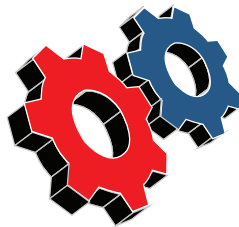


WORKING TOGETHER

EDUCATING A STRONGER COMMUNITY



REDRAIDER
MANUFACTURING



INVESTING IN OUR FUTURE

Local manufacturers collectively spend millions of dollars each year training new personnel. The goal of Red Raider Manufacturing is to graduate students with a high level of technical skill and ability. By increasing the skills of entry level employees, local businesses will realize a higher functioning employee and a significant decrease in training expenditures. With sponsorship in our local high schools, this one time investment will be returned to our partnering businesses and greater community for years to come.

“Historically around 50% of SASD graduates plan to attend a four-year college or university. The manufacturing career pathway provides an attractive option for many of our students to prepare to enter the workforce or a technical college with a strong background and exposure to manufacturing careers. Red Raider Manufacturing will open the door to these important manufacturing jobs while providing local employers with a much-needed local talent pool for tomorrow’s work force.” - **DAVID GALLIANETTI, SASD BOARD OF EDUCATION**

THE SOLUTION: **RED RAIDER MANUFACTURING**

- Through a collaborative effort between local manufacturing experts, the SASD staff and Lakeshore Technical College (LTC) have **evolved** the SASD Technical Education **curriculum**. It has been designed and **aligned to** develop the essential skills needed by **today’s manufacturing** employers. This curriculum incorporates fundamental principles of manufacturing that can be leveraged across all industries and is a combination of both classroom and hands on laboratory experiences.
- Investing in upgrades to the **tools, equipment and technology** that are available to our technical education students. Our goal is to make the hands on experience **relevant to** today’s local industries. In addition our equipment will be aligned with the recently upgraded technical education programs at LTC. The purpose of this equipment upgrade is to give students practical exposure to the CNC, automation and metrology equipment used throughout our factories **today and tomorrow**.
- Investing in the **infrastructure to showcase technical education and manufacturing careers**. The purpose of the facility expansions is not to just house additional equipment; it is intended to market technical careers to both the students and the parents of those that attend Sheboygan North and Sheboygan South High Schools. No longer will the **Tech Ed** departments be relegated to the basements and back hallways of our facilities. They will be **brought front and center** to both facilities highlighting the companies and the career opportunities that have built our local community over the past 150 years.
- Continuing an **ongoing partnership between local industry and educators** that will guide the current and future curriculum. It will also serve as a mechanism to continue to market both technical careers and local manufacturers to our future workforce.

“The plan is mutually beneficial to area businesses and the school district, but it would also be a boon to the community as a whole. This could be the impetus to bring new companies into Sheboygan County. It could absolutely grow our community in a positive way.”

- **ROBERT KRAUS, VICE PRESIDENT OF OPERATIONS, VOLLRATH COMPANY**

**MAY
2014**

Partnership between local industry and educators ignited

**FALL
2014**

SASD staff members visit local manufacturing plants

**OCTOBER
2014**

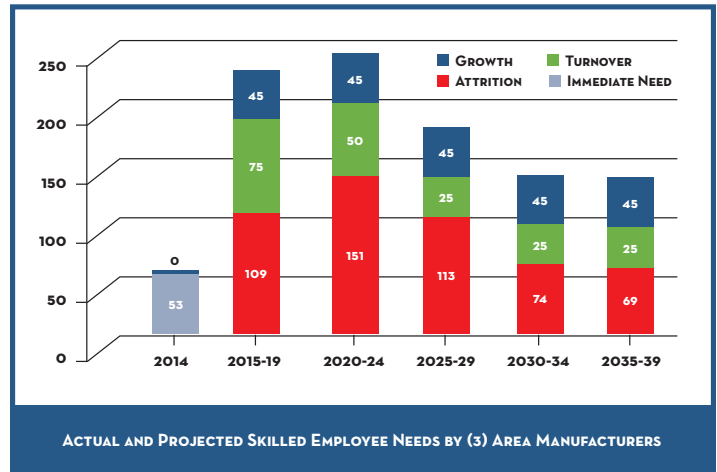
Subcommittee formed joining local manufacturing representatives and SASD staff members

