



Strengthening Work-based Learning in Education and Transition to Careers

Baltimore, Maryland
Hyatt Regency Inner Harbor
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Our Speakers: Biographical Statements and Photos



Carol Aguirre, Special Assistant, Office of Career, Technical, and Adult Education, U.S. Department of Education

Carol Aguirre is a Special Assistant in the Office of Career, Technical, and Adult Education (OCTAE) at the U.S. Department of Education. In her role, Ms. Aguirre supports policy and strategy development for OCTAE, including secondary, postsecondary and adult career and technical education, and immigrant and refugee integration.

Previously, Ms. Aguirre worked as an English learner specialist for the Council of Great City Schools where she provided technical assistance to 70 of the largest urban school districts in the country. She holds a Master's in Public Administration from the Maxwell School of Citizenship and Public Affairs at Syracuse University.



Annie Blackledge, Executive Director, Mockingbird Society, Washington

Annie Blackledge is the Executive Director for the Mockingbird Society, with the mission to improve foster care and end youth homelessness. Previous to this role Annie worked for Casey Family Programs, in a senior fellow role with the U.S. Department of Education, Office of Career, Technical and Adult Education. The focus of her work with the Department was on vulnerable student populations, including foster and disconnected youth populations. Prior to joining Casey Family Programs, Ms. Blackledge worked for the State of Washington as the Program Supervisor for Dropout Reduction with the Office of Superintendent of Public Instruction (OSPI) and as the Education Program Manager for the Children's Administration, Department of Social and Health Services. Annie has more than 19 years of experience in education and youth services and an extensive background in serving vulnerable youth; child welfare; dropout prevention, intervention, and reengagement programming; collective impact; and policy and program development. Annie is an alumnus of the New York State foster care system.



Svetlana Darche, Senior Research Associate, WestEd, California

Svetlana Darche has extensive experience in evaluation, strategic planning, program design, and building of cross-sectoral collaborations for system change and program improvement in education and social services. Darche has also developed an extensive array of tools and materials to promote career-related education reforms.

She is currently focused on a statewide study of career pathway development in California. She has an abiding interest in identifying the knowledge, skills, and dispositions needed for “college and career readiness,” developing tools and strategies to assess needed skills, and strengthening in-school and work-based strategies to facilitate skill attainment.

Key projects that inform current efforts include:

- A study for The Irvine Foundation on the expansion of high-quality work-based learning in California as part of its “Linked Learning” initiative
- Support to the State of Tennessee in developing a state-wide work-based learning system
- With the California Department of Education (CDE) and the California Community Colleges Chancellor’s Office, development of California’s State Plan for Career Technical Education
- With the CDE, development of a new strategic plan for its Adult Education program

Darche also serves as Co-Principal Investigator on a NASA-funded project that prepares students for STEM careers, through implementation of the NSF, NASA, and NOAA-sponsored GLOBE program—Global Learning and Observations to Benefit the Environment. Through student collection of data that are used by scientists, interactions with professionals, and real-world projects, GLOBE exemplifies high quality work-based learning.

Darche has provided career development services in private practice and worked extensively with immigrant populations. She began her career with the U.S. General Accounting Office as an evaluator of federal programs.



David Etwiler, CEO, Siemens Foundation

David Etwiler was named CEO of the Siemens Foundation in 2013, a new role charged with expanding the organization's reach and impact. The Siemens Foundation ignites and sustains today's STEM workforce and tomorrow's scientists and engineers. Under David's leadership, the Foundation has increasingly focused its STEM efforts on U.S. middle skill workforce development.

Prior to joining Siemens, David led the Decade of Discovery in Diabetes, a partnership of the Mayo Clinic, the University of Minnesota, and the State of Minnesota to improve health and drive economic growth.

David's leadership has frequently been at the intersection of business, government, and philanthropy. He spent thirteen years with Medtronic, Inc., most recently as VP of Community Affairs, and Executive Director, Medtronic Foundation. David aligned philanthropy with the company's global business strategy, building value for both organizations and society by fully leveraging Medtronic's people, products, and programs. His tenure included leading state government affairs efforts for Medtronic's headquarters and serving on the board of its PAC.

A graduate of Northwestern University, David earned his Masters of Public Policy from The Claremont Graduate University and his JD, *cum laude*, from the University of Minnesota Law School. Prior to taking on leadership roles in the field of philanthropy, David practiced law, with an emphasis in charitable giving, estate planning, and non-profit management.

David has been an active member of numerous boards throughout his career, including the National Council on Foundations, where he chaired the Corporate and Global Philanthropy Committees and co-chaired the 2012 Task Force on the Future of Corporate Philanthropy. He has served on the boards of the National Urban Fellows, the Minnesota Chamber of Commerce, the Minnesota Council on Foundations, and the Children's Theatre Company. David is a member of the Board of Directors of the Siemens Foundation and the World Affairs Council in Washington, D.C.



Simon Field, Senior Analyst, Directorate for Education and Skills, OECD

Simon Field is an expert on the comparative analysis of career and technical education (CTE) systems (typically known as vocational education and training around the world). As leader of the OECD's flagship programme of work on the topic over a decade he led and delivered reviews of policy in more than 30 countries throughout the world, and was the lead author of the OECD's two main publications on CTE policy (*Skills beyond School* and *Learning for Jobs*) as well as many individual country reviews. He also led the OECD's work on equity in education, and was the lead author of the OECD's report on this topic – *No More Failures: ten steps to equity in education*. More recently he has undertaken reviews of education policy in the Netherlands and Greece. He is currently working on studies of the education system of Costa Rica and the apprenticeship systems

in England and Israel. He holds a Ph. D. in philosophy and social policy from the University of Cambridge and an M. Sc. in Economics from Birkbeck College London. He was born and brought up in Belfast in Northern Ireland.



