



# Trades & Engineering Technologies

## Faculty Minimum & Preferred Hiring Guidelines

### NWTC is looking for people

- ... who are passionate about the work they do and have the desire to inspire students and transform lives.
- ... who embrace the NWTC Values: Customer Focus, Everyone Has Worth, Passion and Inspiration, Creativity and Innovation, Collaboration, Emotional Intelligence, Results and Accountability, Valuing Talent and Well Being, and Ethics.
- ... who are INDUSTRY/OCCUPATIONAL experts.

Program (Subject Area)	Minimum Educational Requirement	Minimum # of Full-Time Years of Occupational Experience	Preferred Educational Requirement <i>(Benefit Eligible Faculty are expected to have or obtain preferred degree)</i>	Preferred # of Full-Time Years of Occupational Experience	Additional <u>Required</u> Certifications
Architectural Technology	Associate Degree	5	Bachelor's Degree	5	
Auto Collision Repair Refinish	ASE Master Collision Repair and Refinish Certified Technician	5	ASE Master Collision Repair and Refinish Certified Technician	5	I-CAR Steel Weld Qualification I-CAR Industry Course Qualifications Automotive Paint Manufacturer Training
Automation Engineering Technology	Associate Degree	5	Bachelor's Degree	5	
Automotive Technician	ASE Master Certified Technician OR Manufacturer Master Technician	5	ASE Master Certified Technician or Manufacturer Master Technician	5	
Biomedical Electronics	Associate Degree	5	Bachelor's Degree	5	
Carpentry	Technical Diploma OR Registered Journey-worker's OR Apprentice certificate	5	Technical Diploma OR Registered Journey-worker's OR Apprentice certificate	5	

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Civil Engineering - Surveying	Associate Degree	5	Bachelor's Degree in Land Surveying	5	
Civil Engineering Technology	Associate Degree	5	Bachelor's Degree in Civil Engineering from an ABET accredited university	5	
Construction Management	Associate Degree	5	Bachelor's Degree	5	
Dairy Science	Associate Degree		Bachelor's Degree	5	
Diesel Heavy Equipment Tech	ASE Master Certified Technician OR Manufacturer Master Technician	5	ASE Master Certified Technician OR Manufacturer Master Technician	5	CDL
Diesel Medium and Heavy Truck Tech	ASE Master Certified Technician OR Manufacturer Master Technician	5	ASE Master Certified Technician OR Manufacturer Master Technician	5	CDL
Elec Instrumentation Appren	Completion of Apprenticeship Program OR Journey-workers certificate OR Bachelor's degree in related field	5	Completion of Apprenticeship Program OR Journey-workers certificate OR Bachelor's degree in related field	5	
Electrical Apprenticeship	Licensed in the State of Wisconsin as a Master Electrician OR Journey worker Electrician	5	Licensed in the State of Wisconsin as a Master Electrician OR Journey worker Electrician	5	Licensed in the State of Wisconsin as a Master Electrician
Electrical Engineering Technology	Associate Degree	5	Bachelor's Degree	5	
Electrical Industrial Apprentice	Completion of Apprenticeship Program OR Journey-workers certificate in subject area OR Bachelor's degree in related field	5	Completion of Apprenticeship Program OR Journey-workers certificate in subject area OR Bachelor's degree in related field	5	

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Electrical Power Distribution	Technical Diploma OR Journey-worker's OR Apprentice certificate	5	Associate Degree OR Journey-Worker's OR Apprentice Certificate	5	Commercial Driver's License (CDL) and experience operating utility equipment such as digger derricks, aerial lifts, etc.
Electricity	Technical Diploma OR Registered Journey-worker's OR Apprentice Certificate	5	Technical Degree OR Registered Journey-Workers OR Apprentice Certificate	5	Wisconsin State Master's License Required for Benefit Eligible. PT Instructors may not need to teach all courses.
Electro-Mechanical	Associate Degree	5	Bachelor's Degree	5	
Electronics	Associate Degree.	5	Bachelor's Degree	5	
Energy Management Tech	Associate Degree	5	Bachelor's Degree	5	
Environmental Engineering	Bachelor of Science degree in environmental engineering, environmental science, or civil engineering (with environmental engineering emphasis)	5	Bachelor of Science degree in environmental engineering, environmental science, or civil engineering (with environmental engineering emphasis)	5	Licensed in the State of Wisconsin as a Professional Engineer
Farm Business & Production Mgmt.	Technical Diploma	5	Associate Degree	5	
Fire Protection Eng Tech	Associate Degree	5	Bachelor's Degree	5	
Gas Utility Construction Srv	Technical Diploma	5	Technical Diploma	5	Operator Qualifications (OQ) Evaluator. Qualified in PE fusion. Completion of an OSHA Safety Course and a Construction Equipment Operator course