THE SKILLS GAP

Employers are having difficulties filling a number of positions due to a lack of candidates with applicable skills. This lack of qualified candidates is referred to as the “skills gap.” In addition, employers are reporting concerns centered on future workforce skill-set needs. A root cause of the “skills gap” is a disconnect between our 6-12 school system and the evolving workforce skills demanded.

Imagine the positive impact of more students graduating high school better prepared for a manufacturing career.

- An understanding of industrial safety
- A working knowledge of how tools are used
- Blueprint and process document reading
- Ability to precisely measure and understand the data



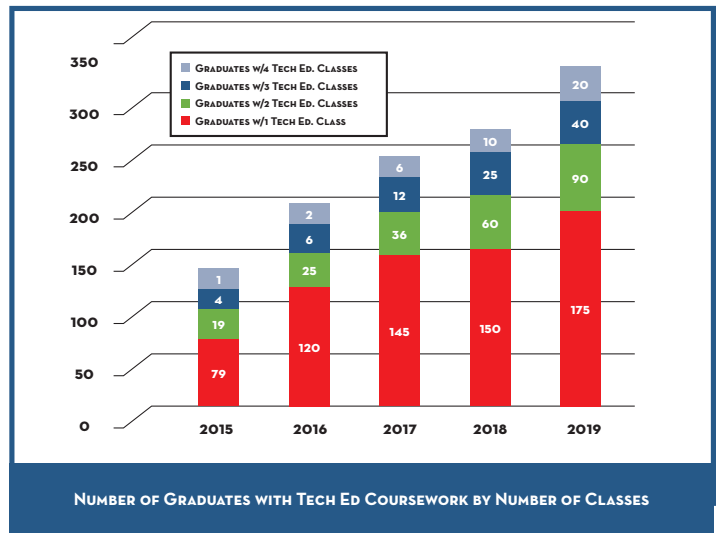
When taking into account all Sheboygan County manufacturers, the need for employees will be significantly greater.

- Industry quality control and statistics
- Trade and industry mathematics
- Problem solving and troubleshooting
- Automation familiarity
- Working in a team environment

BENEFITS TO BUSINESS

The Sheboygan Area School District serves over half of the students in Sheboygan County.

- A partnership with local manufacturers provides more students with the skills they need to succeed and the manufacturers with a larger pool of skilled workers that have had practical, hands-on learning experiences.
- This program will build a pipeline of potential employees for the manufacturing industry.
- More students will graduate high school with certified and/or advanced standing credit to area technical colleges.
- Graduates will demonstrate improved skills in communication, math, problem-solving, teamwork and marketable machining and welding.
- This upfront investment will be returned to our partnering businesses by lowering training costs and increasing productivity for years to come.



NOVEMBER
2014

Initial Red Raider Manufacturing Business Plan created

DECEMBER
2014

RRM Business Plan presented to SASD Board of Education

DECEMBER
2014

RRM Business Plan presented to SCEDC Board

SHEBOYGAN AREA SCHOOL DISTRICT COMMITMENT

FACILITY EXPANSION AND RENOVATION

- \$800,000 initial district investment in this project
- Ongoing financial commitment for maintenance of building
- Ongoing financial commitment for maintenance of equipment
- Ongoing financial commitment for utilities

STAFFING

- \$436,400 yearly financial commitment for high school Technology Education Staff
- \$333,000 yearly financial commitment for middle school Technology Education Staff
- \$100,000 increase per district staff FTE to cover projected enrollment increases in Technology Education classes
- \$8,500 for curriculum building and staff development

SUPPLIES

- \$11,500 current yearly commitment for materials in high school technology education classes
- \$11,500 yearly commitment for increased materials needed with doubled enrollment in technology education class materials.
- \$12,300 current yearly commitment for materials in middle school technology education classes.
- Commitment for increased supply allocation for increase enrollment in middle school technology education classes

