Breakout and Workshop Sessions

Tuesday, May 16, 2023

Breakout Sessions: 10:30–11:30

INFRASTRUCTURE: *Breakout Session #1: Leveraging Infrastructure Investment to Create Equitable Workforce Development*

Jack Porter serves as a senior policy analyst for the Workforce Development and Economic Policy Program at the National Governors Association. In this role, Jack supports NGA's members by providing technical assistance on a range of workforce development policy issues, namely the implementation of long-standing and new federal programs such as the Workforce Innovation and Opportunity Act, the Infrastructure Investment and Jobs Act, the CHIPS and Science Act, and the Inflation Reduction Act. Before joining NGA, Jack was an advocacy associate at the National College Attainment Network, a nonprofit organization that supports traditionally underserved students across the United States. Jack holds a master's of education in higher education policy from the University of Texas at Arlington and a bachelor of science in American Studies from Springfield College.

Clyde R. McQueen is the President and CEO of the Full Employment Council, which is the managing entity/fiscal agent for the Kansas City & Vicinity & Eastern Jackson Workforce Development Boards. This region covers over 2,700 square miles and includes urban, suburban & rural communities in the Missouri counties of Cass, Clay, Jackson, Platte, and Ray. Clyde's extensive leadership in economic and workforce development at the state & local levels is the foundation for systems-based approach to workforce development programming. Clyde believes strongly in system-based partnerships that include community-based organizations, employers, organized labor, education institutions, and economic development entities. Clyde feels that the on-the-ground execution of the public workforce system can better inform public policy in education/training, transportation, childcare, and housing. Clyde is committed to the Kansas City region and serves in several volunteer leadership roles, which currently include Chairman of Prospect Business Association Board; Member of the Enterprise Bank & Trust Consumer Advisory Council Board; Greater Kansas City Chamber of Commerce Executive Committee; Board Member for the University Health Hospital System; and Board Member for the KU Advancement Endowment.

Clyde previously served as the Senior Division Director/Training and Employment Development Division with the Texas Department of Community Affairs. Prior to that, he worked as the Senior Business Development Consultant; Training/Economic Development Consultant; and Procurement Analyst with the Texas Industrial Commission, now known as the Texas Department of Commerce. He served as assistant instructor at Texas State University and Field Supervisor for the City of San Antonio/free lunch program.

In his previous civic roles, he has served as Chairman of the Economic Development Corporation of Kansas City; Member of the Federal Reserve Bank Community Development Advisory Committee -

District 10; President of the US Conference of Mayor's Workforce Development Council; Vice Chair of the Missouri Automotive Task Force; and past Member of the Missouri Community Service Commission.

He received both his bachelor's & master's degrees from Texas State University, in Speech and Political Science.

Dr. Balakrishna Gokaraju is an associate director of Visualization and Computation Advancing Research (ViCAR) Center, at North Carolina A&T State University. He is also an associate professor in Computational Data Science and Engineering Department. His 8 years of full-time research experience includes working in various national labs including NASA-GODDARD and Indian Space Research Organization. He leads the research with his team of post-docs, and graduate students in the topics including: AI & Computer Vision research in Autonomous Vehicles Navigation; Digital Twin solutions of Hybrid Autonomous Manufacturing for Industry 4.0; education, and workforce development in Clean Energy Sectors. He currently leads these three research thrusts with a budget of $52 million. He is the Lead—PI of STEPS4GRWOTH-NC Clean Energy Workforce Alliance, $23.7 Million, which convenes and develop sectoral strategy partnerships among Stage agencies, local economic development agencies, workforce boards, Energy Organizations, educational institutions, and network of 2000+ Clean Energy industries with diversity, equity, and inclusion focus. He is also developing apprenticeship curriculum models in several clean energy sectors with new skills such as EV technicians, Wind turbine tech., High Voltage Battery Safety technicians etc.

SECTOR: *Breakout Session #1: Using Competency Models to Spark Skill Development*

Tim Thomas is Chief Strategy Officer at Mohawk Valley Community College (MVCC) located in the heart of New York State (NYS). As the first community college in the State University of New York (SUNY) system, MVCC is steadfastly workforce forward, providing the fuel critical for cultivation of its regional economic engine and prioritizes engagement in national networks to drive its originality, agility, and nimbleness.

As a former chemistry faculty member at both the K-12 and community college level, in addition to his experience as an academic administrator over STEM programs, Tim has a deep proficiency in STEM education and labor-force development. He serves on several governance boards, including public boards in the K-12 sector and has a strong record of developing unique, creative, and complex partnerships to cultivate educational and workforce pipelines.

Matt Grattan is a seasoned economic and workforce development professional with over 30 years of experience in all aspects of the intersection of these critical disciplines. He currently serves as Plug Power's Workforce Development Manager where he leads the workforce development policy and strategy development for the world's leading provider of turn-key hydrogen energy solutions. In this capacity he works with executive leadership to cultivate and advance a talent development agenda across Plug's ever-expanding applications, products, and solutions portfolio to continue to build out the green hydrogen ecosystem.

Prior to his position at Plug Power, Matt has led policy guidance, business development and technology integration within the workforce development system throughout New York State and within NY's Capital Region. His public sector experience includes 19 years with the New York State Department of Labor in a variety of business development and policy roles in addition to 11 years in higher education administration within the State University of New York (SUNY) system at SUNY Schenectady County Community College and the University at Albany. It is his diverse experience and mixture of public and private sector workforce development strategic planning and analysis, that makes him a thought leader in the field.

Matt currently serves on several boards and leadership roles including the co-chair of the Workforce Development workgroup for the Capital Region Economic Development Council, Board Member of the Capital Region Workforce Development Board, Secretary/Treasurer of the Capital Region Chamber Foundation Board, the leadership team of the Capital Region STEM Hub Alliance and member of SUNY Schenectady's Workforce Development Advisory Board. He holds an A.A.S. degree in Business Administration from Hudson Valley Community College and a B.S. degree in Business Administration from the College of St. Rose.

Mr. Mike Russo is the President and CEO of the National Institute for Innovation and Technology ("NIIT"), a 501c3 with a mission, which is to identify risks to innovation in strategic industry sectors and ensure they are eliminated. Under his leadership, the NIIT is responsible for executing the strategy to develop the nation's talent pipeline for tech-based industries and advanced manufacturing with a major focus on the semiconductor sector and nanotechnology related industries.

Prior to the NIIT, Mr. Russo served for more than a decade in senior leadership positions in the semiconductor industry in policy development, government affairs and the development and execution of strategies to support infrastructure and workforce development.

Mr. Russo has also served as a private sector advisor to the U.S. government in the areas of manufacturing and industrial base policy, and lead the private sector advisory group for the National Network of Manufacturing Innovation Institute (now Manufacturing USA) under the President's Council of Advisors on Science and Technology (PCAST) Advanced Manufacturing Partnership (AMP). Mr. Russo has also served as a senior staffer in both the U.S. Senate and House of Representatives.

With more than 3 decades experience in manufacturing, Mr. Russo is a subject matter expert in skills-based learning and has extensive experience in workforce and organizational development, supply chain innovation and security, and infrastructure development.

Robert Weinman is the Director of Workforce Innovation at the National Institute for Innovation and Technology, where he is responsible for program development intended to grow the nation's talent pipeline for strategic industry sectors. A subject matter expert in the development and deployment of industry training programs and competency-based learning, Robert is a principal in the development of the NIIT's National Talent Hub, a portal to connect talent with careers and education programs aligned with job competency requirements.

Robert has over 20 years of experience in technical workforce development with a specific focus in developing technicians for Advanced Manufacturing and the Electronics Design and Manufacturing Sector. He has worked for community colleges, universities, and industry employers, giving him the unique experience to fully understand how each entity operates internally and where are the best opportunities to facilitate a stronger intersection between employers, talent, and academia.

