



GATEWAY AS A LEADER

Grants

The Grants Office will be submitting five Perkins grants to the WTCS next week. These grants are for the 2023-2024 fiscal year and will begin July 1, 2023. Perkins grant funds focus on improving retention and completion outcomes by closing equity gaps, strengthening the connections between secondary and postsecondary education and assisting students in their preparation for high-skill, high-wage, or in-demand occupations. Grant activities are driven by the college's performance on Perkins measures established by the WTCS. Particular emphasis is placed on closing equity gaps.

The Grants Office is also working with staff across the college on seven State grants to be submitted to the WTCS in January. State funds provide support for targeted programs in the following categories: Career Pathways, Core Industry, Developing Markets, Completion, and Professional Growth. In the Career Pathways category, applications will focus on creating dual credit opportunities in the Medical Assistant program and increasing retention in the nursing career pathway. In the Core Industry category, applications will focus on updating and expansion of programming in Welding and Carpentry. In the Developing Markets Category, Gateway's application will support the launch of the new Human Resources associate degree program.

ACADEMIC AND CAMPUS AFFAIRS

Academic Operations

Year round course scheduling for the 23/24 academic year is underway, all schools are in the review process for their section offerings and sharing recommendations for tweaks and updates. Academic Operations is working with a 2024orward strategic planning sub group to reduce costs of textbooks. Follett, our current contracted vendor for textbooks, supplies, and Gateway gear is presenting to the group about their Access (cost reduction) program on 12/5/22.

Kenosha Campus

Construction in the Science wing of the Academic Building is on track and should be completed and ready for the Spring semester. Repairs to the HVAC system have been delayed until March due to supply chain issues, temporary solutions are in place. Parking Lot C is open and signage has been added.

Racine Campus

Fire Suppression work has been completed.

The roof repairs/water infiltration project for the Racine building is up for review by the Board.

The parking lots (including IMET) have been completed. In the spring, new signs will be added.

School of Pre-College and Momentum Programs

There are three (3) open positions under Recruitment (1 ABE Instructor, 1 ELL Instructor, 1 Momentum Programs Associate).

Recruitment is underway for the Spring 2023 Promise 2 Finish cohort, and Fall 2023 HS Promise and STEM Scholars programs.

Recruitment is underway for a new Spanish 5.09 cohort for the Elkhorn Campus, starting Spring 2023.

COMMUNITY AND GOVERNMENT RELATIONS

Community and Government Relations

It continues to be busy with a number of community events. We have participated in the Three Harbors Council Distinguished Citizen award event, UW of Racine County, the Racine Community Foundation annual dinner, KABA holiday social, WCEDA annual luncheon, RAMAC holiday open house and the Kenosha Goodfellows holiday event.

Individuals attended the ACTE conference where Bryan received the Lifetime Achievement award for his work in Postsecondary CTE.

We continue to have dialogue with facilities about the many remodeling projects to assist with creating the Gateway Experience.

The Community and Government Relations (CGR) team has started to explore the college a little more through hands-on activities. This is a wonderful opportunity for the individuals that are tasked with marketing and engaging the community to have a better understanding of programs. This past month we had a chance to learn about the simulation lab in the Law Enforcement Academy. Those that wanted were able to participate in a simulation. We have other opportunities coming up in the areas of culinary, nursing, welding and horticulture.

Marketing

Spring semester push campaign is underway, continuing the Own Your Future messaging. The campaign includes a combination of billboard, print, targeted digital ads and an all postal customer mailing. The mailing arrived at area home the first week in December. A campaign is also underway to promote the upcoming Fast Track events that includes digital ads, print ads, paid email blasts as well a targeted mailing. In addition, a registration campaign geared to retaining currently enrolled students is underway as well.



Your Big Future Starts Here

FAST TRACK!

WEDNESDAY, DECEMBER 14
4 - 6:30 P.M.
RACINE CAMPUS

Explore programs • Get application help • Register for Spring

GATEWAY
TECHNICAL COLLEGE



OWN YOUR FUTURE

ENROLL NOW:
Spring classes begin Jan. 17

GATEWAY
TECHNICAL COLLEGE

Sustainability

The Center for Sustainable Living(CSL) has been busy since the start of the fiscal year. To date there have been over 840 individuals that have visited. This past month there were visitors from girl scout troops, the Mahone Eco Club and a community workshop. A craft night to make holiday decorations was hosted at the CSL with over 20 staff members participating.

On December 8th, a trip was made to Lambeau Field to receive a grant from the Green Bay Packer Foundation to build a new gardening box/area at the Center. This was a very fun day!

Foundation

Gateway Foundation thanks our donors whose generosity transforms the lives of students every day. As of November 30, 2022, 247 donors chose to help Gateway students through the Foundation by contributing \$386,261.

