Michigan Tech Mind Trekkers Team consisting of undergrad and graduate students.

Workforce Training and Professional Development

Brad Gast, Dean, WTPD, was not present to share upcoming conferences and trainings offered through WTPD, so this information and these flyers will be included in the follow-up mailing to the committee.

To access additional WTPD information, please visit www.ntc.edu, select "Workforce Training & Professional Development" from the top of the page.

Industry Trends

Staffing Shortages

Progress is being made, openings are being filled and there is an uptick in applications. Industry partners suggested encouraging application early-before graduation date, in order to make the onboarding process easier. Also, it was mentioned that, even when positions are filled, that the right candidate would still be considered.

Artificial Intelligence (AI)

We are encouraging AI at NTC because, as of next year, 100% of AD programs are targeted to have AI woven into the programs. Tackling problems with modern solutions!

Robotics

We know robotics surgery is gaining popularity at most of our surgical sites, so we are encouraging this technology as well in our AD program, especially at clinical sites that are using Robotics technology. This will help better prepare our students.

Program Updates

- Technical Diploma has entered Clinical 3 and will graduate May of 2024.
 - This is the final TD program at Northcentral Technical College.
- Associate Degree will enter Clinical 1 August of 2024.

Enrollment/Retention Numbers

- Currently the program has 11 students with 5 TD students on track to graduate in May of 2024.
- Future enrollment will increase. We have 18 clinical sites, therefore, we will begin to admit 18 students, starting in Fall 2024.
- Enrolling 18 students will require more clinical sites to accept Clinical 1 students. This is the only way to increase the number of graduates.

Surgical Technologist Program Goals

The following program goal was reviewed by the Advisory Committee:

Graduates of the Surgical Technologist Program will be satisfied learners, demonstrate entry level knowledge and clinical skill, and achieve national certification in order to better meet the needs of patients, team members, and employers. This will be accomplished by preparing competent entry-level surgical technologists in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains set forth in the current CAAHEP Standards and Guidelines for the Accreditation of Educational Programs in Surgical Technology.

Employer Survey Results

- Most effective when returned quickly.
- Help NTC determine effectiveness of the students in the workforce.
- Help the program to gain insights and maintain ARC/STSA accreditation standards.
- These are different than the Preceptor Student Evaluations given out each week.

Graduation/Retention Thresholds

- Threshold is 60% or greater.
 - All current students are expected to graduate in May.
 - 5 Students will put us at 55% Retention for the 23/24 Technical Diploma cohort
 - Plan of Action will be completed and submitted to ARC/STSA.
 - Financial strain has been the leading cause of students dropping.

Graduation Placement Thresholds

- Threshold is 80% or greater.
 - All current students are applying/interviewing.
 - We anticipate 100% Placement into workforce.
 - Clinical Training and Expectations

CST Exam Participation

- Thresholds:
 - 100% Participation
 - Pass rate of 70% or greater. (Last year we had a pass rate of 71%)

Class Representatives

Renee Wheeler- Nikki read a letter written by this AD Program student. She spoke about the positive value of her clinical rotation. She also discussed the difficulties she has encountered, specifically working with a variety of personalities. She did suggest more mock situations, as well as more exposure to the Syndaver.

Christina Thrun-She was present at the meeting and spoke about her experience in the TD program. She shared that clinicals have been both rewarding and also difficult due to not being able to work during clinicals. With TD, going into the OR with only 2 months of in-class learning was challenging, so she sees what the benefit of the AD program would be.

Program Modifications/Changes Discussion

TD to AD Transition- Fall 2023 is the last Technical Diploma cohort run in the Surgical Technology Program

Link to Associate Degree Web Page: <https://www.ntc.edu/academics-training/programs/all/associate-degree/surgical-technology>

**Associate Degree Curriculum Projects will all be completed by May 2024.

- Graduating Classes
 - Spring 2024: TD Current
 - Spring 2025: AD Current
 - Spring 2026: AD Future (18+ Slots)
- Clinical Expectations
 - Standard Setups are being taught.
 - First Semester students will need guidance and are encouraged to have a Preceptor Scrubbed in.
 - Preceptors must be scrubbed in!
 - Clinical Students have a scheduled shift of 6:30 AM (latest) until 3:00PM.
- Preceptor Evaluation- they are told to give out at least 1 per day
This is our way of having a pulse on what is happening at the site
 - Formats:
 - QR Code
 - Paper copies
 - Suggestions are welcome
- Clinical Tracking
 - Rocketbook
 - https://getrocketbook.com/?gclid=EAlaIqobChMliKKp18CQ_glVIDizAB2T7wLgEAAYAiAAEgKuMfD_BwE
 - Phones are no longer necessary or allowed for students beyond clocking in.
 - Platinum Planner is discontinued.
- New Programs
 - Nikki Van Vonderen, Surgical Technology Faculty
 - Wound Closure (offered through Workforce Training & Professional Development)
 - Sterile Processing Technician Certificate
- Clinical Affiliate Updates
 - Prior to Clinical 1 in Fall of 2024, we would like to update all facilities on the following items:
 - Clinical Affiliate Point of Contact/ Clinical Slot #
 - Bloodborne Pathogen Process
 - Clinical Preceptor Expectations

Facilities/Equipment

- Lab and Classroom are updated and construction is completed.
- *Donations*
Donations of equipment and supplies are essential to the program's success in creating a realistic experience for the students.
 - *No opened sharps will be accepted.*
 - *Bins can be requested.*******Please contact Nikki Van Vonderen, ST Faculty, Regarding Donations***

Other Items- None

Next Meeting Schedule & Agenda Items Discussion

The Fall meeting date of this committee is not yet set. It will be scheduled as the fall gets closer. Meeting adjourned at 5:27pm.

Early Childhood Education Advisory Committee

Meeting Minutes

Date: 04/05/2024

Time: 11:00 a.m. – 12:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Andrea Velasquez – Executive Director, Marathon County Child Development Agency
- Elizabeth Channel – Head of School, Wausau Area Montessori Charter School
- Jake Schalow – Executive Director, Wausau Childcare
- Kelly Pelot – Senior Childcare Director, Woodson YMCA
- Micki Krueger – Assistant Director, Childcaring Inc
- Rachel Koss – Early Childhood/4K Principal, DC Everest School District
- Samantha Hines – Director, Sand Box Childcare and Preschool
- Stacy Stenz – Early Childhood, Early Elementary Program Support Teacher, Wausau School District
- Susy Willard Curry – Higher Education & Career Development Specialist, WECA

NTC Team:

- Brad Gast – Dean, Workforce, Training, and Professional Development
- Hannah Lee – Administrative Assistant, School of Liberal Arts Transfer, Education, and General Studies
- Nicole Guthrie – Faculty, Early Childhood Education
- Sara Bartelt – Associate Dean, School of Liberal Arts Transfer, Education, and General Studies

Welcome & Introductions

The Early Childhood Education (ECE) Advisory Committee was welcomed, followed by introductions from members and NTC staff.

Update and highlights from last Meeting (Fall 2023)

The members review of the previous meeting minutes from November 10, 2023.

NTC College Updates

Sara presented updates from the NTC Spring 2024 PowerPoint, highlighting new programs like the Medical Administrative Professional Associate Degree and Sterile Processing Technician Certificate. She also noted NTC's accreditation achievements, upcoming events, and new initiatives, including the expansion of the Wood Technology Center and the establishment of a new Forensic Science Center in partnership with Marathon County.

Instructional Area/Program

A. Program Information

1. Program Overview: The Early Childhood Education (ECE) program is a two-year associate's degree that prepares learners to work as teacher-caregivers in early education. Embedded is a one-year technical diploma, allowing students to get experience in the field their first year. Additionally, the program offers two certificates.

2. Curriculum Modifications: Nicole has implemented course modifications for this spring.
3. Enrollment: Sara shared that there are currently 91 students enrolled in the program, with 82 pursuing the Associate degree track and 9 in the technical diploma track. Out of these, 79 students are returning from the previous term, while 12 are new students starting this spring. Moreover, the program received 29 new applications, with 28 students accepted. Presently, 12 of these accepted students are enrolled in classes, while the remainder will start in fall 2024. Additionally, there are 8 students currently on track to graduate with their Associate Degree.

Sara highlighted the dual credit course offerings at NTC. This year, NTC has collaborated with five schools to provide ECE dual credit courses (D.C. Everest, Medford, Mosinee, Newman, Wausau West), with each school offering three core ECE classes including Foundations of ECE, Infant & Toddler Development, and Health, Safety, and Nutrition. She notes a challenge with dual credit courses is ensuring that high school teachers meet the specific educational qualifications required to teach the course. In cases where this is not met, the course can still be offered through distance learning classes at NTC.

Additionally, NTC is actively working on articulation agreements with over 18 four-year college universities. These agreements aim to facilitate seamless transfers for students, allowing them to transition to junior status upon transferring from NTC.

B. Industry Trends

Micki Krueger, Childcaring Inc. – Micki is working with a Dream Up team, and they've requested a representative from NTC to attend their meeting and provide insights about the ECE program and its enrollments. She will follow up with meeting invite for those interested. She highlighted several important dates and upcoming events:

- April is Strengthening Families Month.
- April 6th – 12th is the Week of the Young Child.
- May 9th is the next Start Up Meeting. Anyone interested in offering childcare is encouraged to attend. She noted Start Up grants still have available funds to assist with basic costs, including classroom materials.
- May 10th is Provider Appreciation Day. A virtual event scheduled for May 6th. Prizes will be given out and childcare providers are invited to attend.
- April 16th is Advocacy Day. Kelly Borchardt and Micki will travel to Madison to talk with local legislators. Their aim is to promote Early Childhood Education and advocate for childcare programs and families.

She noted that group childcare centers are currently experiencing staff shortages. To assist, they've offered to compile job postings from these centers to share at career fairs and various community events, aiming to connect individuals with employment opportunities. Earlier this year in February, Childcaring partnered with NTC to host an Early Childhood Conference and it was a successful turnout. She encouraged everyone to subscribe to the newsletter to remain updated with Childcaring's activities.

Susy Willard, WECA – Susy shared that they have been receiving funds from the American Rescue Plan Act (ARPA) to support several of their programs, including REWARD, WEESN, and T.E.A.C.H. She acknowledged potential concerns about the future of these programs, as ARPA funding is set to end by June 2024. However, she assured that the programs will continue and are currently under review for updates. Specifically, the T.E.A.C.H. scholarship program remains in good standing; while there will be some modifications to the requirements, they won't be significant. Additionally, she mentioned that they will start the new fiscal year 2024-2025 with a stronger funding base than they've seen since pre-pandemic and encouraged anyone with concerns to reach out to her for clarification or assistance.

Andrea Velasquez, MCCDA – Andrea shared that they are currently fully staffed, with 6 staff members participating in the QUEST grant. She noted that many new staff members are interested in Early Childhood but may lack experience. While some are not interested in completing an associate degree, they are open to obtaining their Child Development Associate



(CDA). Andrea mentioned the challenge of finding local institutions that offer CDA training and is exploring alternative options for her staff to complete this training. Despite being at full capacity and welcoming new staff, they are facing challenges in working with children exhibiting challenging behaviors.

Stacy Stenz, Wausau School District— Stacy shared they are collaborating with Andrea on parts of the ES3P grant to develop an inclusive service model in the classroom. This model integrates students with special needs and those with regular needs, incorporating peer models. She mentions dual credit high school students from Wausau West have stopped in to assist with the program and modeling behavior for their younger counterparts. Additionally, she is working with the district on the ES3 grant and other district-wide grants applying some of the work she’s done at Butler University to create training models, book studies, and professional development opportunities amongst the elementary schools. This also serves as her capstone project at Butler, where she will develop professional development sessions to be presented statewide. These sessions will focus on understanding adult states, transitioning from behavioral approaches to recognizing behavior as an indicator of unmet needs or skills, and equipping staff with self-care strategies to manage stress effectively in supporting children's needs.

Rachel Koss, D.C. Everest School District – Rachel shared that they are currently facing challenges with staff retention at their partner schools. Despite their school being fully staffed, the loss of KinderCare as a partner presented an additional challenge of redistributing 31 4K students across the remaining 9 partner schools. This led to increased class sizes, but their partners were willing to accommodate larger classes. To address the increased demand, they opened an additional 4K site at one of the elementary schools. Additionally, they recently received the Strong Connections grant. This grant will enable them to employ a full-time social worker for the early childhood 4K program and invest in new social-emotional learning materials for the classrooms.

Elizabeth Channel, Wausau Area Montessori Charter School – Elizabeth shared that the board has approved the addition of 4K classes at their school. The school will now accommodate students from 4K to 8th grade and will welcome 4K students starting in the fall of 2024.

Nicole Guthrie, NTC – Nicole shared that she is also working with other school districts on dual credit offerings including Abbotsford, Antigo, Phillips, and Wausau East. She notes Phillips and Wausau East are working to get their teachers certify for these courses. Although Newman provides dual credit courses, there are currently no teachers from Newman teaching the ECE courses. Additionally, Nicole noted that high school teachers are teaching Child Development, and although Health, Safety, and Nutrition (HSN) is available, no programs are currently teaching it. She also encouraged advisory members to post job openings on [Handshake](#) as students are encouraged to look there for new job postings.

Continuing Education/Workforce Training & Professional Development

- A. Informational: Brad shared that the ECE Conference had 76 participants and confirmed that another conference will be held in 2025. He also highlighted Nicole's work on the QUEST grant. Under this grant, she teaches three foundational ECE classes: Foundations of ECE, Infant and Toddler Development, and Health, Safety, and Nutrition. Each course is 8 weeks long, and the grant covers all expenses, equivalent to 9 credits. Currently, there are 17 students enrolled, and enrollments are continuing to grow. These courses align with the ECE program, providing students with a direct pathway into NTC.

Next meeting schedule & agenda items discussion

The committee agreed to hold the next meeting on November 1, 2024.

Advisory Committee Meeting Minutes

Garden to Market

5th April 2024 | 12:00pm to 1:30pm | Agriculture Center of Excellence; Student Engagement Center (6625 County Road K, Wausau, WI 54401) & Zoom



Meeting Attendees

Industry Members:

- Marissa Ashbeck, Land Art Inc
- Pat Witt, Monk Botanical Gardens
- Tenzin Botsford, Red Door Family Farm
- Brittany Marquard, Food & Farm Exploration
- Justin Osswald, Hsu Growing Supply
- Olivia, Helene's Hilltop Orchard

NTC Members:

- Greg Cisewski, Dean
- Trevor Frank, Faculty
- Alex Crockford, Faculty
- Bobbi Lee, Learning Coordinator
- Bill Schultz, Advisor
- McKenna Dassow, Student Success Assistant & CSR
- Sheila Rossmiller, Director of Giving and Scholarships
- Brad Gast, Workforce Training and Professional Development

• **Welcome and Introductions- Chair**

Greg Cisewski welcomed everyone and led introductions. There were no corrections made to the last meeting minutes.

• **Industry Discussion**

Red Door Family Farm stated that they have been working with the community such as food pantries, wholesale to other farms, working with grant programs, etc. There has been a large pull toward middle supply chain and mid-tier food sales.

Land Art mentioned that there are a lot of older crew members and they are looking to "refresh" their crew. They have been attending career fairs, bricklaying seminars, etc., and have had a lot of high schoolers show interest in the career field. Many high school students are now looking for work outside rather than technology.

Hsu Growing Supply has had a large push towards food waste recycling. The U.S. composting counsel is looking at building a chapter in Wisconsin and expanding the food waste recycling industry. The western municipality is currently applying for a grant from USDA and has reached out to other municipalities in Marathon County for additional support.

Monk Botanical Gardens recently added an English garden. They have five interns, 2 in education and 3 in horticulture that have all been filled.

Food & Farm Exploration's current focus is getting the community excited about the industry. They have been doing speaker series, workforce and professional development events, etc.

• **Program and Curriculum Discussion**

Advisory Committee Meeting Minutes

Garden to Market



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The program will have a Fall start which will allow for high school students to attend the program after graduation. The goal is to allow students to gain more knowledge for certification, basic knowledge, and familiarity with the topic.

There currently is a part-time track that is being created to allow for non-traditional students to attend the program. This will consist of one in-person class per semester.

Last semester there were 4 full-time students and 3 part-time students that were enrolled in the program. There are 2 full-time students in the program currently.

Introduction to Soils and Container Gardening are both dual credit courses that are being offered to High Schools. There are currently 11 schools that are utilizing these dual credit courses.

The produce that is being grown in the program is being sold internally at the college. This allows students to learn the accounting portion of the business. Any produce that does not get sold, will be used in the culinary program.

- **Student Club- Club Advisor**

The Professional Agricultural Students (P.A.S.) Club and went to both state and national competitions. All students in the club went to state, and qualified for the national conference.

- **NTC Updates- Dean**

The College-Wide Initiatives PowerPoint was shared with the committee before the meeting. There were some recommendations regarding Workforce Training and Professional Development/ Continuing Education courses such as equipment safety for women, and lawn equipment safety.

- **Other Business**

- *Fieldtrip & Guest Speaking Opportunities*

Please let Trevor know if you are interested in speaking to his class or having the class come to your facility for a tour.

- *Hoop house*

The hoop house is still being constructed, but students are excited to utilize the facility. Another hoop house is planned for the future, with the purchase being made by NRCS.

- *Optional Farm Tour*

Contact Details –

Dr. Greg Cisewski

Dean, School of Agricultural Sciences, Utilities & Transportation

Bobbi Lee

Learning Coordinator, School of Agricultural Sciences, Utilities & Transportation

Advisory Committee Meeting Minutes

Garden to Market

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McKenna Dassow

Student Success Assistant & Customer Service
Representative, School of Agricultural Sciences,
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dassowm@ntc.edu

2024 Spring Criminal Justice Advisory Committee

Meeting Minutes

Date: April 9, 2024

Time: 3:30 pm-5:00 pm

Location: F213 & Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/84984978449>

Attendees

Industry Members:

- Chad Billeb, Sheriff, Marathon County Sheriff's Office
- Terry McHugh, Police Chief, Kronenwetter Police Department
- Mark Wagers, Sheriff's Lieutenant, Marathon County Sheriff's Office

NTC Team:

- Brian Fiene, Faculty
- Shane Heilmann – Director, Public Safety & Community Safety Simulation Center (CSSC)
- Jessica Katcher – Advisor, Student Success
- Matthew Kecker, Faculty
- Sandie Shorey – Administrative Assistant, Health Sciences & Academic Excellence
- Eric Soberg, Faculty

Welcome Introductions

Terry McHugh, Chairperson welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and Highlights from Last Meeting

Meeting called to order by Chairperson, Terry McHugh at 3:40 pm. Motion made by Jessica Katcher to approve the minutes from the fall 10.19.23 meeting; the motion was seconded by Mark Wagers. Motion carried.

College-Wide Initiatives

Power Point of College-Wide Initiatives was reviewed by Shane Heilmann, including discussion of new programs (Medical Administrative Professional AD and Sterile Processing Technician Certificate). Additional Items discussed include: NTC Accreditation (HLC Accreditation Update), Dental Program Highlights, Wood Technology Center for Excellence expansion (partnership with UWSP), an update on the Forensic Science Center (groundbreaking May 2024 with a construction process of up to 1 year), and CIP/SOC codes. He also reviewed Student Support resources available.

Student Support

These resources are available to our students

- Unlimited access to free mental health services through **The Virtual Care Group** (thevirtualcaregroup.com/ntc or 866.533.1827)
- The **Advising Specialist** 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.

**Please reach out to Shane Heilmann, Director of Public Safety and Community Safety Simulation Center (CSSC) if you have a student at your clinical site that you feel needs assistance.*

Emergency Services Training Center (ESTC)

Emergency Services Training Center Expansion & Remodel

- 600K investment
- Planning 2,700 square feet of added space

Expansion to existing Building/Space inhabited last year

- Updates to modify building to accommodate additional uses
- Transitioned from CNA training/Geriatric training
- Addition to add classroom/learning spaces and storage of equipment and supplies

ESTC spaces to include:

- Ambulance Simulator
- Garage - storage
- Ambulance indoor parking
- Expanded classroom spaces and lab areas

NTC Community Safety Simulation Center (CSSC)

The CSSC will be situated in a newly acquired 5,000 square foot building adjacent to NTC's Public Safety Center of Excellence in Merrill, WI. The space will be remodeled and designed specifically to house a full-immersion simulation room and a simulated interior common office and school workplace facility for training and education.

Vision: The CSSC will offer NTC's community partners an innovative workforce violence prevention and preparedness training center

- *Provide customizable, ongoing training and professional development*
- *Address the unique challenges in preparation for the evolving nature of community threats*

NTC will serve a cross-discipline of employees from various organizations

- *Public safety, schools, healthcare, human services organizations, and the insurance industry*
- *Prepare Public Safety & Health students for entry into the workforce*

CIP and SOC Codes

Revisited and reviewed the previous advisory discussion on CIP/SOC code identification

- CIP - Program-specific codes
- SOC - Occupational specific codes

The primary career fields representative of those NTC program graduates enter are:

- Police & Sheriff's Patrol Officers/Deputies
- Correctional Officers/Jail Officers
- Security Guards
- Private Detectives

Central WI Science & Engineering Festival

Save the Date!

