

Inventory of supporting documents for CTE Award

Letters from:

VanZeeland Manufacturing

Bassett Mechanical

G&G Machine

Local 400 Steamfitters and Plumbers Union

NEW Manufacturing Alliance

Yearly Data students

2015-16

2016-17

2017-18

2018-19-progress

Post grad CTE report for class of 2018

4 year plan of study for Manufacturing

Magazine article Gears magazine-national publication

Photos of Manufacturing students competition

Spread sheet data sources



KAUKAUNA HIGH SCHOOL

1701 County Road CE; Kaukauna, Wisconsin 54130-3916
Office (920) 766-6113 • Fax (920) 766-6157

COREY BAUMGARTNER
Principal

JOSHUA CHUDACOFF
Associate Principal

CHRIS MCDANIEL
Activities Director

MICHELLE VRANEY
Associate Principal

To Whom It May Concern:

I have had the privilege of working with the Kaukauna High School Technical Education department very closely over the last fifteen years. I became the literacy coach in 2004, when we started our literacy initiative across all disciplines. While many schools focus their work strictly on the “core” areas, we are fortunate that our CTE department has led the charge to ensure literacy is stressed in all classes.

When we first started our work, I would hold voluntary “literacy lunches” for informal professional development opportunities. By the second year we narrowed our focus to Document, Technological, and Quantitative (or DTQ) literacy. The tech ed department not only consistently attended these lunches, but also implemented the strategies and techniques in their classes.

The department has always been a leader in literacy practices in our building. They place a significant emphasis on Tier 3 vocabulary, using Marzano’s vocabulary process to teach their content-specific terms, and insisting that students use the correct terminology in their conversations and interactions. They incorporate applicable articles and readings to further students’ understanding of the content. One teacher and I even partnered up to lead a book study in his upper-level welding course, so that students could practice having conversations about more than just their welding work.

Three years ago, two of the teachers agreed to be Model Classroom Teachers for our building. We are a Partnerships for Comprehensive Literacy (PCL) school, which relies on exemplary teachers to be coached, and then model the work so their peers can learn. They are experts in literacy, and also the Gradual Release of Responsibility. Their modeling, prompting, and scaffolding work was so outstanding that we continue to use their videos to teach new staff.

I could give example after example of all the amazing literacy work the teachers in our tech ed department do, but I think an example of my own perfectly illustrates their expertise. I have been a consultant for Willard Daggett’s International Center for Leadership in Education since 1995, and a few years ago I was asked to fill in for a fellow consultant at the National ACTE conference. I watched as the tech ed teachers filed in and noticed me standing at the front of the room. I realized I was facing a lot of crossed arms and dubious looks! A large part of my presentation was sharing the work of Kaukauna High School tech ed teachers, and as I continued speaking, the arms uncrossed, notebooks and tablets were opened, and people started leaning forward. Several gentlemen came up to me afterwards and told me they were planning on leaving until they heard what I shared and it was the “real” examples of colleagues they didn’t even know that impressed them.

I always tell my colleagues in the tech ed department that they make me look good. I work with several high schools in New York and the reason I am asked to present is because I bring “real world” examples and experiences to these high schools. Our tech ed department is held up as an outstanding example of what teachers can do to enhance, through literacy, their already robust and rigorous curriculum. I am truly fortunate to work with such an amazing department here at Kaukauna High School.

Sincerely,

Nicole Hochholzer
Literacy Coach/Interventionist

KAUKAUNA STRONG



1200 Moasis Drive * P.O. Box 303 * Little Chute, WI 54140
Phone: 920.788.6326 * Fax: 920.788.6164
www.vzmsprockets.com

Program of the Year Award Committee

This letter is to recommend Kaukauna High School's Tech Department for Program of the Year. We have been very fortunate to have a great relationship with Kaukauna High School. Mr. Lawrence has been incredible to work with and has built a very strong school-to-work program.

Van Zeeland Mfg. has been lucky to have some amazing students come through the program. One of these students has since graduated and is currently enrolled in the Machine Tool Program at Fox Valley Technical College. He continues to work part-time while in school and we are flexible to accommodate his school schedule. Another current senior at KHS is working in our office and shop. His roles include: customer service, AutoCAD, machine operator, and many other related duties. These students come to us not only prepared with the technical skills needed, but also with the soft skills that make them outstanding employees. They have an excellent work ethic, a positive attitude, are very dependable and accountable. Many of the students are able to earn credits towards a technical school or university degree.

Kaukauna High School has an amazing Tech Department. They have partnerships with some key manufactures in the area, which allows them to keep up-to-date on the latest machining and welding equipment in their shop. Their educators continue training/schooling to keep up on the ever-changing technological advances. In doing so, they are able to teach and train their students to help meet the demands for a variety of manufacturing positions.

We feel KHS recognizes the increasing demand for highly skilled technicians and professionals in manufacturing. Between now and 2020 there will be a shortage of skilled workers. By teaching our youth the skills needed, providing them with tours and job shadows from a variety of manufacturing facilities and continuing partnerships with local businesses, they are extremely effective in preparing our youth for the needs this country faces. We are proud to be part of this program and are grateful to Kaukauna High School's Tech Department.

Sincerely,

A handwritten signature in cursive script that reads 'Lori Verhagen'.

Lori Verhagen
VP Operations
Van Zeeland Mfg., Inc.



HEADQUARTERS
1215 Hyland Ave.
Kaukauna, WI 54130
920.759.2500

MADISON
4017 Owl Creek Dr.
Madison, WI 53718
608.838.6362

MILWAUKEE
W136 N4829 Campbell Dr.
Menomonee Falls, WI 53051
414.536.3500

RE: Kaukauna High School
Program of the Year Award

Ladies and Gentlemen:

I am writing on behalf of Bassett Mechanical regarding our collaboration with Kaukauna High School for our Youth Apprentice/School to Work/Coop program.

We have been working with Kaukauna High School since moving our business to Kaukauna in 1997. For the past 20 years, we have worked closely with the school to create meaningful work experiences for their high school students.

While we work with a variety of high schools in the area, Kaukauna by far has been our strongest partner for our school to work initiatives. Their staff (and most importantly Nels Lawrence) have a passion for helping students identify their strengths and explore career paths in order to embark on a fulfilling work experience after high school. We have a high success rate in hiring Kaukauna students after graduation, and many have gone on to participate in trade apprenticeships, becoming valuable journeymen and foremen for our company.

We believe that Kaukauna High School is most deserving of the Program of the Year Award for their ongoing commitment to both their students and the industries they help flourish in our community.

Sincerely,

Patricia A. Van Ryzin
Vice President - Human Resources



1801 Progress Way
Kaukauna, WI 54130
920.766.9788 ph
920.766.7752 fax

To Whom It May Concern,

Over the past 32 years at G&G Machine, the relationship we've developed with the Kaukauna School District has been critical to our growth and reputation. We employ 18 Kaukauna High School graduates, including 10 who are direct products of the Co-Op program. This number includes our longest tenured employee, our Shop Foreman and some of our most talented machinists.

The focus on providing an outlet for mechanically inclined students looking to earn a living as a machinist is as critical as it has ever been. With a shortage of qualified machinists in the workforce, we have placed an even greater emphasis on discovering and developing new talented prospects for the next 32 years.

Due to these challenges, we have partnered with Kaukauna High School to create a career development video to recruit new employees and advocate for the industry as a whole. We hope that this video will help young students discover the potential of a career in manufacturing.

With the help of programs like the one thriving at Kaukauna High School, shops like ours will continue to develop high quality machinists with an earning potential on par or greater than those seeking a 4-year college degree.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Josh Griesbach', is written over a white background.