An innovator in workforce development programs, strategies, and enterprise level software platforms, Robert also has experience in grant writing, project management, instructional design, instruction for both technical and leadership development, collaboration and partnerships, and competency-based skills gap assessment and analysis.

Robert has served as a certified instructor and coordinator for the Manufacturing Skills Standards Council Certified Production Technician program and is a Certified Coach with the International Coaching Federation (ICF).

Clara Neri-Mejia, PMP, has worked at Applied Materials for over 20 years. She's held various positions: engineering, operations supervisor, contracts specialist, materials project manager, and most recently, in the Global Manufacturing Training Institute as a Technical Program Manager. Clara manages employee professional development programs throughout various levels of the manufacturing operations teams.

Through community outreach and partnerships, Clara saw an unrealized opportunity to attract key talent into manufacturing. After months of benchmarking, pilot programs, and developing key industry partnerships, she was able to start three key programs, all of which are firsts for Austin manufacturing.

First, Clara manages training for employees with on-site training through Austin Community College as to provide growth opportunities to Assemblers, Manufacturing Techs and Engineering Techs. Second, she launched the Manufacturing Technician Internship program targeting 2-year degree students. Amat historically supported 4-year degree students only. Third, Clara has created the first Registered Apprenticeship Program (RAP) for Technicians in the Texas Semiconductor industry. The new program

will require apprentices to attend classes at a community college whole working full time during a 16-month program.

Clara holds a Master of Science in Engineering Management from the University of Texas in Austin, and a Bachelors in Mechanical Engineering from the University of Detroit Mercy. She currently serves on the Advisory board for the University of Texas Executive Engineering Education (2019 until present) and served as Vice President of Marketing of the Latinos in Science and Engineering (MAES), National Board of Directors (2019-2021). She's also a graduate of the Hispanic Austin Leadership (2014) program through the Austin Hispanic Chamber of Commerce.

When not working, you will find Clara volunteering in non-profits promoting STEM careers, watching sports and spending time with her family.

Dr. Héctor Rodríguez is the Dean of Science, Technology, Engineering and Math (STEM) at Hudson Valley Community College. He has over 26 years of combined industrial and academic experience. Before joining HVCC, he was the Technology Manager for Mechanical Components & Systems at GE Research in Niskayuna NY. Dr. Rodríguez' engineering leadership experience also includes Pratt & Whitney, as the GTF LPC Structures Manager, and Infotech Aerospace Services (now Pratt and Whitney Puerto Rico). Infotech Aerospace Services was originally a Pratt & Whitney joint venture and Dr. Rodríguez held positions as Mechanical Analysis Manager, Chief Engineer, and General Manager where he helped grow the site into a several hundred-person aerospace design team. On the academic side, Dr. Rodríguez has held leadership positions as the Dean of Engineering at Universidad del Turabo (now Universidad Ana G. Méndez) and the Department Head of Mechanical Engineering at Polytechnic University of Puerto Rico. Since 2017 he has been a Program Evaluator for Mechanical Engineering programs under the ABET Engineering Accreditation Commission. He received his BS in Civil Engineering from University of Puerto Rico, his PhD in Mechanical Engineering from Virginia Tech, and is a licensed professional engineer in the State of New York.

Clayton Nagel is the Deputy Director Technical Training for GLOBALFOUNDRIES. GF is one of the world's leading semiconductor manufacturers and the only one with a truly global footprint. GF is redefining innovation and semiconductor manufacturing by developing feature-rich process technology solutions that provide leadership performance in pervasive high growth markets. Clayton has been with GLOBALFOUNDRIES since 2012. He has more than 25 years of technical training and training management experience. His role at GLOBALFOUNDRIES includes working with local colleges and universities to develop programs that help build a pipeline of qualified employment candidates.

Clayton Previously worked at Hewlett-Packard as National Training Manger. He worked with external customers to implement technology solutions and train staff on new technology solutions.

Clayton has a Bachelor of Science Degree in Industrial Training and Development from the State University of New York in Oswego. Clayton lives near Saratoga Springs, NY.

YOUTH AND YOUNG WORKERS: *Breakout Session #1: Employer Partnerships: Creating Quality Pathways and Work Experiences for Youth*

After spending years as a volunteer and board member, **Joanna James** became Project REBUILD, Inc.'s Executive Director in Canton, Ohio, in 2010. The organization operates YouthBuild Greater Stark County, a YouthBuild AmeriCorps program, and is a CCMEP provider. Before her current position, she spent fifteen years in administrative and financial positions in the commercial construction industry. A graduate of the University of Akron and Ashland University, she holds a Bachelor of Science degree in Political Science and Criminal Justice and a Master of Business Administration degree.

In addition to ensuring that the organization is involved in its community, Joanna spends a lot of her free time volunteering in her community. She is a graduate of Leadership Stark County, a current Board Member for Canton for All People, and a former Board of Directors member of the Bluecoats. She has also volunteered with the Pro Football Hall of Fame Enshrinement Festival for over fifteen years and has served as the Chairperson for two events.

Naari Honor, CBEP, is the Business Engagement Manager for the Cape Fear Workforce Development Board, serving the 4-county Cape Fear region of Wilmington, NC. Her passion for her community has led to a successful career in workforce development, where she is considered an expert in her field. As the Interim Chair for the North Carolina BSR Consortium, Naari convenes her counterparts across North Carolina to engage in critical information exchange and develop best practices for linking industries with the NCWorks workforce system. She is also a member of the Our Future Cape Fear (OFCF) steering committee. Leveraging her network of businesses, she provides Labor Market Information and support to OFCF's mission to increase educational attainment in the Cape Fear Region.

Recognizing the impact of early exposure, she has made it a personal mission to immerse youth in growing industries. One way she has tackled this initiative is to assist the Cape Fear Manufacturing Partnership (CFMP) with identifying opportunities to engage with this population using innovation and technology. Naari also supports the CFMP sector partnership by connecting members with resources to develop talent pipelines and meet workforce needs.Most recently, the CFWDB was awarded a grant by the Department of Commerce through the American Rescue Plan Act, the State Fiscal Recovery Fund (SFRF). With this funding, the INVEST Partnership Program was born. Naari has been instrumental in developing and implementing this program throughout the Cape Fear region. INVEST targets historically underutilized small and micro-businesses and uses a multiple-pathway approach to connect program participants with job-ready talent.

Mary Ann (Mimi) Haley, PhD is the Executive Director of the National Youth Employment Coalition (NYEC.org), an organization dedicated to improving the lives of young people who are out of school and out of work. With her team and partners, NYEC recently launched the National Alliance of Youth and Young Adults Advocates (nayyaa.org), a policy hub created to promote policy alignment and strategies, improve national and local data systems, facilitate narrative change, and create sustainable youth leadership. Prior to joining NYEC, Haley served as Deputy Director/Interim CEO of the CT Coalition to End Homelessness (CCEH) and was the lead for the agency on ending youth homelessness. She spearheaded improving statewide systems to serve young people, which resulted in a 50% reduction in youth homelessness in two years.

She has developed and led statewide community impact teams and led projects in areas such as reentry, juvenile justice, foster care youth, flexible funding, childcare assistance, youth leadership, and housing interventions. In addition to her 20 years of non-profit management, she has taught courses in race and politics, comparative politics, development, and political theory. She's a published author (political economy) and taught at Fairfield University for many years. She has an undergraduate degree from the University of Notre Dame and a doctorate from New York University. She also currently chairs the Governor's Office of Workforce Strategies Taskforce in CT, DEIA Youth Subcommittee.