April 11, 2025 | Middle schoolers only 1st day

April 12, 2025 | Community event- open to the public

This is a STEM (Science, Technology, Engineering and Mathematics) festival sponsored by Northcentral Technical College and operated by volunteers with the Michigan Tech Mind Trekkers Team consisting of undergrad and graduate students.

Workforce Training and Professional Development

Shane Heilmann, Director, Public Safety & Community Safety Simulation Center (CSSC), shared the following related upcoming conferences and trainings offered through WTPD:

1. North Central Regional Trauma Advisory Conference (April 11)
<https://www.ntc.edu/calendar/2024/04/11/2024-north-central-regional-trauma-advisory-council-annual-conference>
2. Basic SWAT Training (May 6-10)
<https://www.ntc.edu/calendar/2024/05/06/basic-swat-training>
3. Midwest Tactical Training (May 7-9) (MTOA)
<https://www.ntc.edu/calendar/2024/05/07/midwest-tactical-officers-association-annual-conference-2024>
4. Northcentral Technical College in partnership with WI Department of Justice Training on Protecting Wisconsin's Elders: Uniting Forces Against Elder Abuse (Oct. 15-17) *No registration fee for attendees. <https://www.ntc.edu/calendar>

Additionally, the Workforce team has been focusing on offering Life Enrichment & Community Courses such as Art courses, dance courses, music courses and nature courses.

To access this information, please visit www.ntc.edu, select “Workforce Training & Professional Development” from the top of the page.

Industry Trends

Marathon County Sherriff Academy-right now this is specific to their department since they are the only enrollees.

Merger between Rothschild Police Department and the Everest Metropolitan Police Department-effective May 1 (Will be called Mountain Bay Metropolitan Police Department)

Program Updates

- *Law Enforcement Academy - Fall*
- *Jail Officer Academy – Fall*
 - *Only Marathon County enrolled at this point*
 - *11 enrolled as of this Thursday*
 - *Identified things within their program that need specific training*
- *Graduation Ceremony – Jail Officer Academy, running concurrently beginning this Spring*
- *Training & Standards Academy/Agency reimbursement rates*
 - *From 160 (this year) to 240 (next year) to 320 the following year*
- *Part-time law enforcement officer certification, WI DOJ*
 - *Goes back to the date they left the academy;*
 - *This causes issues with eligibility; appeal standards board then exec committee of the standards board*
 - *FT 3 yrs; PT 1 yr*
 - *Issue since lots of agencies do employ PT law enforcement officers*
 - *Easiest thing would be to go back to 3 yrs straight across the board*
 - *We counsel the students on this and caution them about PT status and this issue*
- *CJ program Associate Degree enrollments: Criminal Justice Studies*

Spring 2024

- *Criminal Justice Studies*
 - *35 CJS students*
 - *9 pre-program CJS students*
- *Law Enforcement and the 21st Century*
 - *2 program students*
 - *1 pre-program student*

Fall 2024

- Note to those that are transitioning to a new student information system. Registration is opening to students for Summer/Fall 2024 enrollment on Monday, April 15th. We are getting acquainted with the various reporting tools. At this point in time, Workday indicates there are 17 students admitted for CJS and 1 for LE in the 21st Century.
- Workday transition-typically used for 4 yr institutions, but due to our student numbers, we were able to make this work for our college.
 - Students will really benefit from this migration
 - Work in progress currently
- *Law Enforcement in the 21st Century Associates Degree program*
 - Course designed to help employees understand their department better
 - PT program; 3 years to complete (2 classes per semester)
- *Advocacy & Social Justice Technical Diploma - Continued advisory approval requested.*
 - In development for Fall 2025 implementation
 - Focused on human services and social services courses for work in those areas
 - Students learn of root causes of social issues
 - Prepares students to become effective advocates for change and to make a positive impact on society
 - Most credits are within Human Services classes

Completion Timeline & start date, Fall 2025

- NTC has moved forward on the development of this program
- Considering a change in program name from Justice & Advocacy to Advocacy & Social Justice
- Including Human Services & Substance Use Disorder Counseling program faculty
- Criminal justice faculty involved in the process and development
- On-going meetings with curriculum development
- Initial approval of WTCS to proceed with development
- Fall 2025 implementation planned

Education Focuses on

- Human Services and social services coursework
- In fields not requiring an Associate Degree to start in Criminal Justice, Human Services and Substance Use Disorder Counseling Fields

- This program will ladder into others leading to Associates Degree completion in Criminal Justice, Human Services and Substance Use Disorder Counseling
- Prepares students for work in these fields and equips them
- With knowledge and skills to advocate for justice within communities
- Coursework includes: community organizing, advocacy, and activism from sociological and legal perspectives
- Most coursework is within Human Services classes, program will run from the Human Services programs in School of Health Sciences and Community Services- Faculty is working with Christina Lucas on this

Root causes of social issues

- Inequality, historical trauma, homelessness, domestic violence, human trafficking, and substance use disorders
- Explore strategies

Potential Careers in Wisconsin and Nationally include:

- Intake specialist, correctional client assistant, shelter/crisis housing advocate, youth development specialist, youth advocate, victims services advocate, sexual assault advocate, supervised visitation worker/facilitator, community organizer/advocate, direct support specialist, behavioral support specialist, youth resident counselor, children’s development program assistant, justice support services specialist, urinalysis tech, case manger

- *Emergency Management Virtual College Associates Degree Program exploration – continued feedback as and approval requested to continue*
 - Continuing exploration for possible development - Fall 2025 implementation
 - Online/Virtual program
 - 60 credit program
 - Full or part-time
 - Transfer Opportunities/Agreements available to NTC graduates
 - To UW System Schools
 - Emergency Management jobs
 - Workforce Training & Professional Development

Proposed and support of initial idea

- Education director of WTCS Fire and Criminal Justice Programs
- Wisconsin Emergency Management Administration & President supportive

Online Associate Degree up to 60 credits

- Full or part time opportunity to attend
- Focus on preparedness and planning and skills necessary in leading emergency management operations
- Education complementing a core of knowledge essential to public safety fields of work

Transfer Opportunities for NTC Graduates

- To UW System, or other Bachelor level education/schools

Emergency Management jobs

Developing a career in the field may require higher education and can lead to further career advancement and promotion

- | | |
|--|---|
| <input type="checkbox"/> <i>Law enforcement</i> | <input type="checkbox"/> <i>Local governments</i> |
| <input type="checkbox"/> <i>Fire Service</i> | <input type="checkbox"/> <i>Criminal justice</i> |
| <input type="checkbox"/> <i>Emergency Medical Services</i> | <input type="checkbox"/> <i>Legal studies</i> |
| <input type="checkbox"/> <i>Healthcare providers</i> | <input type="checkbox"/> <i>Homeland security</i> |
| | <input type="checkbox"/> <i>Business administration</i> |

NTC's Workforce Training & Professional Development

- Working on developing partnership with Wisconsin Emergency Management
- Developing connections with FEMA
 - To offer courses or grant covered courses

Facilities/Equipment

Merrill Public Safety Center of Excellence continued expansion

- NTC is developing the "CSSC"/Community Safety Simulation Center
- Make updates to develop more separation that allows for use of these areas at the same time without interference

Other Discussion

- Industry Needs and other ideas from the group: It was a consensus of the group that they need more people. Also, Jessica asked about tours or how we can best acquaint people to our Public Safety programs, as they want to see our technology in action.
- NTC Spring Commencement – Saturday, May 18, 2023

Next Meeting Schedule & Agenda Items Discussion

Motion was made by Matt Kecker to adjourn the meeting; Jessica Katcher seconded the motion. Motion carried. Meeting adjourned at 4:35pm.

2024 Spring CNA Advisory Committee

Meeting Minutes

Date: April 12, 2024

Time: 12:00 pm-1:30 pm

Location: 4011 & Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/81737838900>

Attendees

Industry Members:

- Amber Blocker- DON, Rennes Health & Rehab Center
- Ryan Hanson- Director of Nursing Home Operations/Administrator, Pine Crest Nursing Home
- Hillary Laffin- Director of Nursing, Benedictine Living Community of Wausau ZOOM
- Pam Roux- Staff Development Coordinator/Infection Control, Benedictine Living Community of Wausau ZOOM
- Mindy Strese- Director of Nursing, Wausau Manor Health Services
- Lyllian Vue, Staff Coordinator, Rennes Health and Rehab Center

NTC Team:

- Leah Attoms, Administrative Assistant, Health Sciences & Community Services
- Reed Champagne, Manager, Education Technology for Health Sciences & Community Services
- Ashley Glodowski, CNA Faculty
- Mason Heldt, Learning Manager, Health Sciences & Community Services
- Tim Hinke, Academic Advisor
- Lana Jurek, Nursing Faculty
- Laura Litzer, Academic Advisor
- Angela Roesler, Dean, Health Sciences and Community Services
- Sandie Shorey – Administrative Assistant, Health Sciences & Academic Excellence
- Pam Vetter, CNA Faculty
- Candy Weinzinger, CNA Program Director, Faculty

Welcome Introductions

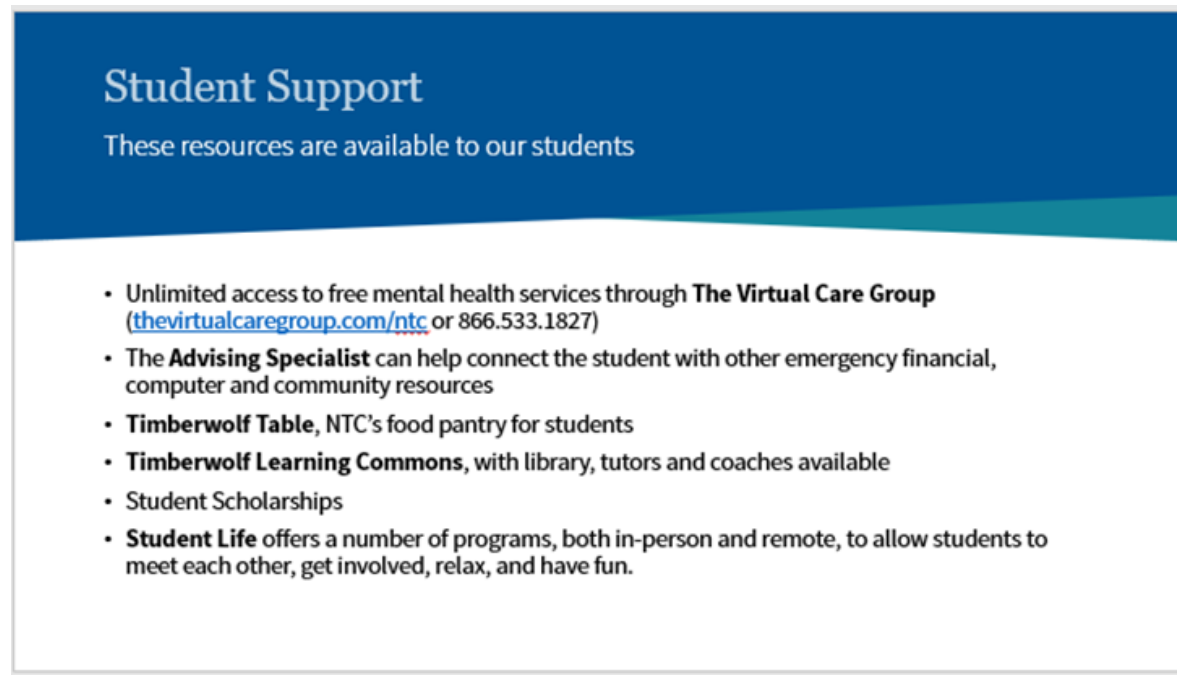
Ryan Hanson, Committee Chairperson, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and Highlights from Last Meeting

Meeting called to order by Chairperson, Ryan Hanson at 12:02pm. There were no changes made to the minutes from the fall meeting.

College-Wide Initiatives

Power Point of College-Wide Initiatives was reviewed by Dean Angela Roesler, including discussion of new programs (Medical Administrative Professional AD and Sterile Processing Technician Certificate, and the newly developed Respiratory Therapy program. Additional Items discussed include: NTC Accreditation (HLC Accreditation Update-NTC received full re-accreditation), Dental Program Highlights, Wood Technology Center for Excellence expansion (partnership with UWSP), an update on the Forensic Science Center (ground breaking May 2024 with a construction process of up to 1 year), and CIP/SOC codes. She also reviewed Student Support resources available.



Student Support
These resources are available to our students

- Unlimited access to free mental health services through **The Virtual Care Group** (thevirtualcaregroup.com/ntc or 866.533.1827)
- The **Advising Specialist** 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.

Workforce Training and Professional Development

The Workforce team has been focusing on offering Life Enrichment & Community Courses such as Art courses, dance courses, music courses and nature courses. Topics coming soon include: CPR/First Aid Certification, Creative Problem Solving: The Design Thinking Model, and Dance/Art/Beekeeping

To access this information, please visit www.ntc.edu, select "Workforce Training & Professional Development" from the top of the page. Flyers will be included in post meeting e-mail.

Industry Trends

- Open positions available at your locations
 - Consistent openings across the board; some seeing dayshift openings over PM
 - doing own CNA course
 - using their traveling pool and some agency (mostly out of state) CNA staff
- Attrition rates
- CNA staffing issues and soft skills
 - Non-verbal cues (ask Candy/Mason to expand on this)
 - Staffing based on patient census, which causes a fluctuating staffing pattern
 - Hospitality Aid versus CNA, so that the first day of their hire is a CNA is after the completion of the course.
- Nursing Assistant pay scale
 - Average currently is \$18-\$22.50 (with shift differentials and Cost of Living raises)
- State wide topics of interest
 - Pinecrest in Merrill has been bought out by Care & Rehab- the effective date for this change is 07.01.24. Care & Rehab has their own state approved CNA course
 - Issues w/getting a state CNA testing site without having to travel too far
 - How long they have to take the test? Students have been telling industry Partners they are told they have six months to test versus the 120 days. It was clarified that they have 1 yr to test within the state. Start of employment versus date of program completion seems to be where there is confusion
 - CNA Refresher Course-goes through Headmaster, not NTC. Those looking for a CNA refresher course should reach out to **Headmaster 1-800-393-8664**.

Program Updates

CNA Program Director, Candy Weininger, shared the following Program Updates:

- Program offerings spring and summer 2023-24 (see below)

Nursing Assistant (CNA)

COURSE #30-543-300 | Summer 2024 SECTION

CAMPUS	CLASS NUMBER	SECTION NUMBER	ONLINE START (48 HOURS)	LAB (35 HOURS)	CLINICAL (32 HOURS)	FINAL DAY
Spencer		2	6/3/24	6/3 – 7/8 Tues and Thurs 4:00 – 9:00	7/8 – 7/17 Mon, Tues, Wed 4:00 – 9:30	7/22/24
Wausau		10	6/3/24	6/3 – 6/26 Mon and Wed 4:30 – 9:30	7/8 – 7/24 Mon and Wed 4:30 – 10:00	7/29/24
Wausau		14	6/3/24	6/3 – 6/21 Mon, Wed, Fri 9:00 – 2:00	6/24 – 6/27 Mon to Thurs 7:00 – 3:00	6/28/24
Wausau		8	6/3/24	6/3 – 7/10 Mon and Wed 5:00 – 10:00	7/15 – 7/25 Mon, Wed, Thurs 4:30 – 10:00	7/29/24
Mobile Classroom Bowler HS		15	6/4/24	6/4 – 6/19 Varies 9:00 – 2:00	6/24 – 6/27 Mon to Thurs 7:00 – 3:00	6/28/24
Wausau		4	6/4/24	6/4 – 6/19 Varies 9:00 – 2:00	6/24 – 6/27 Mon to Thurs 7:00 – 3:00	6/28/24
Wausau		5	6/4/24	6/4 – 6/20 Varies 9:00 – 2:00	6/24 – 6/27 Mon to Thurs 7:00 – 3:00	6/28/24
Medford		6	6/4/24	6/4 – 6/19 Varies 9:00 – 2:00	6/24 – 6/27 Mon to Thurs 7:00 – 3:00	6/28/24
Antigo		9	6/4/24	6/4 – 6/27 Tues and Thurs 4:00 – 9:00	7/9 – 7/25 Tues and 4:00 – 9:30	7/30/24
Wausau		16	7/8/24	7/8 – 7/20 Varies 1:00 – 6:00	7/22 – 7/25 Mon to Thurs 10:00 – 6:00	7/26/24
Wausau		3	7/8/24	7/8 – 7/20 Varies 8:00 – 1:00	7/22 – 7/25 Mon to Thurs 6:00 – 2:00	7/26/24
Wausau		7	7/8/24	7/8 – 7/23 Mon, Thurs, Fri 9:00 – 2:00	7/25 – 7/30 Mon to Fri 7:00 – 3:00	7/31/24

- Enrollment Report

Fall

Number of students enrolled fall of 2023: 117

Number of students completed: 103

Spring

Number of students enrolled spring of 2024: 166

Number of students completed to date (April 12, 2024): 64

**NTC will not continue to run the 78 hr course option due to feedback received.*

- State testing stats- 2023-24

- 251 students state tested from 6/1/23-4/4/24

- NTC's state pass rate written and skills: 86%
- Overall state of Wisconsin pass rate written and skills: 82%
- Knowledge exam failed more often than the skills exam

- Topic questions most often failed: Hand sanitizer, indwelling catheter, de-escalation and dirty linen)
- Top Three Most Failed Skills
 - Measure and record vital signs (incorrect measurement or student forgets to record the measurement)-*Has been the top most failed for yrs*
 - Pivot transfer from bed to wheelchair (chair and/or bed brakes not locked)
 - Oral Care (does not put gloves on; does not brush tongue)

Facilities/Equipment

- **CNA Mobile Lab-** Mason Heldt, Learning Manager for Health Sciences and Community Services updated the group on the CNA Mobile Lab.
 - We have the ability to teach CNA 100% out of the lab!
 - CNA & CPR courses
 - Lab is currently placed at Abbotsford HS- 7 students currently
 - Could possibly stretch boundary lines, if needed
 - Where is it going next??
 - Bowler – June
 - August-Sept gap if anyone knows of a need for it
 - Merrill- fall
 - Nov-March it will be parked since it is not winterized
 - Get on the list???
 - Parking lot, electricity and access to bathrooms during class
- **Immersive Reality-** Reed Champagne, Manager of Education Technology for Health Sciences & Community Services, gave a presentation on the immersive room.
 - VR vs Immersive Reality
 - IR
 - We can take any background or picture so it places you in the room itself
 - Can pop up videos
 - Gives students a different perspective and more possibilities for learning
 - Provides higher quality simulation experience
 - Adds things we may be missing from a learning style, like adding in distractions (alarms, people coming and going, etc)
 - Students benefit from being hands on; immersed in the reality of the environment
 - 360-degree video scan of a room
 - Can add hot spots (areas to touch on the walls) that are interactive
 - Can build experiences and go in and make each wall different
 - Ex. Heart- Each hot spot brings up a different arrhythmia, for instance
 - Show what different events look like on the organ itself
 - Tranquility scenes (project on floor too); faculty request this at times to put on before exams to assist students calm before

they sit for an exam.

- Smells (sterile environment, blood, fecal matter- 3 we have now). Can also use diffusers to create other smells (ex. given by industry partners was C-DIFF)

- Plans for IR Room
 - Ideally, we need backgrounds, pictures and videos from our industry partners
 - We have the 360 degree camera to use; Rex (Academic Video Production Specialist) can also take pics that we can use
 - Provide IR for all programs
 - Construct tailored experiences based on program and/or community need
 - Hoping for this summer to get these integrated

Note: There is a need for clearance from facilities for recording. Contact Mason for more details or to set up getting the video/photos of your facility.

Other Discussion

None

Next Meeting Schedule & Agenda Items Discussion

The date for the fall meeting will be set at a later time and the group will be notified via email once this date is finalized. Meeting adjourned at 12:51pm.