SASD 2015-2016 TOTAL COMMITMENT = \$1,413,200

ONGOING ANNUAL SASD COMMITMENTS > \$913,200



FEBRUARY
2015

SASD Board of Education approves a total of \$500,000 commitment for RRM

MARCH
2015

Local Investors committed \$2.8 million in funding

MARCH
2015

Federal Economic Development Assistance (EDA) grant submitted

LEVELS OF ENGAGEMENT

VISIONARY LEVEL- \$500,000 +

- Kohler Company
- Johnsonville Sausage, LLC
- The Muth Family

AUTOMATION LEVEL - \$200,000 - \$349,000

- American Orthodontics
- Bemis Manufacturing
- Plastics Engineering Company
- Rockline Industries
- Sargento Foods, Inc.
- Sheboygan Chevrolet Chryster
- Van Horn Auto Group
- Vollrath Company

LOGISTICS LEVEL - \$50,000 - \$199,000

- Curt G. Joa, Inc.
- Early Bird Rotary Club Foundation
- Herman Miller Cares on behalf of Nemschoff
- HTT, Inc
- Jos. Schmitt Construction Legacy Fund
- Lakeshore Technical College
- Lakeside Pepsi
- Masters Gallery Foods
- Nemak
- Quasius Construction, Inc.
- Sheboygan County Economic Development Corporation

FRIENDS OF SHEBOYGAN AREA SCHOOL DISTRICT - \$5,000-49,000

- Aldag / Honold Mechanical, Inc.
- Alaark Tooling & Automation, Inc.
- Alliant Energy Foundation
- Baileigh Industrial
- Bank First National
- BMO Harris Bank
- Dulmes Decor, Inc.
- Fifth Generation Properties, LLC
- The Gene Haas Foundation
- The Grover Family Foundation
- Hass Factory Outlet, LLC
- ITW Welding North America
- Kohler Credit Union
- NEW Manufacturing Alliance
- Polyfab Corp.
- David Sachse
- Seek Careers
- Sheboygan Paper Box Company
- Torke Coffee Roasting Company, Inc.
- Viking Masek Global Packaging Technologies
- Werner Homes



JUNE
2015

Inaugural Meeting of
Manufacturing Oversight
Committee with partnering
companies

JULY
2015

Federal EDA grant
application denied

AUGUST
2015

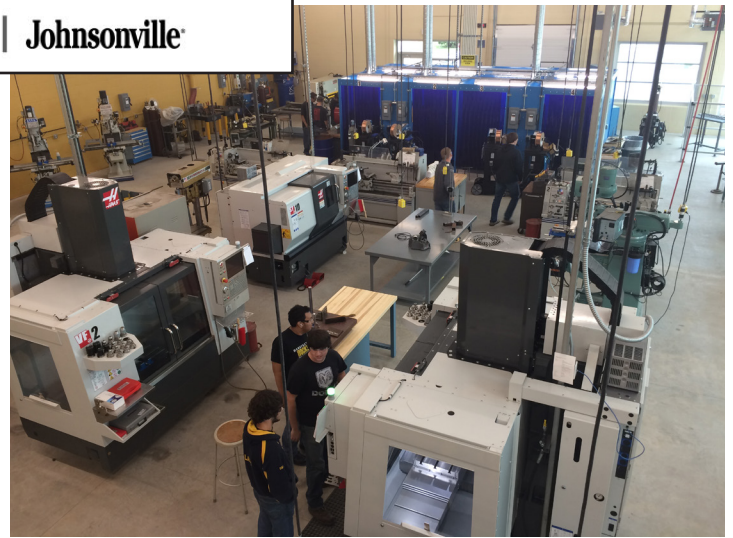
Prioritized plan to reduce
funding needed to total
\$4.3 million