Joe Myers is the Technician Development Manager for Toyota Motor North America. Joe's primary responsibility is to develop and maintain training programs to recruit, train and fill the technician jobs at over 1400 Toyota and Lexus dealers. This includes managing the T-TEN, TECS, and TECS Elite education and training partnerships with both secondary and post-secondary institutions across the United States.

Joe was a founding member of the T-TEN Instructor Community and worked with fellow members of the T-TEN Instructor Community to develop the skills-based training and program model used by T-TEN schools currently.

Joe has worked in the automotive and training industry for over 35 years starting as an automotive technican and mentor for new technicnas for twenty years then transitioned into education and training. Joe worked as the automotive department director at Jefferson Community and Technical College in Louisville, KY for ten years before joining Toyota in 2013.

DATA: *Breakout Session #1: Innovative Data Use to Unleash Your Organization's Full Potential*
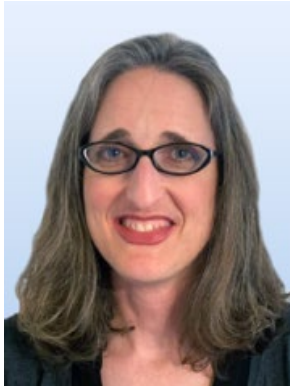
Dr. Cynthia Forland is a nationally recognized workforce development and labor market information leader, who has extensive experience with workforce and labor market information, policy, reporting, analysis, and evaluation. Dr. Forland has operated her own consulting firm for over four years, working with clients including the National Association of State Workforce Agencies, Council for Community and Economic Research, U.S. Department of Labor, and individual states and local workforce development areas. Her public sector career began with nonpartisan positions supporting both the New Jersey and Washington State Legislatures. Dr. Forland transitioned to the Washington State Employment Security Department which oversees the state's unemployment insurance system and statewide training and re-employment services. Dr. Forland initially led up the agency's central research and policy team. She subsequently took on responsibility for labor market information, research and evaluation, and agency-wide performance measures. In her final year with the department, Dr. Forland also took on the role of Chief Information Officer, in addition to her existing duties. Dr. Forland has a Ph.D. in political philosophy from the New School for Social Research in New York City.

Meredith Fergus is the Director of Research for the Minnesota Office of Higher Education. She began her career in enrollment management analytics before moving to institutional research, longitudinal data, and financial aid policy. Her other responsibilities include policy development, cost projections for financial aid and student programs, and research related to college access, finance, education outcomes, and student affordability. From 2013-2022, she served as the Director of Minnesota's Statewide Longitudinal Education Data System (SLEDS).

Dr. Jessica Cunningham is the Vice President of State Programs where she helps lead the continued expansion of state engagement and collaborative research within the Administrative Data Research Facility. Dr. Cunningham served as the Executive Director and Labor Market Information Director at the Kentucky Center for Statistics (KYSTATS) from 2019 through 2022, formerly the Research and Analytics Director for three years prior. Dr. Cunningham led the development, maintenance, and reporting for one of the nation's leading longitudinal data systems (Kentucky Longitudinal Data System) and the Kentucky Labor Market Information. During her tenure, she led the Kentucky research through three biannual strategic agendas to inform policymakers, practitioners, and the public on topics related to program outcomes across education, public assistance, criminal justice, and workforce. She served as an executive committee member for the Southern Regional Collaborative, and she led the multistate collaborative effort for

cross-state postsecondary education and workforce outcomes out of the MidWest Collaborative. She has a Doctorate in Educational Policy Studies and Evaluation from University of Kentucky specializing in Measurement and Statistics, as well as M.S. and B.S. degrees in Mathematics from the University of Kentucky and Georgetown College respectively. She brings with her experience in writing, managing, and evaluating state, federal, and philanthropic grants as well as teaching and research experience from her time as faculty in North Carolina and Kentucky.

Susan Kamas has been the Executive Director of Workforce Solutions Central Texas and its previous organization the Central Texas Private Industry Council for the last 35 years. Prior to coming to Central Texas, she served as Deputy Director for Manpower at the Texas Department of Community Affairs. Susan is responsible for all public employment services and workforce programs in Central Texas. Combined programs represented a budget of over $33 million in 2021. Workforce funding provides assistance for businesses and job seekers in the seven Texas counties of Bell, Coryell, Hamilton, Lampasas, Milam, Mills, and San Saba. The program funding and competitive grant resources also provide workforce assistance for veterans and military families on and around Central Texas' U.S. Army Base, Fort Hood now Fort Cavazos.

Workforce Solutions of Central Texas is known for connecting people with jobs. Under Susan's leadership the organization has consistently ranked among the best in the state. Workforce Solutions of Central Texas has been named one of the top 100 Best Companies to Work for in Texas by Texas Monthly Magazine and Texas Association of Business in 2022. Prior to that WFSCT had received that recognition for 13 consecutive years. In 2008, it also received the Texas Quality Award for Performance Excellent (State-level Malcolm Baldrige Award). Attached is a partial list of accomplishments and awards.

Susan graduated from Temple High School, Temple College, Southwest Texas State University and attended graduate school at Angelo State University. She is very active at the national, state and local level in the following: Association of the United States Army Central Texas, Board of Governors and immediate past Chapter Secretary for five years; Fort Hood Good Neighbor; United States Conference of Mayors, Workforce Development Council; Coalition of State Workforce Associations (founding member); National Association of Workforce Boards; United States Department of Labor Enterprise Council, Co-Chair; United State Department of Labor, Region VI Professional of the Year, 1990; Texas Association of Workforce Boards; Texas Executive Directors Council, Past Chair (2); Texas Workforce Investment Council, Systems Integration Technical Assistance Committee; Texas A&M Central Texas President's Council; Texas A&M Chancellor's Century Club; Texas A&M RELLIS External Advisory Council; Grand Central Texas Economic Region; Killeen Business Resource Center, founding member; Rotary Club of Belton, President and currently President-elect; Greater Killeen Chamber of Commerce Interagency Economic Region Council, Chair; Belton Chamber of Commerce, Past Chair, and; Belton Chamber of Commerce, Beltonian Award 2011.

Breakout Sessions: 11:30–12:30

INFRASTRUCTURE: *Breakout #2: Options and Best Practices for Providing Access to Affordable, Accessible, Reliable, and High-Quality Childcare*

Carol Burnett is Executive Director of Moore Community House, a nonprofit community center in the diverse, low-wealth neighborhood of east Biloxi supporting economic security for low-income women through affordable child care and job training in nontraditional occupations for low-income single mothers. Carol is also the founder and Executive Director of the Mississippi Low-Income Child Care Initiative, a statewide public policy organization working to strengthen the state's child care assistance program and make public safety net programs work better for low-income single moms. Carol served as MS' federal CCDF Child Care Administrator in Gov. Ronnie Musgrove's Administration. She was a labor organizer with the Carolina Brown Lung Association and then with the MS Pulpwood Cutters Association. Carol is a United Methodist minister, one of the first MS women to be ordained, and recipient of many awards including the Ms. Foundation Gloria Award and the MS State NAACP Vernon Dahmer award. Carol was an NGO delegate to the United Nations Commission on the Status of Women, and a participant in the Obama Administration's White House Summit on Working Families. Carol is a graduate of the Univ. of Southern Mississippi and Union Theological Seminary in New York, NY.

Aaron Unpingco is the Veterans Policy Analyst, for the Bureau of Labor and Industries (BOLI), Apprenticeship and Training Division (ATD). He served 4 years in the United States Army as a Motor Transport Operator completing two successful deployments to Iraq. The veteran program he manages at the BOLI, ATD works to meet and anticipate the needs of veterans in apprenticeship for the State of Oregon. He holds a degree in Public Administration.