Josh Griesbach

Continuous Improvement Coordinator



Plumbers and Steamfitters Local 400
Training/Education Department
2700 Northridge Dr.
P.O. Box 533
Kaukauna, WI 54130-0533



Attention: Nels, Kaukauna School:

- Local 400 and Kaukauna High school has a close relationship in the Youth Apprenticeship program, being involved in: On the job training, taking classes specifically for our trades.
- Local 400 has a designated coordinator to visit area high schools and promote our careers in the pipe trades.
- Attend Kaukauna and other high schools career fairs, along with in class presentations, hands-on demos, visuals, job shadows, and networking with all different ranks in the pipe trades.
- Students can get a jump start on their classes that go towards their apprenticeship, while they are still in high school.
- Local 400 and Kaukauna has hired and placed students in the Youth Program and have moved to Metal Trades, and granted Apprenticeships soon after High School.
- The Youth Apprenticeship Program has gained a lot of attention over 3 years on educating students for a different career option other than college, to become highly skilled, have paid training, and no college debt.
- Essential for local students to see, do, and network with multiple ranks of professionals in the Pipe Trades, while still in high school.
- Students are granted access to our training facility while they are in high school and throughout their entire career while they are in the Pipe Trades. This gains supreme knowledge for anyone in this career to become highly skilled and educated in their chosen career path.
- Scott Wenger met Nels at a Wisconsin Apprenticeship Conference. He was discussing his Youth Apprenticeship program. I met with him after his presentation. Out of that meeting the Local 400 Youth Apprenticeship Program was born. Without Nels' help and inspiration, the Local 400 Youth Apprenticeship Program would not exist.

Respectfully: DJ Kloida Youth Apprentice Coordinator





Plumbers and Steamfitters Local 400
Training/Education Department
2700 Northridge Dr.
P.O. Box 533
Kaukauna, WI 54130-0533



Sincerely,

Scott Wenger

Scott Wenger, Training Coordinator

Scott@ua400.org

Office: (920) 462-0407

Cell: (920) 764-0407

Fax: (920) 462-0431





November 15, 2018

To Whom It May Concern:

Please consider this a letter of recommendation for Kaukauna High School's nomination for the Advance CTE award in the Manufacturing Career path. I am the director of the NEW Manufacturing Alliance. The organization (www.newmfgalliance.org) is a manufacturer led partnership with educational institutions, workforce development boards, chambers of commerce, economic development and nonprofit organizations throughout the 18 counties of northeast Wisconsin. There are over 260 members, mostly manufacturers that are members.

The Alliance commends Kaukauna High School for a new record for the number of students in its CO-OP YA programs. It has 70 students working for companies from Oshkosh to Green Bay. We appreciate the school's focus in CAD design, machine tool and other manufacturing fields. It is important to note the school's high graduation rate of 100% for its students and 92% of the students in the manufacturing path complete the program.

The Alliance hosts an annual Excellence in Mfg./K-12 Partnerships Awards in October. Each year, Kaukauna High School has been nominated as one of the best schools and/or educators of over 100 school districts in the region.

Please feel free to contact any one of our members of the NEW Manufacturing Alliance's Board for additional comments or questions.

Sincerely,

Ann Franz
Director, NEW Manufacturing Alliance

Including the full support of the Alliance's Steering committee:

Paul Rauscher
CEO
EMT International

Jeff Pallini
President
Fosber America

Jeff Strenger
President
Laminations

John West
President
Fox Valley Metal-Tech

Ron Buchinger
Director of Operations
CMD Corp.

Jim Koronkiewicz
Plant Manager
BPM Inc.

Rick Recktenwald
President
Walker Forge

Tim Ellsworth
VP of Manufacturing
Georgia-Pacific

Mark Kaiser
President and CEO
Lindquist Machine

Manufacturing Pathway
4-Year Career Plan of Study
Class of 2017 and Beyond

Name _____

Date _____

This plan of study can serve as a guide, along with other career planning materials, as you continue your career path. Specific information can also be accessed online in the Kaukauna Course Description Book at <http://sharepoint.kaukauna.k12.wi.us/Schools/KHS/Course%20Planning%20Guide/Forms/AllItems.aspx>. Your school counselor is also available to help with this process.

High School	Freshmen	Cr	Sophomore	Cr	Junior	Cr	Senior	Cr
	English 9	1.0	English 10	1.0	English	1.0	English TECH English*	1.0
	Algebra	1.0	Geometry/Other Math	1.0	Math TECH Math FVTC*	1.0	Social Studies Elective:	.5
	Physical Science	1.0	Science	1.0	Phy Ed	.5	Elective: Welding	
	U.S. & World 9	.5	U.S. & World 10	1.0	U.S. & World 11	1.0	Elective: CO-OP /YA Class	
	Phy Ed 9	.5	Phy Ed	.5	Science	1.0	Elective: Engineering CAPP*	
	Health (*recommend taking in 9 th or 10 th grade)	.5	Elective: Solid Works CAD*		Elective: AutoCAD*		Elective: IND study Fabrication	
	Elective: Tech Concepts		Elective: DC1-DC2 *		Elective: Metals 3 CNC		Elective: YA work release	
	Elective: Engineering 1-2*		Elective: Metals 1-2*		Elective: Robot MFG LAB*		Elective: YA work release	
	Total Credits: Min 6/Max 7.5		Total Credits: Min 6/Max 7.5		Total Credits: Min 6/Max 7.5		Total Credits: Min 6/Max 7.5	
Extra-curricular Activities: Electrathon Skills Competition	Volunteer Work: Middle School Tech ED STEM Girls Project		Work-based Learning: Option 1 or 2 year enrollment Youth Apprenticeship work release limited during Jr Yr		For More Information www.dwd.state.wi.us/apprenticeship www.todaysmilitary.com/careers www.witechcolleges.com www.uwhelp.wisconsin.edu			
Post-Secondary	High School Graduation Requirements		Requirements for Technical College Admission		Requirements for University Admission		Post High School Career Plan	
	English Math Science Social Studies Phy Ed Health Electives Total Credits:	4 cr 3 cr 3 cr 3 cr 1.5 cr .5 cr 9.0 cr 24.0cr	High School Diploma/HSED/GED *Some programs may have specific requirements. See Counselor for assistance. * Accuplacer Placement Test or ACT *Additional credits may be recommended based on program of entry/especially in the areas of math and science		English Math (Alg, Geom., Alg/Trig minimum) Science/Lab Social Studies *ACT or SAT Test *Additional credits may include: ◦ Combination of above areas or 2 cr Modern Language ◦ Madison & Eau Claire do require 2 cr of Modern Language	4 cr + 3 cr + 3 cr + 3 cr+	<input type="checkbox"/> School-to-Work <input type="checkbox"/> Military <input type="checkbox"/> 2-yr Technical College <input type="checkbox"/> 4-yr University Major/Area of Study: +Manufacturing +Automation +Mfg.Engineer	