Date	Event	Troy Brown	Sherry Bunten	Tuona Crowder	Michael Endreas	Tom Felch	Keith Langenhahn	Charlie Paulson	Paul Proulx	Heather Renzelmann
2023										
MONDAY July 10	Annual Organizational Meeting	X	X	E	X	X	E	E	X	X
July 20-22	WTC DBA Summer Meeting (Canceled)									
August 15	Regular NTC Board of Trustees Meeting	X	X	E	X	E	X	X	X	X
September 19	Veterinary Technician Learning Lab Ribbon Cutting <i>(Agriculture Center of Excellence)</i>		X			X		X	X	
September 19	Regular NTC Board of Trustees Meeting <i>(Lunch at 12:00 p.m. following Ribbon Cutting)</i>	X	X	X	X	X	E	X	X	X
October 17	Regular NTC Board of Trustees Meeting	X	X	X	X	X	X	X	X	X
October 25-28	WTC Legal Issues Seminar (WCTC)								X	
November 7	Board Retreat + HLC Site Visit (8:30 a.m. – 1:00 p.m.)	X	X	X	X	X	E	X	X	X
December 5	Health 4.0 Ribbon Cutting		X			X		X	X	X
December 5	Regular NTC Board of Trustees Meeting <i>(Lunch at 11:45 a.m. w/Foundation Board)</i>	X	X	E	X	X	X	X	X	X
December 9	Graduation (10:00 a.m. @ The Grand Theater)					X			X	
2024										
January 9	Regular NTC Board of Trustees Meeting	X	X	X	E	X	E	X	X	X
February 6	Regular NTC Board of Trustees Meeting	X	X	E	X	X	E	X	X	X
March 12	Regular NTC Board of Trustees Meeting	X	X	X	X	E	E	E	X	E
March 19	WTCS Celebrates Ag Day (10:00 a.m. – 1:30 p.m.) <i>(Agriculture Center of Excellence)</i>				X				X	
March 22-23	WTC DBA Spring Meeting (Rhinelanders – NATC)								X	
April 9	Regular NTC Board of Trustees Meeting <i>(Medford Campus)</i>	E	X	X	X	X	E	X	X	X
April 18	WTCS Ambassador Banquet <i>(Wilderness Resort, Wisconsin Dells)</i>								X	
April 19	WTC DBA Trustees Breakfast								X	

	<i>(Wilderness Resort, Wisconsin Dells)</i>									
May 7	Regular NTC Board of Trustees Meeting									
May 18	Graduation <i>(9:00 a.m. @ Wausau West Fieldhouse)</i>									
June 4	Regular NTC Board of Trustees Meeting <i>(Public Budget Hearing at 12:00 p.m. Lunch at approx. 12:15 p.m. Regular Meeting at 1:00 p.m.)</i>									

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



ATHLETE OF THE WEEK

MHS Freshman **Peyton Smith** has been named Athlete of the Week. Peyton is a member of the first-ever Merrill Girls Varsity Bowling Team which took first place at State earlier this month. She also competed in the Singles Division at State, finishing 13th out of 57 girls. She has been bowling since about age five when she started in the Youth League at Les & Jim's Lincoln Lanes in Merrill and then joined the travel team in fourth grade.

At school, Peyton's favorite class is English and she is a member of DECA. Outside of school, she has two part-time jobs. She works the drive-through at Arby's and also works for banquets at Les & Jim's in the winter.

"I put a lot of heart and soul into bowling," Peyton said, "so that takes up 90% of my free time." But when she does have time to relax, she loves playing with her dogs, Onyx and Rusty, a pit bull/lab mix and a yorkie mix respectively. And she also loves to go fishing in the summer with her family, going to the theatre to see new movies, hanging out with friends watching movies, and golfing, biking, and swimming.

Peyton is the daughter of Scott and Billie Jo Smith of the Town of Rock Falls and she has a 3.7 GPA. "I love bowling because you get scholarships for your smart account and it will help pay for some of your college," Peyton said. When she turns 16, she plans to take courses at [NTC](#) to become a CNA which will save her time and money when going to college. After high school graduation, she plans to attend college to become a nurse anesthetist.



Peyton Smith

Congratulations from these sponsors:



Athletes highlighted in this feature are selected by the Foto News editorial staff, not by the sponsors.

Please direct comments or suggestions to fotonews@mmclocal.com

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Edgar, The Record Review

Main Street Market opens in Athens

By Casey Krautkramer

Former Athens dairy farmer Brad Zettler is taking on a new venture after purchasing Athens IGA with his wife, Mary Lou. The Athens couple began operating the grocery store on Monday as Main Street Market.

Brad Zettler said they are dropping the IGA brand because IGA isn't providing the grocery store with as many products as it has in the past. He said they will thus save money by not purchasing the IGA membership.

Brad and Mary Lou Zettler bought Athens IGA from John McCord, who had owned and operated the grocery store since 2000. McCord began his career at Athens IGA in 1979, working in the meat room with then-owner Jim Tessmer. McCord bought Athens IGA in 2000 from Jim and Mary Tessmer. This year marks McCord's 45th anniversary as Athens IGA owner. McCord will continue working in the meat department for the new owners. His wife, Lisa McCord, is the aunt of new owner Brad Zettler.

John McCord is happy that he found an Athens couple to purchase the grocery store from him.

"Everything just fell into place," he said on Monday at the grocery store.

Most of the Athens IGA employees are staying to work for the Zettlers at Main Street Market. Mary Lou Boehm, who was McCord's right-hand grocery store manager, is celebrating her 50th anniversary this month working at Athens IGA.

Brad and Mary Lou Zettler live on a hobby farm in rural Athens with their four children who attend St. Anthony de Padua Catholic School in Athens: Eli, 13; Erika, 11, Emma, nine and Ethan, eight.

Customers will mainly see Brad on weekdays at Main Street Market because Mary Lou will keep working her full-time job at [Northcentral Technical College](#) in Wausau. She grew up in Edgar with the maiden name Fahey.

The new owners are slightly adjusting the grocery store hours so they can spend a little extra time with their children at home. The new hours of operation are from 7 a.m. until 7 p.m. on weekdays, 7 a.m. until 6 p.m. on Saturdays and 8 a.m. until noon on Sundays.



ZETTLER FAMILY TAKES OWNERSHIP OF THE ATHENS IGA - On Monday, Brad and Mary Lou Zettler of Athens began operating Main Street Market in downtown Athens. They purchased the Athens IGA from John McCord, who will remain working in the meat department at the grocery store. This year marks McCord's 45th anniversary working at Athens IGA. Mary Lou Boehm, who was John McCord's right-hand manager, is celebrating her 50th anniversary this month working at Athens IGA. Pictured, from left to right, are: Mary Lou Boehm, Jessica McCord, Lisa McCord, John McCord and Brad and Mary Lou Zettler with their four children Eli, Erika, Emma and Ethan Zettler.

STAFF PHOTO/CASEY KRAUTKRAMER



Madison, Cheese Reporter

WCMA Announces Winners Of Seven Student Scholarships Totalling \$19,000

Milwaukee, WI—The Wisconsin Cheese Makers Association (WCMA) announced seven current and future dairy professionals selected to receive a total of \$19,000 in scholarship funds for 2024.

Winners will be celebrated here during the Novonesis Reception & Championship Cheese Auction, where gold medal cheeses from WCMA’s Championship Cheese Contests are sold to the

highest bidders. The event will take place on Wednesday, April 17 at Cheese Expo.

Myron ‘Mike’ Dean Scholarship
The WCMA Myron P. “Mike” Dean Cheese Industry Student Scholarships, worth \$3,000 each, will be awarded to **MaKenzie Skibbie** of Ellsworth Cooperative Creamery and junior at the University of Wisconsin-River Falls, as well as **Gabrielle Renard**

of Renard’s Cheese/Rosewood Dairy, and junior at University of Minnesota.

Supplier Scholarship
The Wisconsin Cheese Makers Association Supplier Scholarships, worth \$3,000 each, will be awarded to **Jacob Kirsling** of R.W. Baron Process Equipment. Kirsling will attend the University of Wisconsin-River Falls in the fall. Recipient **Danielle Maurhar** of Novonesis is a freshman at the University of Wisconsin-Platteville, and scholarship winner **Elijah Ronsman** of HART

Design & Manufacturing is currently a junior at the University of Wisconsin-Green Bay.

Brian Eggbrecht Student Scholarship For Skilled Trades
The Brian Eggbrecht Student Scholarship Supporting Skilled Trades in the Dairy Industry, worth \$2,000 each, will be awarded to **Kendall Luzinski**, studying at **North Central Technical College**, and **Aaron Schulz** of Sargento Foods, studying at Lakeland University.
Visit www.wischeesemakersassn.org for more information.

MEMORIAL | OFFICERS SLAIN



AUDREY KORTE, RIVER VALLEY MEDIA GROUP

Family and friends of Emily Breidenbach gather Monday afternoon at the unveiling of her memorial outside the Chetek Police Department.

Chetek chief: 'We still cry'

Stop turned deadly
 Easter weekend 2023

AUDREY KORTE
 audrey.korte@lee.net

CHETEK — The one-year anniversary of the deaths of police officers from Chetek and Cameron was marked Monday as dozens from the community turned out for the unveiling of the Officer Emily Breidenbach Memorial outside the Chetek Police Department.

Emily Breidenbach, 32, of the Chetek Police Department, and Hunter Scheel, 23, of the Cameron Police Department, both died in the line of duty on April 8, 2023.

"I wish we didn't have to gather here. I wish she was still

with us," Chetek mayor Jeff Martin said during the unveiling. "But we're just so grateful for her service to our city and all the ways that she did so, from dancing with the kids to making our streets safer. We're just so grateful."

Breidenbach and Scheel were killed over Easter weekend last year when the pair pulled over a vehicle driven by Glenn Douglas Perry, 50, after they received a report of "concerning behavior," the Wisconsin Department of Justice said in April 2023.

Gunfire ensued during the stop, leaving Breidenbach and



Breidenbach



Scheel

Scheel dead. Perry was taken to a hospital and later died. The incident took place on County Highway SS — the road between Cameron and Chetek, which

has since been designated the Breidenbach-Scheel Memorial Highway.

Breidenbach and Scheel were honored as heroes by the thousands who attended their funeral at Cameron High School on April 15, 2023.

'We still cry'

Chetek police chief Ron Ambrozaitis said Monday that Breidenbach is greatly missed.

"April 8, 2023, 3:39 p.m. changed all our lives. This whole city. The family. This department. All her friends," Ambrozaitis said. "We miss her a lot. There isn't a day that goes by that we don't talk about Emily. It's a lot more laughs now than it was a year ago, but we still cry — trust me. Em is severely missed every day."

Rob Troutman, lead pastor of Northside Christian Fellowship, led the crowd gathered outside of the police station in prayer.

"The world right now wants us to believe that law enforcement — that communities don't love them, don't support them. And it's just so not true," Troutman said. "Thank you so much

Please see MEMORIAL, Page A4

Apr
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2024

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Memorial

From A3

just for people’s hearts to want to come out here. It’s an honor remembering the life, the courage, the passion, the bravery of Emily. Emily loved this job. She loved acts that would basically help protect this community. Just thank you so much for that spirit you gave her.”

The Chetek Police Department’s Facebook page shared Sunday that the past year has been “extremely difficult for Emily and Hunter’s families, our police departments and our communities.”

But the department said that it has received overwhelming and remarkable support throughout the year and offered a special note of thanks to the Wisconsin Chapter of Concerns of Police Survivors, Light the Way, Wisconsin LEDR Team, the Chetek City Council, Barron County Law Enforcement Foundation, Steaks for Sheepdogs and the Invisible Wounds Project.

The Officer Emily Breidenbach Memorial was funded through donations, Ambrozaitis said. Donations will also help fund a trip to Washington to honor the two fallen officers.

“Nine months ago, I had an idea of what I wanted the memorial to look like. I didn’t want it to look like a gravesite,” Ambrozaitis said. “I hope you all like it. It’s gonna be here for a very, very long time – long after I’m gone from here. It will represent her and help this community not to forget Emily.”



AUDREY KORTE, RIVER VALLEY MEDIA GROUP

A young girl hugs the Emily Breidenbach memorial stone, which was revealed Monday in front of the Chetek Police Department. Breidenbach was killed April 8, 2023, in the line of duty.

In May, Breidenbach and Scheel’s names will be added to the Wisconsin Law Enforcement Memorial in Madison. Both names will also be added to the National Law Enforcement Memorial in Washington, D.C., during Police Week.

Cameron police plan to put up a memorial for Scheel.

8-year officer was a canine handler

Breidenbach had been an offi-

cer at the Chetek Police Department for over four years and was the handler for the Chetek police therapy dog, K9 Officer Grizz, at the time of her death.

She was born in Portage in 1990 to Robert Breidenbach and Susan M. Myers. After graduation from Merrill High School in 2009, she attended Northcentral Technical College in Wausau, where she graduated in 2011. She continued her studies at the University of Wisconsin-Green Bay,

graduating with a bachelor’s degree in crisis/emergency/disaster management and human development in 2013. She attended Blackhawk Technical College in Janesville completing the academy in 2015, according to her obituary.

She began her career with the Stoughton Police Department in 2015. In 2019, she accepted a police officer position with the Chetek Police Department. She was engaged in March 2023 to be married to Shane Scribner.



Apr 11

2024

Page A007

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BRIAN WILSON/THE STAR NEWS

NTC president Jeannie Worden was at the Medford Campus on Tuesday to celebrate 10 years of being in the current building and to praise the ongoing partnership between local government and the college to offer classes in Medford. She also noted the building, which was previously leased to NTC by Ghidorzi Construction, in March was purchased by the NTC Property Foundation and that a long term lease has been signed to keep the campus here for the foreseeable future. Those in attendance included local dignitaries, NTC board members and business leaders.





Merrill, Foto News

CAMPUS BRIEFS

Area students named to Dean's List at UW-Milwaukee

The following individuals from our area have been named to the Dean's List at the University of Wisconsin-Milwaukee for the Fall 2023 semester. UWM is the second largest university in the State of Wisconsin, with more than 22,000 undergraduate and graduate students.

- Dana Felzkowski, Athens, Letters & Science Undergraduate
- Aiden Janke, Athens, Business Undergraduate
- Abraham Miller, Athens, Architecture Undergraduate
- Daniel Zorowski, Athens, Biomed Sci & HCA Undergraduate

- Fletcher Ellenbecker, Merrill, Eng & Comp Sci Undergraduate
- Benjamin Freyer, Merrill, School of the Arts-Undergraduate
- Danielle Korman, Merrill, Social Welfare Undergraduate
- Madison Malm, Merrill, Letters & Science Undergraduate
- Adam Polak, Merrill, Eng & Comp Sci Undergraduate
- Daniel Ricci, Merrill, Letters & Science Undergraduate
- Haven Wakefield, Merrill, Social Welfare Undergraduate

LaMonica graduates from The College of St. Scholastica

Chelsey LaMonica of Merrill graduated from The College of St.

Scholastica with a MS in Occupational Therapy. St. Scholastica is a private, independent college established in 1912 and founded in the Catholic Benedictine tradition. It is nationally recognized for educational quality, affordability and student outcomes. A First Forward Institution, St. Scholastica, is recognized for developing new initiatives to support first-generation student success. The College's six-year graduation rate is higher than the state, regional, and national average. Learn more at css.edu.

Stephan graduates from NTC

Northcentral Technical College (NTC) announced Gianna Stephan of Merrill was awarded a diploma during the fall 2023 term.



Merrill, Foto News

ATHLETE OF THE WEEK

Isaak Clapper, a Senior at Merrill High School, has been named Athlete of the Week. Isaak has been playing on the Merrill Varsity Baseball Team for the last four years and plays multiple positions, mainly third base, and also pitches. He started playing t-ball at about age three, then joined Little League and the Traveling Team until high school. He also plays on the Merrill High School Football Team; he started playing on JV as a Freshman and moved up to Varsity as a Sophomore.

At school, Isaak was on the Link crew last year, and his favorite class is Bluejay Design and Manufacturing. He has been in the Co-op program for the last two years and works at B & M Solutions, a carpentry business in town, doing carpentry work.

In his free time, Isaak likes to hang out with his friends, fish, and work on his truck - a 1998 Chevy Silverado (he just rebuilt the suspension).

The son of Beth Clapper of Merrill, Isaak has a 3.2 GPA. After high school, he plans on getting an apprenticeship for plumbing through [NTC](#) and to pursue a career in plumbing.



Isaak Clapper

Congratulations from these sponsors:



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Apr 12 2024 Page A001 Clip resized 34%

Grant bolsters training programs

Funds to be dispersed to eight technical colleges, regional workforce projects

CADEN PERRY
caden.perry@lee.net

The U.S. Department of Labor awarded a \$5.8 million grant to the Wisconsin Technical College System for supporting dislocated workers entering employment training programs. Eight colleges in the system and a regional project will receive grant money to create uniform opportunities across all of the system's 16 schools.

Western Technical College in La Crosse will coordinate the distribution of grant money. Liz Wallace, Director of Grants for Western Technical College, said the grant will fund short-term credentials for manufacturing programs across the system. Other goals of the grant are to add more teaching materials and address equity gaps for regional programming.

About \$3.4 million will be dispersed directly to the eight eligible schools. The other \$2.3 million will go toward regional projects that help system-wide workforce goals.

The eight schools receiving grant money are:

- Chippewa Valley Technical College
- Moraine Park Technical College
- Gateway Technical College
- [Northcentral Technical College](#)
- Lakeshore Technical College
- Mid-State Technical College
- Northwood Technical College
- Waukesha County Technical College

Schools will receive an average of \$100,000 per year for four years.

"We're looking to address the equity gaps in course success rates between students of different race/ethnicities as well as gender through this work," Wallace said. "We want to make advanced manufacturing a more accessible career field for minority populations and women."

The other eight schools will not receive money from the grant. Wallace said the grant money was not enough to serve the entire system appropriately and other schools are currently busy with other workforce projects.

With regional projects supported by the grant, schools not receiving direct cash will still benefit from the Open Education Resources set to be developed under the grant. Open Education Resources are curriculum developed by several schools and industry partners that deliver the skills employers seek directly to technical schools.



PETER THOMSON,
LA CROSSE TRIBUNE FILE PHOTO

Western Technical College Diesel and Heavy Equipment Technician program students John Salm, right, and Bryce Miller work on a training simulator at the program's training facility located in the La Crosse industrial park in November 2017. A federal grant will help dislocated workers access employment training programs at technical schools, including Western Tech.



Grant bolsters training programs

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caden.perry@lee.net

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Apr
18

2024

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bailjumping charges, according to court records. Tesky is being held on a \$100,000 cash bond.

County looks to purchase land, create position for regional morgue

Marathon County will see construction start on the regional forensics science center this year as county leaders approved buying land for the project and hiring a forensics pathologist.

The county's Human Resources, Finance and Property Committee approved hiring a forensics pathologist in order to have that person in place to help develop staff and set policy for the facility, says Marathon County Administrator Lance Leonhard. That process is expected to take time because forensics pathologists are in short supply right now, he says.

And, the county board approved purchasing land from [Northcentral Technical College](#) for the facility. The county will purchase the land at fair market value and [NTC](#) will reimburse the county by funding the facilities information technology infrastructure in the same amount, Leonhard says.

Marathon County has been working on building a regional forensics science center or morgue for nearly a decade because right now only three places offer forensic pathology services in the state. Travel time and expenses for the medical examiner's office and for Sheriff's Office deputies who often must accompany the body have increased as the number of deaths in Marathon County increase.

A number of other counties around the state also plan on using Marathon County's facility and operations are expected to be budget neutral.

The county board will act on the two items later this month.

Local pastor raises money to pay off student lunch debt

A local pastor and founder of a rehabilitation home is raising money to help pay off student debt.

Yauo Yang, Pastor of The Cross and founder of Gospel TLC, which helps rehabilitate people who have had trouble with drugs, crime and alcohol addiction, started a GoFundMe last week to help pay for students who have racked up debt from the lunches they've eaten but were unable to pay for.

Yang set a goal of \$20,000, and as of Monday morning had already raised nearly \$17,000. By Wednesday donations more than exceeded the \$20,000 goal. Yang says the money will help students in the Wausau and D.C. Everest school districts pay off their lunch debt.

The GoFundMe page received nearly 350 separate donations, including one anonymous \$5,000 donation.

Man pleads guilty to homicide charges in 2021 shooting

A man accused of shooting another man while he sat in his car in 2021 has pleaded guilty to homicide charges stemming from that incident.



Apr 18

2024

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Kewaskum Kiwanis Students of the Month

Natalie Sebo

Hi, I am Natalie Sebo. I have tried to make the most out of my high school experience by being involved in many extracurricular activities. I have participated in volleyball all four years and was on varsity the last three years along with being a captain of the team my senior year. I also participated in track and field my freshman year. My sophomore through senior year I became involved in many clubs. I have been on the executive board for our student council for the last three years. I also am highly involved in Key Club, Kewaskum Impact Crew Mentoring and Peers for Peers; along with being the treasurer of our schools National Honor Society (NHS) and Future Business Leaders of America (FBLA).



Natalie Sebo

My experience with being treasurer for these clubs has piqued my interest in a career in business and finance. That being said, I am planning to attend University of Wisconsin-La Crosse this fall in the College of Business Administration. I am really looking forward to my college experience and being involved at college like I was during my high school years.

Outside of school, I work at Washington County Samaritan Nursing Home as a Dining Services assistant, and I enjoy staying active by playing pickleball and going on hikes with friends and

family. I have enjoyed my years at Holy Trinity School and Kewaskum High School, but I am looking forward to my future.

Mackenzie Halvorsen

My name is Mackenzie Halvorsen and I am a senior at Kewaskum High School. I am honored to be selected for the Kiwanis Student of the Month.

Throughout high school, I have been involved in numerous clubs including the KIC Mentor Program, student council, Key Club, Spanish Club, Hope Club, and National Honor Society. I have also been involved in girls soccer for the past three seasons. Every Sunday night I volunteer at Kettlebrook Church where I co-lead a small group of sixth-grade girls from various churches and schools. It's encouraging to give back to the same youth group that impacted my life during middle school. I enjoy spending time with my friends and family, going to the gym, and snowboarding. I am currently enrolled in Youth Apprenticeship where I am employed at Kewaskum Family Dentistry.