Nicole Schwartz is the Executive Director of TradesFutures and leads with ample experience in education and workforce development. Most recently, Schwartz served as North America's Building Trades Union's (NABTU) Apprenticeship Readiness Program Coordinator, overseeing nearly 200 ARP programs across the U.S. in conjunction with state and local Building and Construction Trades Councils and their partner community-based organizations.

Prior to her time at TradesFutures, Nicole spent nearly a decade educating youth as a High School and Middle School Social Studies and Spanish Teacher in Milwaukee Public Schools in Milwaukee, Wisconsin. Outside of the

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classroom, Nicole worked on several initiatives, including Restorative Practices, Positive Behavior Interventions and Supports, and Potter's Forest – Ropes and Challenge Course. After moving to DC in 2015, Nicole worked as a Pastry Cook and Urban Farmer before deciding to focus her efforts on workforce development and broadening pathways to family-sustaining careers for all.

Nicole graduated with a BA from Marquette University in Milwaukee, WI in International Affairs and Spanish for the Professions in 2004. In 2007, Nicole received her Master's in Education from the University of Wisconsin – La Crosse.


Elyse Shaw serves as a Policy Analyst for the U.S. Department of Labor Women's Bureau. As a policy analyst she works to advance the status of working women and their families by focusing on the development of improved wage and working conditions in key sectors dominated by women and women of color, disrupting occupational segregation and leading more women to pathways to good jobs, expanding access to paid leave and child and elder care, eliminating sexual orientation and gender identity-related discrimination, and addressing pay inequity and promoting pay equity through policy and practice changes.

Prior to joining the Women's Bureau, Elyse spent almost a decade at the Institute for Women's Policy Research, where she served as Director of the Status of Women in the States project, which provides data and research about women's lives on a wide range of topics – including economic security, education, reproductive rights, political participation, and heath – that change agents at the local, state, and national level use to improve the status of women.

Elyse has presented research at conferences and events across the U.S. and on numerous webinars, panels, and to visiting international thought leaders, providing commentary on a broad range of research topics. She has also been quoted in several local and national outlets including The Washington Post, Bustle, and Public Radio International and has co-authored several publications, including "Stronger Together: Union Membership Boosts Women's Earnings and Economic Security;" "Undervalued and Underpaid in America: Women in Low-Wage, Female-Dominated Jobs;" " Narrow the Gender Pay Gap, Reduce Poverty for Families: The Economic Impact of Equal Pay by State;" and "Tackling the Gender and Racial Patenting Gap to Drive Innovation: Lessons from Women's Experiences."

Elyse received a Masters of International Relations from American University's School of International Service and a Bachelor of Arts in Political Science from Bryn Mawr College.

SECTOR: *Breakout Session #2: Creating Industry Champions*
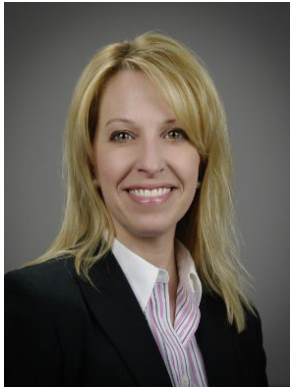
As a strong public workforce advocate, **Jennifer Harris** is the Chair of the Board of Directors for the National Association of Workforce Boards. NAWB effectively advocates and continuously advances American's workforce system by ensuring workforce boards have the expertise and capacity to meet the needs of businesses, job seekers and communities. As a co-chair of NAWB's National DEI Task Force, she works towards building capacity, education and engagement, purposeful data collection and policy and advocacy for workforce boards around the county. She is a current member and past Chair of the Lake County Workforce Development Board in Lake County, IL. Jennifer is also an accomplished business executive and entrepreneur. She has led an incredibly versatile career in business operations, talent acquisition, finance, strategy, and business development across various startups and global corporate environments. For the past 10 years, she has served as the President of CR Search Inc, an Executive Search and Consulting firm she founded in 2013. CR Search Inc's client portfolio includes global manufacturers, healthcare, technology, professional and financial service firms. CR Search's philanthropic efforts support Mother's Trust Foundation, Carmel High School, and Meals on Wheels of Northern Illinois.

In addition to her work with NAWB, Jennifer's past nonprofit leadership roles including Chair of the Board for the Zacharias Sexual Abuse Center, Advisory Board member for Northside Community Bank, and past member of the Board of Governors for Lake County Partners. Jennifer received a BA in Political Science from Northern Illinois University and resides in Gurnee, IL with her husband and 2 sons.

John Tansill retired from the Marine Corps Reserve after 28 years of active and reserve service at the rank of Lieutenant Colonel. He served in the Infantry, ANGLICO, Operations Staff, and as a Public Affairs Officer. Tansill received his BA from Seton Hall University where he played basketball as a walk-on in the Big East Conference. He has 13 years' experience on Wall Street working on the floors of the AMEXN, NYSE, Cantor Fitzgerald, and Morgan Stanley and ran his own business for more than a decade. Tansill has managed more than 300 Marines in a combat zone as a Captain and was a Chief of Staff / Strategic Consultant for CACI International supporting the US Coast Guard Anti-Terrorism and Port Security efforts for the Department of Homeland Security. Tansill just entered his 9th year in the recruit, train, and deploy model for entry level software developers and cyber professionals. He was excited to join SkillStorm in March 2021 as their Director of Veteran Programs, as they make recruiting Veterans one of their main priorities and have been recognized by DOL with the 2022 Platinum Hire Vets Medallion Award for our Veteran Hiring.

Bridget Gainer is Global Head Public Affairs & Policy for Aon which focuses on developing innovative solutions to help governments and other public institutions reduce volatility and increase the resiliency of their mission. Bridget leads Aon's engagement with governments around the world for both commercial and strategic opportunities. Leveraging risk transfer and expertise to create greater opportunities for public sector Infrastructure development, healthcare & retirement delivery, government insurance programs and international market access.

Bridget brings over 25 years of experience in non-profit, government and corporate sectors, including community development, public private partnerships and infrastructure development. Bridget joined Aon in 2001, where she began working at Aon beginning in finance with a focus on mergers and acquisitions and treasury. She later transitioned to manage the firm's business development and engagement with the public sector.

Bridget holds an M.B.A. from the University of Chicago.

Lydia Logan leads IBM's community and university skilling initiatives that create more inclusive and effective schools and workforces. Her programs help fulfill IBM's pledge to skill 30 million people worldwide by 2030, particularly those from historically under-resourced, under-served, and underrepresented communities

For this role, she applies her decades of leadership and programmatic expertise in the realms of philanthropy, education, public policy, and economic development. These experiences inform Ms. Logan's strategic development and execution of acclaimed global programs such as IBM SkillsBuild.

 Ms. Logan also develops and manages strategic global partnerships with IBM's clients, non-profit organizations, government, and content and curriculum developers that relate to education and career readiness. IBM's investments in education and skills are part of the company's efforts to mobilize technology and employee talent to address some of society's biggest challenges worldwide, including environmental sustainability.

Prior to IBM, Ms. Logan led the Verizon Innovative Learning Schools initiative that provides technology and training to under-resourced public schools. She served as senior policy director at the Eli and Edythe Broad Foundation, where she drove education policy and philanthropic investments to improve the management, quality, and transparency of public schools. Ms. Logan also served as the VP of programs for the Kimsey Foundation, to improve educational outcomes at under-resourced public schools, and helped low-income families bridge the digital divide.

Ms. Logan holds a B.A. from the University of Pennsylvania.