The generous gifts were from individuals (including Gateway faculty and staff as well as alumni) and organizations (including businesses, foundations, and service clubs). Donors have contributed to areas such as the mission of the Foundation, student scholarships, the endowment, The President's Opportunity Fund, the Gateway Promise Endowed Fund, student emergency funds, the WGTD Program Fund, the Short-Term Training fund, and the Foundation Scramble.

We are grateful to the following organization donors for their support of Gateway Students through the Foundation:

- Fontana Garden Club (\$1,000) Fontana Garden Club Scholarship
- Johnson Financial Group (\$2,500) Innovation Connection
- Partners in Design (\$2,500) Innovation Connection

- SC Johnson Giving (\$3,000) matching an employee gift

The High School Scholarship application is open until March 2022.

The Foundation's Student Emergency Funds have helped 19 students with \$8,883.56 for tuition, rent, food, computer repair, and transportation. Thanks to a grant to the Wisconsin Technical College System to the College, \$6,423.09 has been granted to an additional 12 students for rent and utilities.

Gateway Foundation joined with the community to celebrate Giving Tuesday, the global celebration of generosity and doing good in the community. We are pleased to share we exceeded our dollar goal of \$1,000 for the day by raising more than \$2,700 for Gateway students.

The Foundation's Facebook following has grown to 687 with 12 additional followers joining in the month of November. Its Twitter following has 89 followers. The Alumni Association's following on Instagram has grown to 69. Its LinkedIn following has grown to 222.

WGTD

A couple of notes from Wisconsin Public Radio..Anders Yocum, the familiar voice who hosted "The Sunday Brunch" and the 2-4 p.m. Sunday classical show, has retired...the new season of the Metropolitan Opera's Saturday Matinee Radio Broadcasts begins Dec. 10th at noon.

FINANCE, ADMINISTRATION & FACILITIES

Community - Joint Review Board Meetings

Sharon Johnson recently participated in joint review board meetings including the following municipalities: Villages of Mount Pleasant, Sturtevant, Union Grove and Sharon.

Emergency Management Tabletop Exercise

Gateway Technical College hosted its Emergency Management Tabletop Exercise on December 6, 2022. The exercise is a requirement of the Higher Education Act and requires the college to invite and encourage participation by local first responder agencies as well as Gateway Executive Leadership Council members and staff. Representatives from Kenosha, Racine and Elkhorn police and fire departments were in attendance and shared helpful information/ procedures with all the attendees as the participants utilized the college's Emergency Management Plan and worked through a critical event (explosion) which occurred on one of the college's campuses and expanded to another campus. Afterwards, participants reviewed the exercise citing the positive experiences and noting the opportunities to improve the Gateway Technical College Emergency Management Plan.

On the Table

Sharon Johnson and Dee Ford attended an On the Table reception hosted by the Johnson Foundation. The event provided a summary of some of the valuable discussion and suggested actions that arose out of the events held all over Racine in

October. It was also a valuable opportunity to network and share ideas with other community members who also attended one of the events.

FY 2023 - 2024 Budget Update

Budget development week for FY2023-24 kicked off on December 6th and runs through December 13th. The meetings are once again being held virtually via zoom with all of the budget managers to review and analyze their budgets in a one on one setting. Budget managers have through the end of January 2022 to prepare their initial submission to the budget office for review.

Grants Update

The Accounting Manager continues to work with the Grant Writers and Project Managers on budgeting for new grant proposals and renewals of existing grants for WTCS which are due December, 2022 and January, 2023.

Facilities

The new light fixtures, that have been on backorder, have been installed in the Burlington Hero Center parking lot and the Racine Campus parking lot B. The iMET parking lot project is complete. The Kenosha Campus Science Building Remodel will be completed in time for Spring 2023 classes. The Kenosha Campus Facility team, with assistance from the Racine Campus Facility team, supported the Kenosha Campus Holiday Gifting and Art Fair.

HUMAN RESOURCES

Magan Perez attended an MRA training, Nov 16th on Conducting Workplace Investigations. This training covered various stages of an investigation and reviewed a case study in which we practiced the investigation skills, including preparing questions. This training also went over developing findings and conclusions based on interviews, exhibits, and other information and we then prepared a recommended course of action. We covered the creation of thorough and timely documentation.

Magan Perez recertified her Professional in Human Resources certification through Human Resources Certification Institute. The certification needs to be renewed every three years. An individual needs to provide evidence that they participated in activities over the past 3 years that maintains their knowledge of the Human Resource field.

Jessica Johnson attended the Wisconsin Women in Higher Education Leadership (WWHEL) session on November 17th. The session focused on remembering to pause and be present, be kind, and be mindful.

