

2020-2021 ANNUAL REPORT

Ranken Technical Education = Skilled Trades For Everyone, Everywhere



RANKEN

TECHNICAL COLLEGE



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Letter From The President

What is the biggest opportunity to expanding the pool of skilled workers? At Ranken Technical College, we believe it is “Access for All.”

At Ranken, we are committed to providing a truly welcoming environment that supports and nurtures all who want to learn. We are focusing on doing all we can to make college more affordable. Innovating continuously so that the skilled hands-on training we provide meets and exceeds industry standards and ensures our graduates have successful skilled technical careers. While supporting our students throughout their training so that they have a strong sense of belonging and mentorship. All of these are strategic priorities that will define Ranken’s future.

Fostering an environment of high standards in terms of conduct, ethics, and craftsmanship, not only for students, but for all members of the Ranken family has been the hallmark of Ranken’s approach to education since it was founded in 1907. We know that listening to industry needs is key to success. In our first decade, we offered not only day and evening classes, but also offered “cooperative classes for apprentices and journeymen” where local manufacturing companies partnered with the College for education and paid, onsite instruction. That Ranken model holds true today as a national example of integrated work-based education and apprenticeships.

It is important to pursue opportunities for growth and expansion, compatible with the College mission and appropriate to its resources, which address the needs of industry, the community, and students. Recently we held our latest ribbon-cutting ceremony in partnership with the Lincoln County School District to formally open our location at Ranken West in Troy, Mo. In mid-Missouri, we also are working on curriculum development after we broke ground last April on the Central Missouri Workforce Development Center in partnership with the Southern Boone School District and community and business leaders in Ashland, Mo.



Ashland groundbreaking ceremony

Photo courtesy of Alex Naughton, Columbia Missourian

Access for All. It’s a strategic priority that’s been embedded in our mission since our founding. Here, it doesn’t matter your background or pathway. At Ranken, we promote an environment which celebrates inclusion, recognizing the valuable and unique contributions diverse people can bring to the Ranken community. We help identify your strengths to thrive in a skilled technical career.

Don Pohl
President

Building A Diverse Skilled Workforce Community

At Ranken, we want to rapidly expand the diverse community of skilled workers and welcome more students of all ages and backgrounds into the career pathways we offer.

To do that, we have implemented a new strategic plan that focuses on

- Increasing awareness of our programs through broader and more innovative recruitment efforts
- Breaking down the barriers that impede access
- Identifying multiple ways to make college more affordable

- Expanding student opportunities to achieve industry certifications
- Developing new programs and industry partnerships
- Ensuring student success

These initiatives are working. Despite the ongoing challenges of the Covid-19 pandemic, we have recruited and enrolled almost 2,000 students for the start of the 2021-2022 academic semester.

Over the next five years, our

strategic plan includes specific initiatives that will ultimately reduce the cost of a college education at Ranken by 10%.

We also are committed to expanding need and merit-based scholarship support and financial assistance for our students. This is critical because 80% of our students currently receive financial aid that covers a portion of their college expenses. **R**

"We're more than a school. We are a place where everyone has a chance, fully belongs, is supported, and can succeed."

Frank Miller, Dean of Enrollment Management



Ways to Lower the Cost of College:

- Participation in integrated work-based apprenticeship programs
- Employment in onsite manufacturing & assembly microenterprises
- Part-time campus jobs
- Need and merit-based scholarships
- Dual enrollment
- Federal and state grants
- Student loans

Through Ranken's efforts to reduce college costs, our students can offset a significant portion of the cost of an associate degree. Our nationally recognized education model is focused on real skills training and on-the-job experience, but students also benefit by earning money to offset education costs.

Total Financial Assistance
2019-2020
\$3.6 Million

Spotlight On: Dual Enrollment

"Dual enrollment gives students a head start on their chosen career path and is a great option to help keep college affordable and attainable for those who participate."