Social accounts:

LinkedIn: https://www.linkedin.com/in/lydiamlogan/

Twitter: https://twitter.com/lydlogan

YOUTH AND YOUNG WORKERS: *Breakout #2: What is Youth Apprenticeship?*

Barbara Chang has over 30 years of nonprofit management experience in the NY-metropolitan area. She is currently Executive Director of CareerWise New York, an initiative that is introducing modern youth apprenticeship to New York City schools and companies. She was previously Executive Vice President of HERE to HERE, an organization whose vision is to unite employers, NYC schools and local universities to align and produce talent that is responsive to employer skill demands. Before HERE to HERE, Barbara was Executive Director of the Mayor's Office of Workforce Development. There she was charged with coordinating city agency workforce programs and education partners to optimize a career pathways approach for jobseekers and employers. Prior to joining the City, Barbara was Founder and CEO of Code to Work, an employer-focused nonprofit venture whose mission is to seed greater diversity in the IT sector by introducing qualified diverse job candidates to employers through a skills-based hiring approach. Her other roles include Executive Vice President of Per Scholas, the largest IT workforce development organization in New York City, overseeing fundraising and the training program, CEO of NPower National and Founding Executive Director of NPower New York.

Jonathan Payne is a Director at Jobs for the Future.

His work focuses on youth apprenticeship and educator apprenticeship. His youth apprenticeship duties include collaborating with community partners to connect education to industry and create talent development solutions that help young people develop skills that are in demand in the labor market. His work in educator apprenticeship is helping to address K-12 teacher and paraprofessional shortage and diversity issues through Registered Apprenticeship.

Jonathan has designed and conducted two return on investment studies of Registered Apprenticeships sponsors. He is also one of the authors and a subject matter expert for JFF's Possible Futures project, a middle-grades STEM career awareness and exploration program designed to help young people explore their postsecondary options.

Before joining JFF, Jonathan served as a public educator. Most recently, he was a technology integrator at a high school in Maine. In that role, he helped integrate technology into daily classroom instruction and student assessments. He also supported the district's deployment of Chromebooks to students, facilitated the creation of the district's K-6 technology scope and sequence, and coordinated technology professional development programs for district staff. Jonathan also served as a science teacher and helped create a STEM diploma endorsement while working in that role.

Additionally, he has been an enthusiastic educational activist, participating in local, state, and national educational policy discussions as a union president and elected union leader at the state and national levels. Before entering education, he was an apprentice preservation and restoration carpenter and a field biologist.

Jonathan has a PhD in public policy with a concentration in educational leadership and a master's degree in teaching and learning from the University of Southern Maine. He also holds a bachelor's degree in marine and freshwater biology from the University of New Hampshire.

Jeffrey Smith has served in various positions related to workforce development, government relations, and development/public affairs throughout his career in both the public and private sectors. For workforce development, Jeff has conducted successful advocacy efforts through direct interaction with Members of the Maryland General Assembly, legislators from Congress, and with local government officials across Maryland. He also has administered a number of workforce development initiatives, including those related to apprenticeship, business services, workforce board operations, grants development, and job-seeker assistance.

Jeff presently serves as the senior Program Manager for Apprenticeship and Training with the Maryland Department of Labor, where among other duties he oversees the state's Apprenticeship Maryland Program youth apprenticeship initiative, which has grown to include all of Maryland's twenty-four local public school systems. Earlier in his career, Jeff served as the Acting Chief of Staff and Director of Government and Community Relations for the Maryland Transportation Authority, the state's toll facilities agency. He also served the City of Baltimore as the Executive Liaison for Public Policy for the Mayor's Office of Employment Development. Later this month, Jeff will be joining USDOL/ETA's Office of Apprenticeship, working with their Division of Industry Engagement and Strategic Partnerships.

Jeff has also served in various community service roles including as the Treasurer for the Baltimore County Board of Library Trustees, the Chairman of the Prince George's County Park and Recreation Advisory Board, the Chairman of the City of College Park Recreation Board, and as the Chairman of the Legislative Committee of the Maryland Parks and Recreation Association. He is the recipient of the 2018 Maryland Library Association Outstanding Volunteer Award, the 2008 Maryland Recreation and Parks Association Member of the Year, a Governor's Citation for Maryland Governor William Donald Schaefer in 1990, and was inducted into the Omicron Delta Kappa National Leadership Honor Society in 2007. Jeff is a 1995 Honors graduate of the University of Maryland, College Park where he studies History and Government and Politics.

As the Deputy Assistant Superintendent, **Kilin Boardman-Schroyer** directly oversees OSSE's offices of Career and Technical Education (CTE); Industry Engagement; Adult and Family Education; and the DC ReEngagement Center. In this role, Kilin works with his team to lead OSSE's efforts to ensure that the District's traditional and non-traditional students have access to quality educational opportunities that will effectively connect them to career pathways regardless of their age or where they start on the educational continuum.

Prior to joining OSSE, Kilin served as Legislative Director to the Chairman of the DC Council's Committee on Housing and Workforce Development, where he worked with advocates, subject matter experts, and stakeholders to provide oversight and craft

legislation aimed at improving the District's workforce development system, CTE programs, and safety-net programs.

In addition to his District Government experience, Kilin has held leadership positions within DC's nonprofit sector where he spearheaded efforts to build the capacity of local community-based organizations to help them better meet the needs of District residents.

DATA: *Breakout #2: Using Data to Measure Complex Topics and Take Action to Drive Change*

Tiffany Smith is an Enterprise Program Advisor in the Office of Workforce Investment at USDOL-ETA where she focuses on projects at the intersection of data and technology. With over 25 years' experience in workforce development and postsecondary education, Tiffany most recently was a program officer at the Bill and Melinda Gates Foundation managing a portfolio of investments geared towards improving the national data infrastructure of linked education and workforce data and supporting states in their improvement and use of longitudinal data systems. She also worked at Jobs for the Future (JFF) where she developed solutions to improve the employment success of JFF target populations by providing labor market information for demand-driven programs. She has held other roles in federal and state government, including a previous stint at USDOL-ETA as a Senior Policy Advisor leading the implementation of WIOA-related technology solutions and at the New Jersey labor agency, where she led the implementation of the state's workforce longitudinal data system while also overseeing analysis of labor market data, workforce program performance, and evaluations of program outcomes in support of the state's talent development efforts. Tiffany has an undergraduate degree from Stanford University and a Master of Public Policy from the University of California, Berkeley.

Ian Page is a Supervisory Data Scientist in ETA's Office of Policy Development and Research. He leads the Data Analytics team for the Division of Data Analytics and Strategic Planning. His team works on a diverse range of projects that leverage data analytics and machine learning to derive insights from ETA data; support agency operations; and inform policy decisions, discussions, and priorities.

Prior to joining ETA, he was a founding faculty leader at the University of Maryland's First-Year Innovation & Research Experience program. For four years, he ran a research lab that used methods from data science and applied economics to study questions pertaining to sustainability, natural resources, and the environment. He then served as the program's Associate Director and oversaw the development and implementation of the program's professional development and career readiness resources. He holds a BA in Economics from Rutgers University and PhD in Agricultural & Resource Economics from the University of Maryland.

Emlyn Bottomley is a Policy Analyst in the Department of Labor's Good Jobs Initiative, where his work involves leveraging data to advance the Department's industrial strategy and promote job quality. Before joining the Good Jobs Initiative, he was a Workforce Analyst in the Employment and Training Administration's Office of Policy Development and Research with a portfolio that included data analytics, data governance, and strategic planning. He holds a Masters of Public Policy from the Goldman School of Public Policy at the University of California. When he's not thinking about data, he enjoys biking, live music, and exploring DC's food scene.