NORTH HIGH SCHOOL



ADVANCED TECHNOLOGY CENTER

KOHLER. | Johnsonville



ADVANCED MANUFACTURING CENTER

EXTERIOR NAMING RIGHTS - **JOHNSONVILLE SAUSAGE**

INTERIOR WING - **PLASTICS ENGINEERING**

CLASSROOM 1 - **VOLLRATH COMPANY**

CLASSROOM 2 - **AMERICAN ORTHODONTICS**

CLASSROOM 3 - **BEMIS MANUFACTURING**

SPONSORSHIP LEVEL

VISIONARY

INNOVATION

AUTOMATION

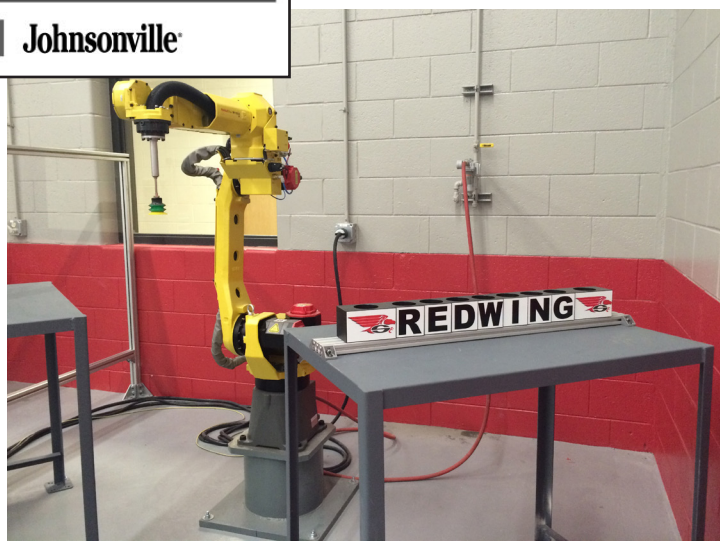
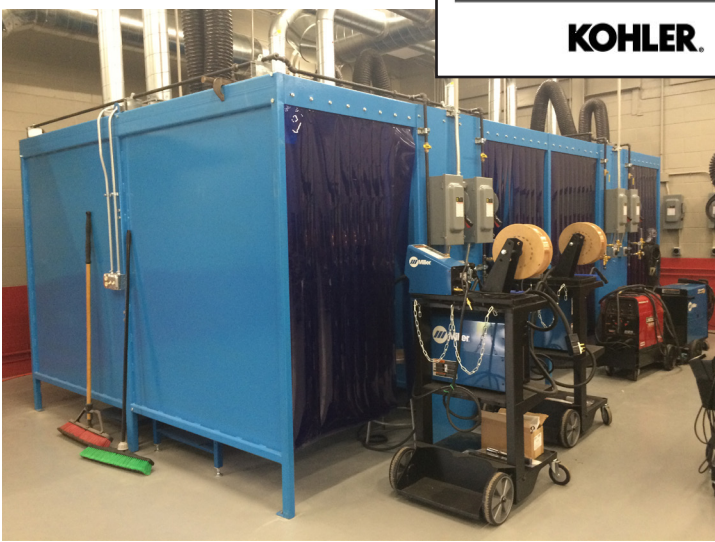
AUTOMATION