Mackenzie Halvorsen

Having the opportunity to gain experience and observe the job environment has confirmed my decision to pursue a career in Dental Hygiene. In the fall, I will be attending Northcentral Technical College in Wausau. I am currently pre-program and awaiting admittance into the dental hygiene program.

Northcentral Technical College announces pasture to plate butchery program

Northcentral Technical College (NTC) proudly announces the grand opening of its innovative, fully farm-integrated Pasture to Plate Butchery program, positioning NTC and Wausau to educate the next generation of meat processors for the State. This new program, complete with a 1,300 square foot 'cold lab', underscores NTC's commitment to providing cutting-edge training that meets the evolving needs of the agricultural and culinary industries.

The Pasture to Plate Butchery Certificate is designed to equip students with comprehensive knowledge and hands-on experience in every aspect of the meat production process, from sourcing livestock to humane harvest to preparing cuts for consumption to retail sales. Through a combination of classroom instruction, practical training and field experiences, students will gain proficiency in humane handling and slaughter under inspection, meat processing, sausage making, HACCP principles and butcher shop marketing and management skills.

- ★ Humane handling and welfare
- ★ Meat fabrication and utilization
- ★ Sanitation and HACCP principles
- ★ Marketing and entrepreneurship in the meat industry

A key feature of the program is its emphasis on farm-to-table principles, which ensures that students understand the entire supply chain and can make informed decisions at every stage of meat production. Through partnerships with local farmers and NTC's Agriculture Center of Excellence, students will have the opportunity to engage directly with livestock operations and gain real-world insights into sustainable agriculture practices.

"As a leading provider of workforce development programs, NTC is committed to preparing graduates who are not only skilled but also socially responsible stewards of the land," said Chef Teska. "The Pasture to Plate Butchery program exemplifies our dedication to equipping students with the knowledge and skills needed to thrive in the modern meat industry while upholding the highest standards of ethics and sustainability."

Applications are currently being accepted for the Pasture to Plate Butchery Certificate for the upcoming academic year. Tuition may be partially or fully reimbursed by State grants. For more information or to apply, visit www.ntc.edu/pasture-plate-butchery.

"We are thrilled to introduce our Pasture to Plate Butchery program as an extension of our Culinary Arts education on campus," said Culinary Arts Faculty Chef Travis Teska, "As the demand for locally sourced, high-quality meats continues to grow, NTC is leading the way in preparing skilled professionals who can meet this demand while promoting ethical and sustainable practices."

"With programs like this in the State, hopefully we will never find ourselves in the position we found ourselves during the pandemic with not enough meat production to harvest and process animals which resulted in meat animals being killed without being used," noted Chef Jon Rinke, Culinary Arts Faculty at NTC.

The program curriculum covers a wide range of topics, including:

- ★ Animal anatomy and physiology
- ★ Livestock selection and breeding

MEDFORD AREA PUBLIC SCHOOL DISTRICT
Regular and Organizational Board of Education Meeting
Medford Area District Office
Conference Room
April 22, 2024
6:00 p.m.

This meeting will be accessible in person via livestream. It can be accessed at <https://www.medford.k12.wi.us/tv/>

- Agenda**
 Roll Call
 Pledge of Allegiance
 Open Meeting Law Compliance
 Organizational Business
1. Clerk's report of Spring

Mission: To ensure that all students learn.
Vision: We expect all students to learn at high levels.

HONEY, I'M HOME

Hamburg Honey plans to double bee hives in 2024

By Kevin O'Brien
The Record-Review



Laurie and Mike Lawrence

Growing up in Texas, where swarms of killer bees are known to live up to their names, Laurie Lawrence admits to having been terrified since childhood by any flying insect with a stinger. It doesn't help that she's allergic to bee stings and has to carry an EpiPen with her wherever she goes.

Nowadays, that doesn't stop her from routinely poking around inside the homes of hundreds of honey bees in search of that golden goo so popular among human palates. In fact, after 11 years as a beekeeper, Laurie says her "biggest fear became my greatest passion."

Alongside her husband, Mike, Laurie runs Hamburg Honey, which produces hundreds of pounds of honey every year from

around 35 hives on their property in northwestern Marathon County. Mike and Laurie are both master beekeepers, and they teach beekeeping classes at [Northcentral Technical College \(NTC\)](#) and Mid-State Technical College.

Mike Lawrence grew up in the Marathon City area, and Laurie started her life in, of all places, Beeville, Texas, in Bee County (she suspects that it was her destiny to become a beekeeper). The couple met in Alaska while both serving in the U.S. Air Force, and they eventually settled in Mike's home area.

Their journey as beekeepers started about 11 years ago when they were growing almost 30 acres of pumpkins for Gordy's Market in Marathon and needed some bees as pollinators. After Gordy's went out of business, the couple held on to their first two hives and also invested in a full-body bee suit for Laurie, which made her feel like she was wearing a "suit of armor" as

See **HAMBURG HONEY/** Page 19



Hamburg Honey

Continued from page 17

she slowly overcame her fear of the stinging insects.

"As bees landed on me and were doing what bees do, panic set in and I ran," she recalls in an article she wrote. "My patient husband calmed me down and coached me back. I did what he said and closed my eyes and just listened to the buzz around me."

Mike said he read as many books as he could find on beekeeping, and they also watched a lot of YouTube videos from other beekeepers to learn how to develop what's called an "apiary," a collection of hives. From those first two hives they continued to add more and more bees, and are now planning to get up to as many as 60 hives this summer.

Four years ago, they enrolled in a master beekeepers class offered online by the University of Montana, graduating after two years of study and completion of a research project on rearing queen bees. Their study results were published in several publications, including the American Bee Journal, the Australian Bee Journal and the Irish Bee Journal.

The field of beekeeping, known as apiculture, is filled with technical buzzwords like "nucs," "pollen paddies" and "royal jelly," a substance used to feed queen bees from the time they are larva into their adulthood.

"Individually, she (the queen) is the most important bee in the hive, but she doesn't actually control everything in the hive," Mike said. "The workers actually control her a lot – how much she lays (eggs), when she lays. If she's not living up to snuff, they'll get rid of her and find a new one."

If a hive takes on too many bees, Laurie said the worker bees will actually starve the queen so that she can relocate with the swarm.

"She can't fly when she's big and fat, so they'll slim her down for swarming," she said.

As the couple gets ready to expand their operation this summer, Mike is busy assembling brood frames, which are used by

the queens to lay eggs inside cells across a honeycomb structure. At the North American Honey Bee Expo earlier this year, Laurie said they were giving away pink-colored frames, so she and her husband used them to set up a "breast cancer hive," with all the proceeds from the hive's honey being donated to cancer research (a similar blue-colored hive is planned for prostate cancer research).

Weather and predators

Like any other type of agriculture, beekeeping is heavily impacted by the weather. This year's unseasonably warm winter is a particular concern for the Lawrences.

"We're really worried right now because, when we had those 60-degree days, the bees really ramped up their egg-laying," Laurie said. "There's a lot of babies in those hives, and it's really hard for them to keep those babies warm. We're expecting to see them drag dead larva out – not a substantial number – but we're expecting to see that."

Normally, Mike said the bees need to keep their cluster at about 75 degrees during the winter, but once they start laying eggs, an internal temperature of around 95 degrees needs to be maintained. In response to the colder temps, Laurie said the couple has been feeding the bees more bee bread (a mixture of pollen and nectar).

Overwintering beehives in Wisconsin's climate is a challenge. When cooler temperatures first arrive in the fall, if the bees don't have enough honey for themselves, Mike said they start feeding them a sugar-and-water mixture to supplement their diet. As it gets colder, they push the hives together and add insulation to the top of the wooden boxes to help keep them warm.

The Lawrences also own some polystyrene boxes that keep the internal temperature steady regardless of the weather changes outside.

Keeping their bees alive over winter has been the toughest part of the job, the Lawrences said. Laurie said many Wisconsin beekeepers will send their bees to California, Florida or other warmer states during the winter months, but they keep theirs year-round so they can breed those hardy genetics back into their hives.

In a normal year, they'll start feeding their bees with pollen patties in late March or early April, which will spur the hive to start producing its next generation. The bees will also start pollinating willow trees in mid-April.

"They start growing really fast in May, and it gets to the point where the hives get too full," Mike said. "What we'll do is take the frames of bees and put them into a new hive."

Through a process known as "grafting," the Lawrences can provide each new hive with a queen, and by fall, those hives will be big enough to make it through the winter and start producing enough honey the following spring.

Each hive generates about 50 to 60 pounds every summer, with some peaking at 100 pounds and others at about 30. In addition to producing honey, the hives are also rented out to Kamenick Farms on CTH B to pollinate their strawberry bushes.

Besides weather, bees face a multitude of predators both large and small, from hulking black bears all the way down to microscopic Varroa mites, which can affect a bee's ability to fly and take out an entire colony within a couple of years if not eradicated.

"Varroa mites are one of the biggest threats we face," Laurie said.

They treat their hives with an organic compound called oxalic acid, which prevents the mites from taking root.

All of the Lawrences' beehives are surrounded by electric fences, and they strap the hive boxes to bricks, but at least one bear has reached over the fence and taken a swipe at a hive. Con-

See **HAMBURG HONEY**/ Page 20

Hamburg Honey

Continued from page 19



DECORATING THE HIVE - Kids helped paint the hives that the bees would reside in. From left to right the kids painting hives are: Sierra Eckert, Natalie Sonntag, Chloe Sonntag and Max Lawrence as Mike and Jeff Lawrence looked on in the background.



trary to popular belief, bears are actually more interested in eating the protein-rich larvae than the honey itself, Laurie said.

Other predators include skunks, which will stand outside the hives and eat the bees as they come out, which will make the hive more aggressive and likely to sting anything that moves, Mike said. If a skunk happens to spray near a hive, that colony can no longer be used for honey production, Laurie noted.

When asked what keeps them going through all the hardships and challenges, Mike immediately responds: "I think it's a lot fun."

Quality control and advice

Honey is graded on flavor, color, clarity and moisture content, which needs to be below 18.4 percent, or it can start to ferment over time. The Lawrences use a refractometer to measure the moisture content, which should be a minimum of 16 percent.

"If we have honey that has too much moisture, we can actually mix that with honey that's too dry," Laurie said. "You want to have a good, balanced moisture before you bottle it."

The taste of honey is greatly affected by where the bees collect their nectar and pollen. Laurie said bees get a lot of their food from flowering trees, including basswood and black locust, which produce an attractive, light colored honey with a minty smell.

"It doesn't taste minty, but it has a minty

scent to it," she said.

Buckwheat flowers, on the other hand, will produce a darker, stronger tasting honey, she said.

"More commercial beekeepers concentrate on numbers of hives, like 2,000 hives," she said. "We concentrate on the quality of our bees and the honey we get."

Besides the honey, the Lawrences also sell beeswax candles at Abbyland Truck Stop and other stores, especially around Christmas time. They recently donated a basket of honey and candles to a fundraiser for New Life Pet Adoption Center.

Over the past decade, Mike and Laurie have experienced their share of setbacks, including times when they had to start over by purchasing all new bees to inhabit their hives. Mike noted that the national average for bee loss among beekeepers is 60 percent per year, but there are ways to improve the survival rate over time.

"When you first start keeping bees, you're going to lose them, but as you move along, as long as you're learning from your mistakes, it gets easier," he said. "So, this year, we're looking at a 97 percent survival rate for this winter, which I'm sure partially has to do with how warm the weather was."

Hamburg Honey can be reached on Facebook, and it also has a YouTube channel featuring instructional and humorous videos about their beekeeping experiences.

THE RECORD REVIEW April 17, 2024

County mulls land purchase for morgue

By Kevin O'Brien

Marathon County is poised to purchase 2.62 acres of land from Northcentral Technical College in Wausau and hire a forensic pathologist to prepare for construction of a new \$14.8 million regional morgue later this year.

The county board on Tuesday discussed a pair of resolutions to buy the land for \$400,000, and to hire a forensic pathologist at an estimated annual salary of just under \$323,800. The resolutions will be voted on at an April 23 meeting.

At committee meetings last week, county administrator Lance Leonhard told supervisors that

NTC was legally obligated to sell the land to the county at fair market value, but it will be putting \$400,000 worth of technology back into the new facility as an in-kind contribution. Once the forensic science center opens, he said the county will partner with NTC to provide training for law enforcement, EMTs and criminal prosecutors.

The county also has a proposed partnership with the Medical College of Wisconsin to educate those interested in becoming forensic pathologists, Leonhard said.

Leonhard said the county expects to award a construction bid soon, so it needs to have the land purchase finalized before site work begins later

this year on the 20,000-square-foot facility.

In addition to securing land for the forensic center, Leonhard said the county needs to hire a pathologist by September to serve as chief medical examiner at the new facility. This person will help set policies and procedures at the regional morgue and assist in hiring additional staff, including a chief deputy medical examiner, before the facility opens in 2025, he said.

“You don’t just hire the cook the day you open the restaurant,” he said at an April 10 Public Safety Committee meeting.

See **MORGUE/** page 10

Morgue

Continued from page 3

The county has budgeted \$135,000 to pay the forensic pathologist in the last four months of 2024, but the new position's full annual salary will be finalized for the 2025 budget, according to the resolution passed by the board.

Later this year, the county will be transitioning to a physician-led medical examiner's office, which will provide autopsy services for Marathon and multiple other counties in northeast Wisconsin, as well as in the Upper Peninsula of Michigan. Leonhard said the county's plan is to make it budget neutral

by collecting additional revenue from other counties and saving on the cost of sending bodies to southern Wisconsin for autopsies.

"We anticipate those additional reductions in expenses from autopsies sufficient to cover that cost," he said.

Funding for the facility will come from a variety of sources, including \$7 million from the state, \$4.2 million from the county's Social Improvement Fund (SIF), \$1.2 million in donations and \$2 million in federal funding recently secured through Sen. Tammy Baldwin's office.

MTL, MTE personnel meet for annual update of MTE operations

Patrick L. Delabrué
Menominee Nation News

On Wednesday, April 17, Menominee Tribal Legislators and Menominee Tribal Enterprises Board of Directors met for their annual joint meeting for an update on MTE affairs.

On the agenda for discussion was the Status of the Workforce and Exploring options for Audit.

Financials were discussed in executive session.

Michael Skenadore, MTE President, opened with cost containment measures recently implemented to address the losses reported in the January and February financial reports.

Among the many challenges MTE are facing, Skenadore said they continue to assess and adjust to a lumber market that make profit increasingly difficult and an aging infrastructure that is in dire need of update or replacement.

"The biggest issue we are having right now with our kiln, planing, stacker operation is the stacker shed itself. Last summer the back part of that building collapsed and came down," he said.

Upon further inspection, Skenadore said they found further damage to the structure.

"Then, leadership found that the building had been condemned 18 years ago. The concern of leadership was immediately for the safety of the workers. We have not had anyone in there since then," he said.

He said that is one of the biggest challenges they face in attaining their production goals.

MTE personnel have a plan to shore up the structure, Skenadore said.

He noted that the condemnation of the structure has been overlooked for 18 years.

"Having workers in a condemned building for 18 years was an incredible risk. Not only to the men working in there but to the company. If something had happened and workers were injured or killed, I don't believe the mill would be there in any capacity right now."

Skenadore said since the start of the cost containment measures on March 15, MTE has shipped out 82 loads of lumber at the average sale price of \$7,000 per load making over a half million dollars in lumber sales during cost containment.

"We've reduced workers but maintained a good, steady supply of lumber to sell," he said.

Skenadore said eight weeks ago he initiated conversations with McDonald & Owen Paper and Forest Manufacturing. He said MTE is their number one supplier of hardwood supplies negotiating a \$500,000 advance on lumber purchases

"How we're paying it back is we ship them a truckload of lumber for \$10,000, they still pay us for \$7,000 but they take \$3,000 off the asking price. They are not charging MTE interest on that half million-dollar advance. They have indicated that anytime MTE needs any support, they will be there for us," he said.

"The \$220,000 that would have been profit has to go to pay back the advance on that lumber."

In reference to the recent losses reported in the MTE January and February financial reports, Legislator Randy Chevalier asked MTE officials what kind of support they might need from MTL.

Skenadore said MTE is "living paycheck to paycheck right now with money coming in, and money going out and those two numbers are very close to each other right now. This is a time of year when we should be making money because we do not have any log expenses and that is very concerning for us as a company," he said.

Skenadore referred to the sale of MTE's main office building in Neopit to the Tribe and asked legislators to expedite that purchasing process.

"To me, the biggest thing that high level leadership can do is help us maintain our stability as an organization," Skenadore said.

He further explained to legislators about how struggling with a "compressed" hardwood market and the broader economic issues the country faces is impacting MTE.

"Home starts are down. Even if people are starting homes they're not using wood. We use it all the way around but now it's a lot of petroleum products."

Skenadore said MTE wants to be prepared for changes in the European Union that will start on January 1, 2025.

"We grow lumber the way they want their people to grow lumber. They're going to compel their companies to buy from companies like us," he said.

"At that time, we will be able to charge a serious premium for our product that is going into the European Union. Our reputation is out there as forest managers. What we believe as a business is that reputation as forest managers is our greatest competitive advantage."

There is a push to promote education programs to Menominee youths to explore employment/career options within MTE.

"MTE has a strategic goal to build over the next five years four high quality relationships with educational institutions in our area. We believe we are already there with three. The first is going to be Menominee Indian



Members of Menominee Tribal Enterprises, along with MTE President Michael Skenadore, meet with tribal leaders to update legislators on MTE operations.

High School. We are hosting students, we are supporting activities there, they are having a timber career day and we are donating logs so they can run them through their small mill," he said.

"Our second partner is the College of Menominee Nation through the Next Generation grant."

Skenadore explained that CMN will be purchasing two heavy machine simulators so MTE personnel can get training on the simulators rather than practice on the machines.

He noted that the plan is to put one in Neopit and one at the Forestry Center in Keshena. Those will be open and available to MTE employees and to loggers who want to recruit young people.

The third partner will be Northcentral Technical College in Antigo who are noted for forest products work and provide training for MTE personnel.

He added that they are negotiating with UW-Stevens Point to add to the partnership.

"It's all geared toward growing that workforce, growing the skillsets, and making sure our young Menominee people have those opportunities to be contributing employees of MTE."

Regarding options for audit, Skenadore said the status of their single audit is not complete. They had a March 31 deadline but were still turning in items requested by auditors.

Legislator Joey Awonohopay said he noticed MTE was outsourcing work pertaining to the financial affairs and asked why the MTE CFO was not conducting duties pertaining to the CFO position.

"Aren't the duties of assisting of month-end closeouts, accounts reconciliation, day-to-day accounting, assisting with regulatory and financial reporting, and so on and so on; I just can't wrap my head around why you would venture out and entertain a contract like this when you're supposed to have a CFO and you would think that these would fit into their responsibilities and job

description... Isn't that why you're in this situation, because your financial officer was not adhering to these key pieces? Some of this you should have caught early enough if somebody had their eye on the ball and tracking the financial accounting of this. I'm really struggling with this."

Skenadore was measured and careful about his response. Only saying the issue has 'very private matters not open to open discussion,' he said.

"This plan was launched during a time when we did not have the services of our CFO. And I think I'll leave it at that as my explanation."

Legislator Awonohopay said they would delve into the issue in more detail during the executive session period of the meeting.

Menominee Tribal member, David "Peco" Askenette vehemently protested that financial discussions were to be held in executive session and asked why. Skenadore said he cannot legally respond.

MTL Chair, Gena Kakkak explained to Askenette that financial discussions were held in executive session to keep that information from outside interests and is "in the best interest of the Tribe," she said.

The open session was then adjourned and went into the executive session.

P. Delabrué/Menominee Nation News

Apr
22

2024

Page
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Land purchase OK'd for forensic center

By Kevin O'Brien

Marathon County supervisors on Tuesday voted unanimously in favor of purchasing land and hiring a pathologist for a new forensic science center (regional morgue) in Wausau.

The two resolutions were passed without any debate after they were previously discussed last week. At the board's April 16 organizational meeting, county administrator Lance Leonhard said a task force formed back in 2017 came up with the plans for the regional forensic science center as something "more than a morgue."

Task force members worked with Wipfli to do a feasibility study and eventually developed

a business plan to serve the county's own needs while also addressing the lack of forensic pathologists in the larger area.

The county will pay **Northcentral Technical College** \$400,000 for 2.62 acres of land on its Wausau campus, and in exchange, **NTC** will provide an equal amount of technology for the \$14.8 million facility. Before the center opens in 2025, the county plans to hire a forensic pathologist as the chief medical examiner, at an estimated annual salary of \$323,800.

Other business

■ The board approved an additional \$20,000 for a gap analysis to be performed on the coun-

ty's opioid addiction programs. The board had originally budgeted \$50,000 from a legal settlement to pay for the study, but the only proposal that met all of the county's requirements will cost \$70,000, according to county staff.

■ At the organizational meeting last week, District 32 supervisor Kurt Gibbs, town of Caspel, was reelected as the board chairman, and District 29 supervisors Chris Dickinson, Stratford, was elected vice-chairman.

■ The new board voted to change the county board meeting time from 7 p.m. to 6 p.m., which will be in effect for next educational meeting on Thursday, May 16, and the regular business meeting on Tuesday, May 21.