Heather Halbach and Gaby Iribarren attended the See Your Future Expo on November 7th. The See Your Future Expo is an event hosted by RUSD for freshman students to explore a variety of career paths by asking professionals in the field. Gaby and Heather represented HR. They met with students from all the RUSD schools to discuss what HR was, get the students excited about the career, and answer any questions they might have had. Gateway collaborated with Herzing to

represent HR but having our booths next to each other at the event and networking with other higher ed schools in the area.

Magan Perez and Jessica Johnson are working with Charles Jacob to set up and test the new Benefit Self Service module for Open Enrollment 2023.



WebAdvisor used to be the electronic enrollment software Gateway used to allow employees to self-enroll in their benefits without all the paperwork.

WebAdvisor is no longer supported and has moved to Self-Service. To continue to allow our employees the convenience to enrolling electronically Self-Service needs to be configured and tested before launch.

John Frost presented various HR topics at the Deans' Council on November 15th. Some of the topics he covered were: details about the FSA Open Enrollment, upcoming end of year dates for payroll processing, updates on current recruitments in process, and some employee relations/coaching topics. Magan Perez closed the Open Enrollment for the 2023 Flexible Spending Account (FSA). 2023 Has 214 enrollments, which is two more enrollments than the previous year.

Magan Perez hosted retirement information sessions on November 29th and December 1st. These were informational sessions only to help employees considering retirement or planning for retirement to have a starting point and know what steps they need to take. Magan is planning to offer additional sessions in the future.

INSTITUTIONAL EFFECTIVENESS

Pathways and Program Effectiveness

The Higher Education Resource Alliance (HERA) designed a microcredential catalog website in an effort to close the talent gap for organizations in southeast Wisconsin and provide a comprehensive list of short-term educational and professional development opportunities for those looking to upskill. Gateway's Director of Career Pathways and Program Effectiveness uploaded information on all of our applicable microcredentials to the website to ensure employers and prospective students can access accurate information about the college's available training options.

The Director of Career Pathways and Program Effectiveness and the Program Effectiveness Specialist met with the Registrar and Associate Registrar to review discontinued course plans and teach-out plans associated with programs making major curriculum modifications for the 2023-24 academic year. The purpose of these plans is to identify how courses being removed from programs will be made available to students who require them to graduate, whether through teaching out the necessary amount of sections or through substituting a new course. Once approved by the Provost, the plans will be shared with affected program students to aid in future course scheduling.

The Instructional Design Strategist and Program Effectiveness Specialist attended the annual WTCS WIDS Curriculum Conversation on 11/10/22. The virtual meeting provided curriculum staff from across all 16 WTCS colleges the opportunity to connect on a variety of topics and learn from each other's best practices.

Employee Learning

Employee Learning supports staff's continuing education by providing funding for professional development opportunities outside of Gateway. So far this academic year 12 faculty and staff have attended conferences and we are on track for an additional 10 faculty and staff to attend conferences this spring.

It is fascinating to read what our employees are learning. Kris Vines, Surgical Technology instructor, attended AccredX and learned about the surgeon's perspective on soft skills, preparing for a program accreditation visit, and increasing student engagement through gamification. Richard McLaughlin, Life Sciences instructor, attended the 18th International Symposium on Microbial Ecology in Lausanne, Switzerland. While at the conference, he learned about microbes in soil and their relation to crop health as well as an initiative to implement a new code of nomenclature for prokaryotes. (Although many can be DNA sequenced, they can't be cultivated and are therefore excluded in the current system.)

Institutional Research

The Office of Institutional Research has been exploring student success in online courses. An [October research brief](#) found that students were more likely to pass face-to-face courses than online courses. This comes despite the growing popularity of online coursework, which can offer students with greater scheduling flexibility when balancing school with work and family commitments. IR conducted a follow-up analysis to determine potential reasons for low online course success and provide suggestions for helping students in online courses better succeed. [Part 1](#) explores different demographic and programmatic data looking for any patterns. In all analyses, students still outperformed in face-to-face courses. [Part 2](#) explores SmarterMeasure assessment data, which evaluates student readiness for online coursework. As expected, students with access to technology and greater technology skill sets performed better in online coursework. The analysis also revealed the importance of time management in online learning success. Teaching students time management and other self-regulatory skills could be a key area for helping students succeed in online courses.

Organizational Excellence

The Office of Organizational Excellence (OE) has submitted the annual contract reporting file to the WTCS. For FY22 Gateway had 362 38.14 contracts that generated \$6,749,012 in revenue and 347.69 FTEs. Gateway served 14,007 students and 33,676 credits were earned through these contracts. The largest portion of Gateway's 38.14 contracts continue to be high school partnerships with \$5,100,341 of the total revenue.