AUTOMATION

SOUTH HIGH SCHOOL



ADVANCED TECHNOLOGY CENTER
KOHLER. | Johnsonville



ADVANCED MANUFACTURING CENTER

SPONSORSHIP LEVEL

EXTERIOR NAMING RIGHTS - **KOHLER COMPANY**

VISIONARY

INTERIOR WING - **THE MUTH FAMILY**

INNOVATION

CLASSROOM 1 - **ROCKLINE INDUSTRIES**

AUTOMATION

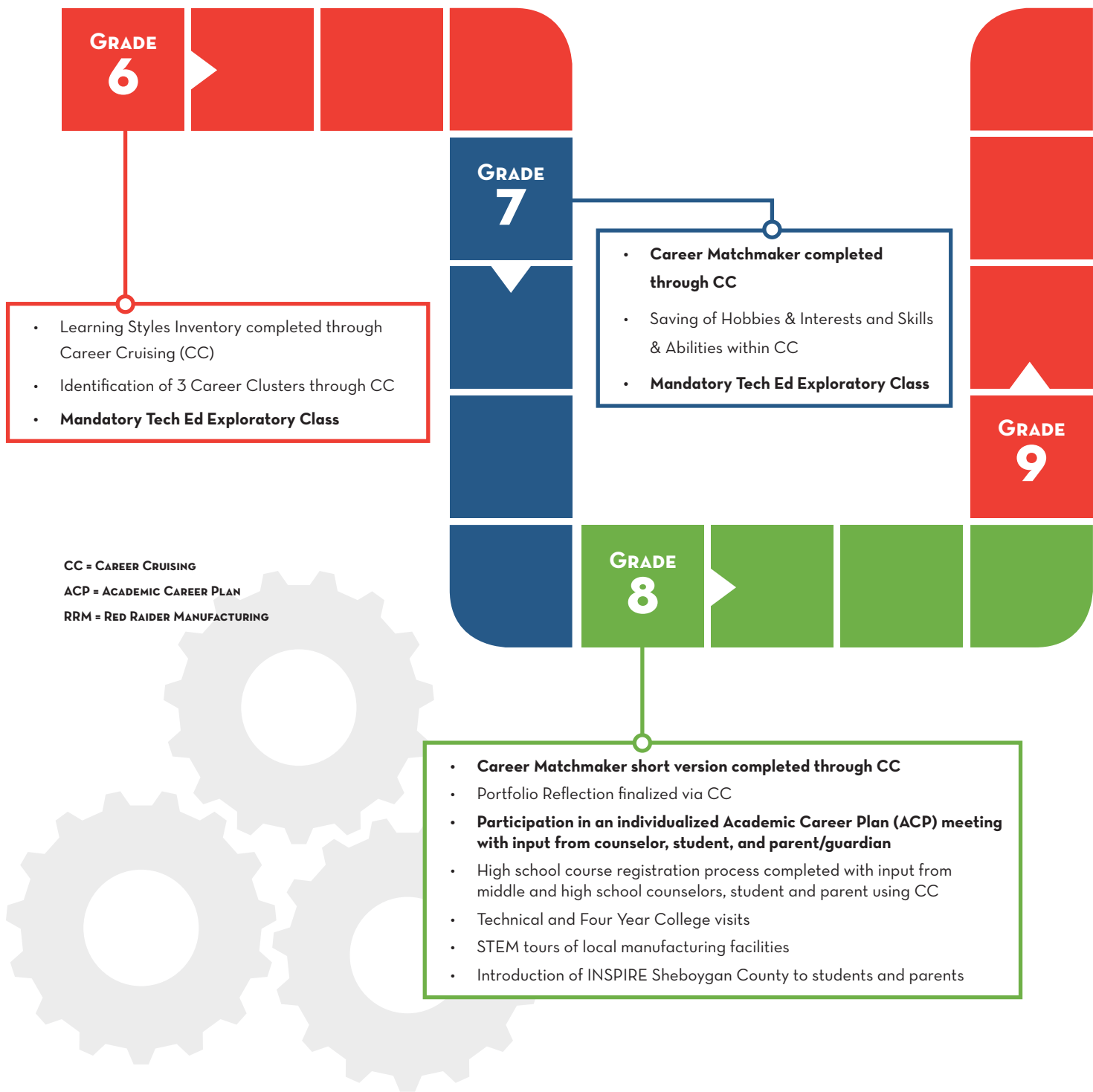
CLASSROOM 2 - **SARGENTO FOODS, INC.**

AUTOMATION

CLASSROOM 3 - **SHEBOYGAN CHEVROLET-CHRYSLER**

AUTOMATION

JOURNEY TO TECHNICAL CAREERS



- Individualized ACP revisited and revised with input from counselor, student and parent/guardian
- Introductory Manufacturing Courses Available through RRM
- **Intermediate Manufacturing Courses Available through RRM**
- College Dual Credit Manufacturing Courses Available through RRM
- **Career Connections event through LTC**
- Classroom Visits through INSPIRE Sheboygan County via CC
- **Internships through INSPIRE Sheboygan County via CC**
- ASPIRE test of ACT Suite taken - Spring semester - to monitor academic progress and college and career readiness levels