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HVACR	Associate Degree OR Registered Journey-worker's OR Apprentice certificate	5	Associate Degree in subject area and either: 1) Certified Master HVAC Educator, or 2) Eight Service NATE Certifications with Senior Analyst Certification	5	EPA Section 608 Certification
Industrial Mechanics	Technical Diploma OR Registered Journey-worker's OR Apprentice Certificate	5	Technical Diploma OR Registered Journey-worker's OR Apprentice Certificate	5	
Landscape Horticulture	Associate Degree	5	Bachelor of Science in Landscape Architecture or Horticulture	5	
Machine Tool	Technical Diploma OR Registered Journey-worker's OR Apprentice Certificate	5	Technical Diploma OR Registered Journey-worker's OR Apprentice Certificate	5	
Manufacturing Eng Tech	Bachelor's Degreee	5	Master of Science degree in Mechanical Engineering or Manufacturing Engineering from an Accredited Board for Engineering and Technology university or higher education institution	5	
Masonry Apprentice	Technical Diploma OR Registered Journey-worker's OR Apprentice Certificate	5	Completion of Apprenticeship Program OR Journey Workers Certificate	5	
Mechanical Design	Associate Degree	5	Bachelor's Degree	5	
Millwright/Pipefitter Apprentice	Bachelor's Degree OR completion of Apprenticeship Program OR Journey-workers certificate	5	Bachelor's Degree OR completion of Apprenticeship Program OR Journey-workers certificate	5	

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Organic Agriculture Ed / Sustainable Food	Associate Degree	5	Bachelor's Degree	5	
Prototype & Design	Associate Degree	5	Bachelor's Degree	5	
Solar Energy Technology	Associate Degree	5	Bachelor's Degree	5	Requirements Post Hire: <ul style="list-style-type: none"> <li>• A minimum of 2,000 hours of direct experience in Renewable Energy-Thermal is required to be hired. Individual will be required to obtain minimum of 2,000 hours if they do not possess 4,000 hours at hire.</li> <li>• Solar hot water installer</li> <li>• Geothermal designer</li> <li>• Geothermal installer</li> <li>• Geothermal driller</li> </ul>
Utilities Engineering Technology	Associate Degree OR Registered Journey-worker's certificate	5	Bachelor's Degree in Engineering or Engineering Technology	5	
Utility Electrical Apprentice	Technical Diploma OR Registered Journey-worker's OR Apprentice Certificate	5	Associate Degree OR Registered Journey-worker's OR Apprentice Certificate	5	
Welding	Technical Diploma OR Registered Journey-worker's OR Apprentice Certificate	5	Technical Diploma OR Registered Journey-worker's OR Apprentice Certificate	5	<ul style="list-style-type: none"> <li>• Pass four 6G pipe tests per NWTC standard within first year of employment (may only teach processes after 6G pipe test successfully passed)</li> <li>• Enroll in CWI classes within first six months if not credentialed as a CWI.</li> <li>• No instructor shall teach a class unless they have work experience or have successfully passed classes on said subject since hiring.</li> </ul>

- Educational and Occupational requirements MUST be directly related to subject/program area
- Degree obtainment MUST be from an accredited institution
- At a minimum, occupational experience has to have occurred at least 1 year within the last 5 years
- The aforementioned may be waived if the candidate has two years post- secondary teaching experience in the appropriate occupational field within the last 5 years

*Please refer to specific online postings for possible additional requirements.  
Requirements may be subject to change.*

**People.**

**Passion.**

**Purpose.**

**NWTC will fully support your transition from an industry expert to an instructor. Prior teaching experience is NOT required!**