

Northeast Wisconsin Technical College's

Affirmative Action and Equal Opportunity Five Year Plan

July 2019 to June 2024

Dr. H. Jeffery Rafn,
President

President's Signature:

A handwritten signature in black ink, appearing to read "H. Jeffery Rafn", is written over a horizontal line.

Prepared by:
Mohammed Bey,
Director, Diversity & Inclusion



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Affirmative Action/Equal Opportunity Goals

July 1, 2019 – June 30, 2024

1. Decrease the gap between the percentage of students of color and the percentage of the college workforce of color, at all levels (workforce goal by FY24 is 13.5%).
2. The college maintains a PACE score greater than benchmark colleges. FY18 Baseline = 3.98, FY24 Goal = 4.1 (disaggregated data by race/ethnicity stays a 4.1 average).
3. 100% of programs will demonstrate multiculturalism of curriculum.
4. Reduce Graduation Rate achievement gap among racial groups.
5. Increase percentage of students of color enrolled in and completing programs that have a media starting wage greater than the overall college median.
6. Reduce Successful Gateway Course Completion Rate achievement gap among racial groups.
7. The college maintains scores surrounding student climate and engagement, greater than benchmark colleges (if applicable), and/or above a 4.0 in the Five Factors of its Student Climate Survey.

Affirmative Action/Equal Opportunity Statement of Policy

Northeast Wisconsin Technical College is committed to compliance with Titles VI and VII of the Civil Rights Act of 1964 as amended, Title IX of the Educational Amendments Act of 1972, Section 504 of the Rehabilitation Act, the Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, the Carl D. Perkins Vocational Education Act, the Equal Pay Act of 1973, the Age Discrimination Acts of 1967 and 1975, the Civil Rights Restoration Act of 1987, the Wisconsin Fair Employment Law, other appropriate laws and executive orders and/or administrative directives and codes including the Office of Civil Rights Guidelines for Eliminating Discrimination and Denial of Services on the Basis of Race, Color, National Origin, Sex, including sexual orientation and gender identity, and Handicap in Vocational Programs (34 CFR, Part 100, Appendix B). Lack of English reading/speaking skills will not be a barrier to admission and participation in Northeast Wisconsin Technical College.

The College is committed to equal opportunity for all persons regardless of political affiliation, age, race, creed, color, disability, marital status, sex, including sexual orientation and gender identity, national origin, ancestry, religion, speaking skills, and genetic testing, and the use or non-use of lawful products off the employer's premises during non-working. It is the policy of NWTC to ensure equal opportunity practices and educational services at NWTC comply with the Affirmative Action requirement from the Wisconsin Technical College System. Any person who believes the equal opportunity rights have been violated has the right to file a grievance. The grievance must be filed within 300 days of the act. View the College's [Nondiscrimination & Anti-Harassment Policy](#) to learn more about the grievance procedure or contact the Director of Diversity & Inclusion/Title IX Coordinator.

NWTC is committed to taking all appropriate measures to maintain a work environment free from discrimination and harassment, including sexual harassment. NWTC shall maintain an Equal Opportunity and Affirmative Action Compliance Plan and the Nondiscrimination and Anti-Harassment Policy as the primary means of implementing this policy. The College will not tolerate unlawful discrimination, harassment of any kind, or retaliation against a person who files a complaint or participates in the investigation of a complaint relating to discrimination or harassment by an employee, student, customer or vendor.

The following offices are designed to assist in resolving discrimination complaints:

| | |
|---|---|
| Mohammed Bey Director, Diversity & Inclusion Title IX Coordinator Human Resources Northeast Wisconsin Technical College 2740 Mason Street Green Bay, WI 54307-9042 (920) 498-6826 mohammed.bey@nwtc.edu | John Grant Dean, Student Development Title IX Student Deputy Coordinator Student Services Northeast Wisconsin Technical College 2740 Mason Street Green Bay, WI 54307-9042 (920) 498-6984 john.grant@nwtc.edu |
|---|---|

While the primary responsibility for the development and monitoring of the affirmative action program is primarily the responsibility of the President and the Director of Diversity & Inclusion/Title IX Coordinator, the support of every employee, student, and recipient of the College services is also required to assure an environment conducive to the success of the program.

Nondiscrimination & Anti-Harassment Policy

NWTC is committed to taking all appropriate measures to maintain an environment free from discrimination and harassment. For that reason, the College will not tolerate unlawful discrimination, harassment of any kind, or retaliation against a person who files a complaint relating to discrimination or harassment by an employee, student, customer, or vendor or participates in the investigation of a complaint. Discriminating, harassing and retaliatory behavior may be grounds for corrective and disciplinary action, up to and including termination or expulsion from the College.

Any online postings or other electronic communication occurring outside of NWTC's control will only be subjected to this policy when those online behaviors can be shown to cause a substantial on-campus disruption, which includes the substantial effects on-campus or off-campus harassment.

College Policy on Nondiscrimination

NWTC adheres to all federal and state civil rights laws banning discrimination in public institutions of higher education. NWTC does not discriminate on the basis of political affiliation, age, race, creed, marital status, color, sex, including sexual orientation and gender identity, national origin, disability, veteran status, genetic testing or other applicable legislated categories, in its services, employment programs, and/or its educational programs and activities, including but not limited to admissions, treatment and access. Moreover, NWTC provides assurances that lack of English reading/speaking skills will not be a barrier to admittance and participation in the College.

Key Definitions

Discrimination is a difference in treatment in any service, program, activity or employment at NWTC on the basis of the protected classes referenced above or any others protected under state and federal laws.

Examples of discrimination include unreasonably interfering with an individual's employment or admission, benefits or promotions opportunity, subjecting an individual to different academic or employment standards or denial of use of facilities or equipment based on an individual's protected status.

Harassment is unwelcomed or unsolicited behavior directed at an individual or group of people because of a protected class where the behavior adversely affects the person's employment, academic or working environment.

Harassment is not:

- Feedback regarding unsatisfactory work/grades or a poor performance conversation that is reasonable and constructive
- Discussions on controversial topics
- Polite requests for a date from a peer, comments on clothing or compliments about appearance

While the above behavior is not harassing behavior in and of itself, similar behavior done to retaliate against someone or that creates a hostile environment may be considered harassing.

Hostile Environment includes any situation in which there is harassing conduct based on a protected class that is sufficiently severe, persistent or pervasive such that it alters the conditions of employment or limits, interferes with or denies educational benefits or opportunities, from both a subjective (the alleged victim's) and an objective (reasonable person's) viewpoint.

The determination of whether an environment is “hostile” must be based on all of the circumstances. These circumstances may include, but are not limited to:

- The frequency of the conduct
- The nature and severity of the conduct
- Whether the conduct was physically threatening
- Whether the conduct was humiliating
- The effect of the conduct on the alleged victim’s mental or emotional state
- Whether the conduct was directed at more than one person
- Whether the conduct arose in the context of other discriminatory conduct
- Whether the conduct unreasonably interfered with the alleged victim’s educational or work performance

Sexual Harassment is defined as unwelcome, gender-based verbal or physical conduct that is sufficiently severe, persistent or pervasive that is used as the basis for unlawful discriminatory practice or such conduct has the purpose or effect of creating an intimidating, hostile, or offensive environment for employees and students. Sexual harassment includes:

- Unwelcome sexual advances or requests for sexual favors
- Unwelcome verbal or physical conduct of a sexual nature
- Making submission to, or rejection of, such conduct a factor in academic or employment decisions affecting the student or employee
- Permitting such conduct to unreasonably interfere with a student’s academic performance or an employee's work performance
- Unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature or submission to or rejection of such conduct results in adverse educational or employment action (Quid pro quo)
- Adverse educational or employment action taken against a person because of the person’s participation in a complaint or investigation of discrimination or sexual misconduct (retaliatory harassment)

Sexual Misconduct is a broad term encompassing any non-consensual behavior of a sexual nature that is committed by force or intimidation, or that is otherwise unwelcome. It may vary in its severity and consist of a range of behaviors or attempted behaviors. To read more on the College’s zero tolerance stance on sexual misconduct, click here: [NWTC Gender Discrimination and Sexual Misconduct Policy](#).

Retaliation

Retaliating directly or indirectly against a person who has, in good faith, filed, supported, or participated in an investigation of a complaint, as defined above, is prohibited. Retaliation includes, but is not limited to, ostracizing the person, pressuring the person to drop or not support the complaint, or to provide false or misleading information, or engaging in conduct that may reasonably be perceived to affect adversely that person's educational, living, or work environment. Retaliation also includes similar conduct engaged in by a third party at the complainant’s or respondent’s request. Depending on the circumstances, retaliation may be unlawful and may constitute a violation of this policy, whether or not the complaint is ultimately found to have merit.

Grievance Procedure

In accordance with the Nondiscrimination and Anti-Harassment Policy, the College will investigate and respond to any formal or informal complaint or notice of potential violation of the policy that is received by the Director of Diversity & Inclusion/Title IX Coordinator; Dean, Student Development/Title Student Deputy Coordinator; Human Resources staff or other managers or supervisors representing the College. Any employee or student who believes they have been the subject of prohibited discrimination, harassment or retaliation have the option of pursuing the complaint on an informal or formal basis. In either case, the complaint should be made as soon after the alleged act as possible so as to assist with a prompt and equitable investigation.

Step 1 – Informal Discussion

Employees and students who feel they are being discriminated against or harassed are encouraged to ask the individual to cease the behavior and to be specific regarding the behavior or incident that is objectionable, how you feel about the issue, and what changes you would like to see. Employees may seek assistance from their supervisor; department head; their HR Partner; Director of Talent Strategy or Director of Diversity & Inclusion/Title IX Coordinator. Students may seek assistance from their instructors; counselor; associate dean; dean; Director of Diversity & Inclusion/Title IX Coordinator or the Dean of Student Development/Title IX Student Deputy Coordinator.

When informally addressing an act of unwanted behavior, you should document the behaviors, when the individual was asked to cease the behavior, and any witnesses that were present when the behavior took place and when the individual was asked to cease the behavior.

Throughout the preliminary investigation the complainant will be provided appropriate support and consultation for the complainant. Complainants will be informed about campus and community resources, state and federal laws and will be notified of their right to file a formal discrimination complaint with Northeast Wisconsin Technical College.

