LET’S MOVE APPRENTICESHIP FORWARD … TOGETHER!

We are so pleased that you have joined us here in our nation’s capital to discuss how we all can work together—business leaders, unions, colleges, high schools, community groups, policymakers, foundations and a variety of workforce organizations—to make apprenticeship a more available pathway to a skilled career for millions of Americans.

The recent surge of interest in apprenticeship in the U.S., including its extension to new industries and new groups of students and workers, has been incredibly exciting. Many of the people who have led this new wave of innovation are at this event today. Apprenticeship Forward hopes to capture where the field is on that recent work and to promote discussion about how we can continue that momentum forward in the years ahead.

We’ll spend two days discussing how to make it easier for more companies, including smaller employers, to sponsor new apprentices; how to diversify the pipeline of qualified students and workers ready to fill new apprenticeship slots; and how to make government a more effective partner in those efforts.

This event was conceived of by a number of leading national foundations (see next page) who have made their own investments in expanding the apprenticeship field and who wanted to bring others together to assess how we can continue advancing that work. The conference was further developed by a number of national organizations (see the list of sponsoring partners and agencies) without whom this event would not have been possible.

We’re glad you’re here to start charting out the future for the apprenticeship field, and for apprenticeship policy, here in the U.S. Let’s get to work!

Andy Van Kleunen
Chief Executive Officer
National Skills Coalition

Mary Alice McCarthy
Director, Center on Education and Skills
New America
THANK YOU TO THE FOLLOWING FUNDERS FOR CONCEIVING OF THIS EVENT AND FOR THEIR INVESTMENTS IN APPRENTICESHIP NATIONWIDE.

JPMorgan Chase & Co.

SIEMENS Foundation

THE ANNIE E. CASEY FOUNDATION

The Joyce Foundation

THE JPB FOUNDATION
**THURSDAY** MAY 4

7:30 – 8:30 AM  
Breakfast  » Columbia

8:30 – 10:00 AM  

10:00 – 10:15 AM  
Break

10:15 AM – 12:00 PM  
Industry Discussion Groups  
Construction  » Columbia 10  
Information Technology  » Columbia 3/4  
Finance / Business Services  » Gunston  
Hospitality & Retail  » Columbia 9  
Healthcare  » Columbia 1/2  
Manufacturing  » Columbia 11/12  
Transportation / Logistics  » Holmead

12:15 – 2:00 PM  
Lunch and Plenary: Who Are Our Future Apprentices?  » Columbia

2:15 – 3:45 PM  
Diversity/Population Discussion Groups  
In-School Youth (high school)  » Columbia 1/2  
Postsecondary Young Adults (college)  » Holmead  
Out-of-School Youth  » Gunston  
Low-Income Adults (limited basic skills, immigrants, et al.)  » Columbia 11/12  
Women (in industries in which they are underrepresented)  » Columbia 3/4  
People of color (in industries in which they are underrepresented)  » Columbia 9  
Veterans  » Columbia 10

3:45 – 4:00 PM  
Break

4:00 – 5:15 PM  
Concurrent Panel Presentations  
Role of New Intermediaries in Engaging Employers (US; International)  » Columbia 3/4  
Competency-Based Apprenticeship: Recent Efforts with Industry to Develop New Standards  » Holmead  
Pre-apprenticeship to Work-Based Support: Helping New Apprentices Get To and Past the Day of Hire  » Columbia 1  
Truly Connecting School and Work: Systems Approaches for Embedding Apprenticeship Within Higher Education Pathways  » Columbia 2  
High School-Based Apprenticeships: New Models  » Columbia 11/12  
On the Frontier of Apprenticeship within Emerging Industries  » Gunston

5:30 PM  
Networking Reception  » Heights Courtyard

**FRIDAY** MAY 5

7:30 – 8:30 AM  
Breakfast  » Columbia

8:30 – 10:00 AM  
Morning Plenary: State Policymakers at the Forefront of U.S. Apprenticeship  » Columbia

10:00 – 10:15 AM  
Break

10:15 – 11:45 AM  
Concurrent Panel Presentations  
Survey of State Apprenticeship / Work-Based Learning Policies  » Columbia 4  
Employer Incentive Policies: Tax Credits, Subsidies, and Other Supports to Recruit New Companies to Apprenticeship  » Columbia 11/12  
Registration of Apprenticeships: The Debate and Efforts to Make it Easier  » Columbia 9  
Measuring Apprenticeship Outcomes: Using Public Data to Assess Impacts and Quality  » Columbia 3  
WIOA and Apprenticeship: How is it Working so Far?  » Columbia 10  
International Models: What Countries are Learning from Each Other in Apprenticeship Expansion  » Columbia 1/2

12:00 – 1:15 PM  
Lunch Plenary: The Future of Apprenticeship Under the Trump Administration  » Columbia

