Wisconsin Department of Corrections
Governor Tony Evers | Secretary Kevin A. Carr

COUNCIL ON OFFENDER REENTRY - AGENDA
June 16, 2021: 1:30 PM – 3:30 PM

OPEN MEETING NOTICE
Conducted Remotely via Zoom:
https://doc-wi.zoom.us/j/85220751847?pwd=c2pCNWtJR2F3NHZvN1U0b0pzaGNLUT09
Phone Number for Dial In: 1-877-336-1829 (Toll Free)
Conference Code: 253115

I. Director Welcome & Approval of Minutes
   Silvia Jackson, Department of Corrections (DOC) Reentry Director
   a. Welcome Dr. Marguerite Burns, Academic Professional Representative
   b. Re-appointment (two-year term) Mary Davies, Technical College System Representative and Jon Padgham, Public Defender Representative
   c. Vacancy: Awais Khaleel, District Attorney’s Office Representative
   d. Approval of Minutes from March 17, 2021 meeting

II. Wisconsin Projected Labor Market Trends
    Dennis Winters, Chief Economist, Department of Workforce Development

III. Department of Corrections Mobile Lab Training Initiatives in High Demand Fields
    Becky Heth, Reentry Employment Program Manager, DOC
    a. DOC Electro-Mechanical Mobile Lab at New Lisbon Correctional Institution
       Britt Pagor, Data Specialist, Western Technical College
       Kevin Hoeltzle, Instructor- Electromechanical & Automation Integrated Technology Division, Western Technical College
    b. DOC Welding Mobile Lab at Taycheedah Correctional Institution
       Mary Davies, Associate Dean of Economic and Workforce Development, Moraine Park Technical College
       Matthew Virtanen, Welding Instructor- Economic and Workforce Development, Moraine Park Technical College
    c. DOC Computerized Numerical Control (CNC) Mobile Lab at Racine Correctional Institution
       Jeremy Dutton, CNC / Tool & Die Instructor, Business & Workforce Solutions, Gateway Technical College
    d. DOC Mechatronics Mobile Lab will be placed at Racine Youthful Offender Correctional Facility
       JD Jones, Electro-Mechanical Maintenance Technician Instructor, Business & Workforce Solutions, Gateway Technical College

IV. Next Meeting Date:
   a. September 22 or 29, 2021 (1:30-3:30 PM)
   b. December 15, 2021 (1:30 – 3:30 PM)
The public is invited to join the Council meeting by clicking on the Zoom link or calling in, as listed above.

For questions regarding this meeting, please contact:
Office of the Secretary – Reentry Unit
Wisconsin Department of Corrections
Kellie.Blechinger@wisconsin.gov
Racine Correctional Institution in Partnership with Gateway Technical College Computer Numerical Control (CNC) Program
Curriculum

Current Courses Include:
• Gauging and Quality Control
• Fundamentals of Blueprint and Shop Safety
• Foundations of CNC Machining
• CNC Machining Technology
• Applied Math 1

Upcoming/ In Development:
• OSHA 10/30 General Industry
• Dremel 3D printers
• Tormach CNC router machine
CNC Certificates

Current Certificates Offered
• CNC Operator Certificate
• Wisconsin CNC Pre-Apprenticeship
• NC3 Precision Measurement Instruments
  • Module 1 - Tape and Rule Measurement
  • Module 2 - Slide Caliper Measurement
  • Module 3 – Gage Measurement
  • Module 4 – Angle Measurement
  • Module 5- Micrometer Measurement
  • Module 6- Dial Gage Measurement

Future Certifications/Credentials:
• NC3 Mike Rowe Work Ethic Certification Sweat Pledge
• NC3 Tormach XS Router
• NC3 Dremel 3D Idea Builder Certification
• S/P2 Machining Credential
• OSHA 10/30 General Industry Certification
Equipment
Equipment

Inside the Mobile CNC Classroom:
1 – Haas Compact 3 axis CNC Mill
1- Haas Compact 2 axis CNC Lathe
1- VMC2 ProtoTrak Machine 3 axis CNC Mill
12 Haas Gen 2 CNC Simulators
2 Haas Gen 3 CNC Simulators
CAD/CAM software for CNC Programing (Instructors Computer)
Gauging and Quality Control tools
Equipment
Equipment
Equipment
Equipment
Equipment
Inside of RCI Mobile CNC Classroom
Former Student Projects
Former Student Projects
Former Student Projects
Life After Release

RCI students receive 14 Gateway Technical College credits when they complete the CNC courses.