GRADE
10

GRADE
11

- Individualized ACP revisited and revised with input from counselor, student and parent/guardian
- **Introductory Manufacturing Courses Available through Red Raider Manufacturing (RRM)**
- **Job Shadows through Inspire Sheboygan County via CC**
- Classroom Visits through Inspire Sheboygan County via CC
- ASPIRE test of ACT Suite taken Spring semester to monitor academic progress and college and career readiness levels

- Individualized ACP revisited and revised with input from counselor, student and parent/guardian to finalize post secondary plans and actions
- Introductory Manufacturing Courses available through RRM
- Intermediate Manufacturing Courses available through RRM
- **College Dual Credit Manufacturing Courses Available**
- Youth Options Courses on LTC Campus
- Classroom Visits through INSPIRE Sheboygan County via CC
- **Apprenticeships through LTC and Community Employers**
- ACT and WorkKeys taken in spring to monitor academic progress and college and career readiness levels

GRADE
12

- Individualized ACP revisited and revised with input from counselor, student and parent/guardian
- Introductory Manufacturing Courses available through RRM
- Intermediate Manufacturing Courses available through RRM
- College Dual Credit Manufacturing Courses Available
- Classroom Visits through INSPIRE Sheboygan County via CC
- Early College Manufacturing Programs through LTC
- **Internships through INSPIRE Sheboygan County via CC**
- **Apprenticeships through LTC and Community Employers**
- **Youth Options Courses on LTC Campus**

WORKFORCE

MILITARY

TECHNICAL EDUCATION APPRENTICESHIP PROGRAMS

TECHNICAL COLLEGE

FOUR-YEAR PROGRAM THROUGH COLLEGE OR UNIVERSITY

ACCOUNTABILITY

SHEBOYGAN AREA SCHOOL DISTRICT METRICS

- Increase the number of students that are taking technical education courses by 100% over the next two years. (Presently 400 increased to 800 yearly)
- Increase the number of college credits earned through our technical education department by 50% over the next two years. (Presently 100 credits increased to 150 credits yearly)
- Increase the number of students engaged in work based learning opportunities such as Youth Apprenticeships/Internships by 100% over the next two years. (Presently 20 increased to 40)

POST-SECONDARY METRICS

- Increase the percentage of graduates entering technical college after graduation by 50% over the next two years. (Presently 50 to 75 yearly)
- Increase the number of SASD graduates entering manufacturing programs at LTC by 100% over the next two years. (Presently 8 to 16 yearly)
- Continue and expand articulation/transcripted credit agreements with SASD technical education programs.

INDUSTRY PARTNER METRICS

- Increase the total number of SASD graduates gainfully employed by industry partners by 50% over the next two years. (Currently not measured)
- Increase the number of work based learning opportunities such as Youth Apprenticeships/ Internships offered to SASD students by 100%. (Currently not measured)

MANUFACTURING OVERSIGHT COMMITTEE

Accountability and ongoing collaboration shall remain a foundation for success of Red Raider Manufacturing. To ensure continued collaboration with local business leaders, a Manufacturing Oversight Committee will be created. This group will be comprised of Sheboygan Area School District representatives and leaders of local businesses that have financially contributed to make this project reality. This group will meet periodically to assess the performance and recommend timely changes. In addition, the Manufacturing Oversight Committee will work to ensure a model of continuous improvement is followed to provide every opportunity for long term success and impact.