Organizational Excellence is working with the Registrar's Office on a transcript fulfillment process improvement project. Currently students call in to request

transcripts and the Registrar's office fulfills the request. When the new process is implemented in spring, the student will call in the request order and The National Clearinghouse will fulfill the request. The new process will be transparent to the student, the fee will stay the same, and there will be no adverse service effects. In fact, the student will be able to get their transcripts in several new, faster ways. In addition to the current mail option, students will be able to request email, secure PDF, or rush mail. Since January 1, 2022, the Registrar's office has processed over 3,600 transcript requests. This improvement will save five hours per week of staff time as well as the cost of printing and mailing the transcripts.

LEARNING INNOVATION DIVISION

Information Systems

The Infosilem Room Scheduling software was upgraded. This included upgrading the operating systems and databases.

The virus / malware detection / protection software on all IS servers was reviewed and added, updated, and / or removed as needed.

A number of minor issues arose as a result of upgrading the Database System and Operating System of Ellucian Colleague, our Enterprise Resource Planning system (ERP). These have been resolved.

The application of the necessary updates to Ellucian Colleague for End of Year tax processing has currently been applied to the test environment and will be applied to the production environment shortly.

Information Technology

Zoom phone POC is still underway, met with Stacy Riley, Curtis Turner, and Maria Abrego to discuss how the Contact Center would be impacted by this potential change and have time scheduled with the contact center team to discuss and ensure all requirements are satisfied.

Data center refresh equipment has been received and plans are underway to begin installation and migration of our virtual service infrastructure this Spring.

Critical firewall maintenance and Internet edge engineering will take place between semesters to take advantage of additional Internet bandwidth. The team did a great job getting us through the semester by implementing application QoS, additional network segmentation, and other caching capabilities to alleviate constraints as much as possible.

The ELC approved the March project timeline for removal of old CAT 5 cabling and replacement with CAT 6 cabling in the Administration Center on the Kenosha Campus. This project will complete removal of outdated CAT 5 cabling across the district, which our teams have been updating for several years.

End User Computing and Distance Learning Technologies

This week Mark Derose was hired to replace Tiffany Fonseca as the new Voice

Grant CST (LTE). His first day is 12-5-2022. He will be working in the LID office area at the Conference Center in Kenosha. Mark will report to the Director of Endpoint Computing and Distance Learning Technologies.

Jessica Lopez has been hired as the new Endpoint Technician. Jessica's first day will be 12-12-2022. She will be working in the LID office area at the Conference Center in Kenosha. Jessica will report to the Endpoint Technology Manager.

With the addition of Tiffany Fonseca on the Help Desk, we were able to stop the practice of routing calls that come in, when CST's are not available to answer, to PDS. Those calls now go to our voicemail that the CST's on the Help Desk check throughout the course of the day.

ENROLLMENT

Spring enrollment is early and currently down -2.0% FTE. Year-to-date enrollment, including summer, fall, and spring remains positive at +1.7% compared to this time last year with unique students being served positive +3% or an additional 317 students.

STUDENT SERVICES & ENROLLMENT MANAGEMENT

Admissions

The Admissions team is gearing up for the rush of application materials supporting Spring 2023 enrollments, processing over 600 documents in the month of November with even high numbers expected for December. When comparing the number of applications submitted by students in November 2021 (608) to those submitted November 2022 (641), applications are up 5 %. This total number of applications is only those submitted online by the student and does not include Program Changes or requests to add a 2nd program by current students. Additionally the team is preparing to again offer the VIP Admit initiative, this time incrementally expanding to include the entire RUSD District and Wilmot High School. Other project work includes preparations for our work with ReUP supporting the reenrollment of stopped out adult students.

New Student Specialist (NSS)

The NSS have been collaborating with Financial Aid team to host FAFSA / Program Application workshops targeted for high school seniors both on campus and at local area high schools. These workshops will continue throughout spring. The Elkhorn Campus hosted 300 Walworth County students for a Construction Pathway event with area employers to raise awareness about local apprenticeship and employment opportunities. Community outreach efforts were made at various events at Parkside, Aurora Medical Center and Grand Geneva.

Student Finance Specialists (SFS)

During the month of November, the SFS team participated in 8 events to assist students in completing their FAFSA. These events range from FAFSA labs/presentations within Racine and Elkhorn county high schools. Collaboration with the new student specialist to hold admission application/FAFSA workshops,

Adult Learner Fairs, Transfer Fair & Experience Gateway. 47 interested individuals benefited from their expertise at these events.

Student Accounts

In an effort to help financial aid eligible students navigate their debts, Student Accounts have made adjustments to our prior debt process. We will now be making targeted communication to students that may be eligible to use our prior debt process to use upcoming financial aid to cover a past due balance. Our goal is to increase awareness and also reduce the overall student account receivables.

Academic Advising

The Advising team started conducting “cluster” meetings, where the Advisors for the like programs meet bimonthly. This has created more opportunities for collaboration and also opened the door for more faculty connections within those clusters. November was a successful month for cluster meetings and many met with the deans of their schools and had faculty guest speakers. Priority registration started on Nov. 7th, Advisors have been busy with student appointments, helping students update their academic plans and registering for Spring 23 courses.