Maria Flynn, Senior Vice President, Building Economic Opportunity Group, Jobs for the future

As senior vice president and key member of the Office of the CEO, Maria Flynn leads the Jobs for the Future's Building Economic Opportunity Group, working to help entry-level adults advance to family-supporting careers while enabling employers to build and sustain a productive workforce. Ms. Flynn also leads JFF's federal policy and advocacy strategies, which are focused on advancing the educational needs of untrained Americans and developing a skilled workforce. As a leading expert on issues like career pathways, employer engagement, sector strategies and place-based initiatives. Her team provides technical assistance, coaching, documentation, labor market analysis, and evaluation support to a wide range of projects supported by public and private funders.

Ms. Flynn has 25 years of experience in the workforce development field. Prior to joining JFF in 2007, she was a member of the federal government's Senior Executive Service and was the administrator of the Office of Policy Development and Research in the U.S. Department of Labor's Employment and Training Administration. In that role, she oversaw development of employment and training policies, managed the agency's research and evaluation strategy, and supported agency budget and appropriations activities. Ms. Flynn also coordinated the agency's legislative, regulatory, and international affairs agendas and outreach to philanthropic organizations. Within the Employment and Training Administration, Ms. Flynn previously led the Division of One-Stop Operations, where she developed the policy and technical assistance framework necessary to enable states and local communities to establish comprehensive one-stop delivery systems designed to provide quality services to jobseekers, workers, and employers. She also served as team leader for the interagency policy group charged with implementing the Workforce Investment Act of 1998. In the 1990s, Ms. Flynn played key roles in the National School-to-Work initiative and in the launch of the Secretary's Commission on Achieving Necessary Skills initiative. Ms. Flynn earned her bachelor of arts in international relations and economics at Saint Joseph's University in Philadelphia and a master's in government administration at the University of Pennsylvania. She is the proud mom of two daughters.

Edison Freire, School District of Philadelphia, Pennsylvania



Lynne M. Gilli, Acting Assistant State Superintendent and Program Manager for Instruction, Division of Career and College Readiness, Maryland State Department of Education

Dr. Lynne Gilli currently serves as the Acting Assistant State Superintendent for the Division of Career and College Readiness (DCCR) and Program Manager for the Career and Technology Education Instructional Branch at the Maryland State Department of Education where she has held progressively responsible positions since 1982. She holds a doctorate in curriculum and instruction from the State University of New York at Buffalo, and her master's and bachelor's degrees are in vocational-technical education from the State University of New York at Utica/Rome. Her responsibilities at MSDE include providing leadership to implement high quality Career and Technology Education programs for secondary and postsecondary learners. Her many years of experience with the Maryland State Department of Education provide her

with a broad knowledge and understanding of public policy issues impacting education, particularly in preparing students for success in both college and careers.

Maalik Groves, Computer Support Specialist at Urban Technology Project, Philadelphia, Pennsylvania

Second year as Computer Support Specialist at the Urban Technology Program (UTP)

Maalik is a high school graduate who dropped out because of health problems. As his health improved, he got back on track and earned his diploma from an alternative education public school. At this school he met a Computer Support Specialist, who encouraged him to join UTP. After graduation he became a DSF, completing his service time at the same school from which he graduated. After only 6 months of service, he was hired as a CSS and provides technical support to two alternative schools. He has always been interested in technology, but more importantly, he is interested in making something of his life and being a role model to younger peers. Through his experiences with UTP, he has gained so much confidence while also developing a sincere love for what he does on a daily basis.

As Maalik continues his development in the IT sector, he wants to focus on getting into the security aspect of technology. He would like to make this a career and earn a comfortable living. Technology is constantly moving, and so is he. His mentors and his apprenticeship experiences have taught him to never stop learning. He plans to achieve at least three certifications during his time at UTP, and make his mother, grandmother and two brothers proud. Maalik is currently completing his final requirements this summer at UTP.

Maalik recently spoke at a forum organized by The Century Foundation, entitled “Young, Educated, and Employed: Revitalizing Youth Apprenticeships in America.” Maalik provided testimony about what it means to an apprentice. In his words, ““I am learning and doing what I love to do, and the best part is that I am getting paid to do it.”



Dr. Kim Hunter Reed, Deputy Under Secretary, U.S. Department of Education

Dr. Kim Hunter Reed serves as Deputy Under Secretary and Acting Executive Director of the White House Initiative on Historically Black Colleges and Universities at the U.S. Department of Education. She provides leadership in support of the Department’s ambitious postsecondary policy initiatives focused on increasing access, affordability and completion. Her responsibilities include planning, policy and outreach designed to strengthen the nation’s postsecondary system through a relentless focus on improved equity and attainment.

Dr. Reed brings to the position a rich set of national, state and campus experiences. In her previous work as Principal at HCM Strategists, she led strategic state policy adoption across the nation and provided direct campus and trustee engagement to improve attainment and the success of low income, underrepresented students. She has also served in key leadership roles at the system and campus levels and as a faculty member. Kim recently chaired the higher education transition team for Louisiana’s new governor and has served in the administration of two previous Louisiana governors in the roles of Deputy Chief of Staff, State Policy Director and Press Secretary.

She received her bachelor’s and master’s degrees from Louisiana State University and her doctorate in Public Policy from Southern University. Kim has been recognized with numerous awards and has been featured in *Daughters of Men*, a national publication highlighting successful African American women and their fathers.