NTC offers Pasture to Plate Butchery Certificate

Northcentral Technical College has announced an innovative, fully farm-integrated Pasture to Plate Butchery program, positioning NTC to educate the next generation of meat processors for the state.

This new program, complete with a 1,300 square foot cold lab, underscores NTC's commitment to providing cutting-edge training that meets the evolving needs of the agricultural and culinary industries.

"We are thrilled to introduce our Pasture to Plate Butchery program as an extension of our Culinary Arts education on campus," said Culinary Arts Faculty Chef Travis Teska. "As the demand for locally sourced, high-quality meats continues to grow, NTC is leading the way in preparing skilled professionals who can meet this demand while promoting ethical and sustainable practices."

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for consumption to retail sales. Through a combination of classroom instruction, practical training and field experiences, students will gain proficiency in humane handling and slaughter under inspection, meat processing, sausage making, HACCP principles and butcher shop marketing and management skills.

"With programs like this in the state, hopefully we will never find ourselves in the position we found ourselves during the pandemic with not enough meat production to harvest and process animals which resulted in meat animals being killed without being used," said Chef Jon Reinke, NTC culinary arts faculty.

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- Animal anatomy and physiology
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on farm-to-table principles, which ensures that students understand the entire supply chain and can make informed decisions at every stage of meat production. Through partnerships with local farmers and NTC's Agriculture Center of Excellence, students will have the opportunity to engage directly with livestock operations and gain real-world insights into sustainable agriculture practices.

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Applications are currently being accepted for the Pasture to Plate Butchery Certificate for the upcoming academic year. Tuition may be partially or fully reimbursed by State grants. For more information or to apply, visit www.ntc.edu/pasture-plate-butchery.

Apr
26

2024

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NTC Nursing Students Experience Poverty Simulation

NTC Nursing Students Gain Insight into the Complexities of Living in Poverty

BY KALEY FECH

Having compassion and empathy for patients is an important part of being a nurse, but it can be challenging for someone to understand circumstances they've never been through. To help NTC's nursing students understand the daily struggles of families living in poverty, they participated in a Community Action Poverty Simulation in early April.



According to the United States Census Bureau, nearly 38 million people are living in poverty, leaving many struggling to make ends meet. They are forced to make difficult decisions and confront obstacles that often go unseen.

The objective of the simulation was to bring the struggles, fears, and frustrations of those living in poverty to light for NTC's nursing students. Students were divided into families of varying sizes, each with their own backstory. The simulation was divided into 15-minute sessions. Each session represented one week, and participants were expected to maintain their homes and provide for their families.

"We know that the area we serve has a lot of individuals that are living in poverty," said Stephanie Bessert, Associate Dean of Nursing at NTC. "We hope that by allowing students to participate in the poverty simulation they can gain perspective on what it is like to live in poverty."

In addition to their homes, other locations in the simulation included a bank, supermarket, school, police station, place of employment, healthcare center, pawn shop, utility services provider, realty office, daycare center, homeless shelter, community action agency, quick cash business, interfaith services office, homeless shelter, and juvenile jail.



Each participant had a dossier that included the name, age, gender and occupation of the family member they were playing. Children were required to attend school, and if young children were found to be home alone, they were sent to juvenile jail. Children under the age of 14 were not allowed to work. Adults were either employed full or part-time or were unemployed.

Transportation was key, as all participants needed either a bus pass or fuel card to go anywhere, including school and jobs.

Students and those with a job were required to be present at those locations for a large chunk of the 15-minute session. Participants quickly realized that there was not much time left for taking care of other responsibilities, such as acquiring transportation passes, grocery shopping, paying bills or receiving healthcare.

With too much to do and too little time to do it in, participants were forced to make tough choices. Some had to pawn items from their home or visit the quick cash business in order to get access to money immediately.

The interfaith services center and the community action agency had resources that could help families, but they often found it difficult to make it there.

In the third week of the simulation, the school was closed for break. All of a sudden, many children had no place to go during the day. There was a daycare center, but that created an added, and oftentimes impossible, additional expense for families.

After they completed the simulation, participants talked about their experiences and what they learned. Those who played adults felt the stresses that a lack of money and a lack of resources can cause, and they began to understand why people living in poverty can have a very challenging time escaping the cycle. Those who played children realized how hard poverty can be on them as well, as they could see the struggles their families were facing but experienced feelings of uselessness since they were unable to help.

Participants realized that one of the least visited locations in the simulation was the healthcare center. It wasn't that they didn't want to take care of their health; they didn't have the time or the means.

Participants also heard from guest speakers Carly Hanney, Director of Community Engagement for United Way of Marathon County, and Tara Draeger, System Director of Community Health and Health Equity for Aspirus Health.

Draeger explained that all of the challenges faced by those living in poverty can have a negative impact on a person's health. As a result, she said it's important to treat the whole person and ask questions instead of making assumptions.

She shared a story on an individual who kept ending up in the hospital because he wasn't taking his medication. Instead of asking him why, they would give him another prescription and send him on his way, only for him to end up at the hospital again. Finally, someone asked him why he wasn't taking the medication. It wasn't that he didn't care or didn't want to; he did not own a refrigerator, and it was required that the medication be kept cold.

While various community resources exist, most people don't know what is available. Part of treating the whole person includes referrals to community resources that can help them.

Hanney spoke about the Community Closet at United Way of Marathon County. Nearly 30% of the county's population lives below the ALICE (asset limited, income constrained, employed) threshold. They have a job but are unable to make ends meet.

A whole family can get clothes in one place through the Community Closet, reducing barriers to access. Clothing provides dignity, and people are able to pick out clothing that matches their style and meets their needs. Families can visit the closet once a month and receive up to 10 items and one pair of shoes per household member.

Haney said some people only visit the closet once, while others come each month. So far this year, there have been 1,285 visits to the Community Closet.

The United Way of Marathon County has also started a mobile closet to reach those throughout the county who aren't able to make it to the closet in Wausau. People may not always be comfortable accessing services in a community they are not familiar with, so a mobile closet brings the resources to them.

"We hope students learn to empathize with these individuals and really learn to understand their circumstances," Bessert said. "In a role as a nurse, it's important to understand an individual's barriers and how to best connect them to resources that are available to promote healthy outcomes and overall wellbeing."

Wisconsin technical college announces new farm-to-table butchery program



Source: ©CLIO - STOCK.ADOBE.COM

04.19.2024

By [Rachael Oatman](#)

WAUSAU, WIS. — Northcentral Technical College (NTC), based in Wausau, Wis., announced the grand opening of its fully farm-integrated butchery program, designed to educate the next generation of Wisconsin meat processors. The Pasture to Plate Butchery program is complete with a 1,300-square-foot “cold lab” that testifies to NTC’s commitment to providing cutting-edge training.

By earning a Pasture to Plate Butchery Certificate, students are equipped with comprehensive knowledge and hands-on experience in all aspects of the meat production process, from sourcing livestock to humane harvest to preparing cuts for consumption to retail sales. Through a combination of classroom instruction, practical training and field experiences, students will gain proficiency in humane handling and slaughter under inspection, meat processing, sausage making, HACCP principles and butcher shop marketing and management skills.

“We are thrilled to introduce our Pasture to Plate Butchery program as an extension of our Culinary Arts education on campus,” said Culinary Arts Faculty Chef Travis Teska. “As the demand for locally sourced, high-quality meats continues to grow, NTC is leading the way in preparing skilled professionals who can meet this demand while promoting ethical and sustainable practices.”

Program curriculum topics include:

- Animal anatomy and physiology
- Livestock selection and breeding
- Humane handling and welfare
- Meat fabrication and utilization
- Sanitation and HACCP principles
- Marketing and entrepreneurship in the meat industry

With an emphasis on farm-to-table principles, the course educates students on the entire supply chain, demonstrating how informed decisions at every stage of meat production are possible.

Students will have the opportunity to engage directly with livestock operations and gain real-world insights into sustainable agriculture practices through partnerships with local farmers and NTC's Agriculture Center of Excellence.

NTC is currently accepting applications for the Pasture to Plate Butchery program for the upcoming academic year. Tuition may be partially or fully reimbursed by state grants, the college noted.



INSTITUTIONS | COMMUNITY COLLEGES

Rural Higher Ed Institutions Team Up to Boost Community Resilience and Economic Mobility for Rural Learners

Johnny Jackson
Apr 23, 2024

The [Education Design Lab](#) has announced the launch of its new Rural College Design and Data Academy. The academy comprises institutions based in rural areas throughout the nation that will work together to strengthen the capacity of rural colleges to design and implement new pathways to economic mobility for rural learners — and measure their success.

The education-to-workforce pipeline plays a critical role in rural communities across the country. However, rural-serving institutions often [do not have the same access](#) to state funding, infrastructure, and human resources as other institutions to provide innovative and responsive programs and supports for rural learners.

"Rural communities are often overlooked, facing limited resources and systemic barriers to success in education and work," said Dr. Leslie Daugherty, senior director of design programs at the Education Design Lab. "By harnessing the power of these emerging learning models, we're embarking on a journey to design more equitable and career-driven routes to economic agility for rural learners nationwide."

The lab will provide implementation grants of up to \$50,000, funded by Ascendium Education Group. Underpinned by the learnings from the lab's [Building Rural Innovation, Designing Educational Strategies](#) (BRIDGES) Design Challenge, participating institutions will evaluate their program's impact on learners' education, employment, and economic outcomes using the lab's [Data Collaborative for a Skills-Based Economy](#) (Data Collab) infrastructure. Participating Rural College Design and Data Academy institutions include Shasta College, California; Allegany College of Maryland, Maryland; Coahoma Community College, Mississippi; Crowder College, Missouri; Northern Pennsylvania Regional College, Pennsylvania; Motlow State Community College, Tennessee; and Medical University of South Carolina + Orangeburg-Calhoun Technical College, South Carolina. Uintah Basin Technical College, Utah; Spokane Community College + Washington State University- Extension Ferry County, Washington; Bridge Valley Community and Technical College, West Virginia; and Northcentral Technical College, Wisconsin, round out the list of participants.

"Through our partnership with the Education Design Lab, we're not just envisioning a better future for rural learners — we're actively building it," said Dr. Jenni Martin, acting president of Spokane Community College. "The innovative models championed by the Lab encourage rural learners to pursue higher education options and pave the way for sustainable economic growth for rural communities."



New meat processing and butchery program coming to Northcentral Technical College

Morgan Johnson Apr 17, 2024



WAUSAU, Wis. - A new farm-integrated butchery program is coming to Northcentral Technical College in the upcoming academic year.

The program, called Pasture to Plate Butchery, will educate the next generation of meat processors in Wisconsin.

The program also includes the completion of a 1,300-square foot "cold lab" to train students.

The Pasture to Plate Butchery Certificate prepares students for the meat production process, from sourcing livestock, to humane harvest, to preparing cuts for consumption to retail sales.

A combination of classroom instruction, practical training and field experiences is used to train students in humane handling and slaughter under inspection, meat processing, sausage making, HACCP principles and butcher shop marketing and management skills.

“With programs like this in the state, hopefully we will never find ourselves in the position we found ourselves during the pandemic with not enough meat production to harvest and process animals which resulted in meat animals being killed without being used,” said Chef Jon Reinke, Culinary Arts Faculty at NTC.

The program curriculum covers a wide range of topics, including:

- Animal anatomy and physiology
- Livestock selection and breeding
- Humane handling and welfare
- Meat fabrication and utilization
- Sanitation and HACCP principles
- Marketing and entrepreneurship in the meat industry

Students will have the opportunity to engage with local farmers and livestock operations through partnerships and the college's Agriculture Center of Excellence.

Applications are currently being accepted for the Pasture to Plate Butchery Certificate for the upcoming academic year.

Tuition may be partially or fully reimbursed by State grants.

For more information or to apply, [visit this website](#).



Northcentral Technical College Receiving Funds for Youth Volunteer Firefighter Training Program

THURSDAY, APRIL 25TH, 2024 -- 9:00 AM

The Wisconsin Department of Safety and Professional Services (DSPS) officially announced the four winners of a grant that funds youth firefighter training.

The Youth Volunteer Firefighter Training Program aims to boost recruitment in fire departments by introducing fire service careers to students across the state. The program provides the winners a combined \$75,000 in grant funding.

Northcentral Technical College will receive \$25,000 toward its Youth Firefighter Academy, a partnership that includes the volunteer Central Fire and EMS District, and Colby and Abbotsford high schools.

The college will train six high school students to be Firefighter Level I volunteers/employees and prepare them for the Emergency Medical Responder certification exam. Recruitment and retention have become key issues for nearly all Wisconsin fire departments but particularly the all-volunteer stations in many rural communities.

The Youth Firefighter Grant Program is designed to help address these concerns by exposing high school students to career and volunteer opportunities in the fire service at a time when they are making decisions about their future careers and endeavors.



Village of Kronenwetter, WI

2 hours ago · 🌐

The Kronenwetter Fire & Rescue has an urgent need for paid-per-call firefighters and emergency medical responders.

Take a look below at the many benefits this opportunity provides.

- FREE training - receive PAID tuition for the EMT or Firefighter program at Northcentral Technical College (NTC) in Wausau.
- PAID training - Earn \$\$ for your time spent training (including class time).
- PAY-PER-CALL – Get paid every time you respond to a call.
- BUILD YOUR RESUME with certifications, experience, and volunteer work
- PROTECT the community, SAVE lives
- CONTRIBUTE your talents to the greater good
- Be part of the BROTHERHOOD
- Give your TIME to a VALUABLE CAUSE
- DISCOVER your inner WARRIOR

Find more information at the Village of Kronenwetter website at https://www.kronenwetter.org/.../join_the_kronenwetter...

If you are interested in this life changing opportunity, completely fill out an application and submit it to the Village of Kronenwetter Fire Department. Find an application here: <https://www.kronenwetter.org/employment.../index.php...>

#vok #kronenwetter #kfd



Central Wisconsin Manufacturing Alliance

45 minutes ago · 🌐

🏆 2024 Machine Tool and Welding Competition Results Announced! 🏆

This year's competition was fierce, featuring 27 talented competitors from 7 different schools, showcasing their skills in Mill and Lathe categories. We're thrilled to announce the winners and congratulate all participants on their outstanding performances.

Mill Competition Results (Total Possible Points: 156)

- Henry Hilbelink – School District of Marshfield HS: Score 136 - 🏆 \$1,500
- Samuel Schumacher – Wausau West High School: Score 118 - 🏆 \$1,250
- Ajay Bacholl – School District of Marshfield HS: Score 114 - 🏆 \$1,000
- Camden Mueller – WR Lincoln High School: Score 105 - \$750
- Austin Perkins – WR Lincoln High School: Score 103 - \$500

Lathe Competition Results (Total Possible Points: 160)

- Logan Foemmel – Pittsville School District HS: Score 155 - 🏆 \$1,500
- Ryan Will – School District of Marshfield HS: Score 148 - 🏆 \$1,250
- Nathan Prince – DC Everest Area School District HS: Score 137 - 🏆 \$1,000
- Cole Karch – Stevens Point Area Public School District HS: Score 120 - \$750
- Talin Eagle – Stevens Point Area Public School District HS: Score 113 - \$500

Scholarship awards can be used at either Mid-State Technical College or Northcentral Technical College in related Manufacturing Fields.

👉 Stay tuned for the Welding results and Combined School Team Score.

A big thank you to all schools, instructors, and students for making this event a success. Let's continue to support and celebrate the excellence in our manufacturing education!

#MachineTool #WeldingCompetition #ManufacturingExcellence #TechnicalEducation #CWIMA2024



School District of Abbotsford
about an hour ago · 🌐

Congratulations Rafael!

Abbotsford
High School
Senior
Spotlight
Class of 2024




Rafael Alvarez
Hernandez

Congratulations!
Rafael will be attending Northcentral
Technical College



Wisconsin Virtual School
April 20 at 11:52 AM · 🌐

Professional Learning & Networking is an important part of what we do at WVS. Today was an amazing opportunity for our consultants and staff to engage in person at Wausau's NTC campus or virtually via Zoom. Great participation and engagement around AI and Feedback. We also had a special guest from CESA 9, Mia Chmiel. Great day!





Mosaic of North Central Wisconsin

7h · 🌐

Congratulations Sheila Rossmiller, one of Mosaic's 2024 Women of Vision! Sheila is the Northcentral Technical College (NTC) Director of Giving and Scholarships. She is an active volunteer in the community, has made impactful contributions to many organizations including strengthening the impact of the NTC Foundation; helping launch the CoVantage Cares Giving Tuesday campaign; leading a St. Anne Parish choir; helping at Community Partners Campus; and leading the enhancement of Monk Gardens Shade & Hosts Garden with the Master Gardeners. She is described as a person who "has not just lived in Marathon County since birth, she lives among, around, and with Marathon County and its surrounding communities. She knows the people, places, and things that exist here, and she finds ways to intertwine the best of them."

Join us in honoring Sheila at the Women of Vision luncheon on May 16th. Register here: <https://www.simpletix.com/e/women-of-vision-tickets-157683>



Unified School District of Antigo · Following

Reels · Apr 29 · 🌐



Last week, NTC-Wausau welcomed Antigo students to their Spring Preview Day, guiding them through learning rotation sessions in various fields such as Emergency Responder, Diesel Technology, CDL licensure, AI, Health, and Main Campus arenas. NTC provided AHS 10th, 11th, and 12th graders with a glimpse of the endless possibilities for their educational journeys. 🎓 🌟

Thank you to NTC for inspiring our students! 🙏

#AntigoPride See less

🔊 Antioide · Chill Noons K




2



1

Patriot K9s of Wisconsin
2 days ago · 🌐

Come see us at the Dog Expo taking place today at [Northcentral Technical College](#).




Dog expo

Date: April 27, 2024
Time: 10 AM - 2 PM
Location: NTC
(Main Campus Cafeteria)
Northcentral Technical College
1500 W. Campus Dr., Wausau, WI 54981
📍 Admission: Free

What to Expect:


- **Community Outreach:** Connect with fellow animal lovers and learn about volunteer opportunities and ways to support animal welfare initiatives in our community.
- **Educational Resources:** Access valuable information on dog care, local pet services, and resources for pet owners.

We kindly request that all animals, including dogs, remain at home for their comfort and safety.



Pawsibilities Custom Canines, LLC is at [Northcentral Technical College](#).
2 days ago · Wausau · 🌐

Come stop by Northcentral Technical College for the Dog Expo today!! Now until 2pm!

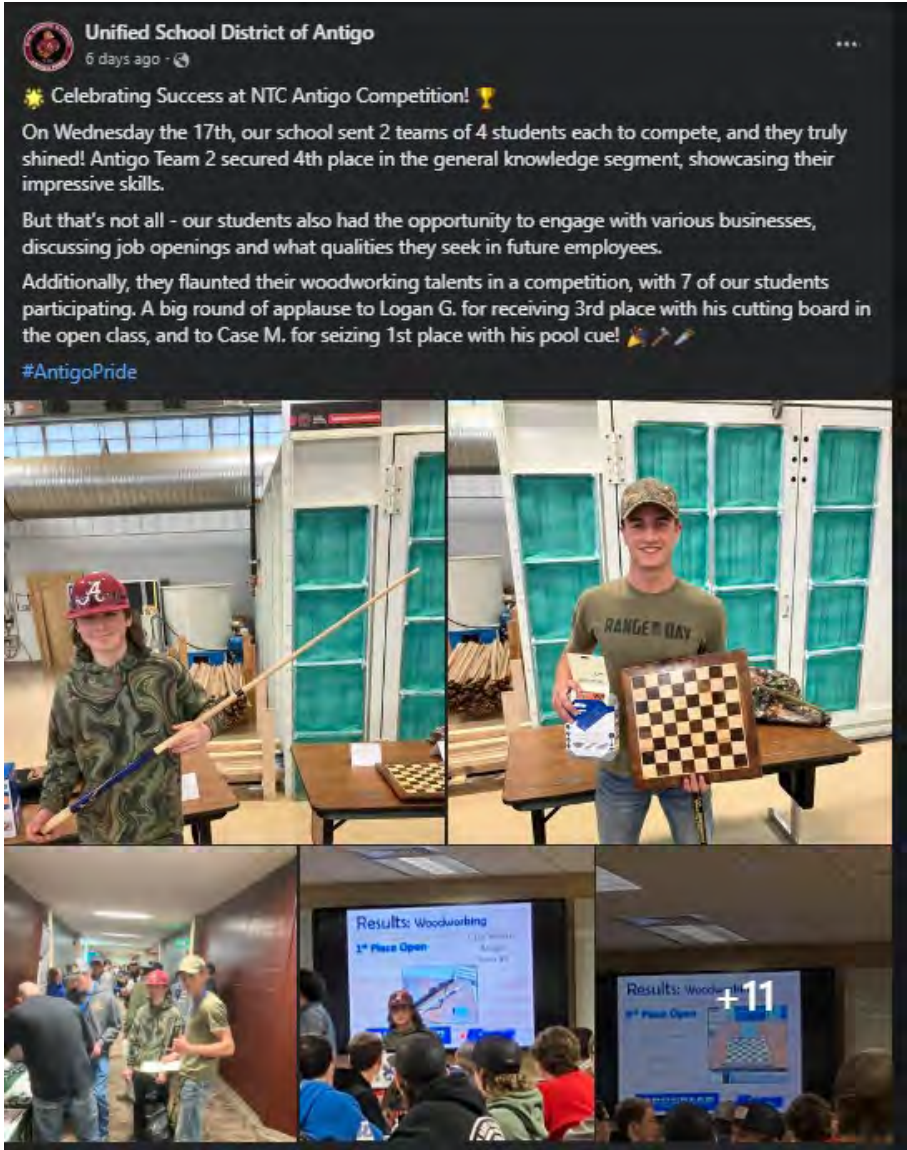



ENTER TO WIN A PRIZE BASKET

PET SPRINKLES

ENTER TO WIN A PRIZE BASKET

These included in Fish Receptal Kit





Wausau School District
 3 days ago · 🌐

Thank you to the #WausauSchools Head Custodians and Maintenance Staff who completed First Aid / CPR / AED training with Workforce Professional Training and Development through Northcentral Technical College to better assist our students and staff if needed! ❤️

What makes this extra special is that they requested this training. We have the BEST custodians and maintenance staff and this speaks volumes to who they are. THANK YOU for your dedication and for going above and beyond.