Workshops: 3:00–5:00

INFRASTRUCTURE: *Workshop*: *Strategic Approach to Partnerships and Funding*

Leah Rambo serves as the Deputy Director of the Women's Bureau. Leah brings 35 years of experience in the labor movement to the Women's Bureau with a focus on bringing equity and inclusion to the construction workforce. Prior to joining the Women's Bureau, Leah began her career as an apprentice in the Sheet Metal Workers Union Local 28 in New York City. She was appointed as the first female instructor in 1998, the first female Director of Training in 2011 and the first woman to serve on the Union's Executive Board. Her high energy and dedication have helped attract and retain an increasing number of women into the Unionized skilled trades. During her tenure as the Director of Training, SMART Local 28 increased their percentage of women in apprenticeship from 3% in 2011 to 14% in 2021. Leah is a diversity professional and holds an undergraduate degree in labor education.

Maya Kelley is the Unit Chief for the Division of Strategic Investments/H-1B Competitive Grants Unit, housed in the Employment and Training Administration's (ETA) Office of Workforce Investment at the U.S. Department of Labor (DOL). She manages and provides leadership, oversight, policy guidance, and technical assistance for several H-1B Skills Training competitive grant programs including the Nursing Expansion; One Workforce; Rural Healthcare; and Apprenticeships: Closing the Skills Gap grants. Prior to joining this division, Maya worked in ETA's Office of Regional Management providing strategic communications and coordination to support regional grants management operations and technical assistance to the public workforce system. She also has previous human resource management experience working with the DOL Office of the Assistant Secretary for Administration and Management, as well as with private sector consulting firms. Maya holds a Bachelor of Arts in English Language and Literature from the University of Virginia.

Rachael Stephens Parker serves as the director of the Workforce Development & Economic Policy program in the National Governors Association Center for Best Practices. Rachael oversees research, policy guidance, and technical assistance provision to Governors and state leaders focused on expanding access to economic opportunity by fostering entrepreneurship, business and job growth, and advancement of training and employment opportunities that lead to family-sustaining careers. Before joining NGA, Rachael was an economic policy fellow at Third Way, a center-left think tank where her research and policy work with Congress focused on workforce development, infrastructure, automation and the future of work. Prior to that, she managed career-mentoring and job-connection programs for low-income, non-college educated adults at StreetWise Partners, a nonprofit organization operating in the New York City and D.C. metro areas.

Rachael holds a master's degree in public policy from the John F. Kennedy School of Government at Harvard University, and a bachelor of arts in economics from Bryn Mawr College, where she graduated magna cum laude as the sole recipient of the Jeanne Quistgaard Memorial Prize for Excellence in Economics. Rachael originally hails from Maryland.

Martha Ross is a Senior Fellow at Brookings Metro. Ross researches and writes about workers and the labor market, with a focus on creating a healthy economy that offers opportunity for all. Ross's recent work highlights low-wage workers, out-of-work young people and adults, the education and employment experiences of 18- to 24-year-olds, and employment pathways among young adults. Since the COVID-19 pandemic began, Ross has written and spoken about the virus' disproportionate impacts on low-wage workers and young adults, its effects on housing instability, and strategies to promote an equitable recovery. Prior to joining Brookings, Ross was a presidential management fellow in the Office of the Assistant Secretary for Planning and Evaluation in the U.S. Department of Health & Human Services, where she focused on welfare policy. Ross has a master's degree from the University of Chicago's School of Social Service Administration.

Paige Shevlin is the Strategic Advisor for Infrastructure Workforce Development at the U.S. Department of Transportation. In that role, she is responsible for implementing the Bipartisan Infrastructure Law in a way that promotes high-quality jobs and greater diversity in the infrastructure workforce. Paige has extensive experience in federal and local government with a focus on job training, higher education, and social insurance programs. Paige was the Economic Development Policy Advisor to the King County Executive, in Washington State. Paige was responsible for working with regional organizations to create economic and workforce development strategies for the county. A principal focus of her work was reallocating workforce funding to reduce racial disparities in workforce services and outcomes. Prior to her time in local government, Paige served in the Obama Administration as Special

Assistant to the President for Economic Policy at the White House National Economic Council. She was responsible for leading the development of labor market policies including the Vice-President's Job-Driven Training initiative and policy decisions relating to regulations of the Workforce Innovation and Opportunity Act. Paige also held appointed positions at the Council of Economic Advisers and the Department of Labor. Prior to joining the Obama Administration, she was the Assistant Policy Director at the Hamilton Project at the Brookings Institution and an Assistant Analyst at the Congressional Budget Office. Paige received a BA in Economics from Wellesley College and an MA in Public Affairs from Princeton University.

Tracey Carey leads Midwest Urban Strategies (MUS), a consortium of 14 of the largest urban workforce boards in the Midwest. With more than $30 million in federal and philanthropic investment and a growing portfolio of business and service partners, MUS delivers high value resource to its members. The consortium's mission is to grow business investment and expand and diversify talent in the Midwest. Prior to her tenure with MUS, Ms. Carey enjoyed nearly two decades of service developing and supporting workforce development programs and strategies. As the Director of Strategic Initiatives for the Boys & Girls Clubs of Greater Milwaukee, Tracey facilitated the summer youth employment program that provided first jobs for more than 500 young people annually. She also developed and facilitated training programs for opportunity youth that reengaged them in school and/or work. In 2014 she joined Employ Milwaukee, the workforce development board for Milwaukee County (WI) as the Director of Fund Development & Strategic Initiatives. While serving in that capacity, Ms. Carey raised an additional $13 million dollars and supported the startup of MUS. Then, in 2018, she left Milwaukee to join the staff at Partner4Work, the workforce development board for the City of Pittsburgh and Allegheny County, PA. As the Chief Strategy Officer at P4W, Tracey led a team of innovators working to improve workforce development practice, including the restart of the area's workforce funding collaborative. Through her leadership, P4W brought more than $10 million dollars to the region in her first year. Tracey holds a Bachelor of Arts Degree in English from the University of Wisconsin – Milwaukee, Certificate in Women's Studies from the University of Wisconsin – Milwaukee, Summa cum laude, Certificate in Non-Profit Management from the Center for Non-Profit Management, and Business and Economic Development Finance Professional Certification from the National Development Council.

ATA: *Workshop*: *Problem Solving Together: National, State and Locals*

Dr. Sallie Ann Keller is chief scientist and associate director of the U.S. Census Bureau's Research and Methodology Directorate. She also holds an endowed distinguished professorship in biocomplexity and faculty appointments in the School of Medicine, Department of Public Health Services; School of Engineering and Applied Science, Department of Engineering Systems and Environment; and School of Data Science at the University of Virginia (UVA).

As chief scientist, Keller will lead the Research and Methodology Directorate's research centers, each devoted to domains of investigation important to the future of social and economic statistics. The directorate collaborates with teams across the U.S. Census Bureau and with researchers around the country and the world to develop innovative scientific solutions and advances to ensure the Census Bureau remains a leader in economic and social measurement.

Keller is a nationally recognized research scientist whose areas of expertise are social and decision informatics, statistical underpinnings of data science, and data access and confidentiality. She is a leading voice in creating the science of all data and advancing this research across disciplines to benefit society.

Her prior positions include director of the Social and Decision Analytics Division within UVA's Biocomplexity Institute and Initiative; professor of statistics and director of the Social and Decision Analytics Laboratory within the Biocomplexity Institute of Virginia Tech; academic vice president and provost at University of Waterloo; director of the Institute for Defense Analyses Science and Technology Policy Institute; the William and Stephanie Sick Dean of Engineering at Rice University; head of the Statistical Sciences group at Los Alamos National Laboratory; professor of statistics at Kansas State University; and Statistics Program director at the National Science Foundation.