1:30 – 2:30 PM  
Discussions with Federal Agencies  
U.S. Departments of Labor and Education: Engaging Workers, Business, and Education Providers in Apprenticeship  » International Ballroom East  
U.S. Departments of Health and Human Services and Agriculture: Apprenticeship Supports for Low-Income People under TANF, SNAP E&T  » Monroe  
U.S. Department of Commerce: Business Perspective on the Importance of Apprenticeship  » Jefferson East  
U.S. Department of Transportation: Apprenticeship within the Trump Administration’s New Infrastructure Proposal  » Jefferson West
Registration
PICK UP YOUR APPRENTICESHIP FORWARD MATERIALS AT THE REGISTRATION DESK. REGISTRATION HOURS ARE:
THURSDAY, MAY 4TH, 7:00AM-6:00PM
FRIDAY, MAY 5TH, 7:00AM-2:00PM

WASHINGTON HILTON
1919 Connecticut Ave NW
Washington DC 20009

REMEMBER YOUR BADGE
Your badge is your admission to all Apprenticeship Forward activities, as well as a great networking tool. Anyone attending sessions and meal events must wear a badge.

INTERNET ACCESS
For attendees who are staying at the Washington Hilton, the Apprenticeship Forward team has arranged for complimentary internet access in your guest rooms and in the meeting space.

IN-ROOM DINING
Experience restaurant dining in the comfort of your room. Enjoy breakfast, lunch, dinner or a late night snack carefully prepared by the Washington Hilton’s renowned culinary team. Whether it’s food or a selection from the extensive wine list, in-room dining is quick, convenient and delicious! Daily 6:00am-11:00pm.

MCCLELLAN’S SPORTS BAR
McClellan’s Sports Bar is the perfect place to watch the game and unwind after a long day of travel and meetings. They offer a wide selection of draft and bottled beers and a knowledgeable bar staff that will prepare your favorite cocktails. McClellan’s is the perfect Washington D.C. dining option with great food, the perfect beverage, comfortable seating and 15 flat screen televisions that will allow you to enjoy the evening. Open daily 11:00am-10:00am

PHONE ETIQUETTE
Please extend courtesy to the presenters and audience; turn off mobile phones before entering a session.

PHOTO RELEASE NOTIFICATION
Please be advised that the Apprenticeship Forward team intends to take videos/photographs of the events, including videos/photographs of participants. The Apprenticeship Forward team may use these videos/photographs in publications, on the internet, or otherwise to support and promote its mission.

MEDIA
Please be advised that members of the news media may be attending parts of the Apprenticeship Forward conference. Reporters will be identified with a press designation on their badge.

LUGGAGE STORAGE
If you need to store your luggage on Friday, please store it with the bellman.

Enjoy the conference.
We are glad you are here!

There are also many dining options located nearby.
At JPMorgan Chase we believe every person deserves a pathway to economic success. That’s why we’re investing $325 million to strengthen apprenticeships, career-focused education and workforce systems that prepare people for good jobs.
The Siemens Foundation is proud to support the 2017 Apprenticeship Forward Conference.

The Siemens Foundation has invested more than $100 million in the United States to advance workforce development and education initiatives in science, technology, engineering and math. In particular, our STEM Middle-Skill Initiative focuses on helping young adults gain skills for some of today’s most innovative technical careers in healthcare, energy, advanced manufacturing, and information technology. These programs are narrowing the opportunity gap for young people in the U.S. in STEM careers.
NATIONAL SKILLS COALITION
National Skills Coalition is a broad-based coalition working toward a vision of an America that grows its economy by investing in its people so that every worker and every industry has the skills to compete and prosper. We engage in organizing, advocacy, and communications to advance state and federal policies that support these goals — policies that are based on the on-the-ground expertise of our members.

NEW AMERICA
New America is a think tank and civic enterprise committed to renewing American politics, prosperity, and purpose in the Digital Age. We generate big ideas, bridge the gap between technology and policy, and curate broad public conversation. Structurally, we combine the best of a policy research institute, technology laboratory, public forum, media platform, and a venture capital fund for ideas. We are a distinctive community of thinkers, writers, researchers, technologists, and community activists who believe deeply in the possibility of American renewal.

ADVANCE CTE
Advance CTE is the longest-standing national non-profit that represents State Directors and state leaders responsible for secondary, postsecondary and adult Career Technical Education (CTE) across all 50 states and U.S. territories. Advance CTE was formerly known as the National Association of State Directors of Career Technical Education Consortium (NASDCTEc).

AFL-CIO WORKING FOR AMERICA INSTITUTE
The AFL-CIO Working for America Institute (WAI) is a non-profit, 501(c)(3) national workforce intermediary organization that assists unions, employers, workforce intermediary partnerships, the workforce system, and community organizations by advocating for and providing employment and training related services that help to create, expand and retain high quality jobs. The WAI works with AFL-CIO institutions (more than 600 state labor federations, local labor councils, and the Industrial Union Council) and unions, employers, workforce boards, and apprenticeship officials to increase the effectiveness of economic development and workforce systems.