Viktória Kis, Project manager, Work-based learning in Vocational Education and Training (VET), Directorate for Education and Skills, OECD

Viktória Kis is a policy analyst and manages the OECD's project on Work-based Learning in Vocational Education and Training (VET). She has extensive experience of CTE/VET policy, having worked on the OECD reviews of upper secondary and postsecondary CTE/VET. She is a co-author of the OECD's two main publications on CTE/VET policy: Learning for Jobs and Skills beyond School: Synthesis Report, which synthesise findings and policy messages drawn from nearly 40 country reviews conducted between 2007 and 2014. She has reviewed many CTE/VET systems around the world, from Texas (US) through Belgium to Korea. She has also worked on the OECD Survey of Adult Skills and is a co-author of the report Time for the U.S. to Reskill? (2013). Prior to this,

she worked on the OECD Thematic Review of Tertiary Education. She holds an MSc in economics from Birkbeck College London, an MSc in educational research methodology from the University of Oxford and a Master's degree in international affairs from Sciences Po Paris. She is a Hungarian and Vietnamese national.

Kate Blosveren Kreamer, Deputy Executive Director, Advance CTE: State Leaders Connecting Learning to Work



Kate Blosveren Kreamer serves as the Deputy Executive Director of Advance CTE: State Leaders Connecting Learning to Work, leading policy and communications efforts to ensure all students have access to high-quality Career Technical Education (CTE).

From 2006 to 2013, Kate worked at Achieve, beginning as a policy analyst and leaving an associate director, leading a range of policy, research, and communications projects to support states' college- and career-ready agendas. Kate also managed Achieve's career readiness and CTE-related initiatives and partnerships. Before that, Kate was a policy advisor at Third Way, and spent a year as a research assistant at the Progressive Policy Institute.

Kate co-founded the non-profit organization Young Education Professionals-DC (YEP-DC) and served as president from 2007 to 2013. Kate also helped co-found and acts as a strategic advisor to YEP National, supporting the now 15 YEP chapters across the country.

Kate received her bachelor's degree in Urban and Regional Studies from Cornell University, and her master's of public policy from the Georgetown Public Policy Institute/McCourt School of Public Policy.



Malgorzata Kuczera, Project manager, Apprenticeship reviews, Directorate for Education and Skills, OECD

Malgorzata Kuczera works at the Organisation for Economic Co-operation and Development (OECD) where she is leading a new OECD study of apprenticeship that provides tailored assistance on apprenticeship policies to countries. Malgorzata is also responsible for the project that assesses countries' performance on basic skills drawing on evidence from *The Survey of Adult Skills (PIAAC)*.

Prior to this work, Malgorzata reviewed and analysed vocational education and training both at upper secondary and postsecondary level in many countries around the world, including the US. She also worked on issues of equity in education.

She is the lead author of the report on basic skills in England: *Basic Skills for All: A Review of England*, and of many country reviews on vocational education and training, including a review of career and technical education in the US: *A Skills beyond School: Review of the United State*. She is a co-author of two comparative reports: *Learning for Jobs and Skills Beyond School: Synthesis Report* presenting findings and conclusions from the OECD work on vocational education and training. Her previous work on equity in education led to the OECD report *No More Failures: Ten Steps to Equity in Education* of which she is a co-author.

She has an MSc in economics from the University of London, a master degree in international administration from Paris I Sorbonne, and a master degree in political science from Jagiellonian University in Poland. Malgorzata is Polish.



John V. Ladd, Office of Apprenticeship, U.S. Department of Labor

John Ladd became Administrator of the Office of Apprenticeship in January 2008. As the Administrator, John has responsibility for oversight of the National Registered Apprenticeship System.

The National Registered Apprenticeship System operates in cooperation with State agencies, businesses, industry, employers, employer associations, labor and management organizations and educational institutions. It is the nationally recognized credentialing system for skilled and technical occupational training programs with almost 500,000 active apprentices in the U.S.

Prior to his appointment as Administrator, John served as the Deputy Administrator for the Office of National Response and the Director of Regional Management in the Office of Field Operations. John has been in numerous leadership positions for major ETA initiatives including Workforce Innovations in Regional Economic Development (WIRED), InnovatETA and ETA's Transformational Forums. John has received numerous awards and honors while at ETA including being selected for the inaugural class of ETA's Excellence in Leadership Program. John also has extensive experience in ETA's Regional Offices having spent a number of years in the Boston Regional Office working with workforce development programs in New England. John first came to the Department of Labor as a Presidential Management Fellow in 1993.

John also has experience at the local level of the public workforce system having worked in Boston, MA and Stamford, CT.

A native of Boston, Massachusetts, Mr. Ladd received his Bachelor's Degree from Boston University and his

Master's in Public Policy from the John F. Kennedy School of Government at Harvard.



Robert I. Lerman, Institute Fellow, Urban Institute, Washington, DC

Dr. Robert I. Lerman is an Institute Fellow at Urban Institute, Emeritus Professor of Economics at American University, and a Research Fellow at IZA in Bonn, Germany (www.iza.org). Dr. Lerman was one of the first scholars to examine the economic determinants of unwed fatherhood and to propose a youth apprenticeship strategy in the U.S. His published research covers apprenticeship, family structure, inequality, income support, and youth employment and development. In the 1970s, he worked as staff economist for both the Congressional Joint Economic Committee and the U.S. Department of Labor. Today, Dr. Lerman is the leading academic expert on U.S. apprenticeship.

His publications on youth span decades, including (with Andrew Hahn) *What Works in Youth Employment Policy?* (National Planning Association 1985), "The compelling case for youth apprenticeship" (The Public Interest, 1990), "Are employability skills learned in U.S. youth education and training programs?" (IZA Journal of Labor Policy 2013), "Expanding Apprenticeship Opportunities in the United States" (Brookings Institution), "Restoring Opportunity by Expanding Apprenticeship" (Springer Open, 2016), "and "Do Firms Benefit From Apprenticeship Investments?" (IZA World of Labor 2014).