Keller is an elected member of the U.S. National Academy of Engineering. She has served as a member of the National Academy of Sciences Board on Mathematical Sciences and Their Applications and the Committee on National Statistics, and as chair of the Committee on Applied and Theoretical Statistics. She is a fellow of the American Association for the Advancement of Science, an elected member of the International Statistics Institute, and a fellow and past president of the American Statistical Association. Keller earned her B.S. and M.S. in mathematics from the University of South Florida and her Ph.D. in statistics from Iowa State University.

Jamar Cagle is a Supervisory Program Analyst in the U.S. Department of Labor's Office of Apprenticeship, Division of National System Building. His responsibilities include overseeing the Registered Apprenticeship Partners Information Data System (RAPIDS), Apprenticeship.gov, and the Enterprise Data Platform (EDP) tool. He has over 12 years of professional experience in the private sector in workforce development and operations management. Jamar is a graduate of Hampton University.

Robert Hoekstra is a senior program analyst who has spent just over a decade working for the Department of Labor (DOL) Employment and Training Administration (ETA). While primarily focused on the Trade Adjustment Assistance (TAA) Program, he has worked extensively to build formal and informal collaboration opportunities to improve ETA's data reporting and program administration. These efforts improve data quality and enable data-driven decision-making both within ETA and for state and local partners. He leads projects to enhance data analytics capabilities, increase publicly available data, and make ETA's resources more accessible. Robert has previously worked in both the private and nonprofit sectors in information technology and project management. As a perpetual student in his spare time, Robert holds numerous graduate and professional degrees ranging from computer science to law and is currently completing his PhD in sociology with dissertation research on the sociostructural effects of disasters.

Kellen Grode is an Economist at the US Department of Labor's Employment and Training Administration (ETA) in the Office of Policy Development and Research. He began working at ETA in 2015, where he started in the Office of Workforce Investment working in the program office for programs serving adults under the Workforce Innovation and Opportunity Act (WIOA). In his current role, he serves as a national subject matter expert on WIOA performance, data collection, and reporting. Kellen's duties include oversight of data collection and reporting for ETA's workforce programs in the Workforce Integrated Performance System (WIPS), statistical modelling that informs performance targets and state performance assessments, oversight of Eligible Training Provider performance reporting, and data analysis to inform performance policy throughout ETA. Kellen joined ETA as a Presidential Management Fellow in 2015. He has an M.P.P. and Certificate of Public Policy Analysis from American University and BAs in Economics and Political Science from the University of Denver.

Salim Nuton brings over two decades of experience from both private and public sectors. Some of his private sector roles include serving as senior derivatives officer at Federal Home Loan Bank of San Francisco and financial management positions at Kaiser Permanente, and Howard Hughes Medical Institute. He also worked as a management consultant with clients such as the Department of Commerce, General Services Administration, and the Department of Labor. He started his career as a public servant at the Department of Education and led Operations Research initiatives at the Federal Student Aid office and helped develop long-term models that aided in financial planning and high value procurements. Mr. Nuton studied electrical engineering and computer science in college and earned a master's degree in finance and healthcare management from Johns Hopkins University and currently serves as the Director of Data Analytics at ETA's Office of Financial Administration.

Anita Harvey is a division director within the Budget Office of the Employment and Training Administration's Office of Financial Administration. She provides leadership, direction and subject matter expertise regarding determination of annual funding levels for grantees through financial models governed by statutory and administrative formulas; development, production, and dissemination of financial reports related to ETA programs, including grantee fund utilization reports; maintenance of financial data available on internal and external websites; provision of technical assistance regarding funding formulas and financial requirements of authorizing legislation; and responses to requests related to all ETA program funding. She also leads the team responsible for managing the appropriated, transferred, and reimbursable funds associated with federal administration of most of ETA's programs.

Anita has worked for ETA since 2007, initially in performance management, and in various roles in finance since 2009. Before that she worked for the Department of Defense, including serving on active duty in the US Army and deploying to Iraq during Operation Iraqi Freedom. Anita has a M.S. in Strategic Intelligence from the National Intelligence University and a B.S. in Russian and Spanish languages from the United States Military Academy at West Point.

Jan Garth is the Supervisor of the Strategic Planning and Data Governance Branch of the Division of Data Analytics and Strategic Planning (DASP), within the Employment and Training Administration's (ETA) Office of Policy Development and Research. As ETA's Deputy Chief Data Steward, he is responsible for maintaining the inventory of ETA's data and implementing the Department of Labor's Enterprise Data Strategy at the Agency level. Jan came to ETA and DASP as an analyst, when DASP was less than a year old. Since then, he has spearheaded many initiatives that have matured ETA's data governance operations. Prior to ETA, Jan spent more than a decade at the Bureau of Labor Statistics (BLS) Chicago Regional Office, where he worked closely with State Workforce Agencies on employment programs. Before coming to BLS, he spent

almost a decade in the US Army, deploying overseas with the 101st Airborne Division. Jan holds a BA in Economics with a minor in International Relations from the University of Illinois, Chicago.

Cesar Acevedo is an economist in the Employment and Training Administration's (ETA) Office of Policy Development and Research. In his current role, he serves as a national subject matter expert on WIOA performance, data collection, and reporting. Cesar's duties include oversight of data collection and reporting for ETA's workforce programs in the Workforce Integrated Performance System (WIPS), statistical modelling that informs performance targets and state performance assessments, oversight of Eligible Training Provider performance reporting, and data analysis to inform performance policy throughout ETA. He has a B.A. in Economics and a M.S. in Applied Economics from the University of Maryland and has been with ETA for 8 years.

Pam Frugoli is a senior workforce analyst at the US Department of Labor, Employment and Training Administration (ETA). She is the federal team lead for the Occupational Licensing project and team lead for the Competency Model Clearinghouse and Occupational Information Network (O*NET) system. These efforts focus on collecting and disseminating information online about occupational and industry skills and competency profiles. The information is used by job seekers, business, educational institutions and the workforce system. The occupational licensing project supports states in efforts to facilitate access to and portability of that important class of credentials.

Prior to coming to ETA in 2000, Pam served for three years as a team lead on the Occupational Employment Statistics (OES) program at the Bureau of Labor Statistics. From 1985 to 1997 she worked as an Occupational Information System Specialist at the National Occupational Information Coordinating Committee. She holds a B.A. in Psychology from Brandeis University, and a Master's in Education from Boston University, with additional coursework in economics and statistics.

Ian Page is a Supervisory Data Scientist in ETA's Office of Policy Development and Research. He leads the Data Analytics team for the Division of Data Analytics and Strategic Planning. His team works on a diverse range of projects that leverage data analytics and machine learning to derive insights from ETA data; support agency operations; and inform policy decisions, discussions, and priorities.

Prior to joining ETA, he was a founding faculty leader at the University of Maryland's First-Year Innovation & Research Experience program. For four years, he ran a research lab that used methods from data science and applied economics to study questions pertaining to sustainability, natural resources, and the environment. He then served as the program's Associate Director and oversaw the development and implementation of the program's professional development and career readiness resources. He

holds a BA in Economics from Rutgers University and PhD in Agricultural & Resource Economics from the University of Maryland.

Kevin Cooksey is an accomplished Supervisory Economist and Branch Chief with a proven track record of success in the field of labor market analysis. Kevin currently leads the development and direction of the U.S. Bureau of Labor Statistics' Business Employment Dynamics (BED) program, which is a widely-respected quarterly publication that provides critical insights into the U.S. labor market and the U.S. Bureau of Labor Statistics' Wage Record Program (WRP).

With his deep understanding of the complex economic factors that drive job growth and development, Kevin oversees the management of the Longitudinal Database (LDB), a valuable resource that serves as the Business Register for the BLS, as well as several other statistical agencies. He is also responsible for managing the QCEW Visiting Researcher program, which grants restricted access to visiting researchers looking to analyze and gain insights into labor market trends and patterns. Kevin is passionate about advancing the understanding of the dynamic U.S. labor market. Kevin is a native Virginian who completed his undergraduate studies in Economics at Christopher Newport University, followed by his graduate studies with an emphasis on Quantitative Economics at Johns Hopkins University.