JOBS FOR THE FUTURE
Jobs for the Future (JFF) is a national nonprofit that builds educational and economic opportunity for underserved populations in the United States. JFF develops innovative programs and public policies that increase college readiness and career success and build a more highly skilled, competitive workforce. With over 30 years of experience, JFF is a recognized national leader in bridging education and work to increase economic mobility and strengthen our economy.

NATIONAL ASSOCIATION OF WORKFORCE BOARDS
NAWB represents approximately 550 Workforce Development Boards and their 12,000+ business members that coordinate and leverage workforce strategies with education and economic development stakeholders within their local communities, to ensure that state and local workforce development and job training programs meet the needs of employers. NAWB’s mission is to support its members through a comprehensive program of advocacy, training, and technical assistance, communication, and the promotion of strategic partnerships for the advancement of our nation’s workforce.
Our mission is to drive practices, policies, and investments that enable workers to succeed in good jobs, provide employers with a skilled workforce, and build more prosperous communities. We work with leaders in business, education, philanthropy, and workforce development nationally and in our more than 30 partner communities to invest in and scale innovative models that connect individuals to in-demand skills, generate good jobs, and help American business find and develop the talent critical for their success.

The National Governors Association (NGA) is the bipartisan organization of the nation’s governors. Through NGA, governors share best practices, speak with a collective voice on national policy and develop innovative solutions that improve state government and support the principles of federalism. Founded in 1908, the National Governors Association (NGA) is the collective voice of the nation’s governors and one of Washington, D.C.’s most respected public policy organizations. Its members are the governors of the 55 states, territories and commonwealths. Through NGA, governors identify priority issues and deal collectively with matters of public policy and governance at the state and national levels.

Urban’s mission is to open minds, shape decisions, and offer solutions through economic and social policy research. Public policies work best when they are rooted in facts. The Urban Institute brings data-driven expertise and objective analysis to today’s critical social and economic policy debates. Our scholars conduct research and offer evidence-based solutions that improve lives, strengthen communities, and increase the effectiveness of public policy across a rapidly urbanizing world.

The Employment and Training Administration (ETA) is part of the U.S. Department of Labor. Its mission is to provide training, employment, labor market information, and income maintenance services. ETA administers federal government job training and worker dislocation programs, federal grants to states for public employment service programs, and unemployment insurance benefits. These services are primarily provided through state and local workforce development systems. ApprenticeshipUSA offers employers in every industry the tools to develop a highly skilled workforce to help grow their business. For workers, ApprenticeshipUSA offers opportunities to earn a salary while learning the skills necessary to succeed in high-demand careers. ApprenticeshipUSA exemplifies high standards, instructional rigor and quality training. Whether you are an employer looking to hire, train or retain a skilled workforce, or a worker looking for a new career in a well-paying occupation, ApprenticeshipUSA will help you achieve your goals.

Office of Career, Technical, and Adult Education (OCTAE) administers programs that are related to adult education and literacy, career and technical education, and community colleges. The Division of Adult Education and Literacy is responsible for enabling adults to acquire the basic skills necessary to function in today’s society so that they can benefit from the completion of secondary school, enhanced family life, attaining citizenship and participating in job training and retraining programs. The Division of Academic and Technical Education is responsible for helping all students acquire challenging academic and technical skills and be prepared for high-skill, high-wage, or high-demand occupations in the 21st century global economy. OCTAE provides national leadership to strengthen the role of community colleges in expanding access to postsecondary education for youth and adults and advancing workforce development.
developing solutions
to build a brighter future for children, families and communities
THURSDAY MAY 4

7:30 – 8:30 AM
BREAKFAST
► Columbia

8:30 – 10:00 AM
OPENING PLENARY: THE CHANGING STATE OF APPRENTICESHIP IN A CHANGING U.S. ECONOMY
► Columbia
Welcome to Apprenticeship Forward! American apprenticeship has seen an exciting resurgence in recent years. What is the potential path forward for American apprenticeship in the years ahead? What recent challenges and opportunities have inspired industry leaders to take a new look at apprenticeship as a source for their sector’s future skilled workforce?

WELCOME AND INTRODUCTIONS:
Andy Van Kleunen, National Skills Coalition;
Sarah Steinberg, JPMorgan Chase & Co.

KEYNOTE:
Noel Ginsburg, Intertech Plastics and CareerWise Colorado

INDUSTRY LEADERS PANEL:
Dr. Tom Kriger, North America’s Building Trades Unions
Deb Linder, Precor
Stacey Rose, Kroger
Mark Wagner, The Hartford

MODERATOR: Fred Dedrick, National Fund for Workforce Solutions

10:00 – 10:15 AM
BREAK

10:15 AM – 12:00 PM
INDUSTRY DISCUSSION GROUPS
These discussion groups are interactive sessions between conference attendees in which a range of stakeholders share their views of the recent successes and challenges in scaling and diversifying apprenticeships within a particular sector. Those who are just learning about apprenticeship in the sector will be able to engage with established leaders in that industry. Participants will discuss changing industry workforce needs, efforts to engage new companies in the sector to sponsor apprenticeships, whether the industry has been trying to diversify its apprentice pipeline, and how public policies could better assist in pursuit of those goals.

