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## Gateway Technical College... A Vision for the Future

It is an honor and a privilege for me to be named President of Gateway Technical College. We have enjoyed a rich history of working with our communities to provide workforce and economic development. I, along with the entire Gateway staff, look forward to building on this strong foundation and creating a brilliant future for our students, our communities, and our employers.

My vision is simple...we will

- Internally, focus on campus life, employee professionalism, and accountability
- Strengthen our community connections to benefit the students and our communities by providing increased access to our educational services, alignment of secondary and college programs, and strengthen our commitment to educational entrepreneurship that will improve our response to community needs.
- Incorporate innovative technology strategies in the delivery of our services, educational programs, and economic development initiatives.

Gateway is committed to continue growing and developing in ways that will allow us to remain one of the premier



Bryan Albrecht

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colleges in Wisconsin and the nation.

Sincerely,  
Bryan Albrecht  
President

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## Partners in Workforce Development

Gateway is a true partner with the three counties' workforce development centers. Our organizations have a shared mission—improved employment prospects for our residents, leading to improved quality of life and a stronger community economy. We partner on programs, we have agreements to share resources where appropriate, we serve on each others' governance boards bringing the particular expertise of one organization to help direct the other.

**Some examples:** CNC Boot Camp: To fill a void, Gateway's expertise in assessment, and curriculum development and delivery was brought together with the workforce development centers' connections with individuals seeking employment and their expertise in coaching and job search skills, and their connections with employers. The partnership resulted in dozens of individuals getting high-paying jobs they would not have otherwise been qualified to get.

**Instruction:** Gateway provides Adult Basic Education (ABE) for the workforce development centers in each county. The center's math, science, communication, and social science curriculum is used to better prepare individuals for a job or for getting their GED/HSED. For instance, 600 students used ABE services at the Racine County Workforce Development Center last year. Gateway offers computer skills training through each of the centers.

**Governance:** Underlining the partnership's importance to the strength of the community, Gateway and the workforce development centers seek to involve representatives in their governance system to better identify critical issues affecting their clientele and develop joint solutions. A Gateway senior staff member serves on the board of directors of each of the workforce development centers, and in the case of the Kenosha County Job Center, Bill Whyte, Gateway vice president Human Resources, serves as chair. To further partner the organizations, Pamela Zenner-Richards, manager WDC Business Services (and a Racine County Supervisor) also serves on the Gateway



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Technical College Board of Trustees. Gateway Board Chair, Dennis Schultz is the Kenosha County Director of Human Services, which is the parent organization to the Kenosha County Division of Workforce Development.

The organizations seek additional opportunities to work together for the improvement of the community.

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## Secretary of Workforce Development Visits

Secretary of the Wisconsin Department of Workforce Development Roberta Gassman visited Gateway Technical College and several area manufacturers Wednesday. She visited the day following Governor Jim Doyle's State of the State address, highlighting the importance of manufacturing in Wisconsin. Doyle stated, "We need to rededicate ourselves to training and retraining our workers, and making sure that our technical colleges remain the finest in the nation."

Secretary Gassman came to confirm the importance of training to ensure global competitiveness. She and Gateway officials toured LDV, Inc., Burlington, which will receive training from Gateway instructors through the Governor's Grow Wisconsin Program grants. Employees will learn basic electricity, electrical audio/visual and 5S Lean training. The company expects higher quality and worker productivity to result from the training.

Secretary Gassman visited the new Gateway Burlington Campus, Grove Gear in Union Grove, and CNH in Racine.

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## CNC Boot Camp Leads to Immediate Employment

Thirteen of the eighteen most recent completers of Gateway's CNC Boot Camp are already employed, just a month after they finished their training and completed a post-training assessment. All of the five not yet employed are actively involved in the job search process and being interviewed by potential employers.

This was the third CNC boot camp offered in partnership between the Racine County Workforce Development Center, the Kenosha County Job Center, and Gateway Technical College. The primary purpose behind the boot camps has been to train individuals so they can help fill the



Secretary Gassman discusses workforce development with Gateway President, Bryan Albrecht.

For more information about customized training or workshops for your business, contact: Ed Knudson [knudsone@gtc.edu](mailto:knudsone@gtc.edu)



Executive Vice President Zina Haywood announced to the large crowd assembled at the completion ceremony that she needed to wear sunglasses because of the intense glow created by all the bright futures generated

critical demand of area employers for skilled CNC operators. The training is intense. Students attend for 14 weeks, 40 hours of training a week. Employers crowded into the well-attended completion ceremony, waiting their turn to interview job candidates. They had received a binder containing each completer's resume, marketing the skills of the candidates.