Kevin currently resides in Virginia with his wife, three children, and two beloved dogs – a lively Boston Terrier and a friendly Labradoodle. Outside of his professional pursuits, Kevin enjoys spending time with his family, exploring Virginia's many outdoor attractions, and pursuing his passion for sports, particularly baseball and football.

Alexander Cruz is the Chief Data Steward (Acting) for the Department of Labor's Office of Job Corps (OJC). In his role, he provides leadership in the areas of enterprise data strategy, data governance, and self-service analytics. Before his acting role, he served as an IT Specialist, Senior Data Analyst, and Chief Data Officer (Acting) at the DOL – Wage and Hour Division (WHD). At WHD, his team focused on data standardization, data automation, and building an enterprise data analytics platform. He has a B.A. in Political Economy from UC Berkeley.

Danielle Kittrell, PhD, is currently a workforce analyst in the Employment and Training Administration at the Department of Labor. In the Division of National Programs, Tools, and Technical Assistance, she works with the CareerOneStop program as a federal project officer. She also works with various contracts that support technical assistance activities throughout the Office of Workforce Investment. Dr. Kittrell has also worked with discretionary grant programs, including H-1B programs that were developed to support individuals earn credentials in the fields of advanced manufacturing and IT.

Previously, Danielle worked at the National Science Foundation as a science education analyst in the Education and Human (EHR) Resources Directorate. In EHR, she supported the Historically Black Colleges and Universities Undergraduate Program (HBCU-UP). Dr. Kittrell was also a science teacher in Prince George's County, Maryland for five years after graduate school. She completed her B.S. in Biology/Environmental Science at Tuskegee University and her Doctorate in Education at George Mason University.

Lucas Arbulu is an economist at the Employment and Training Administration (ETA) within the Department of Labor, where he works O*NET and industry labor market data analyses. Prior to DOL, Lucas was a Presidential Management Fellow at the Department of Health and Human Services (HHS), at the Office of the Assistant Secretary for Planning and Evaluation (ASPE), serving as an economic subject matter expert for the Office of the Secretary's Patient-Centered Outcome Research Trust Fund (OS-PCORTF) data portfolio. Lucas received his Master of Public Affairs degree from the University of Texas-Austin, where he conducted and led economics analyses of city funded workforce training programs.

John Pender is a senior economist in the Rural Economy Branch of the USDA Economic Research Service. His research focuses on concepts and measurement of rural household and community wealth and well-being and impacts of development policies and programs on the U.S. rural economy. Most of his current research focuses on economic impacts of broadband and USDA broadband programs in rural America. Before joining ERS in 2009 he led research on rural development in developing countries at the International Food Policy Research Institute. He has a Ph.D. in agricultural and development economics from Stanford University, a Master of Public Policy from the University of California at Berkeley, and a Bachelor of Science degree from the California Institute of Technology.

Emily Thomas is the Director of Data Analytics and Strategic Planning for the Office of Policy Development and Planning (OPDR) at ETA. Emily serves as ETA's Chief Data Officers and she and her team analyze ETA workforce data, maintain the ETA data inventory and data governance activities along with ETA's strategic planning. OPDR supports ETA in its goal to inform the development of workforce policies and investments and support the continuous improvement of the public workforce investment system by analyzing, formulating, and recommending legislative changes and options for policy initiatives.

Prior to joining ETA, Emily directed data collection for the Quarterly Census of Employment and Wages (QCEW) program at the Bureau of Labor Statistics (BLS). Emily's focus at BLS was on local employment and industry data for businesses, modernizing collection systems, and building capacity for quick response surveys. Most recently, Emily oversaw publication of BLS' newest survey, the Business Response Survey to the Coronavirus Pandemic, with data on how businesses have made changes to their operations in response to the pandemic. Emily has a Master's degree in Applied Economics from John's Hopkins University.

Shao Zhang leads the Performance Team of the National Office of Job Corps, ETA, U. S. Department of Labor. In this role, Shao leads and provides critical input to the design, revision, and continued improvement of the Job Corps program's performance accountability system and tools, performance reporting system and data visualization tools. In addition, Shao oversees and manages the operation and improvement of numerous surveys to active and former students, data integrity audits, risk management tools, and various high-profile reports. Shao Zhang previously served as a workforce specialist and a contracting officer's representative for the Office of Job Corps. In this position, he was instrumental in initiating and executing numerous major program improvements, linking Job Corps' career technical training programs to industry training standards. Prior to working at the National Office of Job Corps, Shao Zhang worked at three Job Corps centers in various managerial positions. He has a master's degree in Human Resources Development from Vanderbilt University. Shao is also the recipient of several Secretary's Awards for Special Achievements.

Erika Becker-Medina is senior advisor to the Census Bureau's chief scientist and associate director of the Research and Methodology Directorate. In her role, she helps shape communications sharing R&M's science and technology excellence, both internally and externally, as well as work on developing strategies for stakeholder engagements around statistical product needs and associated research development to meet those needs. Prior to this role, Erika worked as chief of the Decennial Communications Coordination Office, where she oversaw a wide array of communications efforts and stakeholder relations for the 2020 Census. Before serving in that capacity, she oversaw the data user outreach efforts for the Economic Census, the Census of Governments, and a host of annual and quarterly data products about the U.S. economy. Prior to managing communications efforts, Erika managed multiple surveys covering state and local governments

data and specialized primarily in public pensions. She has been with the Census Bureau since 2003, when she started as a survey statistician analyzing retail and restaurant data for the monthly retail indicators. Erika received her bachelor's degree in economics from the University of Maryland, College Park. She lives in the District of Columbia with her husband and their two sons.

Yes, WIOA Can: *YES, WIOA CAN Workshop Session #1: Balancing Oversight and Innovation for State Entities*

Elizabeth Carver is the director over the workforce development division at the Department of Workforce Services for the State of Utah. She oversees TANF, SNAP E&T, WIOA title I and III and is the liaison for the Governor's State Workforce Development Board. She has a master's degree in Educational Psychology and has over twenty years of experience working with the Department of Workforce Services in a variety of positions. Liz has successfully implemented many technical and policy driven projects to help improve workforce programs across the State of Utah.

Louisville native **Beth Brinly** brings a wide array of government, non-profit, and private-sector experience, and an extensive knowledge of workforce development, economic development and education to the position of deputy secretary of the Kentucky Education and Labor Cabinet.

Deputy Secretary Brinly is no stranger to Kentucky state government having served in the Education and Workforce Development Cabinet as the deputy secretary from 2014–2015, commissioner of the Department of Workforce Development from 2010–2014, and the Kentucky Workforce Development Cabinet from 1990–1996. She began her state government career in the Governor's Office where she worked in policy and budget from 1987–1990.

Dep. Brinly comes to the cabinet from the American Institutes for Research (AIR) where she was vice president of the Workforce Program Area in the Human Services Division. Prior to that position, she served as the vice president of Workforce Innovation at consulting firm Maher & Maher.

On the federal level, she worked at the regional office of the U.S. Department of Labor in Philadelphia as chief of the Division of Workforce Investment in the Employment and Training Administration. Dep. Brinly has also served as an Education Program Specialist in the Philadelphia Regional Office of the U.S. Department of Education. She has extensive experience with federal programs including the Workforce Investment and Opportunities Act, Wagner-Peyser and the Trade Act.

Dep. Brinly earned a bachelor's degree in political science from the University of Louisville in 1986 and a master's degree in education from Pennsylvania State University in 2004, and she currently lives in Louisville.