Kelly Small, Ranken College and Career Readiness Specialist
Coordinator, Ranken-St. Louis Public Schools Dual Enrollment Program

Ranken is firmly committed to expanding the number of participants in its Dual Enrollment Program. The early access program enables high school seniors to simultaneously enroll at Ranken during their last year. It's a win-win for both the College and the students because Ranken "primes the pipeline" early for skilled technical workers and students are able to reduce their college costs significantly.

Through dual enrollment, students have no out-of-pocket college costs for the first two semesters, meaning that for a two-year associate degree, participants pay for only two out of four semesters.

Dual enrollment has been offered in St. Louis City and County schools by Ranken for more than a decade. New this year is the start of dual enrollment classes in partnership with the Lincoln County School District at Ranken West-Troy. **R**

Dual enrollment can save students up to 50% of the cost of tuition for a two-year associate degree.

The first dual enrollment students at Ranken West-Troy started classes this past August in partnership with the Lincoln County School District.





Michael Owens, 20
2020 Graduate
IT Network Systems Management
Technology
Network Operations Analyst at
Mastercard International

"We've worked hard to identify and put in place multiple pathways to Ranken that truly make the difference in students being able to pursue a rewarding technical career at an affordable cost."

Shannon Brueggemann, Dean of Academic Affairs

Michael Owens is a 2020 graduate from Ranken's Information Technology-Network Systems Management Technology program. He says participating in the dual enrollment option enabled him to afford college. "Getting a free year of college was my number one reason," he says. "It allowed me to take only a small loan out to pay for college."

With the hands-on skills he learned at Ranken, Owens is now a Network Operations Analyst at Mastercard International in O'Fallon, Mo. He was offered the job a month before he graduated from Ranken. "Ranken gave me a strong foundation of knowledge to build upon," he says.

Yousif Alabassi now stands where Owens stood a few years prior. Alabassi, a second-year student in the Electrical Automation and Control Systems Technology dual degree program, is on track to graduate next May. He started in Ranken's dual enrollment program

while still a student at Cleveland High School in St. Louis and credits it with enabling him to save almost two-thirds of the cost of his five-semester program. With additional funds from the Emerson Initiative Scholarship Fund and the Bank of America Neighborhood Builder Scholarship Fund at Ranken, along with a paid on-

campus job as a math tutor to other students, he was able to reduce the overall cost even further.

"By the time I graduate next May, I will have two associate degrees and virtually no debt," Alabassi says proudly. "I had the grades in high school to go to a four-year college, but Ranken made it easy to figure out how we could actually afford college. That's a huge benefit and I'm really glad I'm here." **R**




Yousif Alabassi, 19
Second-Year Student
Career Path: Electrical Automation
Technology/Control Systems
Technology
On track to graduate May 2022.

Industry Certifications

“We need to adapt quality workforce metrics such as industry certifications to ensure our students remain among the best qualified for skilled technical careers.”

Dan Kania
Vice President for Education

A strategic priority at Ranken Technical College is ensuring that its graduates are job ready. That means identifying industry certifications and skills that are needed for the next generation of skilled technical workers.

Industry certifications are a key component of Ranken’s curriculum. Across all five educational divisions – Automotive, Construction, Electrical, Information Technology, and Manufacturing – Ranken’s leadership is expanding the number of certifications offered, both in its day programs and night classes. 

Ranken’s Industry Certifications

Automotive:

- Automotive Service Excellence (ASE) in Maintenance, Collision Repair, & Diesel Technology
- Dealer-specific brand certifications
- Inter-Industry Conference on Auto Collision Repair (ICAR)

Construction:

- Environmental Protection Agency (EPA)
- Occupational Safety and Health Administration (OSHA)

Electrical Division:

- Smart Automation Certification Alliance (SACA)
- OSHA

Information Technology:

- A+
- Microsoft Windows 10
- Cisco Certified Network Associate (CCNA)
- CCNA Security
- Microsoft Certified Solutions Associate (MCSA)
- AWS Academy Cloud Foundations

Manufacturing Division:

- National Institute of Metalworking Skills (NIMS)
- American Welding Society (AWS)
- MasterCAM
- FANUC Robotics



In Ranken’s two-year Automotive Maintenance Technology program, Payten Michaels has earned three Automotive Service Excellence (ASE) certifications on her way to a total of eight before she graduates next spring. She also has the opportunity to earn three additional advanced ASE certifications. Michaels, who has a paid apprenticeship at Serra Honda in O’Fallon, Ill., as part of Ranken’s integrated work-based curriculum, says proudly, “When I graduate from here, I’ll be a certified ASE Master Technician and have a full-time job at Serra.”