Classes with * are dual CREDIT WITH FOX VALLEY TECHNICAL COLLEGE

Wisconsin Youth Apprenticeship Program
Youth Apprenticeship Year-End Report

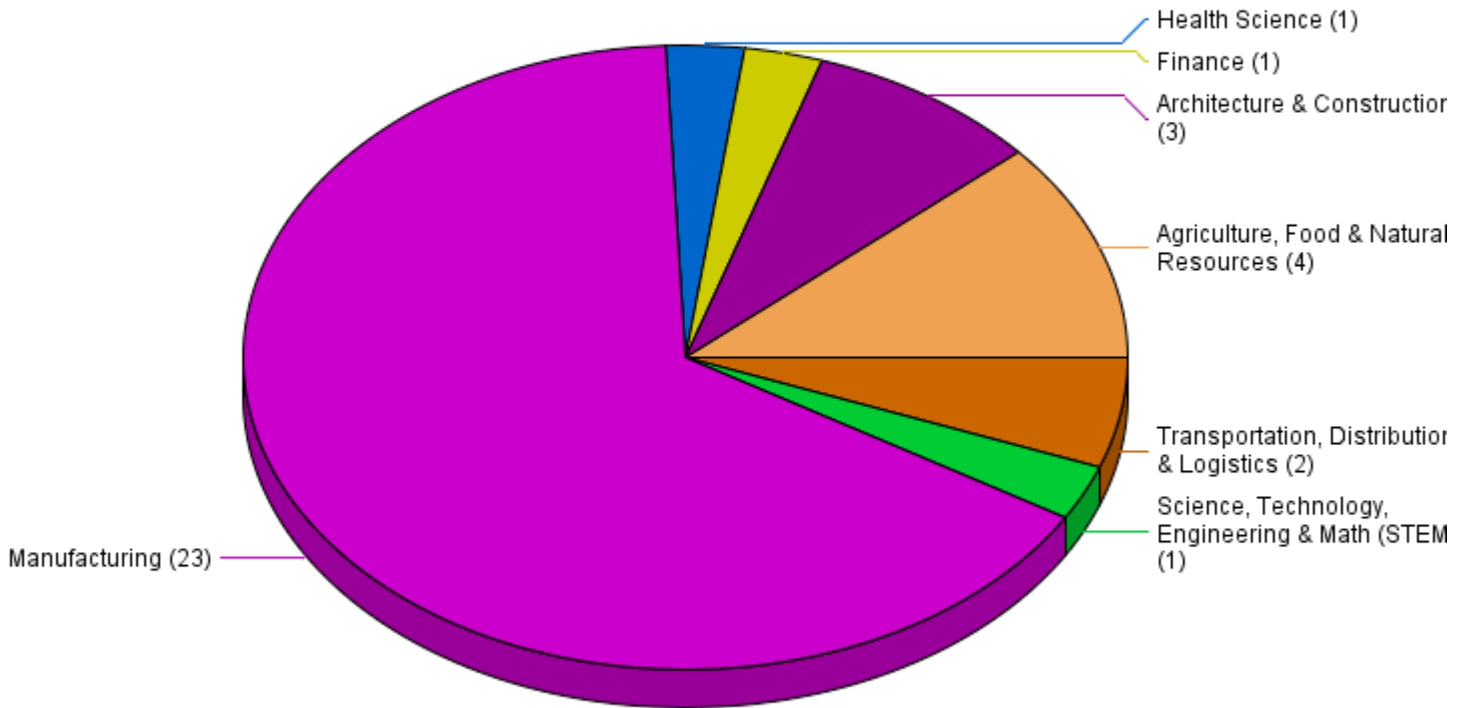


Filters - Fiscal Year: 15/16; Consortium: CESA 6; School District(s): Kaukauna Area School District

Youth Apprenticeship Enrollees:	35	Active Employers:	26
Active Local Consortia:	1	Number of Schools for Enrollees:	1
Gender profile of Enrollees:	11% Female	Number of Districts for Enrollees:	1
Racial profile of Enrollees:	0% Minority	Estimated Wages Earned:	\$140,546.88

Year	Expected Completers	Completers To Date	Completion Rate
15/16	26	24	92.3%

Enrolled Youth Apprentices by Career Cluster Area



Wisconsin Youth Apprenticeship Program
Youth Apprenticeship Year-End Report



Filters - Fiscal Year: 15/16; Consortium: CESA 6; School District(s):
 Kaukauna Area School District

Youth Apprenticeship Enrollees:	35	Active Employers:	26
Active Local Consortia:	1	Number of Schools for Enrollees:	1
Gender profile of Enrollees:	11% Female	Number of Districts for Enrollees:	1
Racial profile of Enrollees:	0% Minority	Average GPA:	2.97
Average wage:	\$8.92	At-Risk GPA:	1.4

Enrolled Student Breakdown by Program Area

Program Area Name	Student Count	Average Wage	Female	Minority
Agriculture, Food & Natural Resources	4	\$9.19	25% Female	0% Minority
Architecture & Construction	3	\$9	0% Female	0% Minority
Finance	1	\$9	0% Female	0% Minority
Health Science	1	\$11	100% Female	0% Minority
Manufacturing	23	\$8.85	8% Female	0% Minority
Science, Technology, Engineering & Math (STEM)	1	\$8	0% Female	0% Minority
Transportation, Distribution & Logistics	2	\$8.5	0% Female	0% Minority

Post Program Completion Information

	Expected Completers	Total Completers	Completion Rate	Employment Offer Rate*
Two-Year	14	13	92.9%	100%*
One-Year	12	11	91.7%	81.8%*
All Programs	26	24	92.3%	91.7%*

*Defined as the percentage of total completers that are offered further employment in their program area after completing their youth apprenticeship.

Wisconsin Youth Apprenticeship Program
Youth Apprenticeship Year-End Report

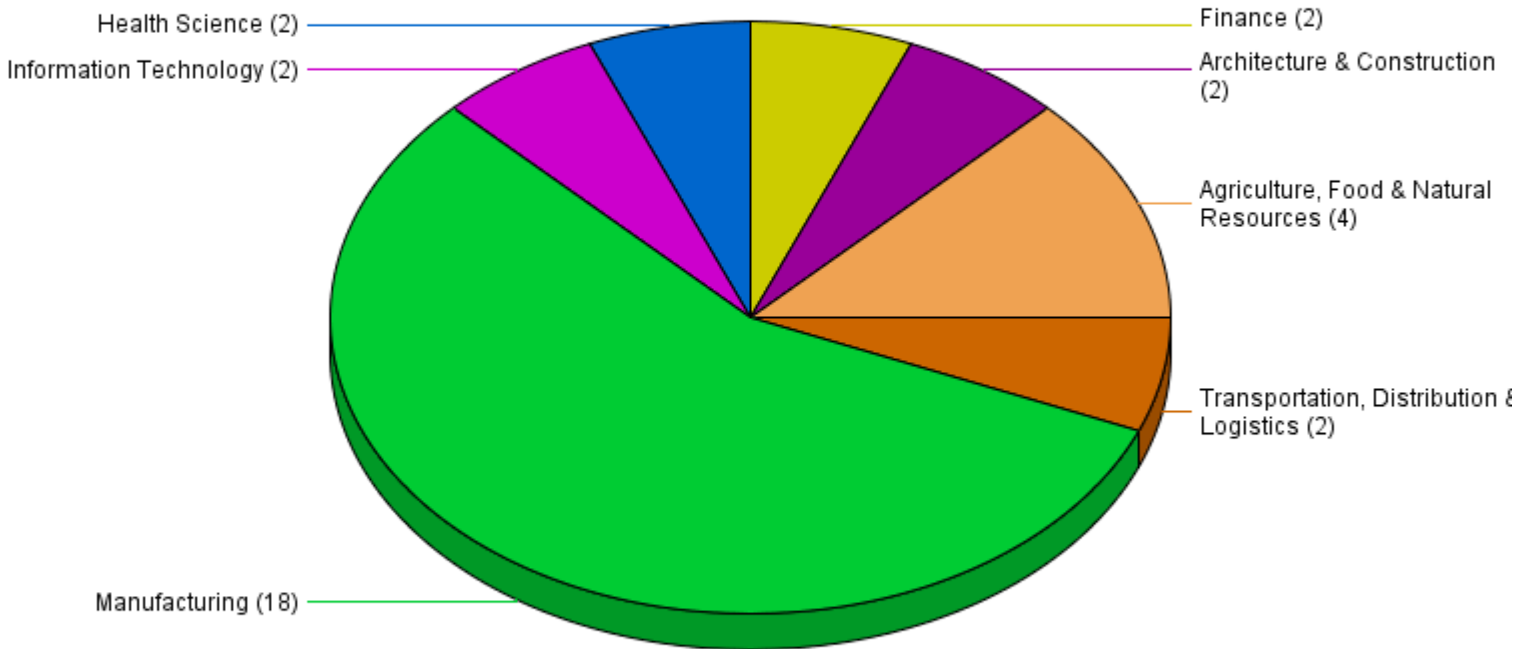


Filters - Fiscal Year: 16/17; Consortium: CESA 6; School District(s): Kaukauna Area School District

Youth Apprenticeship Enrollees:	32	Active Employers:	31
Active Local Consortia:	1	Number of Schools for Enrollees:	1
Gender profile of Enrollees:	18% Female	Number of Districts for Enrollees:	1
Racial profile of Enrollees:	6% Minority	Estimated Wages Earned:	\$133,385.14