Some Advisors visited classrooms to remind students about the importance of registering early and answer any registration questions.

Advisors continue supporting the development of “just in time” videos. Advisors sent a ‘how to prepare for midterms’ video to their students. The video was created by a Peer Advisor and it also provided 6 successful study tips.

Peer Advisors started offering Jump Start Workshops in-person on the Kenosha and Racine Campuses, we hope to meet the needs of students who do not feel comfortable navigating technology. These workshops are designed for new students to help them navigate the different online student tools.

Some Advisors also participated in the Wisconsin Race and Ethnicity Conference hosted by MATC.

Financial Aid

During the month of November, the financial aid (FA) team members attended various training conferences (Wisconsin Association of Financial Aid Administrators (WASFAA) & Federal Student Aid (FSA) Training Conference)). At these conferences team members receive vital training on the processing of financial aid for the upcoming 2023-24 school year. Also, federal updates regularly impact the processing of financial aid and clarification on compliance requirements that affect our Title IV eligibility as an institution. The FA team has begun the early stage of setting up the FA module within Colleague for the 2023-24 school year. With the recent installation of Self Service release 2.37 to Colleague, the FA Office has also begun the process of setting up student document attachment in Self-Service - this will enhance the ability for students to submit required documents. In November, the FA Office met the annual requirement to submit to the state of Wisconsin HEAB agency, the Wisconsin Student Support Information System (WISSIS) Data Survey.

Career & Employment Services (CES)

CES participated in the Pop Up Food Pantry serving 79 Gateway students; hosted and participated in SEE Your Future Expo for 1,400 students with 125 employers; provided 8 back to back presentations on developing an Elevator Pitch and Career Development to 250 students across the state at the ProStart convention at the Grand Geneva; attended the WCEDA annual meeting and networked with partners; supported fellow Gateway colleagues who was the keynote speaker; helped with the Gateway Apprenticeship Fair by providing tours for potential students and assisting employers and unions; presented on resume building; interviewing; Handshake; Big Interview; looking for employment; Glassdoor; and reverse career fair to AAM class; tabled at Transfer Fair; presented workshop on resume writing to 38 attendees, virtually and in person, at the First in Family conference; presented at several classrooms on various career and employment topics including resume reviews for Surgical Tech, Business Management and Horticulture classes; participated in a best practices discussion with the career team from MATC-Milwaukee.

High School Partnerships

Katie Graf and Melissa Earnest are working on growing the Academy programs. Offerings for High School Academy programs will be published in December. Mary Appenzeller has been working on 2022/2023 Youth Apprenticeship applications from 9 different high schools. Mary Appenzeller and Mary Blue have also been getting Contract for Services Nursing Assistant applications 114 currently for 2023 spring semester. Katie and Mary Appenzeller attended the National Apprenticeship Week Event held at Imet representing Youth Apprenticeship. It was a great event with many youth and adults attending. Kim Enright is getting ready to create sections for spring courses and update all the registration forms. We have 256 SCN Students for Spring. Open registration for Start College Now students are now open. Kim is planning to visit high schools who have more than 10 students interested in Start College now for a Registration Event. In the month of November, Kim visited 2 high schools. We are also wrapping up Fall TC registration. Sam Duczak has been working on mini grants for the VOICE grant. Sam held the Articulation dinner connecting TC teachers with GTC faculty.

LEARNING SUCCESS

International Education

Chinedu Obowu and Elaine Asma attended the NAFSA region V conference in Milwaukee representing GTC on October 19th. Many lessons learned from the conference hope to be implemented in the months to come including more avenues for international student recruiting and curriculum internationalization.

The Office of International Education is beginning a Faculty Professional Development Opportunity in Ireland we are hoping to do yearly to give selected faculty the opportunity to attend an internationalization Spring Symposium hosted by the Institute of Study Abroad Ireland.

International Education week was celebrated from November 14 -18 and GTC students got to learn about global culture through a variety of different formats, one

of which was connecting with our partner institutions in Brazil, Scotland, and Mongolia.

Finally, interviews were conducted for the 2023 study abroad programs. GTC will be sending selected students to 4 programs / 5 countries in 2023 (Australia, Eswatini, Ireland-Scotland, Vietnam). 40 applicants and 8 group leaders are the projected numbers for the 2023 programs.

Learning Success Coaches

Mary Goodhall (Nursing Coach) has been meeting with students one on one, in groups, and in the classroom. She has been facilitating program specific workshops throughout the semester. She has also attended webinars on the Next Gen NCLEX and how to prepare students for the new format that will be starting in April 2023. LaToya Robbins Thurmond (Administrative Professionals, Business Management, Human Services, and Marketing Coach) has been case managing and recruiting students to the coaching program. She has also been hosting “CEO Conversations” at the iMet center. These conversations include students who have already or are looking to launch new businesses. CEO Conversations are held bi-weekly and address entrepreneurial topics that help students gain insight into how to successfully launch or manage business. The students are looking forward to inviting CEO’s from the community to share industry knowledge and experience. LaToya is also continuing to support students in securing field placements (Human Service Students) and internships (Administrative Professionals, Business Management, and Marketing).