Ranken Offers AWS Academy Cloud Foundations Certification

A new Information Technology course aimed at increasing students' overall knowledge and understanding of cloud computing concepts has begun. Called AWS Academy Cloud Foundations, the course is developed and maintained by Amazon Web Services (AWS) Academy and offered free to member institutions such as Ranken to help grow the number of workers skilled in cloud concepts,



security, architecture, pricing, and support. "Cloud computing skills are in high demand and multiple reports indicate that these skills are needed by companies large and small," notes Evan Gudmestad, Ranken's assistant division chair for Information Technology. AWS

started the certification academy in 2013 with a series of exams designed to ensure proficiency and advancement in cloud computing skills. AWS Academy also certifies and accredits institutions and educators to teach the various courses. At Ranken, the course is embedded into the IT System Administration and Virtualization Technology associate degree program, in which students can earn multiple IT certifications prior to graduation. **R**

Dual Degree in Electrical Automation and Control Systems Technology

A dual degree in Electrical Automation Technology and Control Systems Technology (EAT/CST) is increasing in popularity among potential employers. Instead of four semesters to complete each degree, students now can earn both degrees in just five semesters. "With how integrated

manufacturing is today, having a handle on everything from motors to drives to PLCs, instrumentation, and networks is critical for the controls engineer today," says James Maisel, President of Tri Tech Automation, a leading control systems engineering, fabrication and programming support company in Moscow Mills, Mo. "The dual degree program from Ranken offers

a solid base of understanding for all of these, which provides maximum value in the market." Tri Tech has hired multiple Ranken graduates and participates in the College's apprenticeship program. It also has generously donated to Ranken West to support student scholarships. **R**



Customized Workforce Training for Businesses

"If there is a need and it's within Ranken's program scope, we can customize a workforce training program and teach it. More than 100 companies have participated in our program to date."

Sandy Burns

Ranken's continuing education and workforce development specialist

With special expertise in identifying industry needs and responding with dynamic, hands-on curriculum, Ranken is positioning itself to be the leading continuing education partner for multiple industries. Far beyond its own graduates, Ranken wants to ensure that today's workforce is ready with the skills needed for the future.

Toward that end, a strategic priority at Ranken is to expand the number and type of Customized Workforce Training programs offered to companies. These programs, which have been offered for almost two decades, are tailored to specific skills and/or certifications that are needed by each business. Ranken offers the programs either

onsite at a company or in Ranken's own hands-on training facilities. Programs can be developed in:

- Automotive
- Carpentry
- Control Systems/Instrumentation
- Electrical
- Industrial Testing
- Information Technology
- Leadership/Management Skills
- Machining
- Mechanical Skills
- Plumbing, Pipefitting, and Backflow Prevention
- Programmable Logic Computers (PLCs)
- Refrigeration/AC/Heating
- Robotics

Because of our commitment to offering continuing education and hands on training, Ranken now is positioned at both ends of the pipeline to bring students into the skilled workforce and then continuously enhance their technical skills to meet industry needs. **R**

Ranken Partnering Workforce Training Companies 2020-2021

Aesculap
Cambridge Engineering
Cosmos
Craftsmen Industries
General Cable
General Motors
HTE Technologies
John Henry Foster
Missouri American Water
Nidec Motors
PLZ Aeroscience
Precoat Metals
Procter & Gamble
Reynolds Consumer Products
Roeslein
SSM Health Center
Tech Electronics
TG Missouri
US Steel
Worldwide Environmental Products



Robotics Training Works for TG Missouri

When TG Missouri in Perryville, Mo., needed to have employees skilled in programming and operation of its large FANUC robotic assembly systems, the automotive parts manufacturer turned to Ranken Technical College to help train its workforce.