Year	Expected Completers	Completers To Date	Completion Rate
16/17	25	23	92%

Enrolled Youth Apprentices by Career Cluster Area



Wisconsin Youth Apprenticeship Program
Youth Apprenticeship Year-End Report



Filters - Fiscal Year: 16/17; Consortium: CESA 6; School District(s):
 Kaukauna Area School District

Youth Apprenticeship Enrollees:	32	Active Employers:	31
Active Local Consortia:	1	Number of Schools for Enrollees:	1
Gender profile of Enrollees:	18% Female	Number of Districts for Enrollees:	1
Racial profile of Enrollees:	6% Minority	Average GPA:	2.88
Average wage:	\$9.26	At-Risk GPA:	1.88

Enrolled Student Breakdown by Program Area

Program Area Name	Student Count	Average Wage	Female	Minority
Agriculture, Food & Natural Resources	4	\$8.5	50% Female	0% Minority
Architecture & Construction	2	\$9	0% Female	0% Minority
Finance	2	\$8.5	50% Female	0% Minority
Health Science	2	\$8.25	100% Female	50% Minority
Information Technology	2	\$11	0% Female	0% Minority
Manufacturing	18	\$9.25	5% Female	5% Minority
Transportation, Distribution & Logistics	2	\$10	0% Female	0% Minority

Post Program Completion Information

	Expected Completers	Total Completers	Completion Rate	Employment Offer Rate*
Two-Year	11	10	90.9%	90%*
One-Year	14	13	92.9%	100%*
All Programs	25	23	92%	95.7%*

*Defined as the percentage of total completers that are offered further employment in their program area after completing their youth apprenticeship.

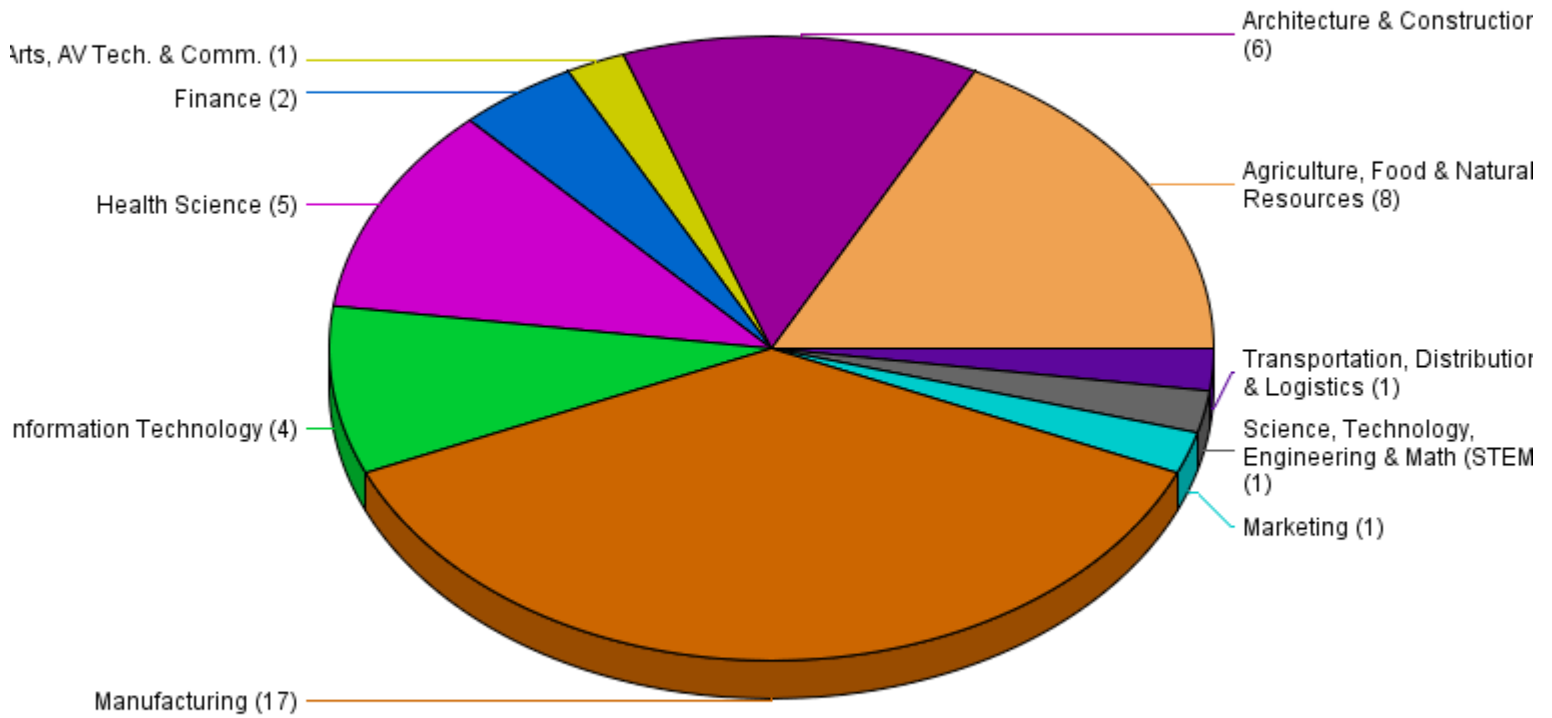


Filters - Fiscal Year: 17/18; School District(s): Kaukauna Area School District

Youth Apprenticeship Enrollees:	46	Active Employers:	37
Active Local Consortia:	1	Number of Schools for Enrollees:	1
Gender profile of Enrollees:	17% Female	Number of Districts for Enrollees:	1
Racial profile of Enrollees:	8% Minority	Estimated Wages Earned:	\$209,851.53

Year	Expected Completers	Completers To Date	Completion Rate
17/18	36	30	83.3%

Enrolled Youth Apprentices by Career Cluster Area





Filters - Fiscal Year: 17/18; School District(s): Kaukauna Area School District

Youth Apprenticeship Enrollees:	46	Active Employers:	37
Active Local Consortia:	1	Number of Schools for Enrollees:	1
Gender profile of Enrollees:	17% Female	Number of Districts for Enrollees:	1
Racial profile of Enrollees:	8% Minority	Average GPA:	2.88
Average wage:	\$10.14	At-Risk GPA:	2.09

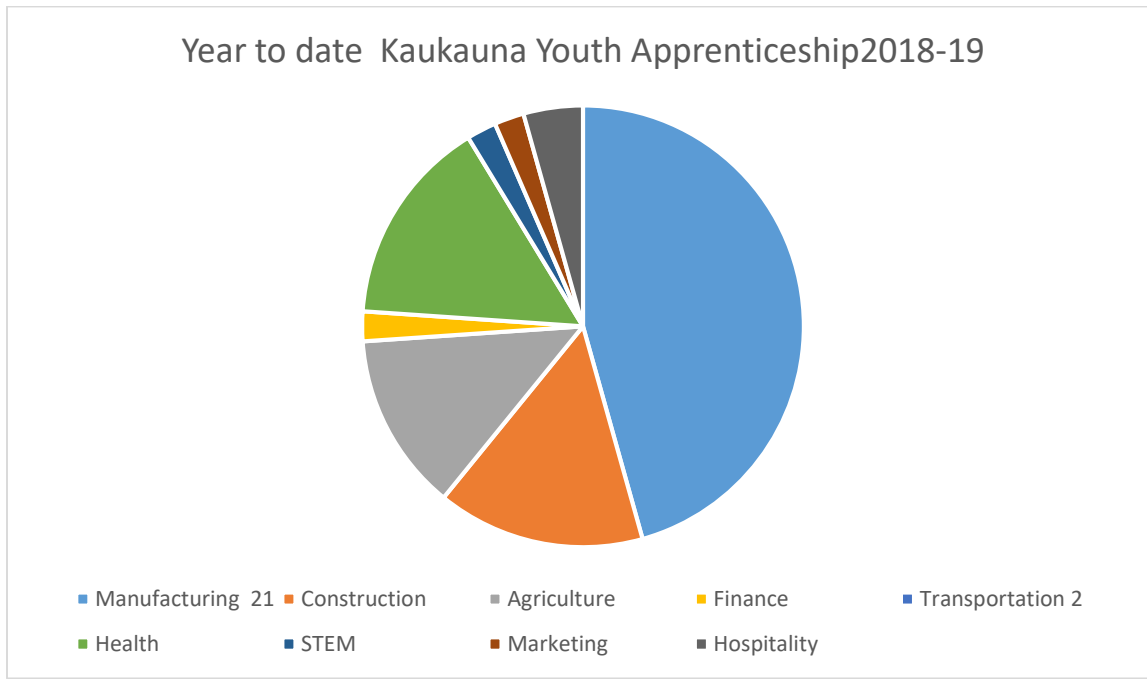
Enrolled Student Breakdown by Program Area