If this action does not resolve the problem, you may wish to continue with a formal or complaint, which may be made with the individuals named at the conclusion of this policy in care of the following offices:

| | |
|---|--|
| Green Bay Campus | HR Partners/Employee Discrimination and Harassment (920) 498-6286 or 800-422-6982, ext. 6286 |
| Green Bay Campus | Director, Diversity & Inclusion/Title IX Coordinator (920) 498-6826 |
| Green Bay Campus | Dean, Student Development/Title IX Student Deputy Coordinator (920) 498-6984 |
| Green Bay Campus | Director, Talent Strategy/Employee Discrimination and Harassment (920) 498-6828 |
| Green Bay Campus | Manager, Accommodation Services/Title IX Student Deputy Coordinator (920) 498-6390 |
| Marinette Campus | Main office (715) 735-9361 |
| Sturgeon Bay Campus | Main office (920) 746-4900 |
| Campus Safety and Security (920) 498-5454 | |
| Regional Learning Centers and Ancillary locations should contact the Green Bay campus | |

Step 2 – Formal Procedure

Employees and students are encouraged to submit a complaint to the Director of Diversity and Inclusion or at (https://publicdocs.maxient.com/reportingform.php?NortheastWisconsinTC&layout_id=10) as soon as possible to assist in the investigation. Complaints may be initiated in writing or made verbal, but should include:

- The date(s) time(s), place(s), pertinent facts and circumstances of the alleged discrimination/harassment/retaliation
- Any witnesses

For students, any NWTC staff member can assist you with filling out the incident report or direct you to trained resources to assist you. It is preferred that the complaint be submitted via an electronic incident report. Incident reports can be found at: https://publicdocs.maxient.com/reportingform.php?NortheastWisconsinTC&layout_id=10. If, due to a disability, accommodations are needed to assist the student with filing a complaint, please contact: Accommodation Services at (920) 498-6904. The complainant is encouraged to file the complaint as soon as possible after the incident to ensure a prompt and effective due process for all the parties involved in the situation.

The Director of Diversity & Inclusion/Title IX Coordinator or Dean of Student Development/Title IX Student Deputy Coordinator may assign a trained Investigator to promptly and equitably investigate the allegation(s). The assigned Investigator will conduct an interview with the employee or student registering the complaint and upon receiving consent from the complainant to begin an investigation. The intent of the interview is to determine a true and complete account of the complaint. The following information will be sought during the interview process:

- The facts and circumstances of the alleged misconduct and proposed resolution
- The severity of the conduct
- The number and frequency of acts of alleged discrimination or harassment
- The apparent intent of the person alleged to have engaged in the conduct
- The relationship of the parties
- The response of the complainant at the time of the incident(s)
- The relevant work environment

To the extent practicable, the investigator will interview all other individuals who witnessed or may have witnessed the incident or who may have knowledge of the incident. Periodic updates to the complainant and the alleged offender will be provided.

The investigator will interview the person alleged to have engaged in discrimination or harassment and inform the individual that a complaint has been made against him or her, and allow the person to respond to the complaint. The person alleged to have engaged in the act will be informed that the incident is not to be discussed with coworkers or students and that retaliatory action against the complainant will not be tolerated.

To the extent practicable, the investigator will review any other relevant information or evidence and/or interview any other relevant witnesses. The preponderance of the evidence standard (i.e., it is more likely than not that discrimination occurred) will be applied when investigating allegations of discrimination, harassment or retaliation.

A written record of the investigation will be made, inclusive of all notes made of interviews, conversations, or verbal responses to questions posed by the investigator to the complainant, witnesses or respondent, and any other aspects of the investigation. The entire written record and report, including a written summary of the findings of the investigation, will be provided to the Director of Diversity & Inclusion/Title IX Coordinator; Dean of Student Development/Title IX Student Deputy Coordinator or designee. Where appropriate, the written report will include any recommendations for discipline.

The Director of Diversity & Inclusion/Title IX Coordinator; Dean, Student Development/Title IX Student Deputy Coordinator or designee will review the investigative report, evidence and all known circumstances from the investigator and make a final determination. This outcome may include a verbal reprimand up to and including termination of employment, expulsion from school, or any other appropriate remedial action for a person found to have violated these policies.

The complaint process, from the filing of a complaint through a final determination, will be completed within sixty (60) days, unless the timeline is extended for good cause (such as unavailable witnesses or academic breaks).

Appeal Process

The complainant may choose to file an appeal of the outcome of the incident. An appeal from an employee must be delivered to the Director of Diversity & Inclusion/Title IX Coordinator and Vice President of Human Resources for employees. An appeal from a student must be delivered to the Dean of Student Development/Title IX Student Deputy Coordinator and Vice President of Student Services. Appeals must be received within five business days after receipt of written notification of the decision or sanction.

The Vice President of Human Resources or Vice President of Student Services shall review all materials pertaining to the investigation and materials that the complainant may feel relevant to the appeal. The bases of appeals include: (1) denial of a fair hearing, (2) insufficient evidence to establish responsibility, and (3) new information available that was not available at the time of the hearing which affects the disciplinary decision. The appeal must specify any alleged factual or procedural errors, new information or any alleged issues concerning interpretation of the College's policy. The Vice President of Human Resources or Vice President of Student Services will issue a final written decision for the College within seven business days of receiving the notice of an appeal.

Agency Reporting

At any time or if there is disagreement with the final written decision, the complainant may file directly with the Wisconsin Department of Workforce Development, Equal Employment Opportunities Commission, Office for Civil Rights or pursue avenues of resolution for complaints filed on the basis of a protected status.

**State of Wisconsin Department of Workforce Development -
Equal Rights Division Contact Information**

Madison Office

201 E. Washington Avenue
Room A100
PO Box 8928
Madison, WI 53708
(608) 266-6860
erinfo@dwd.wisconsin.gov

Milwaukee Office

819 N. 6th Street
Room 723
Milwaukee, WI 53203
(414) 227-4384
erinfo@dwd.wisconsin.gov

U.S. Equal Employment Opportunity Commission Contact Information

Milwaukee Area Office

Reuss Federal Plaza
310 W. Wisconsin Avenue
Suite 500
Milwaukee, WI 53203
(800) 669-4000

U.S. Department of Education - Office of Civil Rights Contact Information

Chicago Office

Citigroup Center
500 W. Madison Street, Suite 1475
Chicago, IL 60661
(312) 730-1560
OCR.Chicago@ed.gov

Any questions or concerns regarding Nondiscrimination or Anti-Harassment Policy should be directed to:

Mohammed Bey
Director, Diversity & Inclusion
Title IX Coordinator
Human Resources
Northeast Wisconsin Technical College
2740 Mason Street
Green Bay, WI 54307-9042
(920) 498-6826
mohammed.bey@nwtc.edu

John Grant
Dean, Student Development
Title IX Student Deputy Coordinator
Student Services
Northeast Wisconsin Technical College
2740 Mason Street
Green Bay, WI 54307-9042
(920) 498-6984
John.grant@nwtc.edu

Self-Analysis of NWTC's Benefit Eligible Workforce by Division – Recruitment

Metric Reporting as of June 30, 2018
ALL College

| DEPARTMENT BREAKOUT | COLLEGE OVERVIEW (President & Executive Assistant added into final total) | | Business & Finance | | College Advancement | | Human Resources | | IIT | | Learning | | Learning Solutions | | Regional Learning | | Student Services | |
|--|---|------------|--------------------|------------|---------------------|------------|-----------------|------------|-----------|------------|------------|------------|--------------------|------------|-------------------|------------|------------------|------------|
| | TOTAL | RATIO | TOTAL | RATIO | TOTAL | RATIO | TOTAL | RATIO | TOTAL | RATIO | TOTAL | RATIO | TOTAL | RATIO | TOTAL | RATIO | TOTAL | RATIO |
| Total # Benefit Eligible Employee | 692 | | 55 | | 34 | | 22 | | 50 | | 361 | | 29 | | 29 | | 110 | |
| Faculty | 260 | 38% | — | — | — | — | — | — | — | — | 260 | 72% | — | — | — | — | — | — |
| Exempt | 221 | 32% | 18 | 33% | 22 | 65% | 16 | 73% | 27 | 54% | 42 | 12% | 14 | 48% | 13 | 45% | 67 | 61% |
| Non-Exempt | 211 | 30% | 37 | 67% | 12 | 35% | 6 | 27% | 23 | 46% | 59 | 16% | 15 | 52% | 16 | 55% | 43 | 39% |
| Total # Ethnically Diverse | 58 | 8% | 1 | 2% | 2 | 6% | 4 | 18% | 6 | 12% | 20 | 6% | 1 | 3% | 1 | 3% | 23 | 21% |
| AmerIndian | 13 | 2% | 0 | 0% | 0 | 0% | 1 | 5% | 1 | 2% | 8 | 2% | 1 | 3% | 1 | 3% | 1 | 3% |
| Asian | 25 | 4% | 0 | 0% | 1 | 3% | 1 | 5% | 6 | 10% | 7 | 2% | 0 | 0% | 0 | 0% | 10 | 9% |
| Black/African American | 8 | 1% | 0 | 0% | 0 | 0% | 1 | 5% | 0 | 0% | 2 | 1% | 0 | 0% | 0 | 0% | 5 | 5% |
| Hispanic/Latino | 13 | 2% | 1 | 2% | 1 | 3% | 1 | 5% | 0 | 0% | 4 | 1% | 0 | 0% | 0 | 0% | 6 | 5% |
| White | 632 | 91% | 54 | 95% | 32 | 94% | 18 | 82% | 43 | 88% | 339 | 94% | 28 | 97% | 28 | 97% | 88 | 79% |
| Unknown | 1 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Total # Female | 427 | 62% | 27 | 49% | 31 | 91% | 18 | 82% | 12 | 24% | 198 | 55% | 26 | 90% | 27 | 93% | 87 | 79% |
| Total # Male | 265 | 38% | 28 | 51% | 3 | 9% | 4 | 18% | 38 | 76% | 163 | 45% | 3 | 10% | 2 | 7% | 23 | 21% |