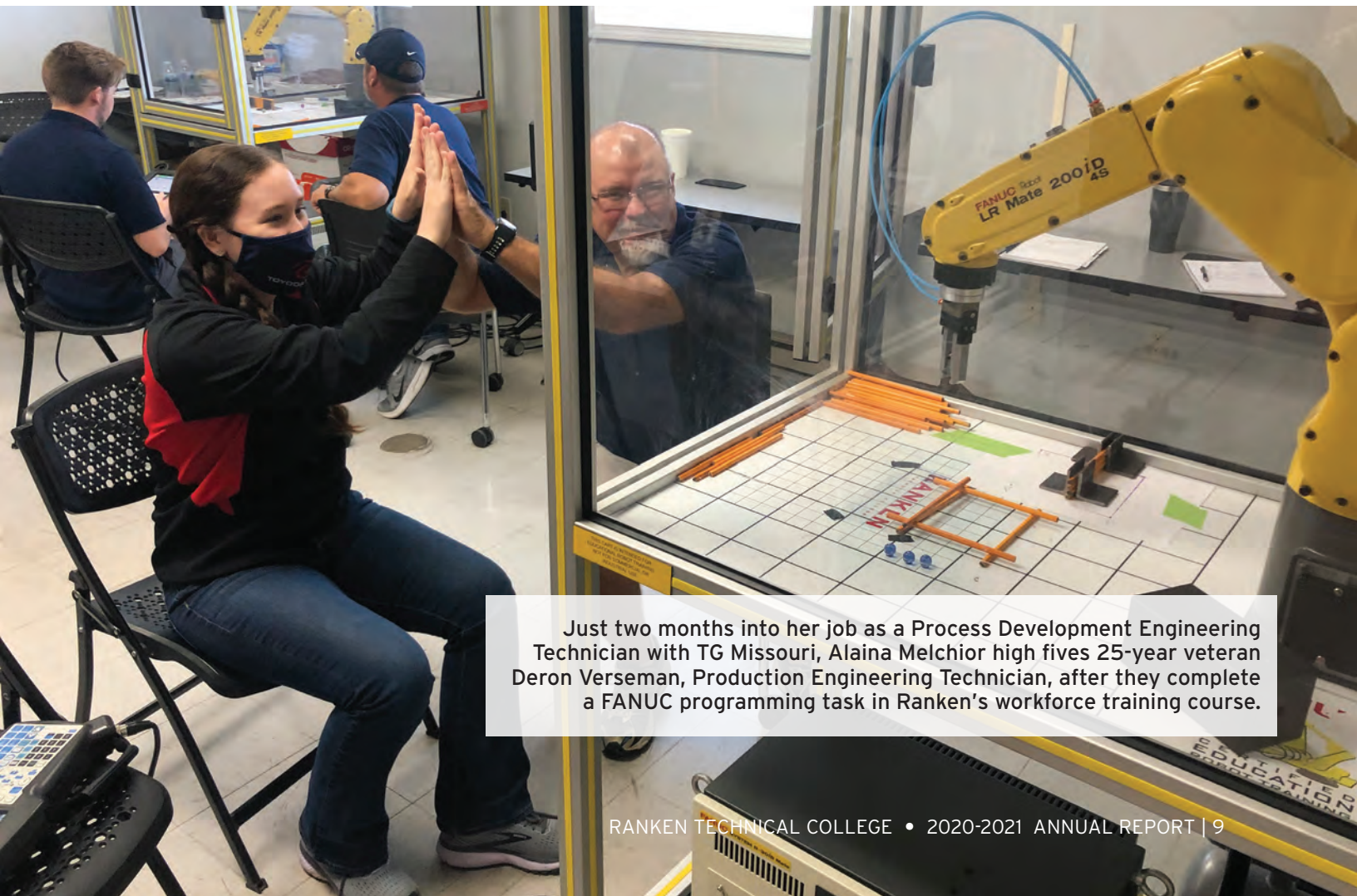
"Ranken offers high-quality, skilled training in a format that is very flexible and located in close proximity to our facilities," says Jamie Robinson, TG Missouri's Assistant General Manager. "They provide us with a certified robotics educator and we are able to have multiple employees get hands-

on training and certifications to operate our systems."