BUSINESS & WORKFORCE SOLUTIONS

Gateway’s Liz Oplatka Takes Center Stage

Gateway’s Liz Oplatka captivated an audience of 250 business leaders at WCEDA’s November 16th annual meeting, held at the Grand Geneva. Liz’s keynote address focused on working and leading in a multigenerational workplace and the need for all leaders to focus on people, not differences.



National Apprenticeship Week 2022

Gateway's 2022 National Apprenticeship Week celebration was a huge success with more than 60 potential apprentices and 18 employers/sponsors attending the event. Apprenticeship partners and instructors were on hand to provide a one-stop-shop for individuals and businesses who want to start their apprenticeship journey or simply understand the benefits of apprenticeship and/or get started on their apprenticeship journey.



Gateway Spreads the Word at Kenosha Area Chamber Expo

Business and Workforce Solutions showcased its offerings to the Kenosha area business community at the Kenosha Area Chamber of Commerce Business to Business Expo, held on November 17th. Nicci Pagán and Jamie Rauth hosted a booth to help raise awareness of apprenticeship and the vast educational offerings

available to local companies.



Making a Big Impact

Eighteen women are now eligible to enter the workforce as CNC Operators. The Ellsworth residents make up the 9th cohort of CNC students, all earning CNC Operator certificates. The women were celebrated in a completion ceremony on November 21 at the iMET Center. All took part in a reverse job fair; and, as of this writing, 10 of the program completers received employment offers.

WI DOC's Secretary Kevin Carr spoke at the event and noted that the greatest factor in reducing recidivism is the ability to earn a family-sustaining wage upon release. He praised the work of the students and efforts Gateway puts forth to make the program a success

In addition to CNC instruction, the students gained skills in: basic machine shop math, 3D printing, resume writing and interviewing and soft skills. They also earned 14 additional nationally-recognized industry certifications.

This cohort was grant funded through the SE WI Workforce Development Board and case-managed by our WI DWS partners.⁷ The 10th Ellsworth cohort kicks off in January 2023.

Gateway Hosts Denver School Officials

On November 15th Gateway and Snap-on co-hosted a group from the Douglas County School District located in the Denver, Colorado area. The district is working to create a Career and Technical Education Center of Excellence for Denver schools and came to Gateway to learn more about industry partnerships and programming based out of the iMET and Horizon Centers. The visitors also had a chance to visit Snap-on to learn about Gateway's collaboration with NC3 and how students benefit from embedded industry certifications.

Outstanding Metallica Scholars Initiative Alumni

Keenan Tolefree was one of four alumni asked to speak at the monthly Metallica Scholar meeting. The AACC, All Within My Hands Board members and all the

colleges part of the Metallica Scholar initiative were on the call. It was a very moving and eye-opening hour celebrating student success. Keenan was part of the Academy of Advanced Manufacturing 22 credit, 14-week certificate program funded by the All Within My Hands Foundation. Gateway was awarded the grant for the 4th consecutive year. Keenan did a wonderful job explaining his story and what led him to the AAM program where he began his journey as a Metallica Scholar:



Keenan Tolefree - Gateway Technical College (WI)

Life is vastly different than it was just a few months ago for Keenan Tolefree, a father of three young children. He earned an Advanced Manufacturing Specialist certificate and now works as a third shift mechanic at a highly automated packaging company. “When the robots go down or fault out, they call me to fix the problem. Literally everything I learned in class, I use for work.” Now, Keenan can afford to buy a house, a new car, and sign his kids up for sports. “There’s a lot of happiness at home and not really much stress worrying about what bills we have coming in.”

The Sky is the Limit

RYOCF (Racine Youth Offenders Correctional Facility) Cohort 3 graduate Mike Van Hoof completed the Mechatronics program and was released mid-October. Mr. Van Hoof had 2 interviews the day of his release and 4 the next day. Mike accepted a job at Grede Foundry in Reedsburg as a specialist. He started the job in November and is making \$20/hour with a potential of \$25/hour in 3 months. He is waiting for a position in maintenance to open up where he will start at \$34/hour with a potential of \$37/hour. Mike is also part of the development team making an extra \$14.86/hour on top of his base pay to implement robots and other automation into the factory. And if that’s not enough, he’s also eligible for ample amounts of overtime!

Gateway Industrial Design Fab Lab

Pre K4 and second grade students from Washington Caldwell collaborate with “Kids Lab” kits.