While anyone interested in CNC operation could register in the training, take a preliminary test, and pay for participation the boot camp program, the workforce development centers saw this as an opportunity to train and place appropriate individuals seeking employment. These highly motivated individuals were selected for participation through the job centers and had to abide by very strict attendance policies, as well as achieve an acceptable level of performance. The participants came from diverse backgrounds. Two had been homeless; three had been left jobless when Intermet went out of business; one continued to work full time at a job he didn't enjoy while also spending 40 hours a week at school, another individual was on parole, looking forward to a well-paying job to support his son.

Future boot camps are under consideration.

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## Pharmacy Tech Boot Camp

The success of the CNC Boot Camp is causing employers to work with Gateway Technical College to determine whether their critical employee shortages might be addressed through cooperation on a boot camp-like program. Gateway has used the term to describe an intense program of training, offered full time for a period such as 14 weeks. The training is developed by Gateway, in partnership with employers, to determine the level of training needed to fill their skilled worker shortage. Gateway develops and delivers the curriculum.

Early discussions are underway with several major pharmacies which turned to Gateway to assist them with intense, quick-turnaround training for pharmacy technicians. Technicians are qualified to work in a pharmacy, packaging prescriptions. Pharmacies have indicated a shortage of workers who are qualified for this career. Recruitment, qualification testing, and curriculum development, would need to be a partnership between Gateway, interested pharmacies, and other interested parties. Details of the partnership and a decision to proceed

through the Boot Camp.

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will be forthcoming in the near future.

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## New Division to Better Serve Area Employers

Gateway Technical College is forming a new division, the Workforce & Economic Development Division (WEDD), effective immediately. WEDD will elevate Gateway's already strong focus on workforce training and the college's leadership position in the District communities' economic development efforts.

The division will combine the current Business and Industry Services Division (BISD) with the advanced technology centers, allowing the college to promote business development, workforce development, and technology innovation in southeast Wisconsin by serving as a "one-stop" economic center, promoting workforce development. WEDD, building on BISD's success, will be the leading supplier of training solutions to southeast Wisconsin business and industry. WEDD's mission is to deliver effective, efficient and affordable training for the area workforce through contracts for service, technical assistance, assessments, and professional development workshops.

Debbie Davidson, currently the director of LakeView Advanced Technology Center, in Pleasant Prairie, will serve as executive director of all advanced technology centers, including the Center for Bioscience and the Integration of Computer and Telecommunications Technology in Kenosha and the Center for Advanced Technology and Innovation in Sturtevant. Ed Knudson, currently the dean of BISD will serve as executive director of WEDD.

In announcing the formation of WEDD, Gateway president Bryan Albrecht said, "We feel this makes good sense. The advanced technology centers were developed to deliver high-quality training in newly emerging careers, identified as having strong job growth potential for the region. BISD was developed to provide customized training to meet today's business needs. Their missions are complementary."

"Gateway is where communities turn first for workforce training," continues Albrecht. "WEDD will work closely with businesses in each of the three counties to better understand the needs of business and will deliver workforce skill assessments, workshops, customized training, and



Debbie and Ed

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associate degree- and technical diploma-level training to meet these needs," says Albrecht.

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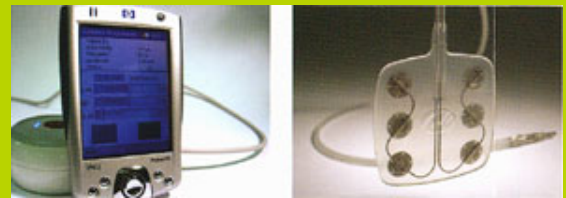
## Advancing the Medical Device Industry

The Biotechnology industry is one of the fastest growing industries in the country according the U.S. Department of Labor statistics. Medical device production could provide southeastern Wisconsin's manufacturers with some interesting opportunities to expand their customer base in order to thrive, or even survive.

Gateway Technical College is working on both a national and regional basis to identify ways it can help local manufacturers strengthen their position in the medical device market. In surveying companies, it was found that 45 companies in Kenosha, Racine and Walworth counties produce medical devices or pieces used in medical devices. These companies have been invited to join a medical device cluster so they can share ideas, concerns, and possibly work together to strengthen their competitiveness in the marketplace.

On the national front, St. Petersburg Community College received a National Science Foundation grant to pull together a number colleges considered leaders in Bioscience and located in areas of the country identified as having a strong medical device component. Gateway was selected to represent Wisconsin. Other states involved include Massachusetts, Pennsylvania, Minnesota, Washington, and California. Statistics show that 45% of all medical device manufacturing takes place in these six states.