TG Missouri, a division of the global company Toyoda Gosei, has turned to Ranken for workforce training for years, first seeking electrical and mechanical training for its employees. With the FANUC course, TG employees go through 64 hours of training with Tony Wilkinson, a certified FANUC educator and one of Ranken's workforce training instructors. Wilkinson has so far trained 60+ employees, both at TG's Perryville plant and at its sister manufacturing site in New Albany, Indiana. New and veteran employees have participated in the training program.

"We keep the classes small, with six to eight employees per class, so that everyone receives significant hands-on training," says Wilkinson.

Ranken's ability to offer the workforce training program onsite or in close proximity to TG's manufacturing and assembly plants means that the company no longer has to send its employees out of state for robotics instruction. "We told Ranken that this was a definite need for our company and they responded," says Robinson. "For our maintenance and engineering staff, this not only enables them to have the skills we need, it also positions them for possible advancement within our company." **R**



Just two months into her job as a Process Development Engineering Technician with TG Missouri, Alaina Melchior high fives 25-year veteran Deron Verseman, Production Engineering Technician, after they complete a FANUC programming task in Ranken's workforce training course.

Building Resiliency

For the past year, Ranken Technical College has taken a lesson from the “Just in Time” manufacturing philosophy and applied it to proactively identifying students at-risk for dropping out of school.

Using a customized Retention Management software system, Ranken evaluates every incoming student for historically known reasons that may cause them to leave school without getting their degree. Once they are identified, Ranken reaches out within the

first few days of class to ensure students are aware of any resources they may need. Depending upon life experiences, those resources can include tutoring assistance, transportation planning, financial support, or coping strategies for home and school.

The focus on early identification and intervention is intentional. The critical timeframe for students is the first semester, when many at-risk students give up and leave college. One of Ranken’s strategic goals, then, is to build resiliency so that these students learn to address challenges directly and can thrive.

New this academic year is the insertion of Student Success Advisors directly into classrooms. The initiative is a way to build stronger personal connections with students while also enhancing early intervention strategies. **R**

“We are committed to strengthening every student’s ability to be resilient. That means understanding any challenges they may have about attending college and then offering support and guidance as well as real tools and strategies to help them achieve their goal of a degree from Ranken.”

Crystal Herron, Vice President for Diversity and Student Success



Pariss Reese, a Student Success Advisor, checks in with students in Ranken’s Information Technology programs.



Tremon Whitehead, 27

1st Semester

Career Path: Carpentry and Building
Construction Technology

Within the first week of classes, Crystal Herron is walking the campus and checking in with incoming students and her team of Student Success Advisors embedded in the classrooms. Herron, the Vice President for Diversity and Student Success, says it takes a personal approach to make sure that students feel welcome and supported.

"We try to identify individual strengths for each student to succeed," says Herron. "It starts by ensuring that they feel a sense of belonging here. Then, we work one-to-one to identify the life experiences and the strengths that each student has so that they can tap into those strengths to excel in the classroom

as well as beyond that into their own rewarding careers."

Over the past two years, Herron along with other college administrators, has been participating in a learning academy sponsored by the Higher Learning Commission. The Retention Management System and the classroom advisor initiatives are two

programs resulting from a priority to track outcomes success.