Construction ► Columbia 10
LEAD DISCUSSANTS:
Art Lujan, North America’s Building Trades Unions
Grant Shmelzer, IEC Chesapeake

FACILITATOR: Dan Marschall, AFL-CIO Working for America Institute

Industry Technology ► Columbia 3/4
LEAD DISCUSSANTS:
Jennifer Carlson, Washington Technology Industry Association
Tammy Theiman, Amazon

FACILITATOR: Brent Parton, New America

Finance / Business Services ► Gunston
LEAD DISCUSSANTS:
Dr. Rebecca Lake, Harper College
Al Crook, Zurch Financial

FACILITATOR: Laura Ginsburg, U.S. Department of Labor

Hospitality & Retail ► Columbia 9
LEAD DISCUSSANTS:
Marie Downey, BEST Corp. Hotel Training Center
Charnetia Young, CVS
Daniel Blumenstock, Lowcountry Hotels

FACILITATOR: Kathy Mannes, Jobs for the Future

AGENDA
Healthcare ▶ Columbia 1/2
LEAD DISCUSSANTS:
Deb Green, American Health Information Management Association
Daniel Bustillo, Healthcare Careers Advancement Program
FACILITATOR: Kelly Aiken, National Fund for Workforce Solutions
@AHIMAResources @National_Fund @HCApInc

Manufacturing ▶ Columbia 11/12
LEAD DISCUSSANTS:
Curt Jasper, E.J. Ajax Metalforming Solutions
Mason Bishop, National Institute for Metalworking Skills
Brad Markell, AFL-CIO Industrial Union Council
FACILITATOR: Geri Scott, Jobs for the Future
@NIMS_Inc @jfftweets @AFLCIO

Transportation / Logistics ▶ Holmead
LEAD DISCUSSIONS:
Bill McLennan, FASTPORT
Jack Clark, Transportation Learning Center
FACILITATOR: Ed Gilman, National Skills Coalition
@gofastport @TransportLngCtr @SkillsCoalition

12:15 – 2:00 PM
LUNCH AND PLENARY: WHO ARE OUR FUTURE APPRENTICES?
▶ Columbia
Thousands of U.S. students and workers who would not have traditionally had the opportunity to learn as apprentices have recently been able to do so. Still, there are concerns that some groups of students and workers are being left behind in this apprenticeship renaissance—including women, people of color, disconnected youth, and low-income adults with limited education or work experience. Proponents would also like to see apprenticeship become more available to students currently enrolled in our high schools and colleges. How can we bring all of these workers and students into the future apprenticeship pipeline?

INTRODUCTIONS: Mary Alice McCarthy, New America
KEYNOTE:
Senator Tim Scott (R-SC) (invited)
Senator Cory Booker (D-NJ) (invited)

APPRENTICES PANEL:
Silvia Roache, Plumbers and Gasfitters UA Local 12
Grace Rutha, Philadelphia FIGHT
Ed Richardson, Aon Corporation

MODERATOR: Allison Gerber, The Annie E. Casey Foundation

PRACTITIONERS PANEL:
Bridget Gainer, Aon Corporation
Edison Friere, JEVS Human Services
Ariane Hegewisch, Institute for Women’s Policy Research
MODERATOR: Angela Hanks, Center for American Progress
@NewAmerica @SenatorTimScott @SenBookerOffice @AECFNews @Aon_plc @JEVSHumanServices @IWPResearch @amprog

2:15 – 3:45 PM
DIVERSITY/POPULATION DISCUSSION GROUPS
These discussion groups are interactive sessions between conference attendees, in which a range of stakeholders share their views of successes and challenges in scaling and diversifying apprenticeship for particular groups of students and workers. Participants will discuss challenges students or workers face in securing employment and staying on the job to fulfill apprenticeship requirements, ways to encourage more companies to hire these individuals as apprentices, effective practices to ensure apprentice success, and how public policies could better assist in the pursuit of those goals.

In-School Youth (high school) ▶ Columbia 1/2
LEAD DISCUSSANTS:
Karen Morgan, Wisconsin Department of Workforce Development
Jim Nelson, Illinois Manufacturers’ Association
Pam Howze, North Carolina Department of Commerce
FACILITATOR: Brent Parton, New America
@WIWorkforce @MA_Today @NCCommerce @NewAmerica

Postsecondary Young Adults (college) ▶ Holmead
LEAD DISCUSSANTS:
Annette Parker, South Central College
Bridget Gainer, Aon Corporation
FACILITATORS: Mary Alice McCarthy, New America;
Roger Collins, Siemens Corporation
@SCCollege @Aon_plc @NewAmerica @SiemensUSA