| EMPLOYEE CATAGORY BREAKOUT | TOTAL | RATIO | | | | | | | | | | | | | | | | |
|----------------------------|------------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|------------|------------|-----------|------------|-----------|------------|-----------|------------|
| Faculty | 260 | 38% | | | | | | | | | 260 | 72% | | | | | | |
| AmerIndian | 6 | 2% | — | — | — | — | — | — | — | — | 6 | 2% | — | — | — | — | — | — |
| Asian | 5 | 2% | — | — | — | — | — | — | — | — | 5 | 2% | — | — | — | — | — | — |
| Black/African American | 1 | 0% | — | — | — | — | — | — | — | — | 1 | 0% | — | — | — | — | — | — |
| Hispanic/Latino | 1 | 0% | — | — | — | — | — | — | — | — | 1 | 0% | — | — | — | — | — | — |
| White | 247 | 95% | — | — | — | — | — | — | — | — | 247 | 95% | — | — | — | — | — | — |
| Unknown | 0 | 0% | — | — | — | — | — | — | — | — | 0 | 0% | — | — | — | — | — | — |
| Female | 127 | 49% | | | | | | | | | 127 | 49% | | | | | | |
| Male | 133 | 51% | | | | | | | | | 133 | 51% | | | | | | |
| Exempt | 221 | 32% | 18 | 35% | 22 | 65% | 16 | 73% | 27 | 54% | 42 | 12% | 14 | 48% | 13 | 45% | 67 | 61% |
| AmerIndian | 6 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 4% | 2 | 5% | 1 | 7% | 1 | 8% | 1 | 1% |
| Asian | 9 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 7% | 0 | 0% | 0 | 0% | 0 | 0% | 7 | 10% |
| Black/African American | 6 | 3% | 0 | 0% | 0 | 0% | 1 | 6% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 7% |
| Hispanic/Latino | 7 | 3% | 0 | 0% | 1 | 5% | 1 | 6% | 0 | 0% | 1 | 2% | 0 | 0% | 0 | 0% | 4 | 6% |
| White | 194 | 88% | 18 | 100% | 21 | 95% | 14 | 88% | 24 | 89% | 39 | 93% | 13 | 93% | 13 | 100% | 50 | 75% |
| Unknown | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Female | 146 | 66% | 9 | 47% | 19 | 86% | 12 | 75% | 9 | 33% | 25 | 60% | 11 | 79% | 12 | 92% | 48 | 72% |
| Male | 75 | 34% | 9 | 47% | 3 | 14% | 4 | 25% | 18 | 67% | 17 | 40% | 3 | 21% | 1 | 8% | 19 | 28% |
| Non-Exempt | 210 | 30% | 36 | 65% | 12 | 35% | 6 | 27% | 23 | 46% | 59 | 16% | 15 | 52% | 16 | 55% | 43 | 39% |
| AmerIndian | 1 | 0% | 0 | 0% | 0 | 0% | 1 | 17% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian | 10 | 5% | 0 | 0% | 0 | 0% | 1 | 17% | 4 | 17% | 2 | 3% | 0 | 0% | 0 | 0% | 3 | 7% |
| Black/African American | 1 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 2% | 0 | 0% | 0 | 0% | 0 | 0% |
| Hispanic/Latino | 4 | 2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 3% | 0 | 0% | 0 | 0% | 2 | 5% |
| White | 193 | 92% | 36 | 100% | 12 | 100% | 4 | 67% | 19 | 83% | 53 | 90% | 15 | 100% | 16 | 100% | 38 | 88% |
| Unknown | 1 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 2% | 0 | 0% | 0 | 0% | 0 | 0% |
| Female | 154 | 73% | 18 | 50% | 12 | 100% | 6 | 100% | 3 | 13% | 46 | 78% | 15 | 100% | 15 | 94% | 39 | 91% |
| Male | 56 | 27% | 18 | 50% | 0 | 0% | 0 | 0% | 20 | 87% | 13 | 22% | 0 | 0% | 1 | 6% | 4 | 9% |

Self-Analysis of NWTTC's Benefit Eligible Workforce by Division – Recruitment and Retention

Metric Reporting Comparison Data
ALL College

| DEPARTMENT BREAKOUT | COLLEGE OVERVIEW | | | Business & Finance | | | College Advancement | | | Human Resources | | | IT | | | Learning | | | Learning Solutions | | | Regional Learning | | | Student Services | | |
|--|------------------|----------|--------|--------------------|----------|--------|---------------------|----------|--------|-----------------|----------|--------|----------|----------|--------|----------|----------|--------|--------------------|----------|--------|-------------------|----------|--------|------------------|----------|--------|
| | FY 16-17 | FY 17-18 | Growth | FY 16-17 | FY 17-18 | Growth | FY 16-17 | FY 17-18 | Growth | FY 16-17 | FY 17-18 | Growth | FY 16-17 | FY 17-18 | Growth | FY 16-17 | FY 17-18 | Growth | FY 16-17 | FY 17-18 | Growth | FY 16-17 | FY 17-18 | Growth | FY 16-17 | FY 17-18 | Growth |
| Total # Benefit Eligible Employee | 676 | 692 | +16 | 53 | 55 | +2 | 33 | 34 | +1 | 22 | 22 | 0 | 36 | 50 | +14 | 365 | 361 | -4 | 26 | 29 | +3 | 24 | 29 | +5 | 115 | 110 | -5 |
| Faculty | 257 | 260 | +3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 257 | 260 | +3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Exempt | 210 | 221 | +11 | 19 | 18 | -1 | 23 | 22 | -1 | 16 | 16 | 0 | 14 | 27 | +13 | 50 | 42 | -8 | 13 | 14 | +1 | 9 | 13 | +4 | 64 | 67 | +3 |
| Non-Exempt | 209 | 211 | +2 | 34 | 37 | +3 | 10 | 12 | +2 | 6 | 6 | 0 | 22 | 23 | +1 | 58 | 59 | +1 | 13 | 15 | +2 | 15 | 16 | +1 | 51 | 43 | -8 |
| Total # Ethnically Diverse | 56 | 58 | +2 | 1 | 1 | 0 | 2 | 2 | 0 | 4 | 4 | 0 | 5 | 6 | +1 | 20 | 20 | 0 | 1 | 1 | 0 | 0 | 1 | +1 | 23 | 23 | 0 |
| Amerindian | 12 | 13 | +1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | +1 | 9 | 8 | -1 | 1 | 1 | 0 | 1 | +1 | 1 | 1 | 0 | |
| Asian | 26 | 25 | -1 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 5 | 6 | +1 | 7 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Black/African American | 6 | 8 | +2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | +1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hispanic/Latino | 12 | 13 | +1 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 3 | 4 | +1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| White | 619 | 632 | +13 | 50 | 54 | +4 | 31 | 32 | +1 | 19 | 18 | -1 | 31 | 43 | +12 | 343 | 339 | -4 | 25 | 28 | +3 | 24 | 28 | +4 | 92 | 88 | -4 |
| Unknown | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total # Female | 419 | 427 | +8 | 28 | 27 | -1 | 29 | 31 | +2 | 18 | 18 | 0 | 10 | 12 | +2 | 194 | 198 | +4 | 24 | 26 | +2 | 24 | 27 | +3 | 91 | 87 | -4 |
| Total # Male | 257 | 265 | +8 | 25 | 28 | +3 | 4 | 3 | -1 | 4 | 4 | 0 | 26 | 38 | +12 | 171 | 163 | -8 | 2 | 3 | +1 | 0 | 2 | +2 | 24 | 23 | -1 |

| EMPLOYEE CATEGORY BREAKOUT | FY 16-17 | FY 17-18 | Growth | FY 16-17 | FY 17-18 | Growth | FY 16-17 | FY 17-18 | Growth | FY 16-17 | FY 17-18 | Growth | FY 16-17 | FY 17-18 | Growth | FY 16-17 | FY 17-18 | Growth | FY 16-17 | FY 17-18 | Growth | FY 16-17 | FY 17-18 | Growth | FY 16-17 | FY 17-18 | Growth |
|----------------------------|----------------|----------|--------|----------|----------|--------|----------|----------|--------|----------|----------|--------|----------|----------|--------|----------|----------|--------|----------|----------|--------|----------|----------|--------|----------|----------|--------|
| | Faculty | 257 | 260 | +3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 257 | 260 | +3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Amerindian | 6 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Asian | 5 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Black/African American | 0 | 1 | +1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | +1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Hispanic/Latino | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| White | 245 | 247 | +2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 245 | 247 | +2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Unknown | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Female | 122 | 127 | +5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 122 | 127 | +5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Male | 135 | 133 | -2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 135 | 133 | -2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Exempt | 210 | 221 | +11 | 19 | 18 | -1 | 23 | 22 | -1 | 16 | 16 | 0 | 14 | 27 | +13 | 50 | 42 | -8 | 13 | 14 | +1 | 9 | 13 | +4 | 64 | 67 | +3 |
| Amerindian | 4 | 6 | +2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | -1 | 1 | 1 | 0 | 0 | 1 | +1 | 0 | 1 | +1 | 0 | 1 | +1 |
| Asian | 7 | 9 | +2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | +2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 7 | 0 |
| Black/African American | 5 | 6 | +1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 5 | +1 |
| Hispanic/Latino | 7 | 7 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 4 | 0 |
| White | 187 | 194 | +7 | 19 | 18 | -1 | 22 | 21 | -1 | 14 | 14 | 0 | 14 | 24 | +10 | 46 | 39 | -7 | 12 | 13 | +1 | 9 | 13 | +4 | 49 | 50 | +1 |
| Unknown | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Female | 142 | 146 | +4 | 11 | 9 | -2 | 19 | 19 | 0 | 12 | 12 | 0 | 7 | 9 | +2 | 30 | 25 | -5 | 11 | 11 | 0 | 9 | 12 | +3 | 42 | 48 | +6 |
| Male | 68 | 75 | +7 | 8 | 9 | +1 | 4 | 3 | -1 | 4 | 4 | 0 | 7 | 18 | +11 | 20 | 17 | -3 | 2 | 3 | +1 | 0 | 1 | +1 | 22 | 19 | -3 |
| Non-Exempt | 209 | 210 | +1 | 34 | 36 | +2 | 10 | 12 | +2 | 6 | 6 | 0 | 22 | 23 | +1 | 58 | 59 | +1 | 13 | 15 | +2 | 15 | 16 | +1 | 51 | 43 | -8 |
| Amerindian | 2 | 1 | -1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | -1 |
| Asian | 14 | 10 | -4 | 0 | 0 | 0 | 1 | 0 | -1 | 1 | 1 | 0 | 5 | 4 | -1 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 3 | -2 |
| Black/African American | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hispanic/Latino | 4 | 4 | 0 | 1 | 0 | -1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | +1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 |
| White | 187 | 193 | +6 | 33 | 36 | +3 | 9 | 12 | +3 | 4 | 4 | 0 | 17 | 19 | +2 | 53 | 53 | 0 | 13 | 15 | +2 | 15 | 16 | +1 | 43 | 38 | -5 |
| Unknown | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 155 | 154 | -1 | 17 | 18 | +1 | 10 | 12 | +2 | 6 | 6 | 0 | 3 | 3 | 0 | 42 | 46 | +4 | 13 | 15 | +2 | 15 | 15 | 0 | 49 | 39 | -10 |
| Male | 54 | 56 | +2 | 17 | 18 | +1 | 0 | 0 | 0 | 0 | 0 | 0 | 19 | 20 | +1 | 16 | 13 | -3 | 0 | 0 | 0 | 0 | 1 | +1 | 2 | 4 | +2 |

Employment Program Affirmative Action Initiatives

Program Initiative #1: Decrease the gap between the percentage of students of color and the percentage of the college workforce of color, at all levels (workforce goal by 2024 is 13.5%).

| Activity/ Steps | Persons responsible for Implementation | Timetable |
|--|--|-----------|
| Research best practices and implement activity to increase the recruitment of employees, noting the areas where there are gaps (Leadership, Faculty, etc.) | Human Resources | 2019-2024 |
| Research educational opportunities for leaders, hiring teams, etc. to further the hiring of a diverse workforce | Human Resources | 2019-2024 |

Method of Evaluation: Activities will be identified and reported out through the Annual Updates.