Rosholt School District
 3 days ago · 🌐

****SENIOR SPOTLIGHT****
 Rosholt School District is proud to present our Seniors!!!!
 (This was voluntary, students needed to submit information)
 Today's Senior isMaddy McKenzie.

Advice for the younger classes.....High school doesn't last forever have fun, make mistakes, do what makes you happy, and be yourself.

Future plans.....Northcentral Technical College



Rosholt School District
4 days ago · 🌐

Students in Mrs. Pliska's chemistry and physics classes along with Mrs Voster's Anatomy/Physiology and AP Biology spent the day on April 24th exploring different programs offered at NTC during their open house event. Students got to explore technical trades like electrical lineman, emergency services, mechanic, health services, computer technology, cosmetology, civil engineering and journalism just to name a few.

👍 You and 27 others · 2 shares

DC Everest Area School District
6 days ago · 🌐

Congratulations to our DCE Woods 2 and Woods 3 students who competed at the Northcentral Technical College Wood Technology Center of Excellence Wood Olympics. The team of Logan Cherek, Max Hoffman, Carter Lang and Andrew Samuels took second place, Max Hoffman earned the top individual score and Logan Cherek finished fourth overall. #EverestPride

👍 You and 27 others · 2 shares

Melissa King-Banks
4 days ago · NewsBreak · 🌐

I found this on NewsBreak: Northcentral Technical College Receiving Funds for Youth Volunteer Firefighter Training Program

CENTRAL WISCONSIN BROADCASTING - NEILLSVILLE, WI

MUSIC · NEWS · SPORTS · CONTESTS

CWBRADIO.COM

Northcentral Technical College Receiving Funds for Youth Volunteer Firefighter Training Program - News - Central Wisconsin Broadcasting

Like Comment Share

American Association of Meat Processors · Follow
April 22 at 8:30 AM · 🌐

Wisconsin's Northcentral Technical College has announced a butcher program nearly two years in the making. First announced in 2022 with \$220,000 from the state, the school's Pasture to Plate Butchery program is intended to educate the "next generation of meat processors."

For more information, visit [Meatingplace](#):

MEATINGPLACE.COM

Wis. college launches long-awaited butcher program
A technical college in Wisconsin announced a butcher program nearly two years in the making. First announced in 2022 with \$220,000 from the state, Northcentral Technical College's Pasture to Plate Butchery...

7

Mosinee High School Softball
April 19 at 7:47 AM · 🌐

Senior Spotlight....Alanna Bembenek!

Nickname: Lanny, Landra Queen, Lanny Bear, Bambi

What is your go-to meal: Chicken Caesar Salad

Words of wisdom for upcoming student athletes: Have a YOLO mindset and just have fun

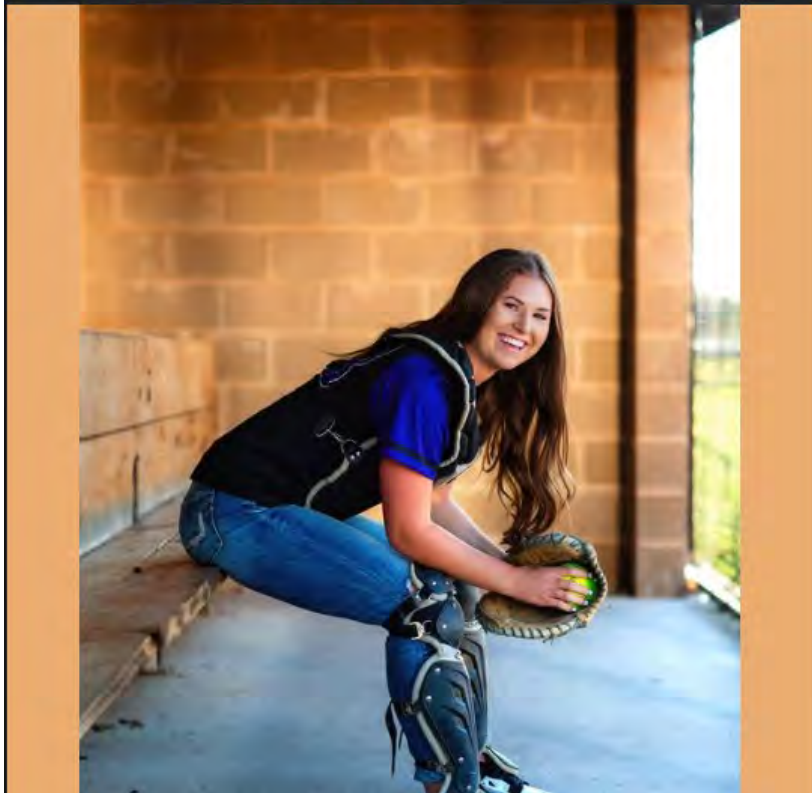
Plans after high school: Attending Northcentral Technical College, Radiography

Favorite quote: "Make sure your worst enemy doesn't live between your own two ears" -Laird Hamilton

If you could have lunch with a famous person, who would it be with and where would you suggest to eat? Charles Marvin Green Jr. (Angry grandpa), and I would take him to Last Resort

Where do you see yourself in 10 years? Having a mini farm with ponies, donkeys, fainting goats, and Scottish Highland Cattle, while also attending some of my classmates' children's baptisms, and hopefully marrying a rich baby daddy!

Thank you for your commitment to Mosinee Softball!



Tony Amelse
April 17 at 12:06 PM · 🌐

Now this is a GREAT IDEA!! We have such a need up here!! The facilities are always full and it's a GOOD IDEA TO BUY LOCAL MEATS ANYWAY!!!

A close-up photograph of a hand holding a piece of raw, pinkish-red meat, possibly a steak or a cut of beef, over a white paper surface. The background is slightly blurred, showing more pieces of meat.

WJFW.COM

New meat processing and butchery program coming to Northcentral Technical College

Our Wisconsin team had a fun and engaging week participating in multiple local events! Special thanks to [Mosinee Area Chamber Of Commerce](#) for organizing the Mosinee High School Career Exploration day, [NTC Antigo Campus](#) and [NTC Wood Technology](#) for hosting the Wood Olympics, and finally [Greater Wausau Chamber of Commerce](#) for organizing the annual 2024 Business Expo! These events provided fantastic opportunities to connect with our community and showcase our passion for what w... [See more](#)



Metal Masters Quest

JULY 8, 2024 - AUGUST 13, 2024 | MONDAYS & TUESDAYS FROM 8:00 AM - 2:30 PM

NTC's Wausau Campus · 1000 W. Campus Drive, Wausau, WI 54399

Deadline for Sign up: June 1, 2024

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 option to work at a local business through Youth Apprenticeship.

Metal Masters Quest Details

Schedule

Monday and Tuesday: Instruction at NTC's Wausau campus (8:00 a.m. – 2:30 p.m.)

\$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



NTC.EDU

Metal Masters Quest - K-12 Events | Northcentral Technical College

Metal Masters Quest allows high school juniors and seniors to complete machining classes at ...

It's time for another senior tribute. Today we are honoring Addisyn Meydam. She has participated in theatre for more than 4 years as she did shows in middle school. Her favorite roles were Kelsie in High School Musical and Miss Honey in Matilda. After high school, she will be attending NTC for nursing.

Addisyn shared, "I am going to miss performing on stage with everyone and being in an atmosphere where I know I can have fun. I am so thankful to all of the directors throughout my five years of being involved in musicals for helping grow as a better actor and especially as the best person that I can be, and thank you to my friends, family, and the community for always supporting me and all of the actors by coming and watching all of us perform. Thank you to my fellow actors for always putting one hundred percent into all of the shows to make them all amazing. Special thank you to the school board for approving the improvements of the auditorium to make my last show go out with a bang. I would love to continue to perform at the Grand Theater in Wausau for my years out of high school, but for all the experiences in high school shows thank you!"

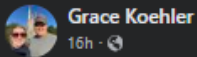
Congrats Addisyn!



2d · 🌐

Congratulations, [Grace Koehler](#)! We love your story and can't wait to hear more about your success!





Grace Koehler

16h · 🌐



I wanted to share something that I am proud to have participated in tonight.

A few months ago I was nominated to represent [Northcentral Technical College](#) through the Wisconsin Technical College System (WTCS) Ambassador Program.

Tonight was a culmination of a beyond fantastic leadership conference put together by WTCS and sponsored by Baird.

For the next year I will have the honor of serving as a representative of NTC and an advocate of technical education.

Please enjoy watching me and my fellow ambassadors (one of us from each of the 16 technical colleges) share our stories and what lead us to technical education. You can find my specific remarks at the 3:15:00 mark.

[Wisconsin's Technical Colleges](#)



WTCSYSTEM.EDU

Student Ambassador Banquet Livestream

Wisconsin's 16 public, two-year technical colleges provide affordable, relevant, rigorous, hands...



Meat+Poultry · Follow

3h · 🌐



[Northcentral Technical College](#) announced the grand opening of its fully farm-integrated butchery program, designed to educate the next generation of Wisconsin meat processors.

#meatprocessing #butchery #farmtotable

<https://ow.ly/6MHx50RjWsv>



MEATPOULTRY.COM



Wisconsin technical college announces new farm-to-table butchery program

The Pasture to Plate Butchery program is complete with a 1,300-square-foot "cold lab."

Dental Express Staffing
1d · 🌐

Yesterday, Carolyn represented Dental Express Staffing at Northcentral Technical College. They had their Dental Career Fair, where she got to chat with 1st and 2nd year RDH students 😊

#DentalJobs #StaffingSolutions #DentalCareers #JobSearch #HiringNow #DentalProfessionals #WorkLifeBalance #CareerOpportunities #DentalCommunity #StaffingAgency #Employment #JobHunt #DentalOffice #NowHiring #CareerDevelopment #JobSeekers #DentalStaffing #WorkInDentistry #JobPlacement #DentalLife ... See more

Merrill High School
2d · 🌐

This Bluejay has a plan! Jaden Bush will be attending Northcentral Technical College for Information Technology. Congratulations Jaden!



Mosinee High School Softball
2d · 🌐

SENIOR Spotlight...Morgan Simonis
Nickname: Morgs, Morgie
What is your go-to meal: Noodles
Words of wisdom for upcoming student athletes: Push yourself to be a better version of yourself every day!
Plans after high school: Northcentral Technical College, Nursing
Favorite quote: Your time is limited, so don't waste it living someone else's life. Don't be trapped by dogma – which is living with the results of other people's thinking. -Steve Jobs
If you could have lunch with a famous person, who would it be with and where would you suggest to eat? Zach Bryan, Texas Roadhouse
Where do you see yourself in 10 years? Working as a registered nurse, and having a family.
Thank you for your commitment to Mosinee Softball!



Moraine Park Technical College
Yesterday at 12:45 PM · 🌐

Today is Lineman Appreciation Day! 🇺🇸👷🏻🔧📍 Make sure you #thankalineman


Last week, 78 linemen from four Wisconsin's Technical Colleges competed in Moraine Park's EPD Rodeo skills competition. Electrical Power Distribution program students from Moraine Park, Blackhawk Technical College, Northcentral Technical College and Milwaukee Area Technical College competed in eight events throughout the day.

Check out more information about the event, including photos and videos in the article below 📄




MORAINEPARK.EDU

Moraine Park Hosts 2024 EPD Rodeo - MPTC Today
Moraine Park's Electrical Power Distribution (EPD) program hosted the College's second in-stat...

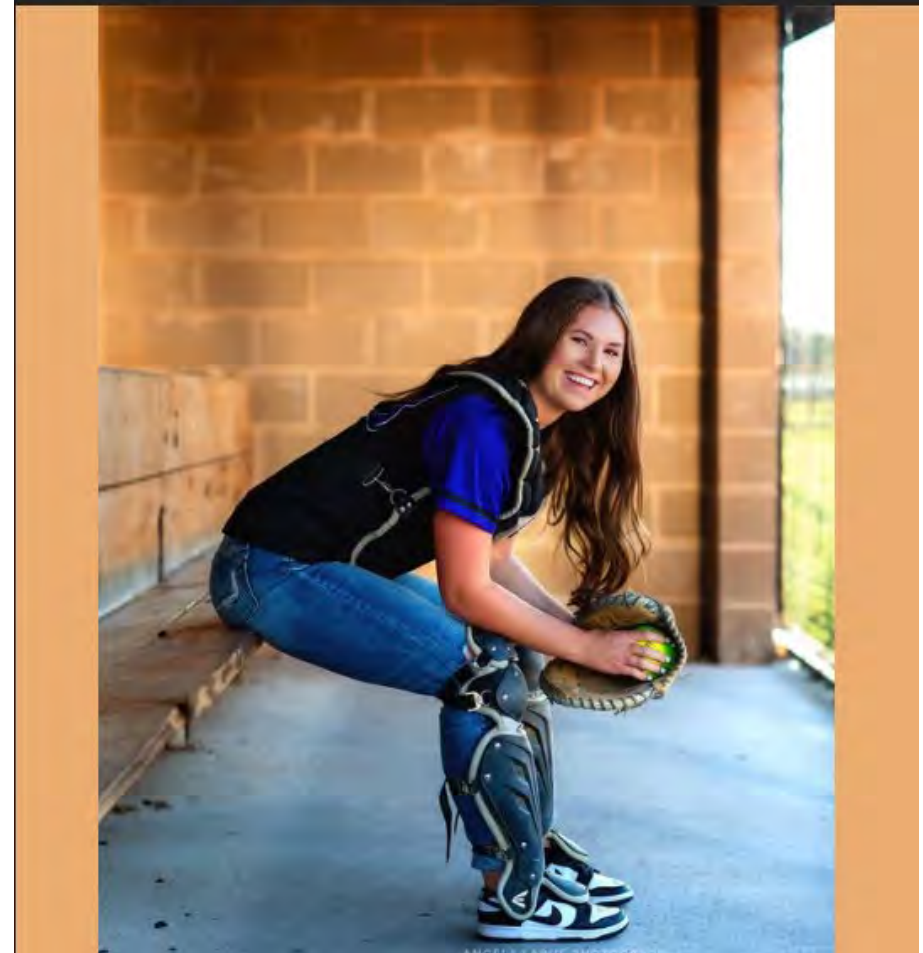
 **Rosholt School District**
7h · 🌐

****SENIOR SPOTLIGHT****
Rosholt School District is proud to present our Seniors!!!!
(This was voluntary, students needed to submit information)
Today's Senior is Kaithyn King .
Advice for the younger classes.....YOLO!
Future plans.....Northcentral Technical College for Cosmetology



 **Mosinee High School Softball**
7h · 🌐

Senior Spotlight....Alanna Bembenek!
Nickname: Lanny, Landra Queen, Lanny Bear, Bambi
What is your go-to meal: Chicken Caesar Salad
Words of wisdom for upcoming student athletes: Have a YOLO mindset and just have fun
Plans after high school: Attending Northcentral Technical College, Radiography
Favorite quote: "Make sure your worst enemy doesn't live between your own two ears" -Laird Hamilton
If you could have lunch with a famous person, who would it be with and where would you suggest to eat? Charles Marvin Green Jr. (Angry grandpa), and I would take him to Last Resort
Where do you see yourself in 10 years? Having a mini farm with ponies, donkeys, fainting goats, and Scottish Highland Cattle, while also attending some of my classmates' children's baptisms, and hopefully marrying a rich baby daddy!
Thank you for your commitment to Mosinee Softball!





Metal Crafters Inc

4h · 🌐

Meet Todd, our fantastic Mechanical Designer/Steel Sales Representative! Joining us in January, Todd brings 18 years of experience in parts management for OEM upgrades and retrofits. He's seamlessly integrated into our team, providing excellent service and support wherever needed.

In his new role, Todd leverages not only his professional background but also his passion for problem-solving, welding and repairs, honed through his hobbies and fabrication projects. He thrives on mechanical challenges and customer interactions, embracing creative flexibility with enthusiasm. Currently expanding his skill set at Northcentral Technical College, Todd's eagerness to learn AutoCAD and SolidWorks is enriching our design capabilities.

Outside of work, Todd cherishes family time, vacationing and scuba diving in Mexico, and working on vehicles.

Welcome aboard, Todd! Your adaptability and humor bring a bright spark to our team. Here's to many more years of growth and success together!

MEET THE TEAM



TODD

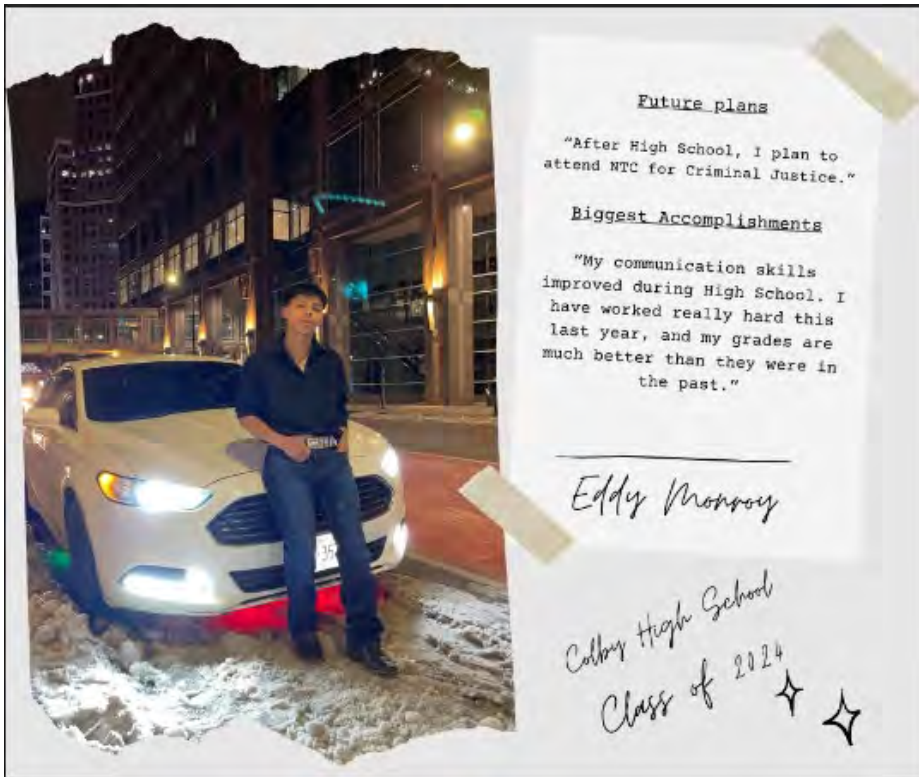
MECHANICAL DESIGNER & STEEL SALES

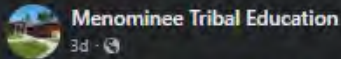
JOINING US IN JANUARY, TODD BRINGS 18 YEARS OF EXPERIENCE IN PARTS MANAGEMENT FOR OEM UPGRADES AND RETROFITS. HE PROVIDES EXCELLENT SERVICE AND SUPPORT WHEREVER NEEDED.



METAL CRAFTERS INC.

www.metalcrafterswi.com





Northcentral Technical College offers FREE monthly workshops that gives you ideas for handling difficult situations, getting along with others, and being a better employee. See below for info on signing up.



Life Skills Workshops

*Live presenter but attend from any computer or phone with internet access!
Phone in/community options may be available. Call to discuss.*

Life Skills (often called Soft Skills) are essential for long term success in the work place. Research shows that 75-80% of long-term job success is linked to strong life skills.

This series of workshops will focus on increasing **"The tools in your tool belt"** for handling difficult situations, getting along with others and being a better employee.

Register with Wendy Storlie
storlie@ntc.edu or 715-348-7737

Life Skill Workshops

Supercharge Your Listening Skills
May 2, 2024 - 9:00 am - 11:00am

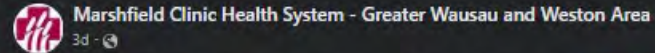
"Let's Talk"
Effective Communication Skills
May 23, 2024 - 9:00 am-11:00am

Cost: Free
Registration Required



FOR MORE INFORMATION OR TO RESERVE YOUR SPOT Contact (715) 348-7737 or storlie@ntc.edu

Northcentral Technical College does not discriminate on the basis of race, color, national origin, sex, disability or age in employment. Admission is to programs or activities. The following persons have filed complaints with the Wisconsin Department of Workforce Development, Division of Equal Opportunity: James J. DeLoach, Northcentral Technical College, 1000 W. Campbell Drive, Wausau, WI 54981-1000. www.ntc.edu



Marshfield Clinic Health System is excited to once again team up with Ho-Chunk Nation and Northcentral Technical College to support community employment and workforce development in Wittenberg.