Out-of-School Youth ▶ Gunston
LEAD DISCUSSANTS:
Paul Ortega, Swiss Post Solutions
Brian McMahon, Operation Fresh Start
FACILITATOR: Abby Snavy, JVS San Francisco
@SPSGlobal @OFSMadison @JVSBayArea
Low-Income Adults (limited basic skills, immigrants, et.al.) ▶ Columbia 11/12
LEAD DISCUSSANTS: John Kerr, Washington State Board for Community & Technical Colleges
Kasra Movahedi, International Rescue Committee
FACILITATOR: Amanda Bergson-Shilcock, National Skills Coalition
@SBCTCWashington @theIRC @SkillsCoalition

Women (in industries in which they are underrepresented) ▶ Columbia 3/4
LEAD DISCUSSANTS: Lauren Sugarman, Chicago Women in Trades
James Boland, International Union of Bricklayers and Allied Craftworkers
FACILITATOR: Katie Spiker, National Skills Coalition
@IUBAC @SkillsCoalition @pinkhardhats8l

People of Color (in industries in which they are underrepresented) ▶ Columbia 9
LEAD DISCUSSANTS: Rhandi Berth, WRTP/Big Step
Tim Hake, Hayes Performance Systems
Maurita Coley, Multicultural Media, Telecom and Internet Council
Ron Johnson, Wireless Infrastructure Association
FACILITATOR: Deborah Kobes, Jobs for the Future
@wrtpbigstep @hayescomponents @mmtconline @WIAorg @jfftweets

Veterans ▶ Columbia 10
LEAD DISCUSSANTS: Tom Dawkins, Microsoft
Darrel Roberts, Helmets to Hardhats
Megan Curren, Werner Enterprises
Patrick O’Leary, UPS
FACILITATOR: Mark Toal, Department of Labor Office of Assistant Secretary for Veterans Employment and Training
@Microsoft @H2Hjobfairs @one_werner @UPS @USDOL

3:45 – 4:00 PM
BREAK

4:00 – 5:15 PM
CONCURRENT PANEL PRESENTATIONS

Role of New Intermediaries in Engaging Employers (US; International) ▶ Columbia 3/4
Intermediaries can facilitate the expansion of apprenticeship to new industries and provide both technical assistance and better-targeted financial support to help small and large firms participate. This session focuses on best practices to maximize the impact of intermediaries both in the U.S. and internationally.
Tom Bewick, Franklin Apprenticeships and Transatlantic Apprenticeship Exchange Forum
Bill Rayl, Jackson Area Manufacturing Association
Cheryl Feldman, 1199c Training and Upgrading Fund
MODERATOR: Kermit Kaleba, National Skills Coalition
@AMCJAMA @1199CTraining @SkillsCoalition @TomBewick

Competency-Based Apprenticeship: Recent Efforts with Industry to Develop New Standards ▶ Holmead
Competency-based apprenticeship focuses on measuring stepped skill attainment rather than clock hours in determining when an apprentice is ready to advance. The U.S. Department of Labor recently contracted with the Urban Institute to work with industry to develop competency-based standards for a number of apprenticeable occupations, in the hope that such frameworks could be readily adopted by other companies in the industry. Hear how they’ve been developed and are currently being applied.
Diane Jones, Urban Institute @urbaninstitute

Pre-Apprenticeship to Work-Based Support: Helping New Apprentices Get To and Past the Day of Hire ▶ Columbia 1
Pre-apprenticeship training is increasingly used to provide new applicants (including those not traditionally hired in an industry) with the skills and orientation necessary to succeed when they walk onto a job site as a new apprentice. Now, employers are also seeking additional supports for these apprentices after hire to help them stay on the job and complete their training. Presenters will share models and identify continuing challenges in bridging these pre- and post-hire supports.
Mark Kessenich, WRTP/Big Step
Julie Kuklinski, Mississippi Women in Construction – Moore Community House
Kevin Ly, National Urban League
MODERATOR: Katie Spiker, National Skills Coalition
@wrtpbigstep @NatUrbanLeague @SkillsCoalition
Truly Connecting School and Work: Systems Approaches for Embedding Apprenticeship within Higher Education Pathways  ► Columbia 2
No one should have to choose between going to college or becoming an apprentice. Learn how the U.S. could create a system of apprenticeships embedded at all levels of higher education through comprehensive quality control and smart program design. Experts will discuss the possible design of a unified QA structure and how current colleges are designing apprenticeships that lead to degrees.

Sue Smith, Ivy Tech Community College
Ryan Craig, University Ventures
Jim Jacobs, Macomb Community College
Deb Seymour, Entangled Solutions
Nick Esquivel, California Community Colleges
MODERATOR: Iris Palmer, New America

High School-Based Apprenticeships: New Models  ► Columbia 11/12
In striking contrast to our European counterparts, the American apprenticeship system stands almost completely apart from our formal K-12 education system. This session will explore innovative state approaches to connect the two systems and meet employer needs.