What comes next? Options include:
• Apply the credits toward the 30-credit CNC Production Technician diploma at GTC
• Apply the credits toward other technical college programs
• Apply for continuing education scholarships
• Enter the workforce as a CNC operator/setup (with the potential for tuition reimbursement through their employer)
• Enter into a company-sponsored Wisconsin CNC Apprenticeship
Career Outlook

CNC careers are in high Demand
Positions available:
1. CNC Operator
   • Starting position with minimal experience or CNC certification
   • Average wage $10-$17
2. CNC Machine Setup
   • Next step after operator
   • Average wage $15-$25
3. CNC Programmer
   • Machine Programmer and job requirements vary from companies
   • Average wage $20-$40
4. Quality Control
   • Quality control Technician
   • Average wage $15-$25

Through correspondence from released RCI CNC students, starting wages were anywhere from $15-$21 and they were qualified to Program/Setup/Operate machines
With the continued support from the state, the partnership between the Department of Corrections and Gateway Technical College can only grow.

Future Prospects:
• New equipment allows for the expansion of curriculum and certificate offerings
• New lab space can accommodate more students and innovative teaching methods with more exposure to industry-relevant experiences
• Potential for pre-release mock (or actual) interviews
• Exposure to CNC job offerings through the RCI job center
Jobs Outlook

Job Titles
- Mechatronics Technician
- Electro-mechanical Maintenance Technician
- Automation Technician
- Maintenance Technician
- Service Technician
- Automated Systems Technician
- Maintenance Mechanic
- Industrial Maintenance Mechanic

- Starting wages are between $20-$25/hour
Local Supporting Employers

• InSinkerator
• Allan Integrated Control Systems
• Conagra
Brochure

Brochure link
# Curriculum

Gateway Technical College “Mechatronics” Certificate Course list:

Courses taught by Gateway Technical College:

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Course Name</th>
<th>College Credit</th>
<th>Hours of Instruction</th>
</tr>
</thead>
<tbody>
<tr>
<td>620-310</td>
<td>Industrial Controls for Maintenance</td>
<td>2</td>
<td>60</td>
</tr>
<tr>
<td>612-102</td>
<td>Pneumatics / Hydraulics, Intro</td>
<td>3</td>
<td>60</td>
</tr>
<tr>
<td>628-310</td>
<td>Mechanical Skills 1</td>
<td>2</td>
<td>60</td>
</tr>
<tr>
<td>664-110</td>
<td>Mechatronics, Intro to</td>
<td>2</td>
<td>45</td>
</tr>
<tr>
<td>620-303</td>
<td>Motors &amp; Industrial Electrical Systems</td>
<td>3</td>
<td>90</td>
</tr>
<tr>
<td>620-311</td>
<td>PLCs and HMIs</td>
<td>2</td>
<td>60</td>
</tr>
<tr>
<td>628-411</td>
<td>Industrial Robotics, Intro to</td>
<td>1</td>
<td>40</td>
</tr>
</tbody>
</table>

**Total hours** 415

Additional Courses taught by Gateway Technical College

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Course Name</th>
<th>College Credit</th>
<th>Hours of Instruction</th>
</tr>
</thead>
<tbody>
<tr>
<td>804-370</td>
<td>Applied Math 1</td>
<td>2</td>
<td>60</td>
</tr>
<tr>
<td>801-301</td>
<td>Writing Principles</td>
<td>1</td>
<td>30</td>
</tr>
</tbody>
</table>