The second annual Career & School Fair will take place on Wednesday, May 15 at the Siga Funmaker Community Center. The event is open to community members and students.

We hope to see you there! Interested participants are asked to RSVP through this link: <https://app.smartsheet.com...> See more

YOU'RE INVITED

CAREER & SCHOOL FAIR

SPONSORED BY:



Marshfield Clinic Health System



Northcentral TECHNICAL COLLEGE



MAY 15, 2024
1PM - 6PM

MANY OPPORTUNITIES AVAILABLE!

OPEN POSITIONS

- Appointment Coordinator
- Dermatology Technician
 - HUC/CNA
- Medical Assistant
- Registered Nurse
- Surgical Technologist
- And many more!

EDUCATION

- Agriculture
- Business
- Engineering
- Information Technology
 - Nursing
- Transportation
- And many more!

Open to the community & students

Siga Funmaker Community Center
W17634 Radke Road
Wittenberg, WI

For more information, contact:
TWD@ho-chunk.com
Jamie.decorah@ho-chunk.com



Marathon School District
3d · 🌐

Our SkillsUSA team members and Coach Paetzel represented Marathon High School in the following events at State SkillsUSA Wisconsin:

- ◆ Eddie - CO2 Dragster
- ◆ Brandon, Jacob, Jorey - Team Engineering Challenge

🏆 Congratulations to Brandon, Jacob, and Jorey on their 🥈 2nd place finish in the Team Engineering Challenge. This is the second year the team reached the podium at the state level; they took first place in 2023.

The team participated earlier this season in regional events at Northcentral Technical College (Eddie 1st; Team Engineering 2nd) and at Fox Valley Technical College (Team Engineering 1st).

Let's give our entire #MarathonPride SkillsUSA team a BIG round of applause! 🙌

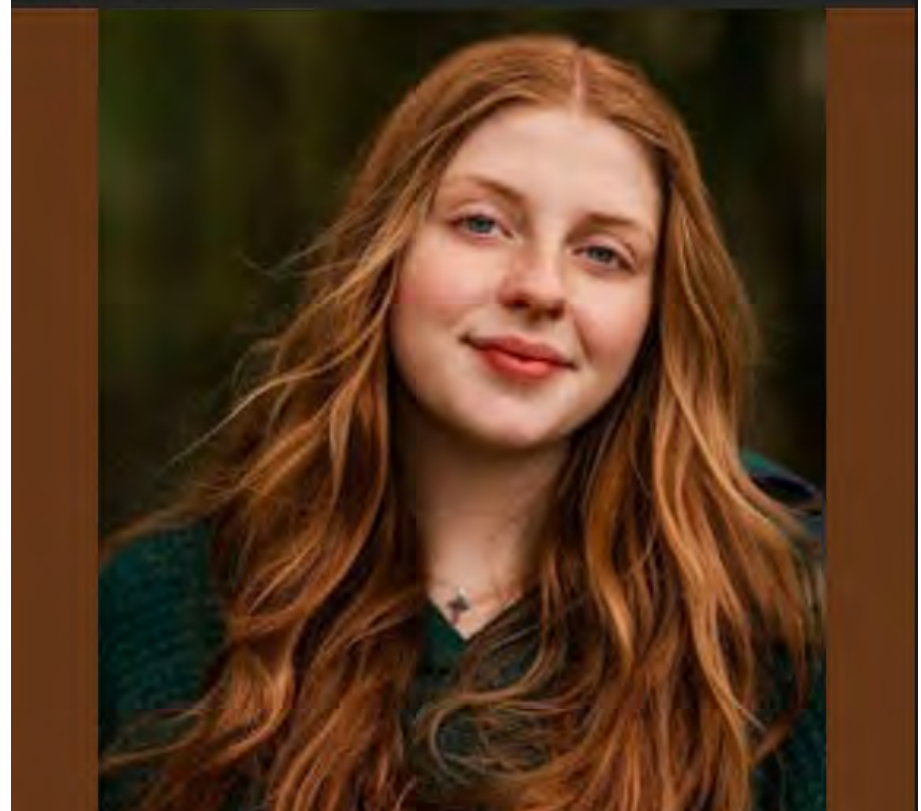


WBHS Theatre
6d · 🌐

It's time for another senior tribute. Today we are honoring Addisyn Meydam. She has participated in theatre for more than 4 years as she did shows in middle school. Her favorite roles were Kelsie in High School Musical and Miss Honey in Matilda. After high school, she will be attending NTC for nursing.

Addisyn shared, "I am going to miss performing on stage with everyone and being in an atmosphere where I know I can have fun. I am so thankful to all of the directors throughout my five years of being involved in musicals for helping grow as a better actor and especially as the best person that I can be, and thank you to my friends, family, and the community for always supporting me and all of the actors by coming and watching all of us perform. Thank you to my fellow actors for always putting one hundred percent into all of the shows to make them all amazing. Special thank you to the school board for approving the improvements of the auditorium to make my last show go out with a bang. I would love to continue to perform at the Grand Theater in Wausau for my years out of high school, but for all the experiences in high school shows thank you!"

Congrats Addisyn!





JOBS Available Wausau/Weston & Central Wisconsin! - Join

Floor Covering Education Foundation · 6d · 🌐

If you or someone you know are looking for a new career path, considering joining the Basic Flooring Installation program at Northcentral Technical College. The program starts May 6th and covers tile, resilient, carpet, and hardwood!

Scholarships are available for this course through the Floor Covering Education Foundation, and we work with graduates to help find placement in the field.

See the flyer below for details!



FREE TRAINING

FLOOR YOUR FUTURE.COM

A FLOOR COVERING EDUCATION FOUNDATION INITIATIVE

Looking for a NEW career path?



Northcentral
TECHNICAL COLLEGE

Wausau, Wisconsin Campus

CLASSES HELD **May 6th–July 18**

Monday–Thursday 7:30 AM– 3:30 PM

No class the week of July 4th



Register



Apply for scholarship



PTK Wisconsin

6d · 🌐

Our final category is Theme 4: Architecture and Design of Play. Projects in this theme looked at the ways design and structure of both abstract and physical environments impact play. Congratulations to

** Phi Theta Kappa - Beta Rho Zeta from Northcentral Technical College - First Place

** Phi Theta Kappa: Beta Beta Psi from Madison College - Second Place

BETA RHO ZETA

Northcentral Technical College
2025 Honors in Action Theme Award
First Place



Theme 3: Architecture & Design of Play

PTK Wausau Region

BETA BETA PSI

Madison College
2025 Honors in Action Theme Award
Second Place



Theme 3: Architecture & Design of Play

PTK Weston Region



PTK Wisconsin
5d · 🌐



Each of this year's Honors In Action projects - whether recognized through Hallmark awards or not - made a lasting impact within their communities and the members who dedicated their time and talents to them.

Again, each two years PTK Headquarters releases a new Honor Study Guide and topic. Using the guide, chapters identify issues confronting humanity and consider ideas from different perspectives using scholarly research. Then they test and apply what they've learned in a real-world environment. After, they write a hallmark - overview of their research, what they learned, how they applied it, and the outcomes - and submit to PTK for review and judging.

We've spent the past couple days looking at the theme winners, now let's celebrate the overall Regional HIA winners.

** First Place: [Phi Theta Kappa - Beta Rho Zeta](#) from [Northcentral Technical College](#)

** Second Place: [Beta Nu Theta](#) from [NWTC](#)

** Third Place: [Beta Epsilon Omicron](#) from [Fox Valley Technical College](#)

** Fourth Place: [Phi Theta Kappa: Beta Beta Psi](#) at [Madison College](#)



BETA RHO ZETA
Northcentral Technical College

2023 Honors in Action Award
First Place

PTK Wisconsin Region

BETA NU THETA
Northeast Wisconsin Technical College

2023 Honors in Action Award
Second Place

PTK Wisconsin Region

BETA BETA PSI
Madison College

2023 Honors in Action Award

BETA EPSILON OMICRON
Fox Valley Technical College

2023 Honors in Action Award



PTK Wisconsin
April 15 at 10:00 AM · 🌐



We've spent the past two weeks celebrating our incredible Wisconsin chapters! There's one more regional award to share: Distinguished Chapter. This award is determined by overall combined rankings for Honors in Action and College Project. We will again recognize the top four chapters in this category.

** First Place: [Phi Theta Kappa - Beta Rho Zeta](#) from [Northcentral Technical College](#)

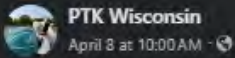
** Second Place: [Beta Nu Theta](#) from [NWTC](#)

** Third Place: [Phi Theta Kappa: Beta Beta Psi](#) from [Madison College](#)

** Fourth Place: [Beta Epsilon Omicron](#) from [@Fox Valley Technical College](#)

Stay tuned for more celebration of our incredible Wisconsin region and chapters as we delve into International awards from Catalyst!





PTK Wisconsin

April 8 at 10:00 AM



This past week members from a number of Wisconsin chapters attended PTK Catalyst in Orlando. While celebrate any PTK International Awards given at the event, there are still a few regional ones we'd like to share first.

College Project is an opportunity for chapters to collaborate with college administration to benefit their college community. Participants form strong bonds with one another and their college leadership while making a lasting impact. After partnering with administration, chapters write a Hallmark reflecting on their experiences, lasting impact, and more. These hallmarks are submitted to PTK Headquarters for regional awards. (Pending submission, they may also continue on for awards at the International level.)

Please help us celebrate the top four for the Wisconsin Region;

** First Place: "Establishing a Campus Mental Wellness Peer Group" by Phi Theta Kappa: Beta Beta Psi from Madison College

** Second Place: "PTK Pride Edge" by Beta Nu Theta at NWTC

** Third Place: "Creating Connections to Combat Loneliness" by Phi Theta Kappa - Beta Rho Zeta at Northcentral Technical College

** Fourth Place: "Creating a Phi Theta Kappa Promotional Video" by Beta Chi Theta at Mid-State Technical College



PTK Wisconsin

April 2 at 10:00 AM



In addition to recognizing individual officers, chapter can also nominate entire teams. Join us in celebrating the PTK WI top 2023 officer teams.

** First Place: Beta Nu Theta Officers from NWTC - Richard D., Joey F., and Savannah K.

** Second Place: Phi Theta Kappa - Beta Rho Zeta Officers from Northcentral Technical College - Arianna B., Trisha D., Megan P., Brendan R., Anna R., Haley S., and Morgan S.

** Third Place: Beta Chi Theta Officers from Mid-State Technical College - Tara C. and Chelsie P.

Thank you for leading and supporting your chapters!

BETA BETA PSI
Madison College

Establishing a Campus Mental Wellness Peer Group

2023 College Project Award
First Place

BETA NU THETA
Northeast Wisconsin Technical College

PTK Pride Edge

2023 College Project Award
Second Place

BETA RHO ZETA
Northcentral Technical College

Creating Connections to Combat Loneliness

2023 College Project Award
Third Place

BETA CHI THETA
Mid-State Technical College

Create a Phi Theta Kappa Promotional Video

2023 College Project Award
Fourth Place

BETA NU THETA
Northeast Wisconsin Technical College

Richard D., Joey F., Savannah K.

BETA RHO ZETA
Northcentral Technical College

**Arianna B., Trisha D., Megan P.,
Brendan R., Anna R., Haley S., Morgan S.**

2023-24 Distinguished Chapter Officer Team
Second Place

BETA CHI THETA
Mid-State Technical College

Tara C., Chelsie P.

2023-24 Distinguished Chapter Officer Team
Third Place

Dental Express Staffing

3d · 🌐

Come visit Carolyn at Northcentral Technical College Dental Career Fair on Tuesday April 16th! It'll be a great opportunity to discover jobs within the industry and meet industry experts.

See you there!

#DentalJobs #StaffingSolutions #DentalCareers #JobSearch #HiringNow #DentalProfessionals #WorkLifeBalance #CareerOpportunities #DentalCommunity #StaffingAgency #Employment #JobHunt #DentalOffice #NowHiring #CareerDevelopment #JobSeekers #DentalStaffing #WorkInDentistry #JobP... See more



Visit Carolyn at



**DENTAL CAREER AND
TRANSFER FAIR**

**TUESDAY, APRIL 16, 2024
11:30 A.M. TO 1:00 P.M.**

Questions?

Get ahold of our team at
(855) 345-6684

Merrill High School


3h · 🌐

This Bluejay has a plan! Jaden Bush will be attending Northcentral Technical College for Information Technology. Congratulations Jaden!



WJFW Newswatch 12 · Follow
2h · 🌐

Applications for the program for the upcoming academic year are currently being accepted.



WJFW.COM
New meat processing and butchery program coming to Northcentral Technical College

Northwest Wisconsin Workforce Investment Board, Inc. · Follow
Northcentral Technical College was mentioned in a post · 23m · 🌐

Who has the best board members? We do! 🙌 Not only did NWWIB staff attend the Wisconsin Workforce Development Association Talent Development Conference (#TDCON24) in La Crosse, WI but so did a few our NWWIB Board members! Pictured with our CEO, Mari Kay- Nabozny is our NWWIB Board Members Crystal Rhode with Visions Northwest/Northwest Regional Planning Commission and Brad Gast with Northcentral Technical College 🙌





Kronwetter Police Department 3d · 🌐

Officers Complete CIT Training

Congratulations to Kronwetter Officer Dallman, Officer Baron, and Officer Blawat of Mosinee Police Department, who completed the 40-hour CIT (Crisis Intervention Training) class this week at Northcentral Technical College. CIT is a nationwide program that trains officers in the best practices for dealing with people in crisis. The program connects law enforcement with community resources and stakeholders to create a collaborative partnership and approach.

KPD now has seven of our eight full time patrol officers trained in this discipline and we're grateful to the [Marathon County Sheriff's Office](#), North Central Health Care, and NTC for making this free training available.





WITESOL: Wisconsin Teachers of English to Speakers of Other Languages

5d · 🌐

WITESOL is happy to sponsor an ELL Swap Shop at the Northcentral Technical College in Wausau, Wisconsin, on May 17th from 12:30 to 3:00 p.m.

Join this workshop to share resources, teaching tips and techniques with other ELL educators in central Wisconsin. Thanks to WITESOL, this event is FREE and includes lunch! If you plan to attend this event, please RSVP by May 3rd by using the QR code or visiting <https://www.witesol.com/professional-development/>

If you would like to host a professional development opportunity in Wisconsin with the support of WITESOL, check out <https://www.witesol.com/funding-opportunities/>



ELL Workshop

- Connect with your peers!
- Enjoy a free lunch!
- Win a door prize!

REGISTER:



Annual Central Wisconsin ELL Swap Shop

Join us for a Swap Shop to share teaching techniques and resources with other ELL Educators in Central Wisconsin.

Bring an idea to share, and go home with some new strategies!

Friday, May 17, 2024
12:30 to 3:00 pm
Room D100



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

WWW.WITESOL.COM



Wausau Police Department

46m · 🌐

Last week several of our staff joined other area public safety professionals in completing the comprehensive Crisis Intervention Team (CIT) training held at Northcentral Technical College. CIT training is a five-day curriculum to help staff recognize and understand the signs and symptoms of mental illness, such as depression, bipolar disorder, schizophrenia, anxiety disorders, as well as the associated illnesses, such as dementia and developmental and cognitive disorders.

Program participants learn options for facilitating de-escalation of individuals experiencing a mental health crisis, resources available to individuals and families in our area, and how regular use of this program reduces the potential for crisis and/or injury for the officer, the individual in crisis, and others. The training is much more than classroom presentations. It's also site visits, role-playing, and interactions with mental health professionals, etc.

Join us in congratulating Officers Devin Talg, Josh Bergquist, John Shoemaker, Tad Pike, Sheradyn Mikul, Raphael Cary, and Erik Naugle on their completion of this training! Thanks to those that sponsored this training and put great effort into coordinating its facilitation!



****SENIOR SPOTLIGHT****

Rosholt School District is proud to present our Seniors!!!!
(This was voluntary, students needed to submit information)
Today's Senior is Jasmine Woyak .

Advice for the younger classes.....Turn in the homework and stay true to yourself through the tough times. Do what you want to do, don't let others influence your every move, and be patient good things will come to you.

Future plans.....Northcentral Technical College for Welding



Future plans

"I am going to NTC for Radiography."

Biggest Accomplishments

"4.0 GPA, high honors throughout high school and playing Volleyball"

Isabella Fleury

*Colby High School
Class of 2024*





Edgar School District

1d · 🌐

...

We're excited to feature the #EdgarExcellence Class of 2024!

Today's #SeniorShoutout: Jazmin Landwehr

Plans After High School: Attending Northcentral Technical College for Early Childhood Education

💚 Best wishes, Jazmin! 💛



Colby School District

March 27 at 8:39 AM · 🌐

...



Future Plans

"I'm planning to go to NTC for Accounting."

Biggest Accomplishments

"My biggest accomplishment in high school was to learn English. I have gotten better at speaking, reading and writing it. I am currently taking an advanced Statistics class."

Elmelen Cruz Santiago

*Colby High School
Class of 2024*



Colby School District
1d · 🌐

NTC HEALTH ACADEMY
NTC and the Colby School District have partnered to offer high school students interested in a career in the medical field the opportunity to earn high school and college credit. It allows them to expand their career options and get a jump start on post-secondary credits towards a degree in healthcare. This is a great opportunity for our students. #colbyhomets



Colby School District
d · 🌐



Future Plans
"I plan on going to Northcentral Technical College in the fall for Radiography. "

Biggest Accomplishments
"I have maintained a 4.0 GPA, and played volleyball till my junior year."

Tiana Voelker

*Colby High School
Class of 2024* ✨ ✨



Rib Lake School District

Throughout high school, Kaylyn has been a part of the band and volleyball team. She is also actively involved in her church. She hopes to one day be a bookkeeper or an accountant. Congratulations, Kaylyn! #RLSD #RLSDPride



KAYLYN ANNALA
NORTHCENTRAL TECHNICAL COLLEGE
FINANCE



Marathon School District


2d · 🌐

We are excited to feature the #MarathonPride Class of 2024!

- ▶ Carter Holte is joining the plumbing apprentice program at NTC.
- ▶ Aiden Stanek is joining the workforce for a year and then attending CVTC the following year.

Congratulations Carter and Aiden! ❤️ 🎉




 **Edgar School District**
2d · 🌐

📌 We're excited to feature the [#EdgarExcellence](#) Class of 2024! 📌

Today's [#SeniorShoutout](#): **Kyra Anderson**

Plans After High School: Attending Northcentral Technical College majoring in Radiology... [See more](#)



 **Marathon School District**
5d · 🌐

We are excited to feature the [#MarathonPride](#) Class of 2024!

- 📌 Casey Hollenbeck will be joining the workforce as a welder at A & B Process Systems Corporation.
- 📌 Tatiana Her will attend NTC for Nursing.