Jo Ann Honeycutt, North Carolina Department of Public Instruction
John Page, Tacoma Public Schools
Mitchell Harp, Trident Technical College
Lynne M. Gilli, Maryland Department of Education
MODERATOR: Kate Kreamer, Advance CTE

On the Frontier of Apprenticeship within Emerging Industries.  ► Gunston
The broad interest in apprenticeship as a new approach for developing and attracting skilled workers is driven by the varying strategic needs of different industries—from accelerated training strategies to fill vacancies to an interest in a more diverse workforce. This panel session will explore the motivations and experiences of several new industries that are looking to apprenticeship as a solution for meeting their strategic workforce needs.

Chase Norlin, Transmosis
Annie Tahtinen, Bay Area Video Coalition
Cindy Hart, Kaiser Permanente
MODERATOR: Brent Parton, New America

Diversity and New EEO Regulations: Adjusting to the Goals and Impacts of 29 CFR 30  ► Columbia 9
Updated in 2016 for the first time since 1978, rules governing equal employment opportunity in apprenticeship are intended to provide more underrepresented populations with opportunities to access and succeed in apprenticeship programs. How are apprenticeship programs responding to these new standards?

Andrew Cortés, Building Futures
John Gaal, Carpenters’ District Council of Greater St. Louis
Leah Rambo, Sheet Metal Workers’ International Association, Local 28
MODERATOR: Susan Crane, SkillUp Washington

Work-Based Learning vs. Formal Apprenticeship: Differences, Overlaps, and Potential Alignment  ► Columbia 10
Both formal apprenticeship and work-based learning can provide workers with on-the-job training coupled with classroom education. This session will explore the value of unregistered work-based learning and discuss what policy can do to encourage more employers to offer it, either as an end in itself or as a stepping stone to formal apprenticeship.

James Redstone, Majority Staff, House Committee on Education and the Workforce
Michael Bennett, Cianbro Corporation
MODERATOR: Tamar Jacoby, Opportunity America

5:30 PM
NETWORKING RECEPTION
 ► Heights Courtyard
FRIDAY, MAY 5

7:30 – 8:30 AM
BREAKFAST ► Columbia

8:30 – 10:00 AM
MORNING PLENARY: STATE POLICYMAKERS AT THE FOREFRONT OF U.S. APPRENTICESHIP ► Columbia

While federal policymakers have recently brought new attention to apprenticeship, states have originated much of the energy and innovation. Governors, state legislators, and the state agencies that report to them are leading this charge to expand and diversify apprenticeship options in their states and are creating models that other states and the federal government might replicate. Hear from some of these state leaders.

INTRODUCTIONS: Crystal Bridgeman, Siemens Foundation
KEYNOTE: Governor Dannel Malloy (D-CT)
MODERATED BY: David Etzwiler, Siemens Foundation

STATE POLICYMAKER PANEL:
Delegate Cory McCray, Maryland General Assembly
Myron Linn, Iowa Workforce Development
Carla Whitlock, Apprenticeship Carolina
Ellen Golombek, Colorado Department of Labor and Employment

MODERATOR:
Martin Simon, National Governors Association Center for Best Practices
@sfoundation @GovMalloyOffice @corymccray @iowa_IWD @apprenticeshipSC @ColoradoLabor @NatlGovsAssoc

10:00 – 10:15 AM
BREAK

10:15 – 11:45 AM
CONCURRENT PANEL PRESENTATIONS

Survey of State Apprenticeship / Work-Based Learning Policies ► Columbia 4

States are at the forefront of innovative apprenticeship and work-based learning policies. This session will include the release of a nationwide survey of the current status of state-based policies, including tax credits, employer subsidies, and state funding to expand apprenticeship to workers and to small- and medium-sized employers.

Laura Arnold, Kentucky Division of Career and Technical Education
Meghan Wills, National Governors Association Center for Best Practices
Joel Thomas, New Jersey Department of Labor
MODERATOR: Bryan Wilson, National Skills Coalition
@KyDeptoEd @NatlGovsAssoc @NJLaborDept @SkillsCoalition

Employer Incentive Policies: Tax Credits, Subsidies, and Other Supports to Recruit New Companies to Apprenticeship ► Columbia 11/12

Costs to start, expand, and maintain apprenticeship programs can be barriers to businesses’ use of the training model. Particularly for small- and medium-sized employers, public policies can help offset these costs and encourage wider adoption of apprenticeship.

Pam Lenzion, American Boat Builders & Repairs Association
Nia C. Lesesne, Office of U.S. Senator Cory A. Booker
Dane Linn, Business Roundtable
Heidi Drygas, Alaska Department of Labor and Workforce Development
MODERATOR: Kermit Kaleba, National Skills Coalition
@ABBRA_Newport @BizRoundtable @SkillsCoalition @SenBookerOffice

Registration of Apprenticeships: The Debate and Efforts to Make it Easier ► Columbia 9

Registration is the primary quality assurance mechanism for apprenticeship. New and diverse apprenticeship stakeholders can present new tests for this quality assurance model. This panel will explore the value of registration, recent steps aimed at improving the process, and the latest thinking about maintaining and strengthening quality assurance as apprenticeship continues to expand and diversify.