Program Area Name	Student Count	Average Wage	Female	Minority
Agriculture, Food & Natural Resources	8	\$8.81	37% Female	12% Minority
Architecture & Construction	6	\$10.33	0% Female	16% Minority
Arts, AV Tech. & Comm.	1	\$7.25	0% Female	0% Minority
Finance	2	\$9.5	0% Female	0% Minority
Health Science	5	\$10.73	80% Female	20% Minority
Information Technology	4	\$10.8	0% Female	0% Minority
Manufacturing	17	\$10.65	5% Female	5% Minority
Marketing	1	\$12	0% Female	0% Minority
Science, Technology, Engineering & Math (STEM)	1	\$8	0% Female	0% Minority
Transportation, Distribution & Logistics	1	\$8	0% Female	0% Minority

Post Program Completion Information

	Expected Completers	Total Completers	Completion Rate	Employment Offer Rate*
Two-Year	7	7	100%	100%*
One-Year	29	23	79.3%	91.3%*
All Programs	36	30	83.3%	93.3%*

2018-19 Youth Apprenticeship program Data year to end of term 1 11/30



Total number of Youth Apprentices 2018-19 to date 60 students

21 students in manufacturing * additional students classified construction 6 are in plumbing which may be either manufacturing based or construction

Total female 12

Minority students 5

At risk and students with a disability 6

DATA COMPILED FROM 2018 GRADUATES CTE STUDENTS*

Chart of 2018 Kaukauna Graduates CTE post high school education

Career CHOICES for education post Kaukauna CTE program-

*Data collected by direct survey and or contact reported to State of Wisconsin

47% Attending 4year programs related to their CTE pathway

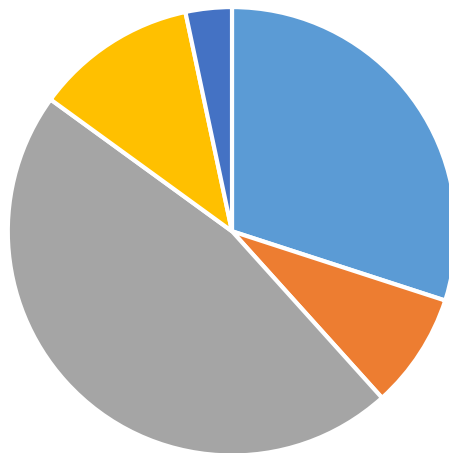
30% Attending 2 year programs related to their CTE Pathway

3% Attending other programs related to their CTE Pathway

5% Attending unrelated 2 year programs

12% Attending unrelated 4 year programs

Number of students in Post Graduation programs related to their High School Career & Tech Ed program



■ 2yr related program ■ 2yr unrelated ■ 4yr related ■ 4yr not rela ■ other rela

The Sales Pitch

Kaukauna Holds Secrets to Skilled Labor Shortage

Matthew Jaster, Senior Editor

The skilled workers are still missing in action. An entire generation of personnel with the manufacturing, engineering and mathematic skills to succeed is retiring. Small communities around the country can't fill these positions fast enough. Manufacturing ghost towns are becoming the norm. It's a story that's been reported thousands of times.

But not this time.

This is a success story. We've been inundated with so much bad news in manufacturing that when we hear some good news it's a wonderful change of pace. Even better is the fact that the people involved have barely scratched the surface when it comes to solving the skilled labor shortage; they have bigger plans and bigger ideas for the future. Listening to these ideas and hearing the enthusiasm and passion for what they've done and what they plan to do, it becomes difficult, almost impossible, to not buy into what they're selling.

A Recipe for Success

100 miles or so north of Milwaukee, Wisconsin sits a town on the Fox River called Kaukauna. You've heard of it. In 1918 Hubert Fassbender formed a distributing company known as South Kaukauna Dairy which eventually became Kaukauna Cheese. Fassbender experimented with several methods of cheese production. The company eventually became the nation's largest manufacturer of cheese balls and cheese logs. But it's not just cheese in Kaukauna, Wisconsin. The town (15,000+) and surrounding area manufactures black boxes for airlines, oil and gas probing equipment and military defense equipment. There are paper mills, wind and solar technologies and plenty of metal fabrication and machining job shops.

"You're looking at an area that specializes in high-tech and high-quality metalwork," says Nels Lawrence, technology education teacher for the Kaukauna Area School District. "If a student has an

interest in a career in manufacturing/engineering in and around Kaukauna, they have plenty of options."

There are a few particular statistics that set the town of Kaukauna apart from similar small towns in the Midwest. While the national unemployment rate is hovering around seven percent, the unemployment rate in Kaukauna is at 5.4

percent. The salaries in Kaukauna for full-time workers under 25-years-old are \$12,000 over the national average of \$38,000. In fact, Lawrence has placed 600+ students in manufacturing positions from the Kaukauna High School Technology and Engineering Program.

"There's probably not a machine shop within 20 miles of my front door that doesn't have a former student of mine," Lawrence says. "I'm enthusiastic every day I come in to teach a class because I see that it's paying off. Our local companies are doing well and our community is thriving."

Get the Message

The skilled worker epidemic is being fought on the local as well as national front. When the SME acquired Tooling U in 2010, it combined two important organizations to promote the health and growth of the manufacturing industry.

"Our online training compliments SME's in-person training and certification programs and the full range of development resources," says Chad Schron, division manager, Tooling U-SME. "We're here to support both the schools and the companies as they try to solve the skilled labor shortage."



Ryan Veldman is a senior at Kaukauna High School. His Youth Apprenticeship employer has been hiring Lawrence's students for many years in this program. One of his current supervisors is a former student from the class of 2000. Veldman had to apply for the program and has already taken machine tool classes at school (photos courtesy of Nels Lawrence).

Therese Schustrich, government and education group, Tooling U-SME, worked with Lawrence to customize the online curriculum at Kaukauna High.

"The same curriculum works for both industry and education. We offer beginner, intermediate and advanced classes. Each class offering allows the instructor to tailor the workload for each student," Schustrich says. "It's similar to taking different courses in college. Students get a mindset that this is something they might want to pursue down the road as a career."

So what is it about manufacturing and engineering that is interesting for kids at the college, high school and even middle school level?

"It's the demand for highly skilled and highly technical careers that I think kids are starting to pay attention to," Schron says. "The dirty, grimy shop floor perception is still wrong. These jobs include robotics, lasers and advanced CNC equipment. Entry-level positions are high-paying and students are beginning to realize the options available to them. The more awareness we can bring to the industry the more it benefits educators, manufacturers and their communities."

Lawrence, in particular, knows what keeping Kaukauna grads in Kaukauna

after graduation means to the community.

"I'm proud to say that some of my recent students that were apprentices during high school are now full-time employees in job shops around town. These are 21-year-olds that are purchasing homes, buying cars and establishing their careers. The school board can relate to this. These are your taxpayers, these are your citizens; this is your community. If the kids in Kaukauna become doctors or lawyers it's wonderful, but they typically leave town the first chance they get."

Lawrence can't stress enough the snowball effect that takes place when industry, education and government work together on these initiatives.