Congratulations Casey and Tatiana! ❤️



Unified School District of Antigo
9h · 🌐

These Red Robins have a plan...👉

- 👉 Taylor
- 👉 Keelyn
- 👉 Ava
- 👉 Madison

Best of luck! Your future is bright! 🌟
#AntigoPride



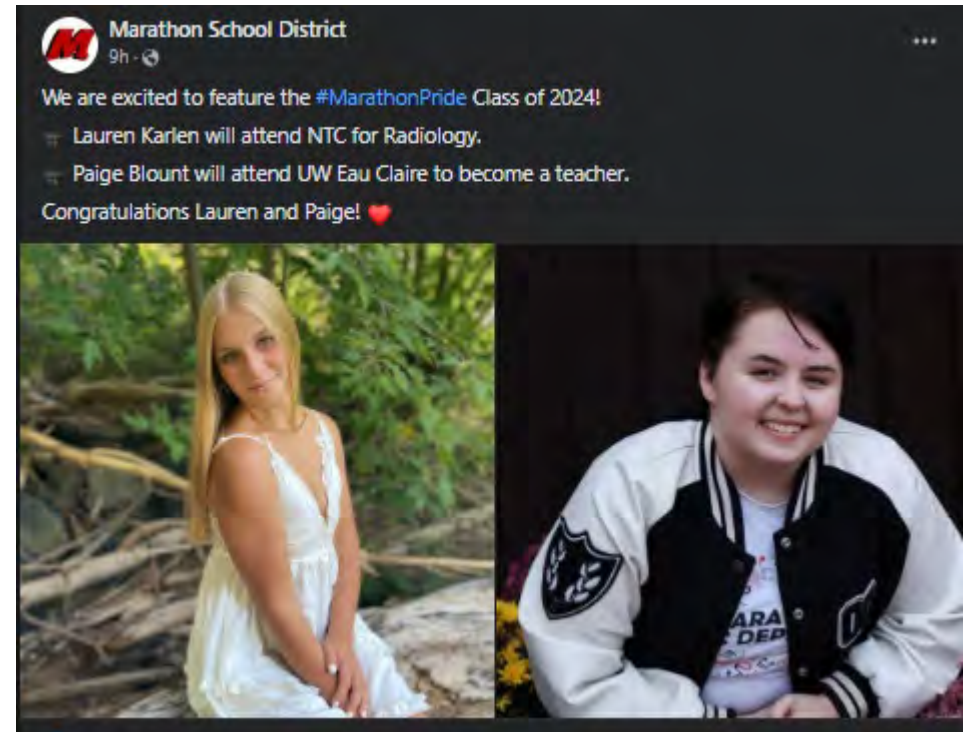
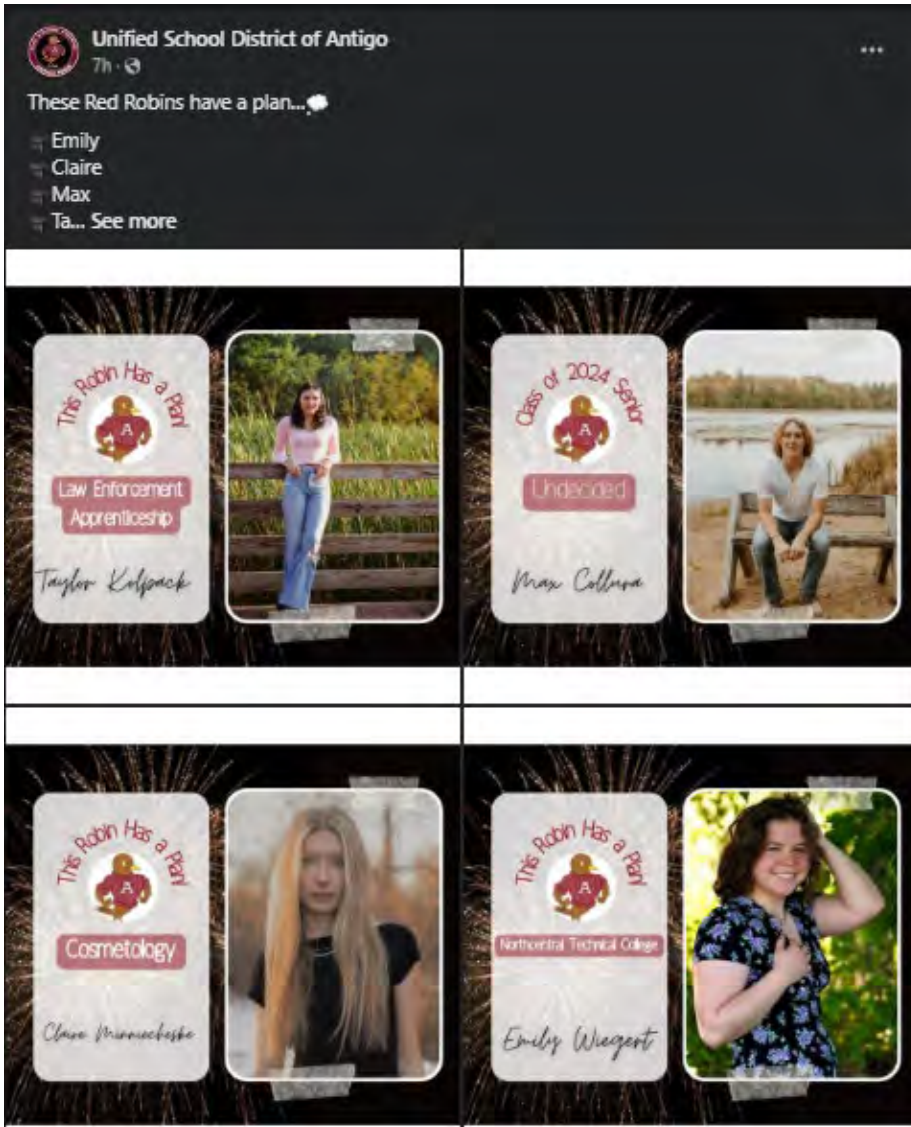
Judicare Legal Aid
2d · 🌐


Every year, our Indian Law Office hosts a Wills Caravan over spring break with law students from Wisconsin's law schools and Columbia Law School. We love collaborating with Wisconsin's tribes to provide critical estate planning assistance to Wisconsin's indigenous communities.

Thank you to our wonderful students from [Marquette University Law School](#), [Columbia Law School](#), [University of Wisconsin-Madison](#), and [Northcentral Technical College](#) for spending your spring break with us!

Thursday
March 14, 2024

NTC and Madison Students at Lac Du Flambeau



 **Two Dark Thirty**
1h · 🌐

Mental Health and Resiliency for First Responders with Rick Bucher
THURSDAY, MAY 16, 2024 4:00PM - 8:00PM
Northcentral Technical College- Wausau Campus

Click on the link to sign up!
<https://www.ntc.edu/.../mental-health-and-resiliency...>

Flame and Fortune



How the Fire Service (almost) Killed Me

By Rick Bucher

 **Wausau & Marathon County Parks, Recreation & Forestry**
2d · 🌐

🎮🏁 Get ready to rev your engines! 🚗🏆 Registration is now open for our Esports Mario Kart Tournament happening this Saturday at the NTC Esports Arena! 🌟🏁 Compete against fellow gamers, show off your skills, and race to victory in this thrilling tournament! 🏆🎮 Don't miss out on the action - secure your spot today and join us for an epic day of gaming fun! 🎉🎮

Registration Link - <https://secure.rec1.com/.../marathon-county.../catalog...> See more

MARIO KART TOURNAMENT



APRIL 6TH

AGES 10-14 9-11 AM

COST: \$15






Green Bay Police Department

2h · 🌐

...

We would like to WELCOME our newest recruit officer Hunter Kniess, who is currently attending the Law Enforcement Academy at Northcentral Technical College. He is expected to graduate this May, and will then enter our field training program.



Two Dark Thirty · Follow

17h · 🌐

...

2024 North Central Regional Trauma Advisory Council Annual Conference Click on the link below to register!

THURSDAY, APRIL 11, 2024 8:00AM-4:15PM

Northcentral Technical College - Wausau Campus

[Northcentral Technical College North Central Regional Trauma Advisory Council](#)



NTC.EDU

2024 North Central Regional Trauma Advisory Council Annual Conference - Conferences, Seminars, and Workshops | Northcentral Technical College





Marathon School District

Yesterday at 6:00 AM · 🌐

We are excited to feature the #MarathonPride Class of 2024!

👉 Jorey Kunkel will attend Michigan Technological University for Mechanical Engineering.

👉 Nathan Huebsch will attend NTC for Agronomy.

Congratulations Jorey and Nathan! ❤️



Colby School District

March 20 at 10:27 AM · 🌐



Future Plans

"Planning to attend Northcentral Technical College to attain my Associate's Degree in Dental Hygiene."

Biggest Accomplishments

"Being on the high honor roll all throughout high school while balancing a work-to-school life."

Breanne Zawislak

*Colby High School
Class of 2024*



Media Monitoring Suite



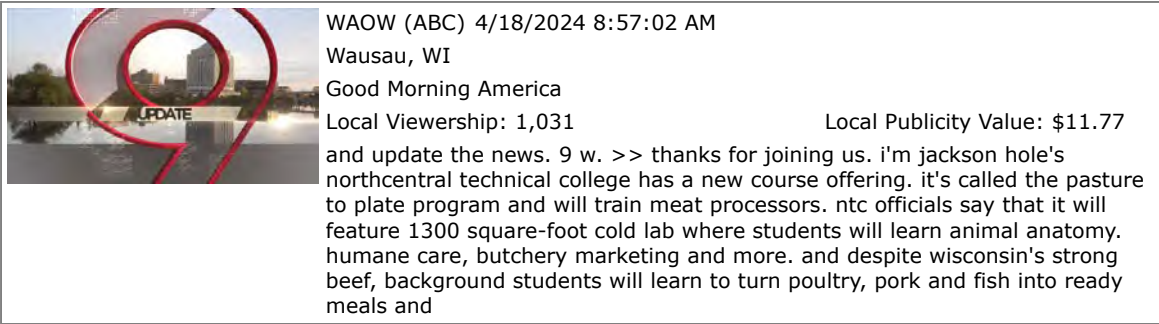
Reports

Name Report

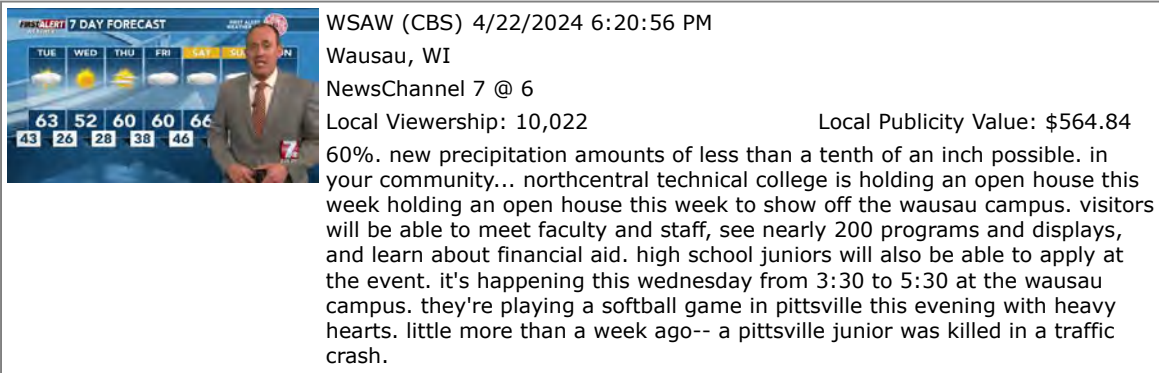
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[Export to Excel »](#)

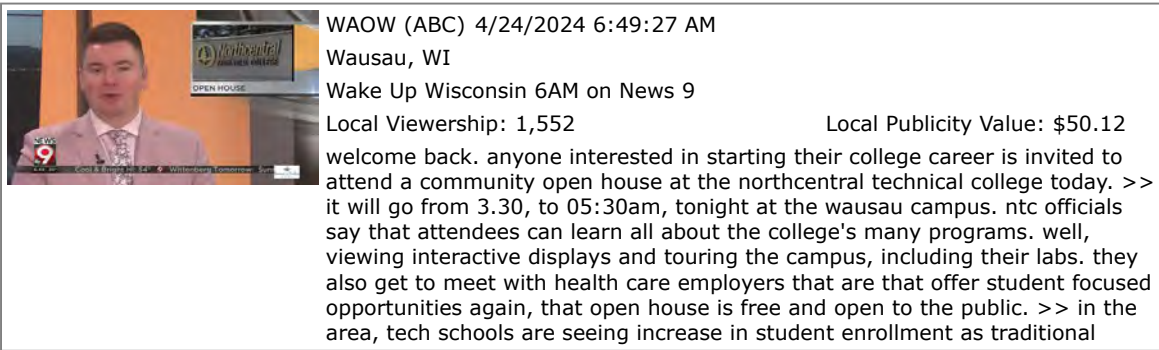
	<p>WAOW (ABC) 4/11/2024 5:15:07 PM Wausau, WI News 9 WAOW at 5PM Local Viewership: 14,900 Local Publicity Value: \$425.95</p> <p>aims to find solutions that work for kids and their families in that area. it will also look at how a \$75,000 grant is already making an impact. it's happening at an to goethe northcentral technical college. >> your stormtracker 9 weather. >> more than 30 million people from texas to georgia spent wednesday under a severe storm threat that lived up to its name. the mississippi emergency management agency has reported one storm-related death. the storm system spun off a tornado in katie, texas overnight. another in port arthur destroyed a baptist church and the number of homes in new orleans. bourbon street empty due to flash flooding.</p>
	<p>WAOW (ABC) 4/17/2024 5:15:41 PM Wausau, WI News 9 WAOW at 5PM Local Viewership: 10,025 Local Publicity Value: \$302.19</p> <p>green screen. of course, that being the weather wall and also get some news, 9 swag. that event will run from noon until 5 northcentral technical college in moscow is offering something new. it rains meat processors and he's called the pasture to plea program. ntc officials say it will feature a cold lab and that's where students will learn animal. amanda, me, humane care, butchery marketing and more. and despite wisconsin, strong beef, background students will learn to turn poultry, pork and fish and to ready to eat meals and snacks. so not only do we cut carcasses out, but we also >> turn them into other</p>
	<p>WAOW (ABC) 4/18/2024 4:36:01 AM Wausau, WI Wake Up Wisconsin 4:30AM on News 9 Local Viewership: 2,420 Local Publicity Value: \$57.01</p> <p>month. wisconsin supreme court will also hear arguments in a case that could overturn a previous ruling which banned absentee drop boxes. >> northcentral technical college has a new offering it trains meat processors and it's called the pastor to plate program. ntc officials say it will feature 1300 square-foot cold lab where students will learn animal anatomy, humane care, buttery marketing and more. and despite wisconsin, strong beef, background students will also learn to turn poultry, pork and fission to ready to eat meals and snacks. >> so not only do we cut carcasses out, but we also turn them into other thing. so the lamb carcass gets turned</p>
	<p>WAOW (ABC) 4/18/2024 6:30:43 AM Wausau, WI Wake Up Wisconsin 6AM on News 9 Local Viewership: 2,420 Local Publicity Value: \$57.01</p> <p>those storms in store for us today. but a little bit of light rain some parts of the area. forecast. details straight ahead. >> and northcentral technical college is offering a new program all about meat. we'll take a look at everything that the students will get a chance to work. >> news 9 w we've got you covered. >> well, good morning, everybody. welcome in the wake up, jackson hole's. happy birthday. i'm ce ad fisher. we will get to all those stories in just a second. but first we want to check in with stormtracker chief meteorologist justin. >> sunrise out there and might be the last the sun we see today and i can see too much sun, especially in the southern part of the area.</p>



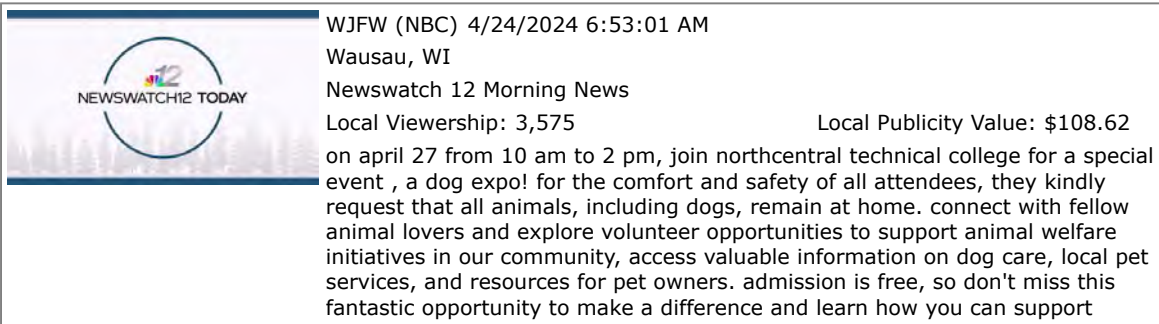
WAOW (ABC) 4/18/2024 8:57:02 AM
 Wausau, WI
 Good Morning America
 Local Viewership: 1,031 Local Publicity Value: \$11.77
 and update the news. 9 w. >> thanks for joining us. i'm jackson hole's northcentral technical college has a new course offering. it's called the pasture to plate program and will train meat processors. ntc officials say that it will feature 1300 square-foot cold lab where students will learn animal anatomy. humane care, butchery marketing and more. and despite wisconsin's strong beef, background students will learn to turn poultry, pork and fish into ready meals and



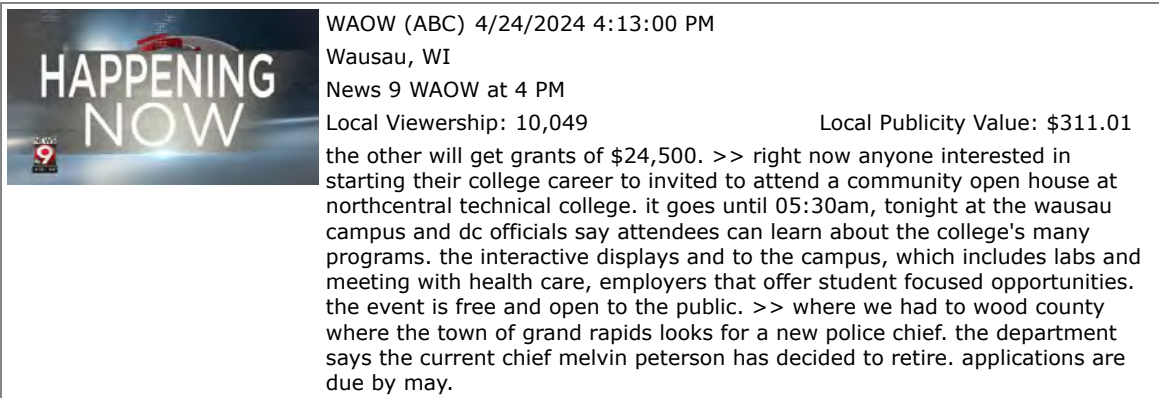
WSAW (CBS) 4/22/2024 6:20:56 PM
 Wausau, WI
 NewsChannel 7 @ 6
 Local Viewership: 10,022 Local Publicity Value: \$564.84
 60%. new precipitation amounts of less than a tenth of an inch possible. in your community... northcentral technical college is holding an open house this week holding an open house this week to show off the wausau campus. visitors will be able to meet faculty and staff, see nearly 200 programs and displays, and learn about financial aid. high school juniors will also be able to apply at the event. it's happening this wednesday from 3:30 to 5:30 at the wausau campus. they're playing a softball game in pittsville this evening with heavy hearts. little more than a week ago-- a pittsville junior was killed in a traffic crash.




WAOW (ABC) 4/24/2024 6:49:27 AM
 Wausau, WI
 Wake Up Wisconsin 6AM on News 9
 Local Viewership: 1,552 Local Publicity Value: \$50.12
 welcome back. anyone interested in starting their college career is invited to attend a community open house at the northcentral technical college today. >> it will go from 3.30, to 05:30am, tonight at the wausau campus. ntc officials say that attendees can learn all about the college's many programs. well, viewing interactive displays and touring the campus, including their labs. they also get to meet with health care employers that are that offer student focused opportunities again, that open house is free and open to the public. >> in the area, tech schools are seeing increase in student enrollment as traditional



WJFW (NBC) 4/24/2024 6:53:01 AM
 Wausau, WI
 Newswatch 12 Morning News
 Local Viewership: 3,575 Local Publicity Value: \$108.62
 on april 27 from 10 am to 2 pm, join northcentral technical college for a special event , a dog expo! for the comfort and safety of all attendees, they kindly request that all animals, including dogs, remain at home. connect with fellow animal lovers and explore volunteer opportunities to support animal welfare initiatives in our community, access valuable information on dog care, local pet services, and resources for pet owners. admission is free, so don't miss this fantastic opportunity to make a difference and learn how you can support

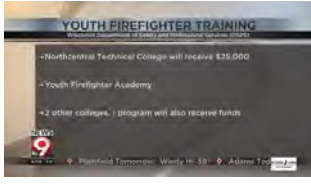


WAOW (ABC) 4/24/2024 4:13:00 PM
 Wausau, WI
 News 9 WAOW at 4 PM
 Local Viewership: 10,049 Local Publicity Value: \$311.01
 the other will get grants of \$24,500. >> right now anyone interested in starting their college career to invited to attend a community open house at northcentral technical college. it goes until 05:30am, tonight at the wausau campus and dc officials say attendees can learn about the college's many programs. the interactive displays and to the campus, which includes labs and meeting with health care, employers that offer student focused opportunities. the event is free and open to the public. >> where we had to wood county where the town of grand rapids looks for a new police chief. the department says the current chief melvin peterson has decided to retire. applications are due by may.



WSAW (CBS) 4/24/2024 6:04:00 PM
 Wausau, WI
 NewsChannel 7 @ 6
 Local Viewership: 10,287 Local Publicity Value: \$628.20

is awarding grants to fund youth firefighter training. the 'youth volunteer firefighter training program' aims to boost recruitment by offering it to students across the state. northcentral technical college is getting \$25-thousand for their youth firefighter academy. in just a few months, the wausau community theatre could become an empty building. donations are helping, but not to the extent they need. for almost a hundred years the wausau community theatre has been putting on productions. they've found more people are getting involved, but less people are buying tickets to their shows. so they're looking at what



WAOW (ABC) 4/25/2024 5:59:48 AM
 Wausau, WI
 Wake Up Wisconsin 5AM on News 9
 Local Viewership: 2,420 Local Publicity Value: \$57.01

money or collected the most pennies was treated to an ice cream part. >> in an area technical college will receive thousands of dollars to help fund the youth firefighter training northcentral technical college will receive \$25,000 toward youth firefighter academy. it's a partnership that includes volunteer central fire and ems district kobe in abbotsford high schools across the state to other colleges. and one program will also get grant money. the funds are awarded by the wisconsin department of safety and professional services. >> live from news 9 w this is newnight week up with guns. >> well, good morning and

Items in this report: 11

Total Local Viewership: 68,701

Total Local Market Publicity Value: \$2,573.70

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