As she checks in with Tremon Whitehead, a Carpentry student who started last autumn at Ranken, Herron notes, "You can't wait until a student fails," she says. "We are all in this together. We succeed when our students succeed." **R**

"I've only been here for a few months, but already, I feel like Ranken's got my back because they talk to me all the time and really care about my progress."

Tremon Whitehead

Onsite Manufacturing and Assembly Microenterprises



Just down the street from Ranken's main St. Louis campus is the Robert W. Plaster Free Enterprise Center, a hub of small-line manufacturing and assembly microenterprises set up by several companies to offer Ranken students a variety of paid skilled jobs while they earn their degrees. The companies use the facility as manufacturing incubators and work directly with the College's faculty on quality control processes and training.

Ranken's center debuted in 2019. Currently five companies are in the facility. Additional microenterprises are set up elsewhere on campus, including inside the Moog Automotive Building as well as adjacent to Ranken's Advanced Precision Machining and HVAC training facilities.


Companies with Onsite Microenterprises

- BioMerieux
- Emerson Climate Technologies
- Evergreen Mobile Power
- GWR Safety Systems
- Hunter Engineering
- Logika Systems, Inc.
- Nidec Motor Corporation
- Ranken Automotive Restoration



"We have more space available for companies to set up cost-effective manufacturing incubators here. It's also a great opportunity for our students to have a paid skilled job on campus while attending school."

Vince Holtmann, Microenterprises Director



"The internships not only give our students real, on-the-job skills, they also enable companies to get a jump on hiring our qualified graduates."

Shelly Jones, Industry Relationship Coordinator

Kyle Stoff, 20
Second-Year Student
Career Path: Advanced Precision Machining Technology
Work-based Internship: Orizon Aerostructures, Fenton, Mo.

Integrated Work-based Internships

A major key to getting Ranken graduates job ready is the creation of its innovative onsite internship model, in which students rotate throughout the year between hands-on classroom training on campus and then paid internships with a regional company. These opportunities can either be daily or rotate in four- or eight-week sessions.

Ranken has 150 partnering companies involved in the Integrated Internship Program.

Thanks to Ranken's efforts to expand its network of regional industry partners, several degree programs at Ranken St. Louis, Ranken West and Ranken Southeast have rotating internships, including:

- Advanced Precision Machining Technology
Ranken St. Louis, Ranken West (Wentzville)
- Automotive Collision Repair Technology
Ranken St. Louis
- Certified Auto Dealership Program
Ranken St. Louis
- Diesel Technology Program
Ranken Southeast (Perryville), Ranken West (Wentzville)
- High Performance Racing Technology
Ranken St. Louis
- Industrial Engineering Technology
Ranken St. Louis; Ranken Southeast (Perryville)
- Professional Automotive Technician Program
Ranken St. Louis
- Utility Maintenance Technology Program (Spire)
Ranken St. Louis
- Welding
Ranken Southeast (Perryville)

Orizon Aerostructures

Orizon Aerostructures is one of Ranken's newest integrated internship partners. The company, with seven locations throughout the Midwest, manufactures and fabricates complex aerospace products for commercial aerospace, defense, space, and general aviation industries.

It is headquartered in Kansas City, Mo., and has a manufacturing facility in Fenton, Mo., where Advanced Precision Machining Technology (APMT) student Kyle Stoff is the company's first Ranken intern. Stoff started at Ranken in August 2020 and began his apprenticeship program with Orizon in February 2021. "We are thrilled with the quality of student Kyle is," says Katie Appleton, Office Manager. "Participation in Ranken's integrated work-based apprenticeship program enables our company to find quality workers earlier in the process and so far, it's been a rewarding partnership." **R**

Our Impact, Your Success

With a strong focus on hands-on training and proven integrated work-based apprenticeships, Ranken graduates are in demand.

We work hard to connect our students and help them find rewarding careers. Our popular online job opportunities portal, Ranken Connection, enables employers to regularly post job openings and connect with students.

Ranken Connection has posted more than 2,600 job openings since January 2021.

Want to post a job opportunity?