Getting Around Town

Students in and around Kaukauna are starting to see firsthand the tremendous opportunities available in their own backyard. Leave it to someone like Lawrence to produce the sales pitch. It's his own personal history that makes him more than qualified to do the job.

"I returned from deployment in the Gulf War and made a career change from sales engineer for a medical laser company and used my GI benefits to get an MS in technology education," Lawrence says. "I also have certifications in manufacturing, construction and transportation. I served as a Naval Engineering Officer

in the Coast Guard, ran a department for a large interstate construction company, managed shipyard operations, and worked in medical manufacturing"

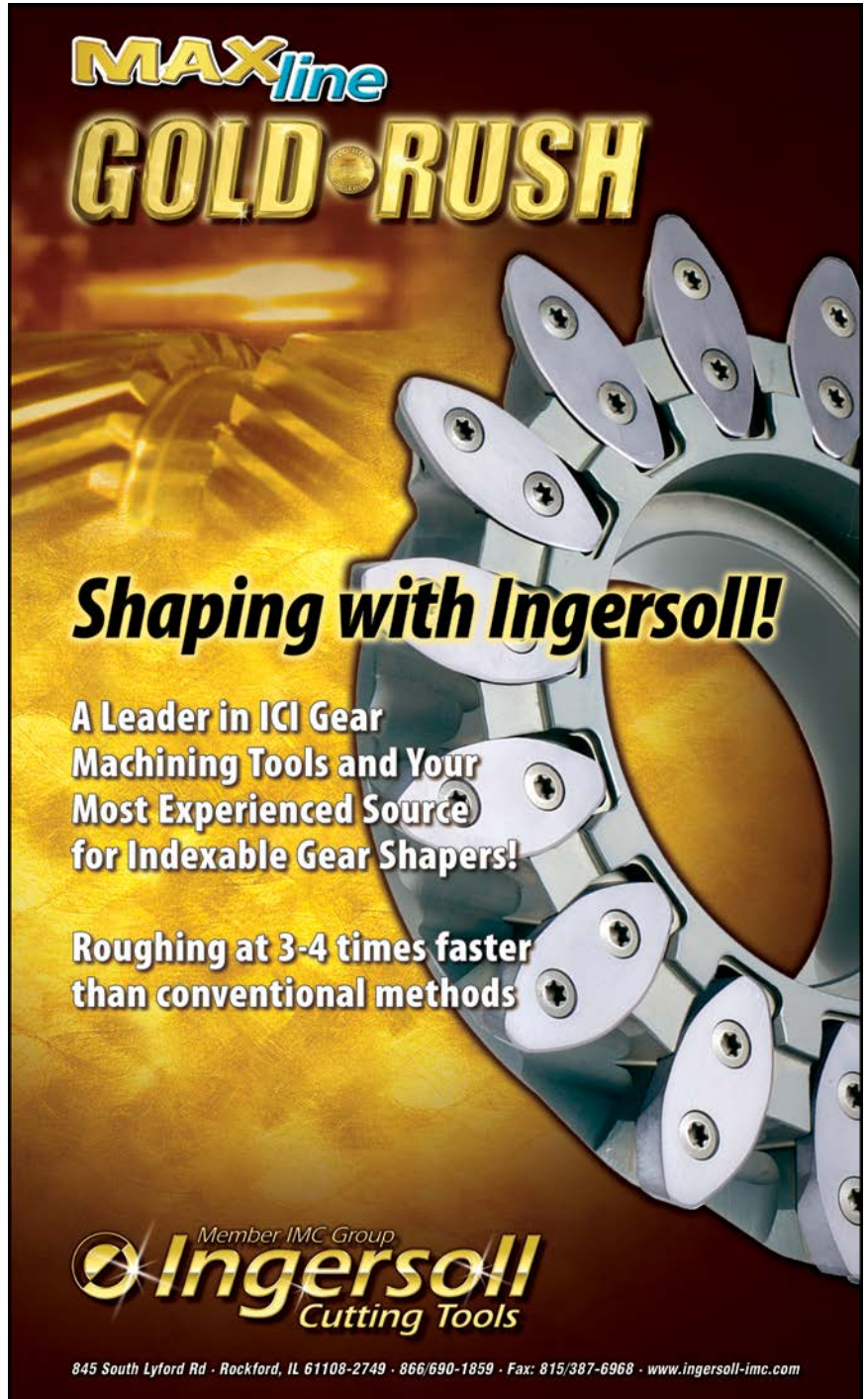
He's been teaching now for 18 years and watching the interest continue to grow in manufacturing and engineering over that time period. "The biggest change is the number of advanced students who want to be engineers learning hands-on skills in our area," Lawrence says. "For them it rounds out their education. We've maintained a steady flow

of students who enter Technical College, or apprenticed trades through our Youth Apprentice cooperation with industry"

Companies like G&G Machine, Fox Valley Tool & Die and Team Industries have former Kaukauna students that represent Lawrence's entire teaching career. "Many of my students were placed in apprenticeships when I first started teaching," Lawrence says. "Last year, I was able to have several students hired at a brand new machine tool operation that was founded by former co-op students.



Ryan Veldman's work day varies as they rotate him between the stamping and metals plant and the CNC operation across town to maximize his learning. He plans to continue full time while attending Fox Valley Technical College to earn a two year A.S. degree in machine tool.



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Five to ten years out of high school and these guys started their own company.”

Since engineering/manufacturing still boasts many more men than women, Lawrence taps three young female engineers (and former students) to come back regularly and talk to the girls about the opportunities available. “One recent graduate is a foundry engineer at Waupaca Foundry and she’s responsible for troubleshooting parts for General Motors,” he says.

Another former student recently came to speak to Lawrence’s class. “He’s 24-years-old and he’s the head of prototyping at Kimberly/Clark, a company that has more than 52,000 employees. Kids were really excited to hear about what he does on the job. It’s always great to get that phone call from a former student that wants to come back and talk to the kids,” Lawrence adds.

More to Come

When Lawrence isn’t taking his class outdoors to see the inner-workings of a wind turbine, you’ll probably find him writing grants. “I went to J-School and I learned how to write well enough to put together a nice grant proposal or two,” Lawrence says.

Currently, his students have access to a weld shop for up to 28 students with Mig Tig and Stick welders as well as a computer plasma table. “Our machine shop has mostly older machines: 13 South Bend Lathes, two horizontal mills, two Bridgeports with readout, and an older Mazak with Cam2. We also have a foundry set up to do aluminum castings and an assortment of sheet metal working tools breaks and rollers,” Lawrence says. “In the Engineering FAB Lab we have two rapid prototype machines (smaller Makerbot) two small mills, a laser 3-D scanner, an injection molding system and a 3-D router table. This is also supported by a 30 seat lab with Solidworks CAD software and a stand-alone Electronics lab.”

Additionally, students learning control systems can use the Haas Trainer in the Fab Lab and they can earn one college credit for completing the Programmable Logic Controller class with PLC programming hands on instruction.

“Our high school has kept many machines and equipment that other high schools have scrapped,” Lawrence says. “The grants definitely help. My writing is better than the average shop teacher so they keep giving me money.”

He’s currently on a personal quest for some newer CNC equipment. “We need some help in this area. I’d like to replace some of our older machines and upgrade. We’re also working on getting more solar and wind energy equipment in here to promote careers in green technology,” Lawrence says.

He will continue to get more advanced equipment into the classroom that the students can truly benefit from as well as promote the apprenticeship opportunities around Kaukauna. These apprenticeship opportunities offer their own distinct set of challenges for both the school and the companies involved.

“Companies need to adjust to teenagers, for sure,” Lawrence jokes. “Part of the secret of making this work is that we

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screen things up front. You need to know the strengths and weakness of each student. You can't take an ineffective student out of school and place him or her in a high-tech job and expect it to work out."

"There certainly is a lot of math to know," says Schustrich at Tooling U-SME. "The math requirements are some of the biggest challenges. People are starting to realize that they need to go to the middle school level to discuss options in science, engineering and manufacturing. We need to get to the kids earlier. Time management is another challenge. It's important that each student is comfortable with the workload."