He has testified before several congressional committees and served on the National Academy of Sciences panel on the U.S. post-secondary education and training system. In 2013, Dr. Lerman founded the American Institute for Innovative Apprenticeship (www.innovativeapprenticeship.org). Currently, he serves as Principal Investigator of the evaluation of the American Apprenticeship Initiative demonstration grants. Dr. Lerman earned an A.B. at Brandeis University and a Ph.D. in economics at MIT.

Shanelle Lockhart, Graduate of Urban Technology Project and current Information Technology- Career and Technical Education (CTE) Teacher, School District of Philadelphia, Pennsylvania

A graduate of the first class of Registered Apprentices of the Urban Technology Program (UTP)

Shanelle was recruited by UTP while attending an alternative high school, YouthBuild. Initially uncertain about her interest in technology, she became enamored with the program. She has been involved with UTP in varying capacities for almost ten years, and UTP has become a second family to her. After completing the DSF and CSS programs, she continued to work with UTP as a senior CSS, providing technology support in schools and mentoring new DSF. Most recently, she accepted a teaching position with the SDP, teaching computer support technology in a high school CTE program.

Shanelle talks to her students often UTP, and how the program benefited her. She helps her students work toward connects with her students by explaining she's from the same challenged neighborhood that they are, and they see several years, to work with at least two groups of students as they go through the high school CTE cycle. At the sar on a degree in cyber security with an interest applying this skill in a government job, as do some of her fellow UTP :



Daniel Marschall, Executive Director, AFL-CIO Working for America Institute

Daniel Marschall is executive director of the AFL-CIO Working for America Institute, a national workforce intermediary that assists unions, employers, skill training partnerships, and the workforce system by providing employment-related training to create, expand and retain high quality jobs. From 2008-2015, he served as the legislative and policy specialist for workforce issues for the federation. He has been involved in the nation's employment and training system since the 1980s, when he was coordinator of the Dislocated Worker Program for the State of Ohio and executive director of the Ohio State Building and Construction Trades Training Foundation. He served as a legislative director for a Member of Congress. He has a Master's degree in communication studies from Georgetown University and a PhD in Sociology. He represents the AFL-CIO at the OECD Trade Union Advisory Committee (TUAC) Working Group on Education, Training and Employment Policy. He is the author of a 2012 Temple University Press book – *The Company We Keep: Occupational Community in the High-Tech Network Society* – based on his research in the occupational community of software developers. He is a Professorial Lecturer in Sociology at The George Washington University



Simon Marti, Head of the Office of Science, Technology and Higher Education, Embassy of Switzerland

Simon Marti will start his new position as head of the Office of Science, Technology and Higher Education at the Embassy of Switzerland in the United States of America on August 1, 2016. Until July he worked with the State Secretariat for Education, Research and Innovation (SERI) in Bern as a Project Leader in Education Management and Research. Previously, he conducted postdoctoral research at Columbia University in New York City (Fellowship by the Swiss National Science Foundation SNSF) and also worked for the European Parliament and for the Swiss Graduate School of Public Administration in Lausanne among others. He is a political scientist and holds a PhD from the University of Basel and a MA from the University of Bern.



Mary Alice McCarthy, Director, Center on Education and Skills, New America Foundation

Mary Alice McCarthy is the Director of the Center on Education and Skills at New America where she examines the intersection between higher education, workforce development, and job training policies. The Center is dedicated to building learning-based pathways to economic opportunity that can begin inside or outside of formal higher education. Mary Alice's writing has been featured in a diverse set of media outlets including the *Washington Monthly*, *The Atlantic*, and the *Journal on Community College Research and Practice*. In addition to her research, she participates in a wide variety of public engagement, technical assistance, and coalition-building efforts aimed at improving postsecondary education policy and practice.

Prior to joining New America, Mary Alice worked at both the U.S. Departments of Education and Labor. She led a variety of technical assistance initiatives in the areas career pathways, credentialing, and competency-based education. Mary Alice also has extensive international experience and she has explored how other countries are

tackling the skills challenge. She has worked with the OECD's Directorate on Education and Skills on their "Skills Beyond School" series of country studies and is a participant in the International Pathways Colloquium, an annual gathering of researchers and policy advocates from the United States, United Kingdom, Canada and Australia to share learning in the area of career and technical education and workforce development. She has a PhD in political science from the University of North Carolina and an MPA from the Harvard Kennedy School of Government.



Dennis McDonough, Recruitment Coordinator, Director of Youth Pre-apprenticeship Program, Finishing Trades Institute

Since the fall of 2008, Dennis has been the Recruitment Coordinator for Finishing Trades Institute of the Mid- Atlantic Region and a proud member of The International Union of Painters and Allied Trades District Council 21 and Glaziers Local 252 since 1989. Prior to heading up the Recruitment Department for The FTIMAR, Dennis worked in the field as a Glazier, Glazier Foreman and Project Manager on major projects in the Philadelphia Area. Dennis was asked to become a part-time instructor for the Glaziers Local 252 Apprenticeship program in 1998. As Recruitment coordinator, responsibilities include connecting with various community groups, High Schools, colleges, employment agencies, and internet sites; providing apprenticeship information, opportunities, and benefits; making presentations through group and private functions. Dennis is also the Director of the Vocational Intern Partnership Program (VIP), a partnership between the FTIMAR and the School District of Philadelphia and has been responsible for directing all of young worker initiatives. These activities include: working with high schools to schedule training programs, designing curriculum, selecting instructors for the programs, ordering supplies and materials for the programs. The VIP Program serves as a pathway for high school students to become a responsible citizen and be able to start a career in a family sustainable occupation.