**Total hours** 90

Total hours of Gateway Instructed Courses = 505 hours
Total College Credits of Gateway Instructed Courses = 18 credits
Pneumatic Hydraulic Equipment
Electrical Basics Equipment
Mechanical Skills Equipment
Automation Equipment
Automation Equipment
Build Your Own Equipment
Build Your Own Equipment
Robot Equipment
MARY DAVIES
ASSOCIATE DEAN OF ECONOMIC AND WORKFORCE DEVELOPMENT

MATT VIRTANEN
WELDING INSTRUCTOR AT MORAIME PARK TECHNICAL COLLEGE
CREDITS AND COURSES

- Occupational Math (2 credits) Taught by TCI instructor
- Welding Theory and Safety (1 credit)
- Welding Blue Print Reading (2 credits)
- GTAW 1 (2 credits)
- GMAW 1 (2 credits)
- Teambuilding and Problem Solving (3 credits)
- 12 total college credits
CAREER PATHWAY

- Foundational Welding certificate
- Students can return to MPTC and complete the internship
- All courses align with welding technical diploma program
CAREER OPPORTUNITIES

- Prepared for entry level welding positions
- GTAW and GMAW
MOBILE LAB

- Began in spring of 2019
- Eight welding booths
- 25 students have completed in 5 cohorts
MOBILE LAB
MPTC-TCI PARTNERSHIP

Jennifer McDermott - Warden, Kalen Ruck - Deputy Warden, Jason Lederhaus - Education Director, Bonnie Baerwald - MPTC President, Mary Davies - Associate MPTC Dean of Economic and Workforce Development, and Beau Gellings - MPTC Business Representative of Economic and Workforce Development.
CONTACT

Mary Davies- mdavies3@morainepark.edu
Matt Virtanen- mvirtanen@morainepark.edu
Council on Offender Reentry

June 16, 2021

Mr. Kevin Hoeltzle
Program Head – IoT and MRET Programs

Ms. Britt Pagor
Data Specialist – Business & Industry Services
Wisconsin has a 3-year recidivism rate of 31.3% coupled with a skilled workforce shortage.
Electromechanical Maintenance Technician

- Installing Production Equipment
- Servicing motors, conveyors, sensors, and any production-related equipment
- Troubleshooting mechanical breakdowns
- Adjusting mechanical parts using hand and machine tools
- Conduct preventive maintenance and safety checks
## Workforce Need in WI

More than 500 jobs were found that match your search criteria. Please refine your search.

<table>
<thead>
<tr>
<th>Title</th>
<th>Location</th>
<th>Date Posted</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Industrial Maintenance Technician</strong></td>
<td>Reedsburg</td>
<td>01/15/2021</td>
</tr>
<tr>
<td>SEATS INC</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pay: $20.00 Per Hour to $28.00 Per Hour</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Source: Job Center of Wisconsin</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Industrial Maintenance Reliability</strong></td>
<td>Madison</td>
<td>02/19/2021</td>
</tr>
<tr>
<td>SCA NORTH AMERICA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pay: $28.10 Per Hour</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Source: Job Center of Wisconsin</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Industrial Maintenance Reliability</strong></td>
<td>Madison</td>
<td>01/28/2021</td>
</tr>
<tr>
<td>SCA NORTH AMERICA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pay: Based on Experience</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Source: Job Center of Wisconsin</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Maintenance Technician</strong></td>
<td>Little Chute</td>
<td>01/13/2021</td>
</tr>
<tr>
<td>HEARTLAND LABEL PRINTERS INC</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pay: Negotiable</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Source: Job Center of Wisconsin</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Maintenance Technician 2nd shift</strong></td>
<td>Little Chute</td>
<td>12/04/2020</td>
</tr>
<tr>
<td>HEARTLAND LABEL PRINTERS INC</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pay: Negotiable</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Source: Job Center of Wisconsin</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Maintenance Technician</strong></td>
<td>Madison</td>
<td>12/04/2020</td>
</tr>
<tr>
<td>AMCOR FLEXIBLES LLC</td>
<td></td>
<td></td>
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<tr>
<td>Pay: Based on Experience</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Source: Job Center of Wisconsin</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Maintenance Technician</strong></td>
<td>Sun Prairie</td>
<td>02/11/2021</td>
</tr>
<tr>
<td>AEROTEK</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Source: USNLX</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Maintenance Mechanic - 2nd and 3rd Shift Available</strong></td>
<td>Medford</td>
<td>01/25/2021</td>
</tr>
<tr>
<td>NESTLE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Source: USNLX</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
PROJECT PARTNERS:
DEPARTMENT OF CORRECTIONS (DOC)
WESTERN TECHNICAL COLLEGE
DEPARTMENT OF WORKFORCE DEVELOPMENT (DWD)
19,414 people in the care of DOC in Wisconsin (as of 4/30/21)
  - Western Technical College region - 2 medium security institutions
  - Jackson Correctional Institution
    - Randy Scott, Education Director
    - 1 technical program / 2 new in process
  - New Lisbon Correctional Institution
    - Sarah Goodman, Education Director
    - 5 technical programs
Department of Workforce Development