Members of the Manufacturing Oversight Team include:

American Orthodontics
Bemis Manufacturing Company
Inspire Sheboygan County
Johnsonville Sausage
Kohler Company
Lakeshore Technical College
Plastics Engineering
Rockline Industries

Sargento Foods, Inc.
Sheboygan Area School District
Sheboygan Chevrolet-Chrysler
Sheboygan County Economic Development Corporation (SCEDC)
The Muth Company
Van Horn Auto Group
Vollrath Company

SEPTEMBER
2015

Aligned curriculum implemented across all manufacturing areas

OCTOBER
2015

Additional meetings held with business leaders of Sheboygan County

SPRING
2016

Equipment secured and installed, construction of facilities begins

FREQUENTLY ASKED QUESTIONS

HOW WILL THE SASD MAINTAIN THIS HIGHLY EXPENSIVE EQUIPMENT FOR LONG-TERM USE? The purchase of the equipment for Red Raider Manufacturing is only the beginning of the process. The equipment included in our business plan can be expensive to run and expensive to maintain. To ensure students have a positive manufacturing experience for years to come, the SASD will work with equipment vendors to provide up to five year service agreements on all purchases. These service agreements will ensure proper maintenance on your investment while SASD staff members gain experience, confidence and relationships in the area of industrial maintenance.

WHY WAS THERE A NEED TO IMPLEMENT THE RED RAIDER MANUFACTURING AT BOTH NORTH AND SOUTH HIGH SCHOOLS? In conversations with our employers, it is clear there is a substantial present and future demand for skilled employees. Providing an Advanced Technology Center at just one school will not produce enough skilled employees to meet our community needs. In addition to offering our core classes at both schools (i.e. Algebra, English, etc.), it is important to offer these critical course offerings at both high schools.

WHY NOT MAKE A TECHNOLOGY (CTE) CLASS A REQUIRED CLASS FOR GRADUATION? It is the goal of the Red Raider Manufacturing Project to highlight the many exciting careers available in the area of manufacturing. It is our experience that building excitement around careers and courses that comes organically through positive promotion attracts and retains many more students. CTE exploratory courses are currently mandatory within the middle school. The high school experience in Sheboygan Area School District provides students with choices as they prepare for their future. Red Raider Manufacturing showcases manufacturing careers while giving our students access to industry standard technology.

WHY NOT DEVELOP AN OFF-SCHOOL SITE MANUFACTURING CENTER? By offering these courses and the Manufacturing Pathway on both high school campuses, more students will enroll in the courses. This increase in capacity will have a larger positive impact on our community needs.

HOW WAS THE RED RAIDER MANUFACTURING PLAN DEVELOPED? The SASD technology education teams have worked diligently to create a foundation of relationships with local businesses, technical colleges and community leaders to align a curriculum that supports local industry through a process called DACUM (Develop A Curriculum).

“The evolution of Red Raider Manufacturing, a collaboration between local manufacturers, high schools and technical colleges, will create new opportunities for all students preparing to enter the next phase of their life. No longer will manufacturers hope the high school are keeping pace with advances in manufacturing technologies. To maintain these gains, a Manufacturing Oversight Committee of educators and invested local manufacturers will be formed ensuring our high school graduates are prepared for all career options while employers will benefit with graduates better prepared for careers in advanced manufacturing.” - **JEFF KLOSTERMAN, SR. STAFF PROJECT MANAGER, KOHLER CO. (RETIRED)**

SEPTEMBER
2016

Opening of Advanced
Technology Centers within
North and South

JUNE
2017

First class of graduates
with Red Raider
Manufacturing coursework

JUNE
2018

Graduates complete full
program offered through
Red Raider Manufacturing



NORTH HIGH SCHOOL
1042 School Avenue
Sheboygan, WI 53083



SHEBOYGAN AREA SCHOOL DISTRICT
830 Virginia Avenue
Sheboygan, WI 53081



SOUTH HIGH SCHOOL
3128 South 12th Street
Sheboygan, WI 53081

Visit us online for additional resources including expanded Q&A and business plan.

www.sheboygan.k12.wi.us/RedRaiderMfg