Program Initiative #2: *The college maintains a PACE score greater than benchmark colleges. FY18 Baseline = 3.98, FY23 Goal = 4.1 (disaggregated data by race/ethnicity stays a 4.1 average).

| Activity/ Steps | Persons responsible for Implementation | Timetable |
|---|--|-----------|
| Identify retention strategies to impact employee engagement and satisfaction. | Human Resources and Diversity Team | 2019-2024 |
| Strengthen AA/EO awareness and programs. | Human Resources, Diversity Team, Title IX Team | 2019-2024 |

Method of Evaluation: Activities will be identified and reported out through the Annual Updates.

Student Affirmative Action Initiatives

Program Initiative #1: 100% of programs will demonstrate multiculturalism of curriculum.

| Activity/ Steps | Persons responsible for Implementation | Timetable |
|---|--|-----------|
| Research and implement a process where existing and new faculty can adopt course modifications and new development. | Learning and Diversity & Inclusion Officer | 2019-2024 |
| Research best practices to measure impact. measurement | Learning and Diversity & Inclusion Officer | 2019-2024 |

Method of Evaluation: Activities will be identified and reported out through the Annual Updates.

Program Initiative #2: Increase percentage of students of color enrolled in and completing programs that have a media starting wage greater than the overall college median.

| Activity/ Steps | Persons responsible for Implementation | Timetable |
|--|--|-----------|
| Research existing college programs and best practices for adopting a more equitable way of recruiting and enrolling students of color, and other targeted groups, into programs. | Dream Core Team and Diversity Team | 2019-2024 |

Method of Evaluation: Activities will be identified and reported out through the Annual Updates.

Program Initiative #3: Reduce Graduation Rate achievement gap among racial groups.

| Activity/ Steps | Persons responsible for Implementation | Timetable |
|--|---|-----------|
| Continue to monitor groups that are not achieving at the College's identified rate. | Dream Core Team, Student Services, Learning | 2019-2024 |
| Research best practices to assist targeted student groups on their path to obtaining a credential. | Dream Core Team, Student Services, Learning | 2019-2024 |

Method of Evaluation: Activities will be identified and reported out through the Annual Updates.

Program Initiative #4: Reduce Successful Gateway Course Completion Rate achievement gap among racial groups.

| Activity/ Steps | Persons responsible for Implementation | Timetable |
|--|---|-----------|
| Continue to monitor groups that are not achieving at the College’s identified rate. | Dream Core Team, Student Services, Learning | 2019-2024 |
| Research best practices to assist targeted student groups on their path to completion. | Dream Core Team, Student Services, Learning | 2019-2024 |

Method of Evaluation: Activities will be identified and reported out through the Annual Updates.

Program Initiative #5: The college maintains scores surrounding student climate and engagement, greater than benchmark colleges (if applicable), and/or above a 4.0 in the Five Factors of its Student Climate Survey.

| Activity/ Steps | Persons responsible for Implementation | Timetable |
|--|---|-----------|
| Identify retention strategies to impact student engagement and satisfaction. | Student Services, Dream Core Team, and Diversity Team | 2019-2024 |
| Strengthen AA/EO awareness and programs. | Human Resources, Diversity Team, Title IX Team | 2019-2024 |

Method of Evaluation: Activities will be identified and reported out through the Annual Updates.

Employee Affirmative Action Workforce Compliance Reports



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 7/17/2018

Fiscal Year: 2017-18
 District: Northeast Wisconsin Technical College

| ALL STAFF | | | | | | | | | | | | | | | | | | | | | |
|---------------------------|---------|---------|---------|------------|---------|-------------|---------|----------|---------|-------|---------|-------|---------|----------|---------|---------|---------|--------------|---------|---------|---------|
| Factors For Consideration | Total | Female | | Disability | | Race/Ethnic | | American | | Asian | | Black | | Hispanic | | Pacific | | Multi Racial | | Unknown | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Employees (1) | 737 | 455 | 61.74% | | 0.00% | 66 | 8.96% | 12 | 1.63% | 28 | 3.80% | 8 | 1.09% | 15 | 2.04% | 0 | 0.00% | 3 | 0.41% | 1 | 0.14% |
| Work Force (2) | 213,523 | 101,898 | 47.72% | 11,866 | 5.56% | 21,465 | 10.05% | 3,207 | 1.50% | 4,153 | 1.94% | 1,628 | 0.76% | 9,719 | 4.55% | 27 | 0.01% | 2,731 | 1.28% | N/A | N/A |
| % Difference (3) | | | 14.01% | | -5.56% | | -1.10% | | 0.13% | | 1.85% | | 0.32% | | -2.52% | | -0.01% | | -0.87% | | |
| Quotient (4) | | | 1.29 | | 0.00 | | 0.89 | | 1.08 | | 1.95 | | 1.42 | | 0.45 | | 0.00 | | 0.32 | | |
| Female Difference (5) | 103.29 | | | | | | | | | | | | | | | | | | | | |
| Racial Difference (6) | 8.09 | | | | | | | | | | | | | | | | | | | | |

**** DISABILITY ALL STAFF POPULATION MAY BE OUT OF COMPLIANCE ****

**** RACE/ETHNIC ALL STAFF POPULATION MAY BE OUT OF COMPLIANCE ****

**** HISPANIC ALL STAFF POPULATION MAY BE OUT OF COMPLIANCE ****

- (1) Full-Time Staff Count Or Employee Count
- (2) District 16-64 Work Force value from 5-year ACS
- (3) =(Staff Count Or Employee Count % - District Work Force %)
- (4) =(Staff Count Or Employee Count % / District Work Force %)
- (5) =(Total District Employees * Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees * Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 7/17/2018

Fiscal Year: 2017-18
 District: Northeast Wisconsin Technical College

| ADMINISTRATIVE | | | | | | | | | | | | | | | | | | | | | |
|---------------------------|--------|--------|---------|------------|---------|-------------|---------|----------|---------|-------|---------|-------|---------|----------|---------|---------|---------|--------------|---------|---------|---------|
| Factors For Consideration | Total | Female | | Disability | | Race/Ethnic | | American | | Asian | | Black | | Hispanic | | Pacific | | Multi Racial | | Unknown | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Employees (1) | 103 | 74 | 71.84% | | 0.00% | 9 | 8.74% | 3 | 2.91% | 1 | 0.97% | 4 | 3.88% | 1 | 0.97% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Work Force (2) | 20,995 | 10,099 | 48.10% | 910 | 4.33% | 1,610 | 7.67% | 254 | 1.21% | 423 | 2.01% | 115 | 0.55% | 567 | 2.70% | 0 | 0.00% | 251 | 1.20% | N/A | N/A |
| % Difference (3) | | | 23.74% | | -4.33% | | 1.07% | | 1.70% | | -1.04% | | 3.34% | | -1.73% | | 0.00% | | -1.20% | | |
| Quotient (4) | | | 1.49 | | 0.00 | | 1.14 | | 2.41 | | 0.48 | | 7.09 | | 0.36 | | 0.00 | | 0.00 | | |
| Female Difference (5) | 24.46 | | | | | | | | | | | | | | | | | | | | |
| Racial Difference (6) | 1.10 | | | | | | | | | | | | | | | | | | | | |

**** DISABILITY ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE ****

**** ASIAN AMERICAN ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE ****

**** HISPANIC ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE ****

**** MULTI RACIAL ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE ****

- (1) Full-Time Staff Count Or Employee Count
- (2) District 16-64 Work Force value from 5-year ACS
- (3) =(Staff Count Or Employee Count % - District Work Force %)
- (4) =(Staff Count Or Employee Count % / District Work Force %)
- (5) =(Total District Employees * Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees * Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 7/17/2018

Fiscal Year: 2017-18
 District: Northeast Wisconsin Technical College

| FACULTY | | | | | | | | | | | | | | | | | | | | | |
|---------------------------|-------|--------|---------|------------|---------|-------------|---------|----------|---------|-------|---------|-------|---------|----------|---------|---------|---------|--------------|---------|---------|---------|
| Factors For Consideration | Total | Female | | Disability | | Race/Ethnic | | American | | Asian | | Black | | Hispanic | | Pacific | | Multi Racial | | Unknown | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Employees (1) | 272 | 132 | 48.53% | | 0.00% | 13 | 4.78% | 5 | 1.84% | 5 | 1.84% | 1 | 0.37% | 1 | 0.37% | 0 | 0.00% | 1 | 0.37% | 0 | 0.00% |
| Work Force (2) | 1,428 | 694 | 48.60% | 62 | 4.34% | 118 | 8.26% | 9 | 0.63% | 59 | 4.13% | 14 | 0.98% | 36 | 2.52% | 0 | 0.00% | 0 | 0.00% | N/A | N/A |
| % Difference (3) | | | -0.07% | | -4.34% | | -3.48% | | 1.21% | | -2.29% | | -0.61% | | -2.15% | | 0.00% | | 0.37% | | |
| Quotient (4) | | | 1.00 | | 0.00 | | 0.58 | | 2.92 | | 0.44 | | 0.38 | | 0.15 | | 0.00 | | 0.00 | | |
| Female Difference (5) | 0.19 | | | | | | | | | | | | | | | | | | | | |
| Racial Difference (6) | 9.48 | | | | | | | | | | | | | | | | | | | | |

**** DISABILITY FACULTY POPULATION MAY BE OUT OF COMPLIANCE ****

**** RACE/ETHNIC FACULTY POPULATION MAY BE OUT OF COMPLIANCE ****

**** ASIAN AMERICAN FACULTY POPULATION MAY BE OUT OF COMPLIANCE ****

**** HISPANIC FACULTY POPULATION MAY BE OUT OF COMPLIANCE ****

- (1) Full-Time Staff Count Or Employee Count
- (2) District 16-64 Work Force value from 5-year ACS
- (3) =(Staff Count Or Employee Count % - District Work Force %)
- (4) =(Staff Count Or Employee Count % / District Work Force %)
- (5) =(Total District Employees * Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees * Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 7/17/2018

Fiscal Year: 2017-18
 District: Northeast Wisconsin Technical College

| PROFESSIONAL NONFACULTY | | | | | | | | | | | | | | | | | | | | | |
|---------------------------|-------|--------|---------|------------|---------|-------------|---------|----------|---------|-------|---------|-------|---------|----------|---------|---------|---------|--------------|---------|---------|---------|
| Factors For Consideration | Total | Female | | Disability | | Race/Ethnic | | American | | Asian | | Black | | Hispanic | | Pacific | | Multi Racial | | Unknown | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Employees (1) | 134 | 81 | 60.45% | | 0.00% | 20 | 14.93% | 3 | 2.24% | 8 | 5.97% | 2 | 1.49% | 7 | 5.22% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Work Force (2) | 5,864 | 3,621 | 61.75% | 117 | 2.00% | 516 | 8.80% | 144 | 2.46% | 112 | 1.91% | 25 | 0.43% | 216 | 3.68% | 0 | 0.00% | 19 | 0.32% | N/A | N/A |
| % Difference (3) | | | -1.30% | | -2.00% | | 6.13% | | -0.22% | | 4.06% | | 1.07% | | 1.54% | | 0.00% | | -0.32% | | |
| Quotient (4) | | | 0.98 | | 0.00 | | 1.70 | | 0.91 | | 3.13 | | 3.50 | | 1.42 | | 0.00 | | 0.00 | | |
| Female Difference (5) | 1.74 | | | | | | | | | | | | | | | | | | | | |
| Racial Difference (6) | 8.21 | | | | | | | | | | | | | | | | | | | | |