Along with holding a Bachelor's Degree in Labor Studies from the National Labor College, Dennis has achieved many of various train the trainer certifications that allow instruction of apprentices and high school students at the Finishing Trades Institute of the Mid-Atlantic Region.



Sharon Lee Miller, Director, Division of Academic and Technical Education, Office of Career, Technical, and Adult Education, U.S. Department of Education

Sharon Lee Miller serves as Director of the Division of Academic and Technical Education (DATE) within the U.S. Department of Education's Office of Vocational and Adult Education (OVAE). DATE is responsible for administering one of the Department's largest formula grant programs, which currently distributes about 1.2 billion annually to states under the Carl D. Perkins Career and Technical Education Act of 2006 (Perkins IV). The division also administers discretionary grants to improve the quality of career and technical education for Native Americans, Native Alaskans, and Native Hawaiians; gathers data for national accountability and for state and local program improvement; and conducts national initiatives that improve the rigor and relevance of career and technical education programs.

A native of Schenectady, New York, Sharon holds a Ph.D. in Educational Theory and Practice from the University at Albany in New York State. Her OVAE work experience includes oversight of research, development, and

evaluation studies on issues pertaining to career and technical education. Prior to coming to the Department, she worked for the New York State Education Department on a range of initiatives, including administering school-to-work grants, conducting statewide evaluations, and gathering performance accountability data. She has formerly taught at the both the Kindergarten and college level.



Adam Montandon, Co-founder, Factory of the Imagination, Denmark

Inventor, author, innovator, and educator, Adam Montandon loves to share his knowledge and energy. He uses playfulness and interactivity to help unlock your creative potential. You never have to be stuck with anything boring ever again. As an educator, Adam's results are unique. One of his students became the first Cyborg ever recognized by a government. He flew his class from Copenhagen to California to have a lesson on Venice beach. He teaches experience design while riding rollercoasters. His homework includes bungee jumping from the tallest skyscraper in Las Vegas.

In 2015 Adam co-founded The Factory of Imagination - A factory that makes ideas, not things.

As an Associate Professor at E.A.L. in Denmark, he has given inspiring keynotes at many universities and events around the world. Highlights include the prestigious Royal Institute of Science in London, Berkeley University in California, Transmedial in Berlin, MipTV in Cannes, TEDxLinz in Austria, and many more.

Demetra Smith Nightingale, Chief Evaluation Office, U.S. Department of Labor

Demetra Smith Nightingale is Chief Evaluation Officer for the U.S. Department of Labor. As the Chief Evaluation Officer, she is responsible for coordinating the Department's evaluation agenda and working with all agencies in the Department to design and implement evaluations. She has conducted extensive research on employment policy, workforce development, labor markets, social policies and programs, and many evaluations of federal, state, and local programs aimed at increasing employment, skills, and income for workers and families.

Dr. Nightingale is the author or co-author of five books and dozens of articles. Her books include *Repairing the U.S. Social Safety Net* (with Martha Burt) and *Reshaping the American Workforce in a Changing Economy* (with Harry Holzer). Before joining the Obama Administration she was a Senior Fellow at the Urban Institute, and, previously, on the faculty of Graduate Program in Public Policy at Johns Hopkins University. She is also a Professorial Lecturer at the Trachtenberg School of Public Policy and Public Administration at the George Washington University, teaching Program Evaluation, and a Fellow of the National Academy of Public Administration. In addition, she is a Senior Research Affiliate with the Poverty Center at the University of Michigan, has been a senior research consultant with the World Bank, served on many boards and task forces, and was an expert advisor to the White House Welfare Reform Working Group in 1992-93. She received her Ph.D. in Public Policy from the George Washington University.

Chelsea Parker, Executive Director, Council of Career and Technical Education, Tennessee State Department of Education, Tennessee

Tom Pfundstein, Director of Curriculum and Instruction, Finishing Trades Institute

Thomas E. Pfundstein, PhD has over fifteen years of professional experience as an educator. He has been



involved in the research, development, implementation, and maintenance of curriculum and instruction programs. Tom's expertise includes curriculum development, academic content standards, teacher/instructor preparation and training, and technology integration at the K-12, university, post-secondary, and corporate levels in both the traditional classroom setting and online learning environment.

Currently, Tom is the Director of Curriculum and Instruction for the Finishing Trades Institute. In this role, Tom is responsible for both organizing the educational and instructional programs and for quality control regarding curriculum, instruction, and assessment for the apprenticeship/journeyperson, train-the-trainer, and union leadership curricula.

Academically, Tom gained a BA from Ohio Wesleyan University (1992) in Politics & Government, a MA from John Carroll University (1996) in Modern American History, and a Ph.D. from the University of Akron (2003) in Secondary Education, with an emphasis in Curriculum and Instruction.



Roberto J. Rodríguez, Deputy Assistant to the President for Education, White House Domestic Policy Council

Roberto J. Rodríguez serves in the White House Domestic Policy Council as Deputy Assistant to the President for Education. He coordinates the Administration's education policy initiatives from early learning through college and career training.

Previously, Roberto was Chief Education Counsel to United States Senator Edward M. Kennedy (D-MA), Chairman of the Health, Education, Labor and Pensions (HELP) Committee. In this capacity, he managed the Democratic education agenda for the Committee and led policy development and strategy for legislation addressing early childhood education, elementary and secondary education, higher education, and adult education.

Roberto began his tenure on Capitol Hill working for the Senate HELP Committee on the development of the No Child Left Behind Act. He has worked on various reauthorizations of federal legislation, including the Elementary and Secondary Education Act, the Individuals with Disabilities Education Act, Head Start, Child Care, Higher Education, and the America COMPETES Act.