John Ladd, US Department of Labor, Office of Apprenticeship
Carla Whitlock, Apprenticeship Carolina
Scott Kisting, Proactive Telecommunications Solutions and Telecommunications Industry Registered Apprenticeship Program
MODERATOR: Brent Parton, New America
@ApprenticeshipSC @USDOL @NewAmerica

Measuring Apprenticeship Outcomes: Using Public Data to Assess Impacts and Quality ► Columbia 3

There is no single repository of data from all registered apprenticeship programs, and states provide different levels of information to the Office of Apprenticeship. This session will cover current data collection standards, shortfalls and strengths of these standards, and what performance metrics could demonstrate a successful registered apprenticeship program.

Greg Wilson, U.S. Department of Labor, Office of Apprenticeship
Pradeep Kotamraju, Bureau of Career and Technical Education, Iowa Department of Education
Valerie Piet, Montana Department of Labor & Industry
MODERATOR: Jenna Leventoff, Workforce Data Quality Campaign
@USDOL @IADeptoEd @IWorkforceDQC
WIOA and Apprenticeship—How is it Working so Far?
► Columbia 10
One goal of the Workforce Innovation and Opportunity Act, passed with bipartisan support in 2014, was to facilitate greater alignment between the registered apprenticeship system and the workforce development system. WIOA also expanded options for work-based learning for youth served under Title I. Hear from experts about how states and local areas are implementing WIOA and working towards these goals.

Heidi Drygas, Alaska Department of Labor and Workforce Development
Thomas Showalter, National Youth Employment Coalition
Earl Buford, Milwaukee Area Workforce Investment Board
MODERATOR: Ron Painter, National Association of Workforce Boards

@TheNYEC @EmployMilwaukee @WorkforceInvest

As interest in apprenticeship grows, the need to better align federal policy with state and local apprenticeship initiatives is increasingly clear. While the new Workforce Innovation and Opportunity Act created more opportunities to leverage the public workforce system in support of apprenticeship, other state and federal policies levers are underdeveloped. Come hear from practitioners working to better connect registered apprenticeship to other federal and state education and training programs including the Carl D. Perkins Career and Technical Education Act, the Higher Education Act, the Every Student Succeeds Act, and others.

Scott Cheney, Credential Engine
Eric Seleznow, Jobs for the Future
Kathleen Mathers, Education Strategy Group
MODERATOR: Mary Alice McCarthy, New America

@credengine @jifftweets @edstrategygroup @NewAmerica

International Models: What Countries are Learning from Each Other in Apprenticeship Expansion
► Columbia 1/2
The U.S. has traditionally ranked behind competitor nations in how we use apprenticeship and other forms of work-based learning to prepare students and workers for good-paying, middle-skill careers. However, the U.S. is not the only country that has decided to expand its use of apprenticeship as a national workforce strategy. How effectively have the apprenticeship models of other countries translated to recent adopters, and what does that experience portend for the U.S.?

Tom Bewick, Franklin Apprenticeships and Transatlantic Exchange Forum
Simon Marti, Embassy of Switzerland
Nick Wyman, Institute for Workplace Skills and Innovation & the Skilling Australia Foundation
MODERATOR: Bob Lerman, Urban Institute

@SwissEmbassyUSA @nicholas_wyman @urbaninstitute

12:00 – 1:15 pm
LUNCH PLENARY: THE FUTURE OF APPRENTICESHIP UNDER THE TRUMP ADMINISTRATION
► Columbia
This plenary is an opportunity to hear how apprenticeship will fit into the Trump Administration’s broader plans to connect millions of Americans to new skilled jobs over its first term. New leadership from key federal agencies will lay out their plans both within their departments and in collaboration with each other. We also hope this session establishes how leaders in the apprenticeship field—including employers, practitioners, state policymakers and foundation investors—might begin to collaborate on these efforts with the Trump Administration.

INTRODUCTIONS:
Andy Van Kleunen, National Skills Coalition
Mary Alice McCarthy, New America

KEYNOTE:
Education Secretary Betsy DeVos (invited)
Labor Secretary Alexander Acosta (invited)

CONCLUDING REMARKS:
Bob Lerman, Urban Institute

@SkillsCoalition @NewAmerica @BetseyDeVosED @USDOL
1:30 – 2:30 pm
DISCUSSIONS WITH FEDERAL AGENCIES
These sessions will offer an opportunity for conference attendees to hear from and ask questions of agency personnel who will be supporting apprenticeship adoption or incorporating apprenticeship as an allowable activity within various programs under their authority.