**** FEMALE PROFESSIONAL NONFACULTY POPULATION MAY BE OUT OF COMPLIANCE ****
**** DISABILITY PROFESSIONAL NONFACULTY POPULATION MAY BE OUT OF COMPLIANCE ****

- (1) Full-Time Staff Count Or Employee Count
- (2) District 16-64 Work Force value from 5-year ACS
- (3) =(Staff Count Or Employee Count % - District Work Force %)
- (4) =(Staff Count Or Employee Count % / District Work Force %)
- (5) =(Total District Employees * Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees * Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 7/17/2018

Fiscal Year: 2017-18
 District: Northeast Wisconsin Technical College

CLERICAL/SECRETARIAL

| Factors For Consideration | Total | Female | | Disability | | Race/Ethnic | | American | | Asian | | Black | | Hispanic | | Pacific | | Multi Racial | | Unknown | |
|---------------------------|--------|--------|---------|------------|---------|-------------|---------|----------|---------|-------|---------|-------|---------|----------|---------|---------|---------|--------------|---------|---------|---------|
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Employees (1) | 140 | 132 | 94.29% | | 0.00% | 16 | 11.43% | 1 | 0.71% | 10 | 7.14% | 1 | 0.71% | 3 | 2.14% | 0 | 0.00% | 1 | 0.71% | 1 | 0.71% |
| Work Force (2) | 12,515 | 11,294 | 90.24% | 831 | 6.64% | 659 | 5.27% | 197 | 1.57% | 87 | 0.70% | 8 | 0.06% | 338 | 2.70% | 5 | 0.04% | 24 | 0.19% | N/A | N/A |
| % Difference (3) | | | 4.04% | | -6.64% | | 6.16% | | -0.86% | | 6.45% | | 0.65% | | -0.56% | | -0.04% | | 0.52% | | |
| Quotient (4) | | | 1.04 | | 0.00 | | 2.17 | | 0.45 | | 10.28 | | 11.17 | | 0.79 | | 0.00 | | 3.72 | | |
| Female Difference (5) | 5.66 | | | | | | | | | | | | | | | | | | | | |
| Racial Difference (6) | 8.63 | | | | | | | | | | | | | | | | | | | | |

**** DISABILITY CLERICAL/SECRETARIAL POPULATION MAY BE OUT OF COMPLIANCE ****

- (1) Full-Time Staff Count Or Employee Count
- (2) District 16-64 Work Force value from 5-year ACS
- (3) =(Staff Count Or Employee Count % - District Work Force %)
- (4) =(Staff Count Or Employee Count % / District Work Force %)
- (5) =(Total District Employees * Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees * Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 7/17/2018

Fiscal Year: 2017-18
 District: Northeast Wisconsin Technical College

| TECHNICAL/PARAPROFESSIONAL | | | | | | | | | | | | | | | | | | | | | |
|----------------------------|-------|--------|---------|------------|---------|-------------|---------|----------|---------|-------|---------|-------|---------|----------|---------|---------|---------|--------------|---------|---------|---------|
| Factors For Consideration | Total | Female | | Disability | | Race/Ethnic | | American | | Asian | | Black | | Hispanic | | Pacific | | Multi Racial | | Unknown | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Employees (1) | 73 | 36 | 49.32% | 0 | 0.00% | 8 | 10.96% | 0 | 0.00% | 4 | 5.48% | 0 | 0.00% | 3 | 4.11% | 0 | 0.00% | 1 | 1.37% | 0 | 0.00% |
| Work Force (2) | 3,643 | 1,523 | 41.81% | 124 | 3.40% | 133 | 3.65% | 3 | 0.08% | 85 | 2.33% | 0 | 0.00% | 14 | 0.38% | 0 | 0.00% | 32 | 0.88% | N/A | N/A |
| % Difference (3) | | | 7.51% | | -3.40% | | 7.31% | | -0.08% | | 3.15% | | 0.00% | | 3.73% | | 0.00% | | 0.49% | | |
| Quotient (4) | | | 1.18 | | 0.00 | | 3.00 | | 0.00 | | 2.35 | | 0.00 | | 10.69 | | 0.00 | | 1.56 | | |
| Female Difference (5) | 5.48 | | | | | | | | | | | | | | | | | | | | |
| Racial Difference (6) | 5.33 | | | | | | | | | | | | | | | | | | | | |

**** DISABILITY TECHNICAL/PARAPROFESSIONAL POPULATION MAY BE OUT OF COMPLIANCE ****

- (1) Full-Time Staff Count Or Employee Count
- (2) District 16-64 Work Force value from 5-year ACS
- (3) =(Staff Count Or Employee Count % - District Work Force %)
- (4) =(Staff Count Or Employee Count % / District Work Force %)
- (5) =(Total District Employees * Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees * Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 7/17/2018

Fiscal Year: 2017-18
 District: Northeast Wisconsin Technical College

SKILLED CRAFTS

| Factors For Consideration | Total | Female | | Disability | | Race/Ethnic | | American | | Asian | | Black | | Hispanic | | Pacific | | Multi Racial | | Unknown | |
|---------------------------|-------|--------|---------|------------|---------|-------------|---------|----------|---------|-------|---------|-------|---------|----------|---------|---------|---------|--------------|---------|---------|---------|
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Employees (1) | 0 | 0 | #DIV/0! | | #DIV/0! | 0 | #DIV/0! | 0 | #DIV/0! | 0 | #DIV/0! | 0 | #DIV/0! | 0 | #DIV/0! | 0 | #DIV/0! | 0 | #DIV/0! | 0 | #DIV/0! |
| Work Force (2) | 4,684 | 1,969 | 42.04% | 269 | 5.74% | 1,074 | 22.93% | 80 | 1.71% | 21 | 0.45% | 123 | 2.63% | 764 | 16.31% | 0 | 0.00% | 86 | 1.84% | N/A | N/A |
| % Difference (3) | | | #DIV/0! | | #DIV/0! | | #DIV/0! | | #DIV/0! | | #DIV/0! | | #DIV/0! | | #DIV/0! | | #DIV/0! | | #DIV/0! | | |
| Quotient (4) | | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | |
| Female Difference (5) | 0.00 | | | | | | | | | | | | | | | | | | | | |
| Racial Difference (6) | 0.00 | | | | | | | | | | | | | | | | | | | | |

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- (1) Full-Time Staff Count Or Employee Count
- (2) District 16-64 Work Force value from 5-year ACS
- (3) =(Staff Count Or Employee Count % - District Work Force %)
- (4) =(Staff Count Or Employee Count % / District Work Force %)
- (5) =(Total District Employees * Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees * Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 7/17/2018

Fiscal Year: 2017-18
 District: Northeast Wisconsin Technical College

| SERVICE/MAINTENANCE | | | | | | | | | | | | | | | | | | | | | |
|---|--------|--------|---------|------------|---------|-------------|---------|----------|---------|-------|---------|-------|---------|----------|---------|---------|---------|--------------|---------|---------|---------|
| Factors For Consideration | Total | Female | | Disability | | Race/Ethnic | | American | | Asian | | Black | | Hispanic | | Pacific | | Multi Racial | | Unknown | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Employees (1) | 15 | 0 | 0.00% | | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Work Force (2) | 19,683 | 10,005 | 50.83% | 1,559 | 7.92% | 2,440 | 12.40% | 476 | 2.42% | 379 | 1.93% | 85 | 0.43% | 1,054 | 5.35% | 0 | 0.00% | 445 | 2.26% | N/A | N/A |
| % Difference (3) | | | -50.83% | | -7.92% | | -12.40% | | -2.42% | | -1.93% | | -0.43% | | -5.35% | | 0.00% | | -2.26% | | |
| Quotient (4) | | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | 0.00 | | |
| Female Difference (5) | 7.62 | | | | | | | | | | | | | | | | | | | | |
| Racial Difference (6) | 1.86 | | | | | | | | | | | | | | | | | | | | |
| ** FEMALE SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE ** ** DISABILITY SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE ** ** RACE/ETHNIC SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE ** ** AMERICAN INDIAN SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE ** ** ASIAN AMERICAN SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE ** ** HISPANIC SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE ** ** MULTI RACIAL SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | | | | | | | | | | | | | | | |

- (1) Full-Time Staff Count Or Employee Count
- (2) District 16-64 Work Force value from 5-year ACS
- (3) =(Staff Count Or Employee Count % - District Work Force %)
- (4) =(Staff Count Or Employee Count % / District Work Force %)
- (5) =(Total District Employees * Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees * Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)

Student Program Compliance Reports



Client Reporting System CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018
District: Northeast Wisconsin Technical College

| ALL PROGRAMS | | | | | | | | | | | | | | | | | |
|--|------------------|--------------------------------|---------|-------|---------|-------|---------|----------|---------|---------|---------|----------------------------------|---------|------------|---------|--------------|---------|
| ENROLLEE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 17,584 | 375 | 2.13 % | 548 | 3.12 % | 591 | 3.36 % | 1,285 | 7.31 % | 14,376 | 81.76 % | 11 | 0.06 % | 393 | 2.23 % | 5 | 0.03 % |
| District POP (2) | 213,523 | 3,207 | 1.50 % | 4,153 | 1.94 % | 1,628 | 0.76 % | 9,719 | 4.55 % | 192,057 | 89.95 % | 27 | 0.01 % | 2,731 | 1.28 % | | |
| % Difference (3) | | | 0.63 % | | 1.17 % | | 2.60 % | | 2.76 % | | -8.19 % | | 0.05 % | | 0.98 % | | |
| GRADUATE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 2,791 | 38 | 1.36 % | 85 | 3.05 % | 64 | 2.29 % | 141 | 5.05 % | 2,396 | 85.85 % | 3 | 0.11 % | 64 | 2.29 % | 0 | 0.00 % |
| Total Enrollment (1) | 17,584 | 375 | 2.13 % | 548 | 3.12 % | 591 | 3.36 % | 1,285 | 7.31 % | 14,376 | 81.76 % | 11 | 0.06 % | 393 | 2.23 % | 5 | 0.03 % |
| % Difference (5) | | | -0.77 % | | -0.07 % | | -1.07 % | | -2.26 % | | 4.09 % | | 0.04 % | | 0.06 % | | -0.03 % |
| ** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | | | | | | | | | | | |
| ** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | | | | | | | | | | | |

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018
 District: Northeast Wisconsin Technical College

| Agriculture | | | | | | | | | | | | | | | | | |
|--|------------------|--------------------------------|---------|-------|---------|-------|---------|----------|---------|---------|---------|----------------------------------|---------|------------|---------|--------------|---------|
| ENROLLEE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 390 | 6 | 1.54 % | 1 | 0.26 % | 3 | 0.77 % | 5 | 1.28 % | 373 | 95.64 % | 0 | 0.00 % | 2 | 0.51 % | 0 | 0.00 % |
| District POP (2) | 213,523 | 3,207 | 1.50 % | 4,153 | 1.94 % | 1,628 | 0.76 % | 9,719 | 4.55 % | 192,057 | 89.95 % | 27 | 0.01 % | 2,731 | 1.28 % | | |
| % Difference (3) | | | 0.04 % | | -1.69 % | | 0.01 % | | -3.27 % | | 5.69 % | | -0.01 % | | -0.77 % | | |
| ** ASIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | | | | | | | | | | | |
| ** HISPANIC STUDENT POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | | | | | | | | | | | |
| GRADUATE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 35 | 1 | 2.86 % | 0 | 0.00 % | 1 | 2.86 % | 1 | 2.86 % | 32 | 91.43 % | 0 | 0.00 % | 0 | 0.00 % | 0 | 0.00 % |
| Total Enrollment (1) | 390 | 6 | 1.54 % | 1 | 0.26 % | 3 | 0.77 % | 5 | 1.28 % | 373 | 95.64 % | 0 | 0.00 % | 2 | 0.51 % | 0 | 0.00 % |
| % Difference (5) | | | 1.32 % | | -0.26 % | | 2.09 % | | 1.58 % | | -4.21 % | | 0.00 % | | -0.51 % | | 0.00 % |

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018
 District: Northeast Wisconsin Technical College

| Business | | | | | | | | | | | | | | | | | |
|--|------------------|--------------------------------|---------|-------|---------|-------|---------|----------|---------|---------|----------|----------------------------------|---------|------------|---------|--------------|---------|
| ENROLLEE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 3,017 | 90 | 2.98 % | 144 | 4.77 % | 108 | 3.58 % | 226 | 7.49 % | 2,358 | 78.16 % | 5 | 0.17 % | 86 | 2.85 % | 0 | 0.00 % |
| District POP (2) | 213,523 | 3,207 | 1.50 % | 4,153 | 1.94 % | 1,628 | 0.76 % | 9,719 | 4.55 % | 192,057 | 89.95 % | 27 | 0.01 % | 2,731 | 1.28 % | | |
| % Difference (3) | | | 1.48 % | | 2.83 % | | 2.82 % | | 2.94 % | | -11.79 % | | 0.15 % | | 1.57 % | | |
| GRADUATE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 310 | 7 | 2.26 % | 20 | 6.45 % | 8 | 2.58 % | 14 | 4.52 % | 256 | 82.58 % | 2 | 0.65 % | 3 | 0.97 % | 0 | 0.00 % |
| Total Enrollment (1) | 3,017 | 90 | 2.98 % | 144 | 4.77 % | 108 | 3.58 % | 226 | 7.49 % | 2,358 | 78.16 % | 5 | 0.17 % | 86 | 2.85 % | 0 | 0.00 % |
| % Difference (5) | | | -0.73 % | | 1.68 % | | -1.00 % | | -2.97 % | | 4.42 % | | 0.48 % | | -1.88 % | | 0.00 % |
| ** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | | | | | | | | | | | |
| ** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | | | | | | | | | | | |
| ** MULTI RACE GRADS POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | | | | | | | | | | | |

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018
 District: Northeast Wisconsin Technical College

| Business | | | | | | | | | | | | | | | | | |
|--|------------------|--------------------------------|---------|-------|---------|-------|---------|----------|---------|---------|----------|----------------------------------|---------|------------|---------|--------------|---------|
| ENROLLEE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 3,017 | 90 | 2.98 % | 144 | 4.77 % | 108 | 3.58 % | 226 | 7.49 % | 2,358 | 78.16 % | 5 | 0.17 % | 86 | 2.85 % | 0 | 0.00 % |
| District POP (2) | 213,523 | 3,207 | 1.50 % | 4,153 | 1.94 % | 1,628 | 0.76 % | 9,719 | 4.55 % | 192,057 | 89.95 % | 27 | 0.01 % | 2,731 | 1.28 % | | |
| % Difference (3) | | | 1.48 % | | 2.83 % | | 2.82 % | | 2.94 % | | -11.79 % | | 0.15 % | | 1.57 % | | |
| GRADUATE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 310 | 7 | 2.26 % | 20 | 6.45 % | 8 | 2.58 % | 14 | 4.52 % | 258 | 82.58 % | 2 | 0.65 % | 3 | 0.97 % | 0 | 0.00 % |
| Total Enrollment (1) | 3,017 | 90 | 2.98 % | 144 | 4.77 % | 108 | 3.58 % | 226 | 7.49 % | 2,358 | 78.16 % | 5 | 0.17 % | 86 | 2.85 % | 0 | 0.00 % |
| % Difference (5) | | | -0.73 % | | 1.68 % | | -1.00 % | | -2.97 % | | 4.42 % | | 0.48 % | | -1.88 % | | 0.00 % |
| ** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | | | | | | | | | | | |
| ** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | | | | | | | | | | | |
| ** MULTI RACE GRADS POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | | | | | | | | | | | |

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018
 District: Northeast Wisconsin Technical College

| General Ed | | | | | | | | | | | | | | | | | |
|--|------------------|--------------------------------|---------|-------|---------|-------|---------|----------|---------|---------|----------|----------------------------------|---------|------------|---------|--------------|---------|
| ENROLLEE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 4,258 | 78 | 1.83 % | 128 | 3.01 % | 141 | 3.31 % | 411 | 9.65 % | 3,423 | 80.39 % | 2 | 0.05 % | 75 | 1.76 % | 0 | 0.00 % |
| District POP (2) | 213,523 | 3,207 | 1.50 % | 4,153 | 1.94 % | 1,628 | 0.76 % | 9,719 | 4.55 % | 192,057 | 89.95 % | 27 | 0.01 % | 2,731 | 1.28 % | | |
| % Difference (3) | | | 0.33 % | | 1.06 % | | 2.55 % | | 5.10 % | | -9.56 % | | 0.03 % | | 0.48 % | | |
| GRADUATE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 2 | 0 | 0.00 % | 0 | 0.00 % | 0 | 0.00 % | 0 | 0.00 % | 2 | 100.00 % | 0 | 0.00 % | 0 | 0.00 % | 0 | 0.00 % |
| Total Enrollment (1) | 4,258 | 78 | 1.83 % | 128 | 3.01 % | 141 | 3.31 % | 411 | 9.65 % | 3,423 | 80.39 % | 2 | 0.05 % | 75 | 1.76 % | 0 | 0.00 % |
| % Difference (5) | | | -1.83 % | | -3.01 % | | -3.31 % | | -9.65 % | | 19.61 % | | -0.05 % | | -1.76 % | | 0.00 % |
| <p align="center">** NATIVE AMERICAN / ALASKAN NATIVE GRADS POPULATION MAY BE OUT OF COMPLIANCE **</p> <p align="center">** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **</p> <p align="center">** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE **</p> <p align="center">** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **</p> <p align="center">** MULTI RACE GRADS POPULATION MAY BE OUT OF COMPLIANCE **</p> | | | | | | | | | | | | | | | | | |

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018
 District: Northeast Wisconsin Technical College

| Graphics | | | | | | | | | | | | | | | | | |
|--|------------------|--------------------------------|---------|-------|---------|-------|---------|----------|---------|---------|----------|----------------------------------|---------|------------|---------|--------------|---------|
| ENROLLEE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 352 | 5 | 1.42 % | 13 | 3.69 % | 14 | 3.98 % | 24 | 6.82 % | 277 | 78.69 % | 0 | 0.00 % | 19 | 5.40 % | 0 | 0.00 % |
| District POP (2) | 213,523 | 3,207 | 1.50 % | 4,153 | 1.94 % | 1,828 | 0.76 % | 9,719 | 4.55 % | 192,057 | 89.95 % | 27 | 0.01 % | 2,731 | 1.28 % | | |
| % Difference (3) | | | -0.08 % | | 1.75 % | | 3.21 % | | 2.27 % | | -11.25 % | | -0.01 % | | 4.12 % | | |
| GRADUATE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 41 | 0 | 0.00 % | 1 | 2.44 % | 4 | 9.76 % | 1 | 2.44 % | 32 | 78.05 % | 0 | 0.00 % | 3 | 7.32 % | 0 | 0.00 % |
| Total Enrollment (1) | 352 | 5 | 1.42 % | 13 | 3.69 % | 14 | 3.98 % | 24 | 6.82 % | 277 | 78.69 % | 0 | 0.00 % | 19 | 5.40 % | 0 | 0.00 % |
| % Difference (5) | | | -1.42 % | | -1.25 % | | 5.78 % | | -4.38 % | | -0.64 % | | 0.00 % | | 1.92 % | | 0.00 % |
| ** NATIVE AMERICAN / ALASKAN NATIVE GRADS POPULATION MAY BE OUT OF COMPLIANCE ** ** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE ** ** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | | | | | | | | | | | |

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018
 District: Northeast Wisconsin Technical College

| Health | | | | | | | | | | | | | | | | | |
|--|------------------|--------------------------------|---------|-------|---------|-------|---------|----------|---------|---------|---------|----------------------------------|---------|------------|---------|--------------|---------|
| ENROLLEE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 4,185 | 63 | 1.51 % | 151 | 3.61 % | 132 | 3.15 % | 272 | 6.50 % | 3,462 | 82.72 % | 3 | 0.07 % | 101 | 2.41 % | 1 | 0.02 % |
| District POP (2) | 213,523 | 3,207 | 1.50 % | 4,153 | 1.94 % | 1,628 | 0.76 % | 9,719 | 4.55 % | 192,057 | 89.95 % | 27 | 0.01 % | 2,731 | 1.28 % | | |
| % Difference (3) | | | 0.00 % | | 1.66 % | | 2.39 % | | 1.95 % | | -7.22 % | | 0.06 % | | 1.13 % | | |
| GRADUATE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 1,548 | 10 | 0.65 % | 42 | 2.71 % | 36 | 2.33 % | 80 | 5.17 % | 1,334 | 86.18 % | 1 | 0.06 % | 45 | 2.91 % | 0 | 0.00 % |
| Total Enrollment (1) | 4,185 | 63 | 1.51 % | 151 | 3.61 % | 132 | 3.15 % | 272 | 6.50 % | 3,462 | 82.72 % | 3 | 0.07 % | 101 | 2.41 % | 1 | 0.02 % |
| % Difference (5) | | | -0.86 % | | -0.89 % | | -0.83 % | | -1.33 % | | 3.45 % | | -0.01 % | | 0.49 % | | -0.02 % |
| ** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | | | | | | | | | | | |

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018
 District: Northeast Wisconsin Technical College

| Industrial | | | | | | | | | | | | | | | | | |
|---------------------------|------------------|--------------------------------|---------|-------|---------|-------|---------|----------|---------|---------|---------|----------------------------------|---------|------------|---------|--------------|---------|
| ENROLLEE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 2,276 | 43 | 1.89 % | 29 | 1.27 % | 30 | 1.32 % | 100 | 4.39 % | 2,042 | 89.72 % | 0 | 0.00 % | 28 | 1.23 % | 4 | 0.18 % |
| District POP (2) | 213,523 | 3,207 | 1.50 % | 4,153 | 1.94 % | 1,628 | 0.76 % | 9,719 | 4.55 % | 192,057 | 89.95 % | 27 | 0.01 % | 2,731 | 1.28 % | | |
| % Difference (3) | | | 0.39 % | | -0.67 % | | 0.56 % | | -0.16 % | | -0.23 % | | -0.01 % | | -0.05 % | | |
| GRADUATE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 481 | 7 | 1.46 % | 8 | 1.66 % | 4 | 0.83 % | 23 | 4.78 % | 433 | 90.02 % | 0 | 0.00 % | 6 | 1.25 % | 0 | 0.00 % |
| Total Enrollment (1) | 2,276 | 43 | 1.89 % | 29 | 1.27 % | 30 | 1.32 % | 100 | 4.39 % | 2,042 | 89.72 % | 0 | 0.00 % | 28 | 1.23 % | 4 | 0.18 % |
| % Difference (5) | | | -0.43 % | | 0.39 % | | -0.49 % | | 0.39 % | | 0.30 % | | 0.00 % | | 0.02 % | | -0.18 % |

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018
 District: Northeast Wisconsin Technical College

| Marketing | | | | | | | | | | | | | | | | | |
|--|------------------|--------------------------------|---------|-------|---------|-------|---------|----------|---------|---------|---------|----------------------------------|---------|------------|---------|--------------|---------|
| ENROLLEE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 697 | 23 | 3.30 % | 24 | 3.44 % | 16 | 2.30 % | 45 | 6.46 % | 574 | 82.35 % | 1 | 0.14 % | 14 | 2.01 % | 0 | 0.00 % |
| District POP (2) | 213,523 | 3,207 | 1.50 % | 4,153 | 1.94 % | 1,628 | 0.76 % | 9,719 | 4.55 % | 192,057 | 89.95 % | 27 | 0.01 % | 2,731 | 1.28 % | | |
| % Difference (3) | | | 1.80 % | | 1.50 % | | 1.53 % | | 1.90 % | | -7.59 % | | 0.13 % | | 0.73 % | | |
| GRADUATE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 85 | 2 | 2.35 % | 2 | 2.35 % | 2 | 2.35 % | 3 | 3.53 % | 76 | 89.41 % | 0 | 0.00 % | 0 | 0.00 % | 0 | 0.00 % |
| Total Enrollment (1) | 697 | 23 | 3.30 % | 24 | 3.44 % | 16 | 2.30 % | 45 | 6.46 % | 574 | 82.35 % | 1 | 0.14 % | 14 | 2.01 % | 0 | 0.00 % |
| % Difference (5) | | | -0.95 % | | -1.09 % | | 0.06 % | | -2.93 % | | 7.06 % | | -0.14 % | | -2.01 % | | 0.00 % |
| ** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | | | | | | | | | | | |
| ** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | | | | | | | | | | | |
| ** MULTI RACE GRADS POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | | | | | | | | | | | |

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018
 District: Northeast Wisconsin Technical College

| Service | | | | | | | | | | | | | | | | | |
|--|------------------|--------------------------------|---------|-------|---------|-------|---------|----------|---------|---------|----------|----------------------------------|---------|------------|---------|--------------|---------|
| ENROLLEE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 719 | 37 | 5.15 % | 20 | 2.78 % | 32 | 4.45 % | 70 | 9.74 % | 539 | 74.97 % | 0 | 0.00 % | 21 | 2.92 % | 0 | 0.00 % |
| District POP (2) | 213,523 | 3,207 | 1.50 % | 4,153 | 1.94 % | 1,628 | 0.76 % | 9,719 | 4.55 % | 192,057 | 89.95 % | 27 | 0.01 % | 2,731 | 1.28 % | | |
| % Difference (3) | | | 3.64 % | | 0.84 % | | 3.69 % | | 5.18 % | | -14.98 % | | -0.01 % | | 1.64 % | | |
| GRADUATE COMPARISON | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 115 | 7 | 6.09 % | 4 | 3.48 % | 3 | 2.61 % | 7 | 6.09 % | 91 | 79.13 % | 0 | 0.00 % | 3 | 2.61 % | 0 | 0.00 % |
| Total Enrollment (1) | 719 | 37 | 5.15 % | 20 | 2.78 % | 32 | 4.45 % | 70 | 9.74 % | 539 | 74.97 % | 0 | 0.00 % | 21 | 2.92 % | 0 | 0.00 % |
| % Difference (5) | | | 0.94 % | | 0.70 % | | -1.84 % | | -3.65 % | | 4.17 % | | 0.00 % | | -0.31 % | | 0.00 % |
| ** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | | | | | | | | | | | |
| ** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | | | | | | | | | | | |

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:48:58 PM

Fiscal Year: 2018
 District: Northeast Wisconsin Technical College

| Technical And TV | | | | | | | | | | | | | | | | | |
|--|------------------|--------------------------------|---------|-------|---------|-------|---------|----------|---------|---------|---------|----------------------------------|---------|------------|---------|--------------|---------|
| ENROLLEE COMPARISION | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 880 | 11 | 1.28 % | 28 | 3.02 % | 22 | 2.56 % | 79 | 9.19 % | 702 | 81.83 % | 0 | 0.00 % | 20 | 2.33 % | 0 | 0.00 % |
| District POP (2) | 213,523 | 3,207 | 1.50 % | 4,153 | 1.94 % | 1,628 | 0.76 % | 9,719 | 4.55 % | 192,057 | 89.95 % | 27 | 0.01 % | 2,731 | 1.28 % | | |
| % Difference (3) | | | -0.22 % | | 1.08 % | | 1.80 % | | 4.63 % | | -8.32 % | | -0.01 % | | 1.05 % | | |
| GRADUATE COMPARISION | | | | | | | | | | | | | | | | | |
| Factors For Consideration | Total Population | Native American Alaskan Native | | Asian | | Black | | Hispanic | | White | | Native Hawaiian Pacific Islander | | Multi Race | | Unknown Race | |
| | | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 112 | 1 | 0.89 % | 7 | 6.25 % | 3 | 2.68 % | 8 | 7.14 % | 90 | 80.36 % | 0 | 0.00 % | 3 | 2.68 % | 0 | 0.00 % |
| Total Enrollment (1) | 880 | 11 | 1.28 % | 28 | 3.02 % | 22 | 2.56 % | 79 | 9.19 % | 702 | 81.83 % | 0 | 0.00 % | 20 | 2.33 % | 0 | 0.00 % |
| % Difference (5) | | | -0.39 % | | 3.23 % | | 0.12 % | | -2.04 % | | -1.27 % | | 0.00 % | | 0.35 % | | 0.00 % |
| ** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | | | | | | | | | | | |

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018
District: Northeast Wisconsin Technical College

| ALL PROGRAMS | | | | | | | |
|---------------------------|------------------|---------|---------|----------|---------|----------|---------|
| ENROLLEE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 17,584 | 9,642 | 54.83 % | 1,121 | 6.38 % | 3,203 | 18.22% |
| District POP (2) | 213,523 | 101,898 | 47.72 % | 11,866 | 5.56 % | 21,465 | 10.05% |
| % Difference (3) | | | 7.11 % | | 0.82 % | | 8.16% |
| GRADUATE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 2,791 | 1,769 | 63.38 % | 235 | 8.42 % | 395 | 14.15% |
| Total Enrollment (1) | 17,584 | 9,642 | 54.83 % | 1,121 | 6.38 % | 3,203 | 18.22% |
| % Difference (5) | | | 8.55 % | | 2.04 % | | -4.06% |

- (1) : Student Program Or Course Enrollment Count
- (2) : District Population (18-64 years old) Value from 5-year ACS
- (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
- (4) : Student Graduate Count
- (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)



Client Reporting System
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018
District: Northeast Wisconsin Technical College

| Agriculture | | | | | | | |
|--|------------------|---------|----------|----------|---------|----------|---------|
| ENROLLEE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 390 | 132 | 33.85 % | 9 | 2.31 % | 17 | 4.36% |
| District POP (2) | 213,523 | 101,898 | 47.72 % | 11,866 | 5.56 % | 21,465 | 10.05% |
| % Difference (3) | | | -13.88 % | | -3.25 % | | -5.69% |
| ** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | |
| ** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | |
| ** MINORITY STUDENT POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | |
| GRADUATE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 35 | 21 | 60.00 % | 1 | 2.86 % | 3 | 8.57% |
| Total Enrollment (1) | 390 | 132 | 33.85 % | 9 | 2.31 % | 17 | 4.36% |
| % Difference (5) | | | 26.15 % | | 0.55 % | | 4.21% |



Client Reporting System
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018
District: Northeast Wisconsin Technical College

| Business | | | | | | | |
|---|------------------|---------|---------|----------|---------|----------|---------|
| ENROLLEE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 3,017 | 1,582 | 52.44 % | 250 | 8.29 % | 659 | 21.84% |
| District POP (2) | 213,523 | 101,898 | 47.72 % | 11,866 | 5.56 % | 21,465 | 10.05% |
| % Difference (3) | | | 4.71 % | | 2.73 % | | 11.79% |
| GRADUATE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 310 | 193 | 62.26 % | 32 | 10.32 % | 54 | 17.42% |
| Total Enrollment (1) | 3,017 | 1,582 | 52.44 % | 250 | 8.29 % | 659 | 21.84% |
| % Difference (5) | | | 9.82 % | | 2.04 % | | -4.42% |
| ** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | |



Client Reporting System
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018
District: Northeast Wisconsin Technical College

| Family & Consumer Ed | | | | | | | |
|---|------------------|---------|---------|----------|---------|----------|---------|
| ENROLLEE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 830 | 722 | 86.99 % | 68 | 8.19 % | 204 | 24.58% |
| District POP (2) | 213,523 | 101,898 | 47.72 % | 11,866 | 5.56 % | 21,465 | 10.05% |
| % Difference (3) | | | 39.27 % | | 2.64 % | | 14.53% |
| GRADUATE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 62 | 55 | 88.71 % | 11 | 17.74 % | 12 | 19.35% |
| Total Enrollment (1) | 830 | 722 | 86.99 % | 68 | 8.19 % | 204 | 24.58% |
| % Difference (5) | | | 1.72 % | | 9.55 % | | -5.22% |
| ** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | |



Client Reporting System
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018
District: Northeast Wisconsin Technical College

| General Ed | | | | | | | |
|--|------------------|---------|----------|----------|---------|----------|---------|
| ENROLLEE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 4,258 | 2,441 | 57.33 % | 87 | 2.04 % | 835 | 19.61% |
| District POP (2) | 213,523 | 101,898 | 47.72 % | 11,866 | 5.56 % | 21,465 | 10.05% |
| % Difference (3) | | | 9.61 % | | -3.51 % | | 9.56% |
| ** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | |
| GRADUATE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 2 | 2 | 100.00 % | 0 | 0.00 % | 0 | 0.00% |
| Total Enrollment (1) | 4,258 | 2,441 | 57.33 % | 87 | 2.04 % | 835 | 19.61% |
| % Difference (5) | | | 42.67 % | | -2.04 % | | -19.61% |
| ** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | |
| ** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | |



Client Reporting System
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018
District: Northeast Wisconsin Technical College

| Graphics | | | | | | | |
|---------------------------|------------------|---------|---------|----------|---------|----------|---------|
| ENROLLEE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 352 | 165 | 46.88 % | 37 | 10.51 % | 75 | 21.31% |
| District POP (2) | 213,523 | 101,898 | 47.72 % | 11,866 | 5.56 % | 21,465 | 10.05% |
| % Difference (3) | | | -0.85 % | | 4.95 % | | 11.25% |
| GRADUATE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 41 | 21 | 51.22 % | 6 | 14.63 % | 9 | 21.95% |
| Total Enrollment (1) | 352 | 165 | 46.88 % | 37 | 10.51 % | 75 | 21.31% |
| % Difference (5) | | | 4.34 % | | 4.12 % | | 0.64% |



Client Reporting System
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018
District: Northeast Wisconsin Technical College

| Health | | | | | | | |
|---|------------------|---------|---------|----------|---------|----------|---------|
| ENROLLEE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 4,185 | 3,591 | 85.81 % | 351 | 8.39 % | 722 | 17.25% |
| District POP (2) | 213,523 | 101,898 | 47.72 % | 11,866 | 5.56 % | 21,465 | 10.05% |
| % Difference (3) | | | 38.08 % | | 2.83 % | | 7.20% |
| GRADUATE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 1,548 | 1,337 | 86.37 % | 113 | 7.30 % | 214 | 13.82% |
| Total Enrollment (1) | 4,185 | 3,591 | 85.81 % | 351 | 8.39 % | 722 | 17.25% |
| % Difference (5) | | | 0.56 % | | -1.09 % | | -3.43% |
| ** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | |
| ** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | |



Client Reporting System
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018
District: Northeast Wisconsin Technical College

| Industrial | | | | | | | |
|--|------------------|---------|----------|----------|---------|----------|---------|
| ENROLLEE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 2,276 | 118 | 5.18 % | 93 | 4.09 % | 230 | 10.11% |
| District POP (2) | 213,523 | 101,898 | 47.72 % | 11,866 | 5.56 % | 21,465 | 10.05% |
| % Difference (3) | | | -42.54 % | | -1.47 % | | 0.05% |
| ** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | |
| ** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | |
| GRADUATE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 481 | 23 | 4.78 % | 39 | 8.11 % | 48 | 9.98% |
| Total Enrollment (1) | 2,276 | 118 | 5.18 % | 93 | 4.09 % | 230 | 10.11% |
| % Difference (5) | | | -0.40 % | | 4.02 % | | -0.13% |



Client Reporting System
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018
District: Northeast Wisconsin Technical College

| Marketing | | | | | | | |
|---|------------------|---------|---------|----------|---------|----------|---------|
| ENROLLEE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 697 | 349 | 50.07 % | 57 | 8.18 % | 123 | 17.65% |
| District POP (2) | 213,523 | 101,898 | 47.72 % | 11,866 | 5.56 % | 21,465 | 10.05% |
| % Difference (3) | | | 2.35 % | | 2.62 % | | 7.59% |
| GRADUATE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 85 | 50 | 58.82 % | 12 | 14.12 % | 9 | 10.59% |
| Total Enrollment (1) | 697 | 349 | 50.07 % | 57 | 8.18 % | 123 | 17.65% |
| % Difference (5) | | | 8.75 % | | 5.94 % | | -7.06% |
| ** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | |



Client Reporting System
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018
District: Northeast Wisconsin Technical College

| Service | | | | | | | |
|---|------------------|---------|----------|----------|---------|----------|---------|
| ENROLLEE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 719 | 431 | 59.94 % | 97 | 13.49 % | 180 | 25.03% |
| District POP (2) | 213,523 | 101,898 | 47.72 % | 11,866 | 5.56 % | 21,465 | 10.05% |
| % Difference (3) | | | 12.22 % | | 7.93 % | | 14.98% |
| GRADUATE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 115 | 53 | 46.09 % | 12 | 10.43 % | 24 | 20.87% |
| Total Enrollment (1) | 719 | 431 | 59.94 % | 97 | 13.49 % | 180 | 25.03% |
| % Difference (5) | | | -13.86 % | | -3.06 % | | -4.17% |
| ** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | |
| ** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | |
| ** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | |



Client Reporting System
CLI660B Compliance Indicator I - Program Areas

Run On: 4/25/2019 2:50:12 PM

Fiscal Year: 2018
District: Northeast Wisconsin Technical College

| Technical And TV | | | | | | | |
|--|------------------|---------|----------|----------|---------|----------|---------|
| ENROLLEE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 860 | 111 | 12.91 % | 72 | 8.37 % | 158 | 18.37% |
| District POP (2) | 213,523 | 101,898 | 47.72 % | 11,866 | 5.56 % | 21,465 | 10.05% |
| % Difference (3) | | | -34.82 % | | 2.81 % | | 8.32% |
| ** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE ** | | | | | | | |
| GRADUATE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Disabled | | Minority | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (4) | 112 | 14 | 12.50 % | 9 | 8.04 % | 22 | 19.64% |
| Total Enrollment (1) | 860 | 111 | 12.91 % | 72 | 8.37 % | 158 | 18.37% |
| % Difference (5) | | | -0.41 % | | -0.34 % | | 1.27% |



Client Reporting System
 CLI670 Compliance Indicator II - Sex

Run On: 4/25/2019 2:50:31 PM

Fiscal Year: 2018
 District: Northeast Wisconsin Technical College

| ENROLLEE COMPARISON | | | | | | | |
|---------------------------|------------------|---------|---------|---------|---------|-------------|---------|
| Factors For Consideration | Total Population | Female | | Male | | Unknown Sex | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Enrollment (1) | 17,584 | 9,642 | 54.83 % | 7,942 | 45.17 % | 0 | 0.00 % |
| District POP (2) | 213,523 | 101,898 | 47.72 % | 111,625 | 52.28 % | 0 | 0.00 % |
| % Difference (3) | | | 7.11 % | | -7.11 % | | |
| Quotient (4) | | | 1.15 | | 0.88 | | |
| Difference = 1,250.52 | | | | | | | |
| GRADUATE COMPARISON | | | | | | | |
| Factors For Consideration | Total Population | Female | | Male | | Unknown Sex | |
| | | Count | Percent | Count | Percent | Count | Percent |
| Total Graduates (5) | 2,791 | 1,769 | 63.38 % | 1,022 | 36.62 % | 0 | 0.00 % |
| Total Enrollment (1) | 17,584 | 9,642 | 54.83 % | 7,942 | 45.17 % | 0 | 0.00 % |
| % Difference (6) | | | 8.55 % | | -8.55 % | | |
| Quotient (7) | | | 1.16 | | 0.81 | | |
| Difference = 238.58 | | | | | | | |

- (1) : Student Program Or Course Enrollment Count
- (2) : District Population (18-64 years old) Value from 5-year ACS
- (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
- (4) : (Student Program Or Course Enrollment Count% / District Population Value from Census Records%)
- (5) : Student Graduate Count
- (6) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
- (7) : (Student Graduate Count% / Student Program Or Course Enrollment Count%)

Fiscal Year: 2018
District: Northeast Wisconsin Technical College

| ENROLLEE COMPARISON | | | |
|----------------------------|------------------|----------|---------|
| Factors For Consideration | Total Population | Disabled | |
| | | Count | Percent |
| Total Enrollment (1) | 17,584 | 1,121 | 6.38 % |
| Working Age Population (2) | 213,523 | 11,866 | 5.56 % |
| % Difference (3) | | | 0.82 % |
| Quotient (4) | | | 1.15 |
| Difference = 143.81 | | | |
| GRADUATE COMPARISON | | | |
| Factors For Consideration | Total Population | Disabled | |
| | | Count | Percent |
| Total Graduates (5) | 2,791 | 235 | 8.42 % |
| Total Enrollment (1) | 17,584 | 1,121 | 6.38 % |
| % Difference (6) | | | 2.04 % |
| Quotient (7) | | | 1.32 |
| Difference = 57.07 | | | |

- (1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - Workage Population Value from Census Records%)
 (4) : (Student Program Or Course Enrollment Count% / Workage Population Value from Census Records%)
 (5) : Student Graduate Count
 (6) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 (7) : (Student Graduate Count% / Student Program Or Course Enrollment Count%)
 Percent=Num/Total



Client Reporting System
 CLI690 Compliance Indicator IV - LEP

Run On: 4/25/2019 2:51:43 PM

Fiscal Year: 2018
 District: Northeast Wisconsin Technical College

| ENROLLEE COMPARISON | | | |
|--|------------------|-------|---------|
| Factors For Consideration | Total Population | LEP | |
| | | Count | Percent |
| Total Enrollment (1) | 17,584 | 59 | 0.34 % |
| Adult POP (2) | 213,523 | 8,429 | 3.95 % |
| % Difference (3) | | | -3.61 % |
| Quotient (4) | | | 0.08 |
| Difference = 635.14 | | | |
| *** ENROLLMENT LEP POPULATION MAY BE OUT OF COMPLIANCE *** | | | |
| GRADUATE COMPARISON | | | |
| Factors For Consideration | Total Population | LEP | |
| | | Count | Percent |
| Total Graduates (5) | 2,791 | 3 | 0.11 % |
| Total Enrollment (1) | 17,584 | 59 | 0.34 % |
| % Difference (6) | | | -0.23 % |
| Quotient (7) | | | 0.32 |
| Difference = 6.36 | | | |

- (1) : Student Program Or Course Enrollment Count
 - (2) : District Population (18-64 years old) Value Speaking English Well, Not Well, and Not Well At All from 5-year ACS
 - (3) : (Student Program Or Course Enrollment Count% - Adult Population Value from Census Records%)
 - (4) : (Student Program Or Course Enrollment Count% / Adult Population Value from Census Records%)
 - (5) : Student Graduate Count
 - (6) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 - (7) : (Student Graduate Count% / Student Program Or Course Enrollment Count%)
- Percent=Num/Total