Visit <https://ranken-csm.symplicity.com>

Our Fall and Spring Job Fairs also are in high demand. Even during a pandemic, we had 340 companies participate in our October 2021 job fair. Last year, many also participated in virtual job fairs, as Ranken rapidly found additional ways during the pandemic shutdowns to connect students with employers and job openings.

Ranken's track record at connecting graduates and employers is visible in the numbers.

On average, each of our graduates has five - or more - job opportunities.

The overwhelming majority of our students are employed before, or within six months of graduation.


Starting salaries for all of our programs average \$33,000 - \$49,000 the first year. With a two-year associate's degree, some of our graduates are earning \$80,000 within three to four years of graduation. 

Ranken's 2021 Fall Job Fair



Ranken Star: Jequetta Chestnut

Jequetta Chestnut graduated in 2017 with an associate's degree in Architectural Technology. She says participating in Ranken's Job Fair led to a summer internship as a Building Information Modeling (BIM) Technician with the architectural firm Archimages.

"I have had three different positions since graduating and for each one, I was recruited because of my Ranken degree," says Chestnut. Now a piping designer for Roeslin & Associates, she adds, "My Ranken education set me up for a career filled with success." 



Jequetta Chestnut, a 2017 Ranken graduate, is a piping designer for Roeslin & Associates.

Your Support, Their Success

As Ranken expands the community of skilled workers, we are grateful for the ongoing commitment of individuals and businesses who generously support our mission with financial contributions. Thanks to many of you, Ranken is able to offer a wide range of merit

\$1.5 million
Total scholarships provided
to Ranken students in
2019-2020

and need-based scholarships to our students.

We remain committed to opening the door as wide as possible so that we embrace, value, and respect everyone seeking a skilled technical career. With your continued support, we can welcome even more students from a wide variety of diverse pathways. **R**

Investing in the Future Skilled Workforce

At the Toyota Motor Manufacturing, Missouri (TMMMO) plant in Troy, dozens of Ranken graduates work at all levels of skilled maintenance. The 550,000 square-foot facility is Toyota's only

casting and manufacturing site for aluminum cylinder heads that are subsequently assembled into all Toyota car and truck motors made in America. The plant has the latest in programmable logic computers (PLCs), robotics, and complex machinery, which all require regular maintenance and/or repairs.

"We continually rely on Ranken as a resource for our recruiting pipeline for our maintenance teams," says Wes Wood, President, Toyota Missouri. "Both the quality and knowledge of Ranken graduates have been great."

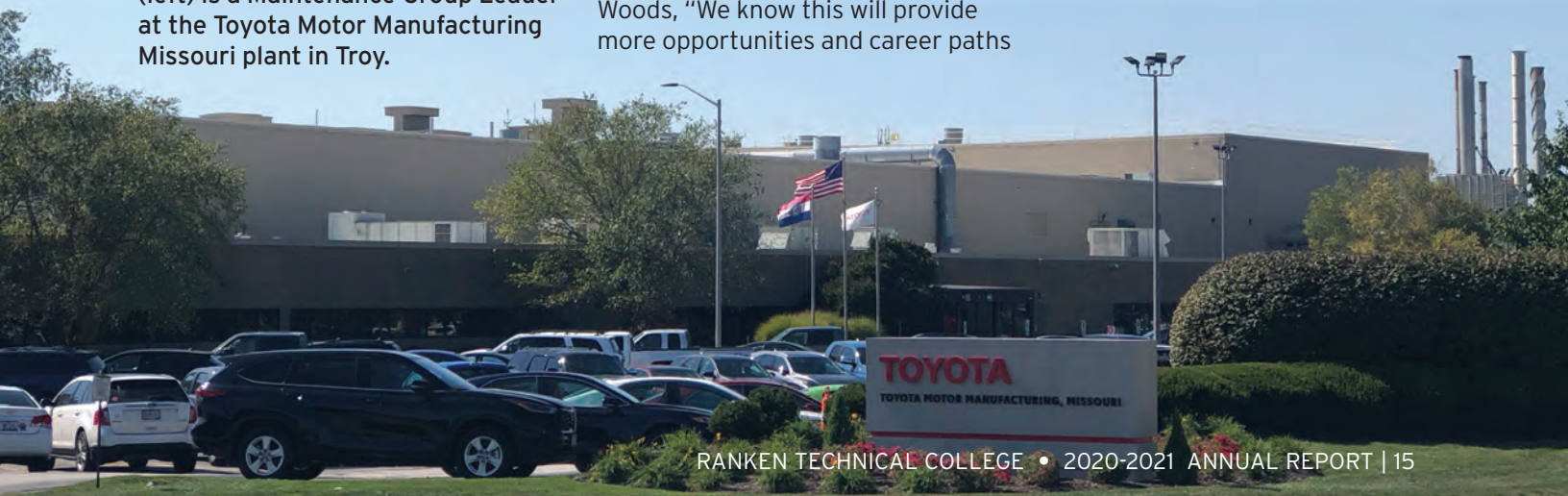
Toyota Motor Manufacturing recently made a \$40,000 donation to help fund scholarships for students enrolled at Ranken West. The company says the contribution represents a critical investment in their community as well as in their future workforce needs. Adds Woods, "We know this will provide more opportunities and career paths