Prior to working on Capitol Hill, Roberto worked as Senior Education Specialist at the National Council of La Raza, where he conducted research and analysis of federal and state education reform issues, as well as the development and evaluation of community-based education programs.

He is a native of Grand Rapids, Michigan, and a graduate of the University of Michigan and of the Harvard Graduate School of Education in Cambridge, Massachusetts.



The Honorable Boyd K. Rutherford, Lieutenant Governor of Maryland

Lt. Governor Boyd K. Rutherford is an accomplished attorney with a lifetime of experience in both the public and private sectors. He served as Associate Administrator for the U.S. General Services Administration, where he was responsible for increasing utilization of small businesses in government procurement, as well as continually improving the efficiency of the agency.

In addition, Lt. Governor Rutherford served as Assistant Secretary for Administration for the U.S. Department of Agriculture (USDA). He was nominated for the position by President George W. Bush, and confirmed unanimously by the United States Senate. As Assistant Secretary, Lt. Governor Rutherford led efforts that saved millions of taxpayer dollars.

Prior to serving in the USDA, Lt. Governor Rutherford served as the Secretary of the Maryland Department of General Services (DGS) under Governor Bob Ehrlich. In that capacity, Lt. Governor Rutherford was responsible for more than \$900 million in annual contract administration and 10 million square feet of State owned and leased facilities. As Secretary of DGS, Lt. Governor Rutherford continued to find creative ways to save Maryland taxpayers millions of dollars, while also initiating and completing the expansion and renovation of numerous State buildings.

In addition to his public service, Lt. Governor Rutherford has extensive legal and business experience, including service in business and government law, information technology sales, and small and minority business development.

Lt. Governor Rutherford holds a Bachelor's Degree in Economics and Political Science from Howard University. Additionally, he has a Master's Degree in Communications Management and a law degree, both from the University of Southern California.



Eric Seleznow, Deputy Assistant Secretary, Employment and Training Administration, U.S. Department of Labor

Eric Seleznow serves as a Deputy Assistant Secretary for Employment and Training, where he focuses on two key outcomes - a properly prepared workforce to meet the current and future demands of the nation's employers, and providing opportunities for all Americans to succeed in the 21st-century workforce. Prior to this, Eric served as the State Policy Director with the National Skills Coalition, where he worked with many states and diverse stakeholders to strengthen state workforce policies.

Before joining National Skills Coalition, Eric served as Executive Director of the Governor's Workforce Investment Board (GWIB) under Maryland Governor Martin O'Malley. Eric focused on increasing services to disadvantaged populations, introducing universal design principles to the state's one stop career system, and led the cross agency effort to implement Skills2Compete Maryland, an innovative approach to measuring Marylanders' degree, credential and basic skills attainment across a broad array of public programs.

Eric has over twenty-five years of experience in the workforce field, including as Director of Workforce Services

for the Montgomery County Department of Economic Development, where he oversaw the County's workforce development system. Eric's accomplishments included integrating workforce and economic development efforts, integrating disability services within one stop operations, and opening the first ever jail-based one stop career center in the nation.

Eric has also served for nearly 20 years in the corrections system operating jail-based training, employment, and pre-release programs - re-entry efforts for which he is still regarded as a national expert. Eric is active in local and national workforce and reentry initiatives and is an experienced trainer and facilitator.

He holds a bachelor's degree in Criminal Justice from Northeastern University.



Martin Simon, Director, Economic, Human Services and Workforce Division, National Governors Association (NGA) Center for Best Practices

Martin Simon is the director of the Economic, Human Services and Workforce Division at the National Governors Association, Center for Best Practices. In this position, is responsible for managing and providing strategic direction for the Centers' analysis, research, information development, and technical assistance services to governors and states related to workforce development, human services and economic development policy and programs. In addition, he directs several projects including the Center's state sector strategies, adult postsecondary education; work-based learning and apprenticeship projects. Mr. Simon has authored and co-authored numerous NGA Center publications including: State Sector Strategies: Innovative Policies to Address Worker and Employer Needs and A Governor's Guide to Creating a 21st Century Workforce. He currently serves on the U.S. Department of Labor Advisory Committee on Apprenticeship, the National Advisory Panel on Employment and Training Research, and the National Advisory Group on Tapping Mature Talent.

Before joining NGA, Mr. Simon was the Associate Director for Policy and Program Development with the Governor's Office in Michigan. In this position, he was responsible for managing the development of Michigan's integrated human resource investment system; overseeing a range of employment and training policy and program development areas; directing staff support to the Governor's Human Resource Investment Council; and advising key policymakers on a broad range of workforce development policy and programmatic issues. In other state positions, he provided consultation to companies as part of the state's dislocated worker rapid response operation and worked with companies on customized training programs for new and incumbent workers. Prior to this work, he managed adult and youth development programs at the state and local levels.



Brandon Spence, Apprenticeship Consultant, Division of Economic Development & Workforce Competitiveness, South Carolina Technical College System

Brandon works for the SC Technical College System as an Apprenticeship Consultant. He graduated from The Citadel in 2001 with a degree in Business Administration. Upon graduation he was commissioned as a 2nd Lieutenant in the US Air Force where he managed fighter aircraft training system programs. After his active duty time Brandon went to work for the Department of the Army as a Program Analyst where he helped to develop mobile analytical laboratory vehicles for the National Guard. After moving back to South Carolina in 2007 he was hired as a Business Specialist with the SC Department of Commerce, there he assisted with business recruiting, financing and workforce development. In 2008 he started his own company, Midlands Biofuels, in Winnsboro, SC where he and his partner built the business from the ground up. In 2012 he sold his portion of the company to his partner and started on his next endeavor, B2 Strategies, which is a contract service provider for one of the largest food distribution companies in the nation. In both companies Brandon implemented Apprenticeship programs that were highly successful and in 2013 went to work as an Apprenticeship Consultant where he works with companies all over South Carolina to develop and implement Apprenticeship programs.