Outreach

This month Gateway Industrial Design Fab Lab had an opportunity to expand its outreach in the Pre K arena. Seventy-six students, about forty Pre K, from four classes at Washington Caldwell School district, did free builds, and spatial dexterity

exercises, to introduce STEM oriented instruction. Caldwell, is one of two partners currently looking at regular collaboration with the Fab Lab at the Pre K level. Other outreach included KTEC High School in Kenosha for Dremel 3D Printer training, Festo Mechatronics and Case High School which will assist with an animal prosthetic project. The Fab Lab will also assist Case's current "Project Lead The Way" students with scanning and oversize printing. The Lab also did its second visit to Kenosha Lutheran Academy for CAD modeling in Tinkercad.

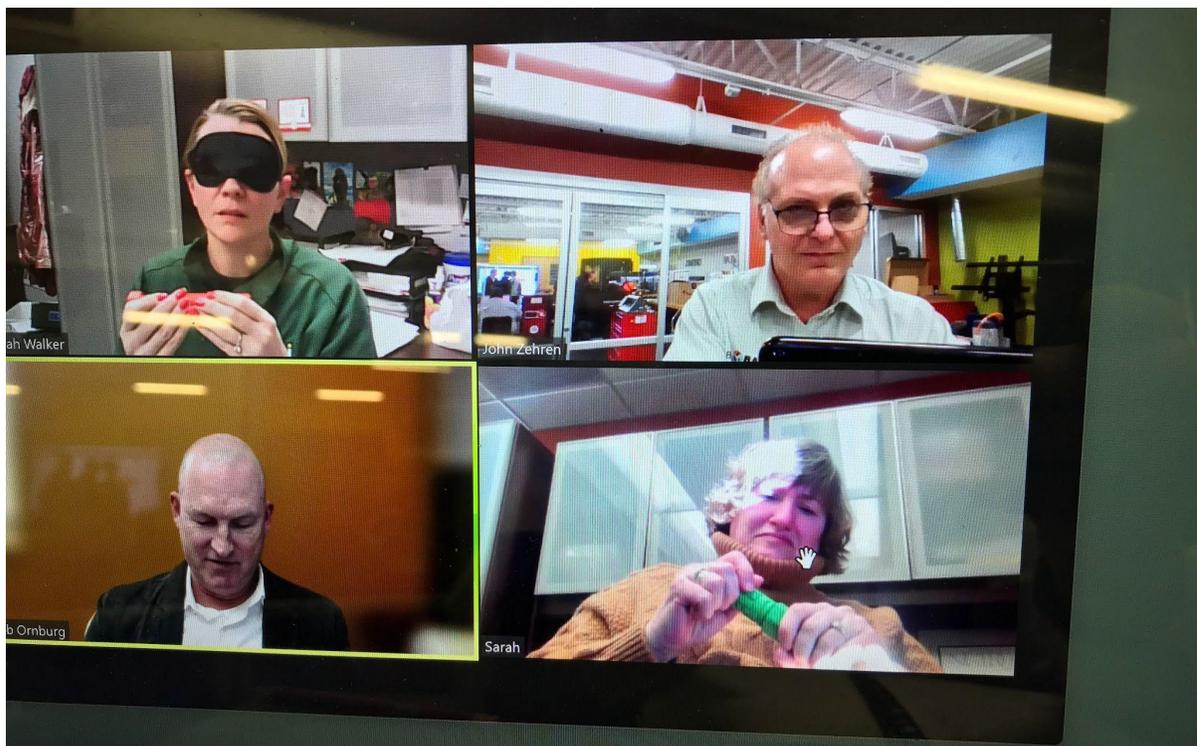


Workshops

Gateway Industrial Design Fab Lab did workshops this month with Racine Area Homeschool Group, RAHS, in CAD modeling for both Lightsabers, and CO2 Car racing.

Program Involvement

The Lab had an opportunity to assist Elizabeth Oplatka as she did the final sessions of Management Training for IBVI, a business focused on the visually impaired. The Lab 3D printed and shipped puzzle tubes out to employees. Challenges were held in three Zoom sessions, with a total of twenty four participants. Participants performed the "Puzzle Tube" team building exercise in three different locations nationwide, as the Lab presented and discussed the intricacies of lateral thinking integrated into management.



Community Involvement

Gateway Industrial Design Fab Lab connected this month with Art Root, a local arts alignment organization, for a mixer event. The Lab set up printers at Uptown Racine's "Branch" event venue, and had an opportunity to present to event attendees on the benefits of advanced manufacturing in Community, Arts and Education.



Gateway Industrial Design Fab Lab was invited to display with Mexican Fiesta for a Student Forum this month, connecting with Latino students and parents to highlight Gateway's role in providing local businesses with the talent they need.