Nathan Buchmeier (left), one of TMMMO's Skilled Maintenance Team Leads, started working for Toyota almost 9 years ago after graduating from Ranken.

for students in Lincoln County and it also supports hands-on training for jobs in our community." **R**

Ranken graduate James Ohmes (left) is a Maintenance Group Leader at the Toyota Motor Manufacturing Missouri plant in Troy.



STATEMENT OF ACTIVITIES

Fiscal Year 2020-2021

REVENUES

Tuition & Fees	\$21,082,346
Investment Income	\$12,437,148
Contributions	\$1,769,002
Auxiliary Income	\$4,020,936
Other Income	\$3,007,376
Total	\$42,316,808

EXPENDITURES

Instruction	\$16,842,732
Academic Support	\$249,116
Institutional Support & Student Services	\$12,964,997
Fund Raising	\$252,166
Operation of Maintenance of Plant	\$3,378,615
Auxiliary Expenses	\$2,294,639
Pension	\$6,215,000
Total	\$42,197,265

2020-2021 Board Members

BOARD OFFICERS

Mike Train

Chair of the Board

Rhonda K. Hamm-Niebruegge

Vice Chair of the Board

Steve Moss

Secretary - Treasurer

TRUSTEES

Michael Adorjan

President,
FW Electric, Plumbing & Heating

Vicki Dawkins

President,
Emerson Sensing and Protection

Phil Evans

Vice President, After Market Solutions
Hussman Corporation

Rebecca Fritsch

Commercial Banking Relationship Manager,
First Bank

Randy Fusz

President & COO,
Lou Fusz Automotive Network

Thomas A. Giesecking

VP, Enterprise Fleet Management
Enterprise Holdings

Timothy H. Goodson

Retired, Vice President of Operations,
Spire Energy

Rhonda K. Hamm-Niebruegge

Director,
Lambert-St. Louis International Airport

Pamela B. Jackson

Retired, Vice President
Emerson Electric Company

Michael R. Loynd

Attorney/Investment Manager,
The Loynd Group

Art McCoy, PhD

President, SAGES LLC
Leader for the Regional
Business Council, STL.works

Steve Moss

Retired, Senior Vice President
Nooter/ Eriksen, Inc.

J. Jeffrey Pitts

Retired, Senior Plant Manager,
Anheuser-Busch InBev

David J. Schepers

Retired, Vice President
Ameren Corporation

Bruno B. Schmitter

Chief Executive Officer/Chief Operating
Officer,
Hydromat, Inc.

Mike Train

Sr. VP & Chief Sustainability Officer,
Emerson Electric Company

Sarah Wendt

Independent

Scott T. Wittkop

President/Chief Operating Officer,
McCarthy Holdings, Inc.

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