But the benefits of these apprenticeship programs are numerous. "My students who took apprenticeship positions at G&G Machine felt they had a big head start on older workers and were really ready for Tech College," Lawrence says.

With all the machines in school, the apprenticeship programs and the curriculum from Tooling U-SME, you'd think Kaukauna would sit back and enjoy each and every success story.

Not quite.

"There's a blueprint in place for sure, but so much more we can do," Lawrence says. "I always talk to employers and try to get more field trips in place. We also need to work more closely with the Tech Colleges."

"This is the future of manufacturing we're talking about here," Schon says. "The discussions need to continue. How can the schools and the manufacturing communities do better?"

"Perceptions still need to change across the board," says Schustrich. "Facility tours are ideal so students can come and see what actually happens on a shop floor instead of what they think happens."

"I love when engineers/manufacturers come to the school to talk with my students, but it's much more beneficial to spend more than just 45-minutes discussing the work," Lawrence says. "I've had people from industry come in and do things with the students. They might spend three or four class periods building something hands-on."

How about summer externships for teachers?

"The science, math and technology instructors have experience in these fields, but what about the principals, the counselors and the English teachers? Many of them have no idea what's behind the door to manufacturing facilities in their own cities and towns. We need to get teachers to work in a plant over summer break, get an idea of the jobs available and the skill sets needed to succeed in the community. Once they see the

modern working conditions they begin to realize that we shouldn't push students in just one direction," Lawrence says.

Reinvigorating manufacturing in the United States is going to take a little thinking outside of the box. Some other examples from Lawrence:

There's a major electronics company in Wisconsin that farms out small jobs to a local high school where the students are putting together circuit boards. There's also a job shop in a high school that is making parts for a local manufac-

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turer. The profits are going back into the school to assist the technology/manufacturing program. "By participating in projects like this, the work becomes real to the kids. They see what is being manufactured in their own communities and they want to be a part of it."

ToolingU-SME is also doing their part. "Our government and education group formed six years ago to prepare students for positions in manufacturing," adds Schustrich. "Today, there are more than 450 high schools and community colleges taking part in a hybrid learning environment that offers more hands-on training and less administration."

Sometime in the first quarter of 2014, ToolingU-SME will roll out another initiative that will help the cause.

"We're going to create a roadmap that will basically break down the common job classifications within areas like engineering, welding, fabricating and other industrial segments," says Schron. "It will identify exactly what skillsets you need to do those jobs. The potential is extremely exciting and with the

combined efforts of ToolingU and SME this will serve as curriculum development in the future."

And Lawrence has one more story from his classroom:

"I have a 16-year-old student that raised more than \$7,500 in a week on Kickstarter for a manufacturing project. He has already found a supplier in China willing to make the stuff. He came up with a backpack that charges your cell phone. When I first had him in class two years ago his parents were concerned. They thought he was wasting all this money on these crazy inventions. I told them to wait and see. This kid is your retirement plan."

There's a sales pitch any parent could buy into. ⚙️



Ryan Veldman (right) wants to learn to program CNC equipment. Here he is using a Haas simulator trainer with instructor Nels Lawrence.

For more information:

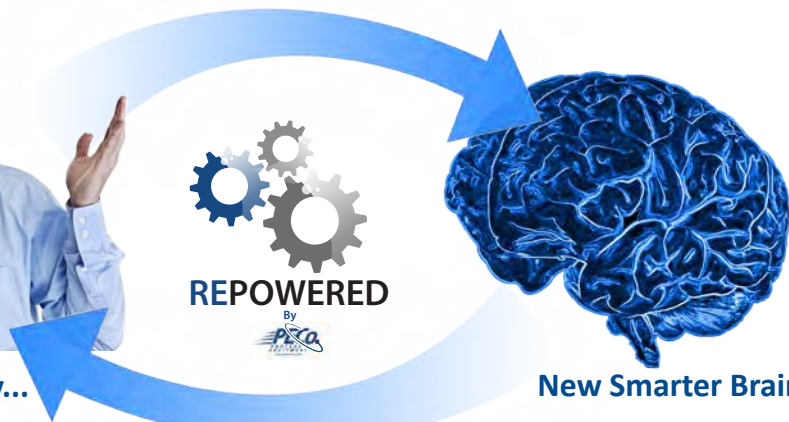
Nels Lawrence
Kaukauna Area School District
Phone: (920) 734-4914
Lawrence.barbaranelson@gmail.com

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ON LINE VIDEO AND ARTICLES ABOUT KAUKAUNA MANUFACTURING

Link to video of our Manufacturing Lab Cut from the recruiting video done for G&G Machine Oct 2018

<https://app.frame.io/r/1a5179c8-cc8f-437a-856e-9ec38082781f?f=0663a8a8-a837-409e-8c18-a41ee8b714f3>

Link to Milwaukee Journal Article of several years ago documents our ongoing relationship and process for building the program <http://archive.jsonline.com/newswatch/kaukauna-tech-ed-teacher-molds-model-for-moving-students-into-jobs-b99137963z1-233774511.html>

Link to Fab Lab project –built at cost by our manufacturing partner Shapes Unlimited an employer of our Manufacturing Pathway students <https://fox11online.com/good-day-wi/kaukauna-high-school-senior-creates-puppy-prosthetic>

The student who did this project was later employed by C3 a manufacturing design firm that has created breakthrough automation Ben is now majoring in engineering at U of Minnesota and will return to C3 next summer

Manufacturing Students create Winning Electric “Electrathon Car



Student Follow-Up

Section

Coding Directions by Column

Student Contact Status (Column 5)

Enter the individually appropriate contact status code from the following list for all students:

- A** Student contact
- AS** Second Party Contact
- D** No Contact or No Response

Education Status (Column 6)

Enter the individually appropriate education status code for all students:

- A** Not attending any post-secondary school
- B** Attending two-year college, related to high school career and technical program
- C** Attending two-year college, unrelated to high school career and technical program
- D** Attending four-year college, related to high school career and technical program
- E** Attending four-year college, unrelated to high school career and technical program
- F** Attending other, related to high school career and technical program
- G** Attending other, unrelated to high school career and technical program
- X** No response

Employment Status (Column 7)

Enter individually, one of the following employment status codes for all students.

- 1** Employed in a field related to high school career and technical program
- 2** Employed in a field not related to high school career and technical program
- 3** Military full-time, related to high school career and technical program
- 4** Military full-time, unrelated to high school career and technical program
- 5** Homemaker
- 6** Unemployed, but seeking employment
- 7** Not in labor force and Not pursuing employment
- 8** Deceased
- 9** No response to question

Note: Columns, #8, #9, and #10 on the report are to be completed only for those individuals with the following employment status codes:

- 1 Employed in a field related** to high school career and technical program,
or
- 2 Employed in a field not related** to high school career and technical program

Hours Per Week (Column 8)

Enter the number of whole hours per week the individual normally works up to 99. If there is no response to this question, enter an "X."

Standard Occupational Classification Code (Column 9)

To determine the Standard Occupational Classification Code (SOC), evaluate the job title and/or job duties of the student and match with the appropriate SOC code given below. If the student did not indicate their job title or duties so that a SOC code cannot be ascertained, change the Employment Status Code to 9 and either do not enter information under hourly wage and hours worked or delete the information if entered.

