

MODELING A NEW EDUCATION

Debbie Davidson

Vice President, Workforce and Economic Development Division
Gateway Technical College, Kenosha, WI

John Milisauskas

Manager, Kenosha County Job Center
Wisconsin Workforce Development Area #1

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TRAINING MODEL

- Identify need – demand driven
- Gateway partners with Job/Workforce Development Centers and area employers
- Short-term training (average 14-16 weeks)
- Targeted to dislocated workers
- Fast-paced, rigorous, and highly-structured programs that simulate a work week

STAKEHOLDERS



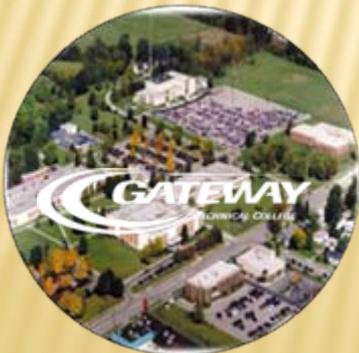
PARTNERSHIP SYNERGY



- Focus groups
- Programming input and review
- Workplace competencies
- Mentoring/volunteering
- Employment opportunities



- Employer outreach
- Recruitment
- Pre-assessments
- Case management
- Job placement



- Curriculum development
- Instruction and resources
- Continuous improvement
- Skills validation
- Career pathways



- Response to employer demand for skilled workers with soft skills
- Partnering to promote, recruit, assess, train, place and provide oversight
- CNC Boot Camp, Spring 2005
- Welding Boot Camp, Fall 2006
- Industrial Machine Repair Boot Camp, Spring 2009



BOOT CAMP MODEL

BOOT CAMP PROGRAMS

	Program Length	Program Hours	# College Credits	Certifications
CNC Operation	14 weeks	504	15	CCMS MSSC Safety NOCTI
Welding	14 weeks	306	10	AWS CCMS MSSC Safety
Industrial Machine Repair	19 weeks	774	27	CCMS MSSC Safety NOCTI



CNC Boot Camp 10 Completion Ceremony

Results	# Boot Camps	Total # completing program
CNC	10	144
Welding	5	63
Machine Repair	2	21

  	
INDUSTRIAL MACHINE REPAIR BOOT CAMP GRADUATION CEREMONY FRIDAY - JULY 31, 2009 1:00PM MICHIGAN ROOM 110	
WELCOME & ACKNOWLEDGEMENTS	ED KNUDSON EXECUTIVE DIRECTOR/WORKFORCE & ECONOMIC DEVELOPMENT DIVISION
COMMENTS	ALICE OLIVER MANAGER/RACINE COUNTY WORKFORCE DEVELOPMENT CENTER JOHN MILISAUSKAS MANAGER/KENOSHA COUNTY JOB CENTER
COMMENTS & INTRODUCTION OF SPECIAL GUEST	DEBBIE DAVIDSON VICE PRESIDENT/WORKFORCE & ECONOMIC DEVELOPMENT DIVISION
AWARDING OF MSSC CERTIFICATES (MANUFACTURING SKILLS STANDARDS COUNCILS)	ROBERTA GASSMAN STATE SECRETARY OF WORKFORCE DEVELOPMENT
AWARDING OF CERTIFICATES OF COMPLETION	DEBBIE DAVIDSON VICE PRESIDENT/WORKFORCE & ECONOMIC DEVELOPMENT DIVISION
AWARDING OF CERTIFICATES CPMS (CRITICAL CORE MANUFACTURING SKILLS) PERFECT ATTENDANCE STRAIGHT A'S	WILLIAM L. MEIER INSTRUCTOR - INDUSTRIAL MECHANIC
INDUSTRIAL MACHINE REPAIR BOOT CAMP STUDENTS	
JERRID B. BARBER	CARLOSA. PALOS
TODD J. DeGROOT	JOSEPH H. PORRAS
JEFF W. JENKINS	PETER J. SIMANEK
WILLIAMA. JENKINS	GARRY G. STANLEY
JUSTIN J. JENSEN	MICHELLE A. STEWART
HENRYS. NELSON	JEFFREY W. TECHERT
JOHN R. WICK	
 <p>The Industrial Machine Repair Boot Camp is funded in part by the Department of Workforce Development and Training. WIRED grants the grant encourages local cooperation among public and private entities to develop a skilled workforce that will attract new economic development and jobs. Together, the Racine County Workforce Development Center, Kenosha Job Center and Milwaukee Job Center have joined forces to play an important role in the development and implementation of this program.</p>	

IMR Boot Camp Completion Ceremony Agenda

BOOT CAMP STATS

PARTNERSHIP BUY IN

Kenosha County Job Center (urban)

Racine County Workforce Development Center (urban)

Walworth County Job Center (rural)

Gateway Technical College

Industry – General Automotive, Pioneer Products, Letsch Manufacturing, Micro Precision, Swiss Tech, HyPro, Marini Tool, Kirsan Engineering, Bothe & Associates, Whitewater Manufacturing, Bert Jensen & Sons



- Evolution from Boot Camp model
- Workforce Development drove training offered based on employer input and job orders
- Broader support for short-term training
- Contracts with Gateway to deliver training
- Funded through stimulus money (ARRA) at full cost recovery
- 16-18 students per program