About the Division of Workforce and Economic Development: The division works to not only attract new and expanding companies to the state but also provide the workforce development tools necessary to make certain they grow and prosper in South Carolina over the long term. The division is touted as providing a comprehensive solution for companies looking to grow their workforce in South Carolina.

Housed within the division are the System's nationally renowned statewide programs — readySC™ and Apprenticeship Carolina™ — as well as an unparalleled creative and strategic development team committed to providing cutting edge solutions for clients.

Chloe Starcher, Apprentice at JATC 24, Baltimore, Maryland

Ms. Chloe Starcher grew up and completed elementary through high school in Maryland. She started working when she was 14 at grocery and retail stores, and a few years later started antique refinishing. She graduated high school in 2010 and knew that she wanted to continue her education but did not know what she wanted to do and did not want to start racking up student loans for something that she was not sure about, so she just continued working in retail and refinishing. Ms. Starcher heard about the IBEW and all of the opportunities their apprenticeship program can provide in 2014, and decided to apply to the Baltimore Electrical JATC in April of that year. She took a test and was interviewed in May, and then, was out to work in June.

She is now a second year apprentice, starting her third year in September, in the five year apprenticeship program of the IBEW. Ms. Starcher's goal right now is to learn as much as she can during her apprenticeship, so she will be prepared for any opportunities that may arise once she becomes a Journeyman Wireman. There are a lot of different directions she could potentially take for her career. When she completes the apprenticeship, Ms. Starcher can continue to work in the field as a Journeyman, or pursue a supervisory position, work at the Baltimore Electrical JATC school, or at the Local 24 Union Hall, to name a few. Upon completion of the apprenticeship, apprentices are also afforded college credits which can be applied to furthering one's education. There are so many options and opportunities for those in the apprenticeship program. Ms. Starcher does not

know which path she will take, but she is constantly learning and making a good living in the process.



Rene Steiner, President, Buhler North America

René has over 30 years with Bühler and has extensive knowledge in Executive Management, Sales and Engineering. Starting his work career in an Apprenticeship Program with Bühler in Switzerland, he earned Degrees in Mechanical and Process Engineering. He was also President of Bühler, South Africa and served on the Executive Board at Bühler Group, Switzerland for 8 years. Since 2005, he has been CEO/President of Bühler Inc., North America.

Lul Tesfai, Director of Policy, Office of Career, Technical, and Adult Education, U.S. Department of Education



Robin A. Utz, Chief, College and Careers Transition Branch, Division of Academic and Technical Education, Office of Career, Technical, and Adult Education, U.S. Department of Education

Robin Utz serves as the chief for the College and Career Transitions branch in the Division of Academic and Technical Education for the Office of Career, Technical, and Adult Education at U.S. Department of Education. Prior to joining the Department of Education, Robin served as assistant director of the Career, Standards and Assessment Services Team at the Kansas State Department of Education (KSDE). Nominated by colleagues, peers, and students, Robin is a past recipient of professional awards and has served on numerous committees and held elected offices in professional associations at state and national levels. Her professional career portfolio includes positions as a family and consumer sciences teacher, Family, Career, and Community Leaders of America (FCCLA) advisor, and state-level education program consultant and director for career and technical education programs. She maintains a professional teaching license in Kansas and holds a certificate as a Global Career Development Facilitator. On a personal note, she coaches and volunteers for Special Olympics in Virginia. She is the mother to Brooke, Braden, and Grant.



Johan Uvin, Deputy Assistant Secretary, Delegated the Duties of the Assistant Secretary, Office of Career, Technical, and Adult Education, U.S. Department of Education

Johan E. Uvin joined the Office of Career, Technical, and Adult Education (OCTAE) in December 2009 as senior policy advisor to Assistant Secretary Brenda Dann-Messier. In 2011, Uvin was appointed to the position of deputy assistant secretary for policy and strategic initiatives. In that capacity, he coordinates all policy and strategy development for OCTAE. This office is responsible for the Department's adult education portfolio, including corrections and reentry education, secondary, postsecondary and adult career and technical education, and community colleges.

In 2012, Uvin assumed additional responsibilities as the acting director of the Policy Research and Evaluation Services Division of OCTAE and the co-chair of the Interagency Forum on Disconnected Youth, a multi-agency federal collaboration to improve the outcomes of disconnected youths. Since 2010, he has also been a member of the steering committee of the Domestic Policy Council's New Americans Citizenship and Integration Initiative, which developed a framework for federal efforts

on immigrant integration. Uvin further leads the Department's Pay for Success work and coordinates the Department's responsibilities related to the implementation of the Presidential Memorandum on Job-Driven Training. In May 2014, U.S. Secretary of Education Arne Duncan named Uvin acting assistant secretary for OCTAE.

Prior to his appointments at the Department, Uvin led the Rhode Island state office that oversees adult education, career and technical education, and GED testing. He also held several leadership positions in education and workforce development in both the public and private sectors.

Uvin holds a doctorate in administration, planning and social policy and a master's degree in international education from Harvard University. He also holds a Master of Arts in teaching English to speakers of other languages (TESOL) from the School of International Training in Brattleboro, Vt.

Uvin is married to Alison Simmons and has two young adult twin sons. When not in D.C. he resides in Roslindale, Mass.