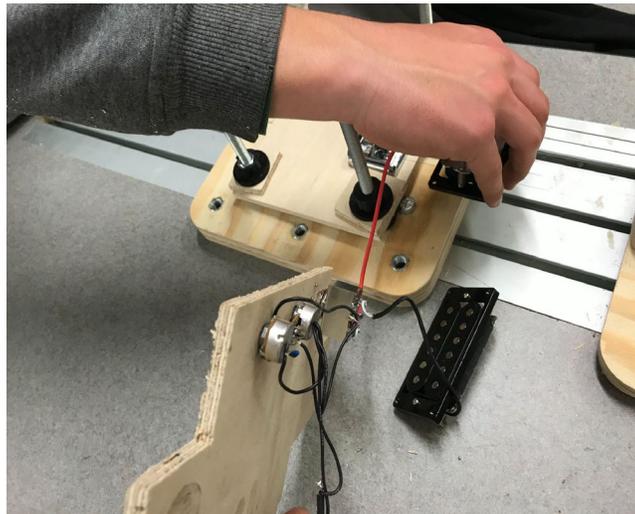
Mexican Fiesta is an organization dedicated to assisting the Latino community with scholarships, grants and educational equipment like computers. The Lab met artists,

administrators and scholarship recipients, and they even ran into Gateway Board member, and Alumni Zaida Hernandez-Irissou!



The Lab looks forward to partnering with Mexican Fiesta to hold workshops, and be a part of their Event at the Summerfest Grounds in August. We hope to host Lab workshops and partner with their Arts group as well.

The Guitar Building Workshop held its final sessions this month, concluding design, finishes and performing final setups. Participants not only built their first guitar, but learned CNC, Laser Engraving and 3D Printing. This Workshop is an extension of Gateway's original STEM Guitar program, with a more intense look at the engineering aspects, such as customizing through digital manufacturing and reverse engineering.





Participants, along with the Lab's Home School and 4-H groups, will hold an informal "Show and Tell/Open Mic/Holiday Potluck" next month. Parents and kids can learn a little guitar, show off their designs and even perform.

Lab Activity

Among the Lab's visitors and events this month were Instructors from Colorado Community College, Leadership Union Grove, Milwaukee Area Technical College for Fab Lab consultation, Gateway's IOT (Internet of Things) classes and assisted with the Apprenticeship Open House. The Fab Lab hosted an Open house for its Racine Area 4-H families this month, highlighting the educational possibilities Gateway has to offer. It also provided five 4-H educators from the Southeastern Wisconsin area with a tour of the Lab and S.C. Johnson iMET Center, after which we discussed expanding our collaboration with events and workshops.

OFFICE OF DIVERSITY, EQUITY & INCLUSION (DEI)

Submitted by: Josh Vollendorf

The Office for Equal Opportunity and Civil Rights completed and submitted an ADA review of the Kenosha campus and has been working closely with facilities managers to address ADA issues.

In October, Gateway held its second Title IX Awareness Month this year that included a quiz and workshops. 55 students completed the quiz and two students, chosen at random, received \$50 Amazon gift cards. 11 students attended the workshops (Health Relationships, Working through Trauma, and Self-defense). While not directly related to the work of the Office, the Director of Compliance, Josh Vollendorf, along with multiple Gateway employees chaired the college's annual Women in Manufacturing Day. The purpose of the event was to show women and

girls that manufacturing and trades jobs are for them. The 74 attendees (excluding volunteers and employers) heard from a speaker about the value of networking, listened to employers and women in the field about their experiences, learned about the paths to enter these careers, visited with employers, and engaged in hands-on work with welding, CNC, and much more. Gateway will move the event to March (Women's History Month) to avoid an oversaturation of related events in October. The next event will be March 2024.



November is National Veterans and Military Families month. To honor Gateway's veterans (student, Staff, and Faculty) their sacrifice and service this month is full of events. Redshirt Friday November 4 Kenosha Campus veterans lounge had cupcakes and staff were encouraged to wear red to remember everyone deployed. Honors Dinner November 8 was a dinner to celebrate Gateway's veteran staff. Bryan Albrecht was presented with an award that bears his name and will be awarded yearly to a member of Gateway's faculty, staff, or student who goes above and beyond for the veteran community here at Gateway. Barber Cosmetics program put on the annual Cut A Thon event. Around 60 attended and they raised \$445 for the Student Veteran Club. On Nov 16th with Native American Heritage month, "Wind Talkers", a movie about WWII Native American code talkers, was shown in the Kenosha Veterans Lounge. The Veteran Movie was Devotion (Korean War movie) and was shown November 29th. Gateway's veteran team gave countless hours to attend various different veteran events in the community from stand down, veteran celebrations, to conferences. Here are some photos.

★ Veterans Cut-A-Thon 11/17/22 ★

Kenosha - The Barbering Studio



Racine - The View On 5 salon & Spa



Burlington - The Cut | Powered by Andis