SMART CAREER RESTART MODEL

SMART CAREER RESTART PROGRAMS

Short-Term Training	Capacity	Duration (weeks)	Hours per week	Integrated Credential(s)
Machine Repair	18	20	40	<ol style="list-style-type: none"> 1. MSSC Safety 2. CCMS 3. NOCTI 4. Torque Certification 5. Gateway Certificate
CNC Set-up Technician	18	12	40	<ol style="list-style-type: none"> 1. MSSC Safety 2. CCMS 3. NOCTI 4. Gateway Certificate
Medical Receptionist	18	10	40	<ol style="list-style-type: none"> 1. Gateway Certificate
Telecommunications Installation	12	8	32	<ol style="list-style-type: none"> 1. MSSC Safety 2. Fire Stopping 3. Customer Service 4. BICSI/Belden
Logistics	18	2	20	<ol style="list-style-type: none"> 1. MSSC CLA 2. MSSC CLT

SAMPLE PROGRAM SHEET

Telecommunications Installer

<u>Location</u>	CATI - Sturtevant	<u>Certifications Earned</u>	MSSC Safety
<u>Start Date</u>	10/26/2009		Fire stopping
<u>End date</u>	12/18/2009		Customer Service
<u>Duration</u>	8 weeks		BICSI/Belden
<u>Hours per week</u>	32		
<u>Note</u>	No classes on 11/26 or 11/27	<u>Pre-Requisites</u>	10th Grade Reading Level
<u>Capacity</u>	12 students		10th Grade Math Level
			This is a physical job which may require lifting and the use of ladders
<u>Course Titles</u>	Telecommunications Safety & Installation		
	MSSC Safety	<u>Pathway</u>	Preparation for Electronics
	Customer Service		Technician Associate Degree
	Applied Math		
	Fire Stopping		
		<u>Total Cost</u>	\$2167 pp / 260 hours instruction
			textbooks, online course, fees, certification exams
<u>Gateway Credits Earned</u>	3	<u>Notes</u>	None

SAMPLE SCHEDULING

Telecom Boot Camp Schedule

		TOTAL HOURS	MSSC Safety	Telecom Safety & Installation	Customer Service	Math		Fire Stopping
		246	30	72	36	72		36
		Monday	Tuesday	Wednesday	Thursday	Friday		Hours per week
		26-Oct-09	27-Oct-09	28-Oct-09	29-Oct-09	30-Oct-09		
Week 1	8:00 to 9:00	Telecom Safety	Math	Telecom Safety	Math	Telecom Safety		Safety = 4
	9:00 to 10:00	& Installation		& Installation		& Installation		
	10:00 to 10:15	Break	Break	Break	Break	Break		Telecom = 12
	10:15 to 11:15	Telecom Safety	Math	Telecom Safety	Math	Telecom Safety		
	11:15 to 12:15	& Installation		& Installation		& Installation		Customer = 4
	12:15 to 12:45	LUNCH	LUNCH	LUNCH	LUNCH	LUNCH		
	12:45 to 1:45	Customer		Fire	MSSC Safety	Fire		Math = 8
	1:45 to 2:45	Service		Stopping		Stopping		
	2:45 to 3:00	Break	Break	Break	Break	Break		Fire = 8
	3:00 to 4:00	Customer		Fire	MSSC Safety	Fire		
4:00 to 5:00	Service		Stopping		Stopping			

CAREER PATHWAYS

SMART CAREER RESTART LEADS INTO CAMPUS PROGRAMS



FUNDING

- Boot Camps
 - Tuition and fee based
 - Funded by various grants, federal financial aid, employer-funded and self-pay
- Smart Career Restart
 - Full cost recovery
 - Funded through ARRA
 - Contract for service with Workforce Development

PROGRAM STRENGTHS

- Strong support from WDCs
 - Develop a qualified applicant pool
 - Coordinate employment interviews
 - Provide placement services
- Employer support
- Instructors
- Boot Camp Employment Consultant



EMPLOYMENT CONSULTANT



Melissa Hennessy
Employment Consultant
Racine County Workforce
Development Center

- Value-added approach starts with enrollment/orientation
- Case Manager
- Identify and assist students with barriers to success
- Track attendance
- Address retention and termination
- Assumes many roles

PROGRAM CHALLENGES

- Finding qualified applicants
- Continued funding
- Campus resources
- Accelerated timelines
- Internal and external paradigm shift in program delivery
- Weaker case management for Smart Career Restart training

OUTCOMES

- Employer feedback leads to Continuous improvement – adding certifications
- Changing scheduling to accommodate high school students in welding Boot Camp
- New equipment for programs – IMR lab



The public views Gateway's new industrial mechanical technician lab on the Racine Campus during the open house on May 20, 2009.

PROGRAM VALUE TO EMPLOYERS

- Employees with technical and soft skills
- Involvement with training
- Improved employee retention
- Value of NOCTI as a standard for skills assessment
- Value of Manufacturing Skills Standards Council (MSSC) credentialing
- Value of Critical Core Manufacturing Skills (CCMS) skills certificate



LESSONS LEARNED

- Need for status meetings and oversight
- Value of the Employment Consultant or Case Manager
- Necessity of student study skills and tutoring
- Ability to be flexible with scheduling, equipment, and resources
- What didn't work: non-compliance with program policies

Roberta Gassman,
*Wisconsin Department of Workforce
Development Secretary was the
keynote speaker at the first
Machine Repair Boot Camp
completion ceremony*



*Wisconsin Governor **Jim Doyle**
visited the Welding Boot Camp*

LOCAL RECOGNITION

CNC Boot Camp
featured on **ABC**
World News
with Charles Gibson

October, 2008



View the video at www.gtc.edu.cncbootcamp

NATIONAL RECOGNITION



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For more information:

John Milisaukas 262-697-4586 jmilisau@co.kenosha.wi.gov

Debbie Davidson, 262-564-3422 davidsond@gtc.edu

www.gtc.edu/cncbootcamp

www.gtc.edu/weldingbootcamp

www.gtc.edu/machinerepair

www.gtc.edu/dislocatedworker