Anders Vind, Consultant, TUAC/ILO, Denmark



Stephanie Veck, Director, Colorado Workforce Development Council, Colorado
(formerly Stephanie Steffens)

Stephanie Veck is the Director of the Colorado Workforce Development Council (CWDC), a dynamic public-private partnership that is a Governor appointed, business lead, coalition of industry, state agencies and their local system partners. This coalition works to create an integrated talent development system that meets the needs of students, job-seekers, workers and businesses by aligning education, training, workforce and economic development efforts with industry needs. Stephanie serves on the Governors Business Experiential Learning Commission, the Business and Schools in Collaboration (BASIC) Advisory Board, the Denver Public Schools Career Connect Board, the Colorado State Rehabilitation Council, she is an Executive Member of the Colorado STEM Champion's Board, and the Colorado Companies to Watch Legacy Board. She has become known as a national leader in cross-agency and public-private partnerships, sharing Colorado's work with national audiences through a variety of outlets.

A Colorado native, business and community service have always been a way of life for Stephanie. She grew up on a family farm in the San Luis Valley of Southern Colorado, learning the value of hard work and the strength of community as a young girl. She earned her business degree from Adams State University and experienced the practical, day-to-day realities of managing a business first by running a rapidly expanding company in three states, and then by starting, owning and managing two businesses in Colorado. Prior to leading the CWDC, she worked for the Colorado Office of Economic Development & International Trade where she led the creation of Colorado Companies to Watch, a program that recognizes and supports growth companies. Stephanie balances her busy professional life by enjoying the great Colorado outdoors with her husband Bill, and spending time with their friends and family including two grandchildren and dog Abel, as often as possible.

In her role as Director of the CWDC, Stephanie appreciates the opportunity to work with great volunteers and business leaders throughout Colorado in implementing solutions for our future. The vision of the CWDC is that

every Colorado business has access to a skilled workforce and every Coloradan has access to meaningful employment, resulting in statewide economic vitality. To accomplish this goal, all stakeholders must work together to face the always changing challenges of our labor and economic markets; convening these collaborative partnerships is the role of the CWDC.



Bahiy Watson, Founder, The 1881 Institute of Technology, New Orleans, Louisiana

Bahiy Watson has 17 years of experience in the aerospace industry.

Throughout his career, Bahiy was able to succeed within a technical industry in which peers had low expectations of him because of his ethnicity. Therefore, Bahiy was deeply discomforted when his son told him he wanted to become an engineer. He didn't believe there were outlets that could teach his son how to navigate technical industries that deemed African Americans, like himself, worthless. This led him to create a nonprofit organization, The 1881 Institute of Technology (1881) - named after the year Tuskegee was founded, to help underrepresented populations enter into STEM fields. 1881 is a 501(c)(3) organization and aspiring STEM charter high school that partners with schools

across New Orleans to offer summer camps and after school programs for African American children and for students with special needs.

As a result of his efforts, Bahiy was selected among 600 nominees as a White House Champion of Change for 1881's work with New Orleans youth. Bahiy Watson earned a Bachelor of Science in Mechanical Engineering and Physics from Tuskegee University



Dequan Wilkins, Urban Alliance Intern

Dequan Wilkins is a 2013 high school graduate from Friendship Academy of Engineering and Technology in Baltimore City. Wilkins, is an Urban Alliance Young Adult Internship Alumni of the Episcopal Community Services of Maryland (ECSM) Culinary Arts program. During his tenure at ECSM Dequan obtained his ServSafe certification and was hired by ECSM as the Sous Chef. Currently, Wilkins is applying his skills toward creating his own bakery. Dequan is passionate about culinary arts and looks forward to growing professionally in the Hospitality Management and Advanced Culinary Arts industry.



Tom Wilson, Consultant, former Trades Union Congress official, United Kingdom

Tom's career has been spent in the world of Trade Unions, employment and adult education; particularly vocational education and apprenticeships. Tom set up and was Director of Unionlearn – the education and skills arm of the TUC, the UK national trade union centre. Unionlearn receives around £12M in government funding and supports the great majority of UK unions in providing learning opportunities for around 200,000 workers per year. He recently retired from the TUC and is now a visiting fellow at UCL and consultant to the ILO, European TUC, and Trade Union Advisory Committee to the OECD. Tom is also Chair of a UK network of Apprentice Training organisations which works with over 20,000 employers and trains around 12,000 apprentices. He has substantial experience in people and financial management, education and employment policy and practice, designing and delivering training, employment and careers advice, education/employment transition, qualifications systems, apprenticeships and traineeships. Tom has written on unions, education, employment and adult vocational education. He has worked with Parliamentary Select Committees and been a member of several UK national governmental and political commissions and committees including for the Labour Party and for both Coalition and Conservative governments.



Portia Wu, Assistant Secretary, Employment and Training Administration, U.S. Department of Labor

Portia Y. Wu was sworn in as the Assistant Secretary of Labor for Employment and Training in April 2014. She now leads the Employment and Training Administration (ETA) in its mission to address our nation's workforce needs through high-quality training and employment programs. Working with States and territories, municipalities, labor management organizations, employers, educational institutions, fellow Federal agencies, and other partners, ETA strives to assist workers in gaining the skills and credentials needed to enter good jobs in promising industries that offer opportunities for advancement. ETA also addresses the needs of workers and businesses through the Unemployment Insurance program, which provides critical support to millions of Americans as they search for work, and through the Office of Foreign Labor Certification programs.

Wu has worked in the public, non-profit, and private sectors on a wide variety of labor issues and policies including job training, wage standards, work and family policy, immigration, pensions and retirement, and worker safety. Most recently, she served at the White House Domestic Policy Council as Special Assistant to the President for Labor and Workforce policy. From 2003 to 2010, Wu held several positions, including Labor Policy Director and General Counsel, advising Senator Edward M. Kennedy on the Senate Health, Education, Labor & Pensions Committee.

Wu is a graduate of Yale Law School and Yale College and holds a Master's Degree from Cornell University. She is originally from Albany, New York and she and her family live in Washington D.C.