- Access to state workforce job training funds to support equipment
- Access to job center resources
- Wrap around support services
- Job Center onsite at NLCI
Western Technical College

- Business, Industry, and Employer Input
- Technical Expertise
- College Credit
- Career Pathways
- Accessibility to Quality & Relevant Instruction
# Electromechanical Service Certificate

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intro to Mechatronics</td>
<td>2</td>
</tr>
<tr>
<td>Intro to Industrial Control Systems</td>
<td>2</td>
</tr>
<tr>
<td>Industrial Electricity</td>
<td>2</td>
</tr>
<tr>
<td>Fluid Power Fundamentals</td>
<td>2</td>
</tr>
<tr>
<td>Mechanical Drives</td>
<td>2</td>
</tr>
<tr>
<td>Basic PLC Programming with Digital</td>
<td>2</td>
</tr>
<tr>
<td>PLC Applications</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td><strong>14</strong></td>
</tr>
</tbody>
</table>

* PLC – Programmable Logic Controller
Electromechanical Technology Content Area

• The full associate degree program emphasizes the application of control systems that integrate computers, hydraulics, pneumatics, motor controls, robotics, and mechanical drives to perform an automated process. Maintenance skills including mechanical, electrical, welding, and machining are also developed.
Transferability to Other Programs

• 3 Associate Degree Program Transfer Options
  – Mechatronics Robotics Engineering Technician
  – Electromechanical Technology
  – IoT Integration Specialist

• The Industry 4.0 courses in the certificate also transfer to other WTCS colleges that share these common core courses
The Classroom

• Mobile skills labs have the flexibility to reach students due to their inherent mobility
• Having a subject matter expert and equipment vendor throughout the process
  – Lab Midwest - Mequon, WI
• The curriculum and equipment must meet industry and educational standards of excellence
The Student

• Closing Achievement Gaps
  – We give traditionally underserved students a clear path to an education in a growing and life sustaining field

• Reading Readiness is Key
  – Entry to the program is based on 10\textsuperscript{th} grade level of readiness

• Entry level skills to secure employment - upskilling done by employers
The Instructor

- All Western Technical College instructors are required to have industry experience in the field they are teaching
- The instructor must be adaptable and able to think outside the box
- We have had success with veterans as instructors
- The instructor must be a model for success, not a mirror of the student’s circumstance
Keys to Success / Lessons Learned

• Scale the project – begin with a pilot program in existing DOC classrooms
• Work on class resource security protocols early in the process
• Engage with the correctional officers
• Do not stereotype that all DOC students will have an interest in your program
Keys to Success / Lessons Learned

• Marketing support to recruit students
• Host advisor visits from Western
• Host employer visits and/or virtual tours
• Ensure modern Internet access for equipment, students, and faculty before going live with the project
  – Amatrol Learning Management System (LMS)
  – PLC trainers
  – Additional equipment if expanding program
Thank you!

QUESTIONS?

Western Technical College