This organization of colleges, now known as Medical Device Industry Educational Consortium (MDIEC), has produced a CD that informally is known as FDA 101—helping manufacturers navigate the challenges of compliance with the U.S. Food and Drug Administration. The CD is a teaching guide for instructors to develop a training program for medical device related manufacturers in their District. Gateway sees this as a helpful tool for local manufacturing companies who would like to tap into the lucrative and fast growing medical device market. While the equipment, processes, and often the materials can be the same for producing car parts or medical device parts, the FDA regulations can prove challenging. The training program is designed to reduce that barrier.



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## Successfully Working with Youth Apprentices

Fear of paperwork and not knowing how to work with high school students is a barrier to local businesses soliciting enthused student apprentices to train, from the ground up...bringing workers up in the business.

Gateway's PK-16 Relations director, Stephanie Sklba, presented workshops to Youth Apprenticeship mentors. "These mentors may not be the Youth Apprentice's direct supervisor, but are likely the people who need to help the student learn the job and to evaluate the work completed," says Sklba.

Sklba offered tips in how to listen to what the apprentice is saying or asking to better understand the issue he or she may really be addressing. They also discussed issuing work assignments and monitoring productivity, student accountability, and assessment and evaluation. More than 35 employer mentors were reached through the training.

"The purpose is to ensure success of the students and, ultimately, the Youth Apprenticeship Program (a state-operated program)," says Sklba. Many businesses feel they don't have the skills or time necessary to work with young people, yet they love the idea of starting with a high school student at the ground level and teaching them the right way—their company's way—to do things.

Many high school students involved in Youth Apprenticeships continue their technical training at Gateway post graduation. These students, having gained workplace experience, are often more successful college students. They can assimilate what they learn in the college classes to how it is applied at the workplace.

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## Walworth County Economic Development Alliance

Walworth County has formed the Walworth County Economic Development Alliance, Inc. (WCEDA) and has hired its first economic development leader. On December 1, 2005, Fred D. Burkhardt, was hired as the WCEDA's Executive Vice President. He immediately got to work to develop goals and priorities for the organization.



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### Fred Burkhardt Resume Highlights:

Burkhardt was selected from a pool of about 100 applicants. He served as Director of Economic Development for the city of Fresno, Calif.

Burkhardt, 61, has more than 25 years of experience in economic and community

WCEDA now has the responsibility for coordinating all economic development efforts for Walworth County. WCEDA is funded by municipal dollars from Walworth County, the cities of Whitewater, Delavan and Elkhorn, the towns of Delavan and Spring Prairie, and a portion of private dollars from Kikkoman Foods, Inc., of Walworth. However, WCEDA will be seeking additional business membership dollars to make the organization a true public-private partnership. Burkhardt will be seeking opportunities to meet with businesses and organizations, explaining the potential benefits of WCEDA.

WCEDA offices are located at 1000 E. Centralia, in the Walworth County Job Center, which is a Gateway-owned facility on our Elkhorn Campus.

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## Haywood Appointed Executive Vice President/Provost for Academic and Campus Affairs

Zina R. Haywood has been appointed Executive Vice President/Provost for Academic and Campus Affairs at Gateway Technical College. In this newly created position, Haywood will be responsible for overseeing all college campuses, including Kenosha, Racine, Elkhorn, and Burlington. She is responsible for program development, building relationships internally and externally with various communities, and strategic planning.

Haywood has served as Vice President/Provost of the Racine Campus since April 2003 and also assumed responsibility for the Kenosha Campus on an interim basis in June, 2005, when the Kenosha Provost left to take a position in another state.

"Zina has demonstrated excellent leadership skills, academic integrity, and has created positive campus relations," says Bryan Albrecht, president, Gateway Technical College. "Zina will be actively engaged in working with all college administrators, faculty, and staff. She is a visionary leader with high standards of excellence. I am confident she will lead us in developing increased professional cooperation throughout the district, internally and externally."

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development. He has held various positions in addition to managing a large staff and multi-million dollar budgets in Fresno.

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Zina Haywood

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### Resume Highlights

Haywood previously held positions at Milwaukee Area Technical College, Oakland University, and the University of Michigan.

Haywood is a Doctoral student at Walden University. She received a Master's Degree in Public Administration from Oakland University, and a Bachelor's Degree in Psychology from the University of Michigan. Haywood is married with a son and daughter. They reside in Kenosha.



You may email questions or comments about Community Connection to Jayne Herring at [herringj@gtc.edu](mailto:herringj@gtc.edu) or Lee Colony at [colonyl@gtc.edu](mailto:colonyl@gtc.edu)

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