The list of SOC Codes to utilize is as follows (a more detailed listing of job titles for each SOC can be found in the SOC Section listing following this section:

- 14 Management Related Occupations
- 17 Computer, Mathematical, and Operations Research Occupations
- 29 Registered Nurses
- 32 Writers, Artists, Performers, and Related Occupations
- 36 Health Technologists and Technicians
- 37 Engineering and Related Technologists and Technicians
- 38 Science Technologists and Technicians
- 39 Technicians: Except Health, Engineering, and Science
- 41 Sales Occupations, Commodities
- 42 Insurance, Securities, Real Estate, and Service Sales Occupations
- 45 Supervisors; Clerical Occupations
- 46 Clerical Occupations, Except Equipment Operators
- 48 Computing and Office Equipment Operations
- 51 Protective Service Occupations
- 52 Service Occupations, Except Private Household and Protective
- 53 Private Household Occupations
- 55 Farm Operators and Managers
- 57 Forestry and Logging Occupations
- 58 Fishers, Hunters, and Trappers
- 61 Construction Trades
- 64 Transportation and Material Moving Occupations
- 67 Mechanics and Repairers
- 72 Precision Production Occupations
- 77 Fabricators, Assemblers, and Hand Working Occupations

Hourly Wage (Column 10)

Enter the hourly wage of the student in the appropriate character positions up to a maximum of 99.99. If there was no response by the student, enter an X.

STUDENT FOLLOW-UP STUDY

Your cooperation in completing this study will allow us to better serve our present and future students and provide us with data that will help improve career and technical education programs. Thank you in advance for your participation in this study.

INSTRUCTIONS: Complete and return to:

Student Name:	School Attended:
Area of Career and Technical Training:	

1. Current Educational Status (check appropriate item)

- A** Not attending any post-secondary school
- B** Attending 2 year college, **related** to high school career and technical program
- C** Attending 2 year college, **unrelated** to high school career and technical program
- D** Attending 4 year college, **related** to high school career and technical program
- E** Attending 4 year college, **unrelated** to high school career and technical program
- F** Attending other, **related** to high school career and technical program
Specify: _____

- G** Attending other, **unrelated** to high school career and technical program
Specify: _____

Please indicate your current program of study if attending a post-secondary institution:

2. Current Employment Status (check appropriate item)

Employment includes all employment, full- or part-time.

- 1** Employed in a field **related** to high school career and technical program
- 2** Employed in a field **not related** to high school career and technical program
- 3** Military full-time, **related** to high school career and technical program
- 4** Military full-time, **unrelated** to high school career and technical program
- 5** Homemaker
- 6** Unemployed, but seeking employment
- 7** **Not** in labor force and **Not** pursuing employment

If employed, please indicate your:

Job Title:

Job Duties:

Hours worked during an average week: _____ Hourly wage: \$ _____/hr.

LVEC_CONTACT	DC	SC	DNAME	SCHNAME	SID	L_NAME
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007366311	ALEXANDER
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007366343	ANDERSON
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007350615	ANGELL
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007366456	ASHAUER
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007350717	BASTIAN
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007356249	BIGELOW
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1013908856	BONIFAS
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1024429261	BOWERS
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007356318	BRANNER
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007356396	CUMINGS
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1001391427	DIEDRICH
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007358464	DIEDRICK
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1024428095	DUPREY
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007351585	ERNEST
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1020661747	EVERS
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007351606	EVERS
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Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1024428109	GEISER
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Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007367996	HIETPAS
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1012561453	HOLMES
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007352321	HUSS
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Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007353027	LINDEMUTH
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007353038	LINZMEYER
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007353139	LUNIAK
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1012929507	MALOUF V
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007353268	MANGOLD
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Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007356948	MAUEL
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007356984	MCDANIEL
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007369004	MEREDITH
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1007359214	MILLER
Kilpatrick, Tania	2758		40 Kaukauna Area	Kaukauna High	1005732352	MOLINA

Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1001398015	NOOYEN
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1013103181	NORTON
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1024428176	OPSTEEN
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1024428184	PALTZER
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Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1003323743	POWELL
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007353989	QUELLA
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007369513	RESCH
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007354316	RYAN
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1010961176	SCHEFFEN
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1024429504	SCHMIDT
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007359706	SCHOEN
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007354467	SCHOEN
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1024429539	SCHUESSLER
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007354678	SHEPPARD
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007354703	SHERRILL
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007354715	SHOUTS
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Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007354837	SPIETZ
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007354991	STEIN
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007355124	STUMPF
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Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007355167	SWANNINGSON
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007359919	SZARKOWITZ
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1022485946	TAYLOR
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007355646	VANDERVELDEN
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007370664	VANHANDEL
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1013533089	VISTAIN
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007355817	WEAVER
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007355794	WEAVER
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1001603519	WENDT
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007355871	WILLIAMSON
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1020457589	WOLFE
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007355955	WOLFINGER
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1007356004	ZAHN
Kilpatrick, Tania	2758	40 Kaukauna Area	Kaukauna High	1013390539	ZELLNER

F_NAME	CONTACT.STATUS	ED.STATUS	EMP.STATUS	HRS.WEEK	OCC.CLASS.CODE
ZOEY	teacher	D			
GARRETT	mailing	D		6	
IAN	guidance counselor	C			
RACHEL	teacher	E			
TYLER	teacher			1	
COLE	teacher			1	
TREVOR	teacher			2	
ADAM	teacher	D			
ASHLEY	guidance counselor	D			
TATE	teacher			1	
DEREK	guidance counselor	B			
DAKOTA	guidance counselor			2	
ETHAN	teacher			3	
SAMUEL	associate principal			2	
DEVIN	mailing	F		1	40 77
EMILY	teacher	C			
CHEYENNE	mailing	F		1	20 41
MICHAEL	teacher			1	
ERIN	teacher	D			
WYATT	mailing	E		2 X	X
JOSHUA	associate principal			1	
LUKE	teacher	D			
AARON	mailing	D		7 X	X
JADE	teacher	D			
BLAKE	teacher			2	
ALEX	guidance counselor	D			
JONATHAN	teacher	D			
COLE	teacher	B			
MILES	guidance counselor	B			
MEGAN	teacher	D			
GRANT	mailing	C		2 30-40	61
KURT	mailing	B		1	20 72
TRENT	teacher	D			
CONNOR	guidance counselor	D			
ZACHARY	mailing	B		1	32 72
CASEY	mailing	X		1	40 77
JAMES	guidance counselor	B			
LUKE	guidance counselor	B			
BRYNN	guidance counselor	D			
TRENT	email google form	B		1	30 77
JOSHUA	mailing	B		2	12 52
BAILEY	guidance counselor	D			
KASEY	mailing	D		1	20 42
PAIGE	guidance counselor	D			
ISABELLA	guidance counselor	B			

DALTON	guidance counselor		3		
HALEY	teacher	B			
LANDON	email google form	C	1	24	55
ZACHARY	mailing	D	6 X	X	
TREVOR	teacher		3		
NICHOLAS	guidance counselor	D			
RYSHER	guidance counselor	B			
DOMINICK	teacher		2		
MICHAEL	guidance counselor	B	1		
TYLER	guidance counselor	D			
BRANDON	guidance counselor	B			
PARKER	mailing	D	7 X	X	
KAYLAH	teacher	B			
CONNER	teacher		1		
ERIN	teacher	D			
PETER	mailing	D	2	5	52
ALIVIA	guidance counselor	B			
DANIEL	teacher	E			
HUNTER	teacher	C			
ANDREW	mailing	D	2	8	46
REBECCA	mailing	D	7 X	X	
CHRISTOPHER	mailing	E	2 X	X	
AUTUMN	mailing	B	1	15	52
MIKAYLA	email google form	D	1	8	42
KAYLA	mailing	E	2	16	52
COLE	guidance counselor		2		
NICHOLAS					
PAIGE	mailing	E	6 X	X	
NICHOLAS	mailing	C	1	40	61
CAMDEN	teacher		2		
NATHAN					
AARON					
SARA	teacher		2		
GAGE	teacher	B			
ELIAS	teacher	E			
KATELYN	guidance counselor	D			
JACOB	guidance counselor	D			
DALTON	guidance counselor		3		

HOUR.WAGE

\$15.00/hr

\$8.25/hr

X

X

\$14.00/hr

\$16.50/hr

\$15.00/hr

\$12.39/hr

\$12.10/hr

\$9.00/hr

\$11.00/hr

\$17.00/hr
X

X

\$10.00/hr

\$7.50/hour

X

X

\$10.00/hr

\$11.00/hr

\$10.00/hr

X