U.S. Departments of Labor and Education: Engaging Workers, Business, and Education Providers in Apprenticeship
► International Ballroom East
Representatives from the Departments of Education and Labor will report on apprenticeship and work-based learning to date under WIOA implementation and the Carl D. Perkins Career and Technical Education Act and any options being considered to support or encourage its expansion.
Kim Ford, U.S. Department of Education, Office of Career, Technical, and Adult Education
John Ladd, U.S. Department of Labor, Office of Apprenticeship
Byron Zuidema, U.S. Department of Labor, Employment and Training Administration
MODERATORS:
Katie Spiker, National Skills Coalition
Brent Parton, New America
@USDOL @SkillsCoalition @NewAmerica @usedgov

U.S. Department of Health and Human Services and Agriculture: Apprenticeship Supports for Low-Income People under TANF, SNAP E&T
► Monroe
Representatives from HHS and USDA explain how work-based learning—including registered apprenticeship—could be a training option for individuals currently receiving assistance under TANF or SNAP E&T. They will also share current administration plans for employment and training activities in the implementation of TANF and SNAP E&T, and provide insight into how these issues might inform the administration’s views on the pending reauthorizations of TANF and SNAP E&T.
Rachel Gragg, U.S. Department of Agriculture, Food and Nutrition Service
Deborah List, U.S. Department of Health and Human Services, Administration for Children and Families
MODERATOR: Kermit Kaleba, National Skills Coalition
@USDA @HHSgov @SkillsCoalition

U.S. Department of Commerce: Business Perspective on the Importance of Apprenticeship
► Jefferson East
Representatives from the Department of Commerce will discuss the administration’s priorities for working with businesses — small, medium, and large — to expand apprenticeship. Discussion will cover administration priorities to utilize apprenticeship as an industry-driven mechanism to improve economic growth.
Mary Ann Pacelli, Manufacturing Extension Partnership
Rodney Petersen, National Institute of Standards and Technology
Ryan Noonan, Economics and Statistics Administration
MODERATORS:
Eric Seleznow, Jobs for the Future
Dave Langdon, Department of Commerce
@NIST_MEP @usnistgov @jfftweets @CommerceGov @ESAsstats @SelectUSA

U.S. Department of Transportation: Apprenticeship within the Trump Administration’s New Infrastructure Proposal
► Jefferson West
Hear from Department of Transportation representatives about the administration’s plans for connecting unemployed and underemployed individuals to new jobs created through infrastructure investments and the extent to which construction-related apprenticeships and pre-apprenticeships could be part of that strategy. Discussion will cover DOT’s oversight of current transportation legislation and how apprenticeship and training will impact the Department’s work in the next term.
Marilyn Shazor, Office of Policy
Virginia Tsu, Federal Highway Administration
MODERATOR: Ed Gilman, National Skills Coalition
@USDOT @USDOTFHWA @SkillsCoalition
Economic opportunity is a core American value, which is why the Joyce Foundation is proud to sponsor the 2017 Apprenticeship Forward Conference.

By bringing together leaders from across the apprenticeship community, this conference provides an opportunity to succeed, learn, and collaborate towards an America where its people can gain the skills necessary to compete and prosper.
NOEL GINSBURG
Chairman and CEO, Intertech Plastics, Inc.; Founder and CEO, CareerWise Colorado

In 1980, in his senior year at the University of Denver, Noel Ginsburg founded Intertech Plastics, a custom injection molding business, manufacturing products for the consumer, packaging, industrial and medical device markets. The company employs over 200 people and operates twenty-four hours a day, seven days a week.

Ginsburg is founding Chairman of the Board for CareerWise Colorado, a statewide non-profit organization dedicated to building the middle class by closing the skills gap through experiential learning. CareerWise Colorado is building a system of youth apprenticeships across a variety of industries to ensure businesses have a capable workforce and students have a clear career path.

Ginsburg was the founding chair of the Colorado Advanced Manufacturing Alliance (CAMA) and currently serves on its board and executive committee. The Alliance is focused on building manufacturing and manufacturing jobs in the State of Colorado. In addition, Ginsburg is a member of the State Economic Development board, a board member of the Denver Metro Chamber of Commerce, co-chair of The Leadership Initiative, chair of the Denver Public Schools College and Career Pathways council, member of the US Youth Employment Action Network at the Clinton Global Initiative and was appointed by Governor Hickenlooper to lead the Business Experiential Learning (BEL) Commission for the State of Colorado.

Ginsburg has served as the board chair and general campaign chair of the Mile High United Way and the Allied Jewish Federation of Colorado and served as President of the Denver Public Schools Foundation. Ginsburg was among the founding board members and is a past President of the Colorado I Have a Dream Foundation.

Ginsburg has received numerous awards for his civic engagement and public service.
On October 16th, 2013, Cory Booker won a special election to represent New Jersey in the United States Senate. On November 4th, 2014, Senator Booker was re-elected to a full six year term.

As New Jersey’s junior Senator, Booker has partnered with colleagues on both sides of the aisle to create economic proposals, from increased small business investment to apprenticeship programs, with the hope of fostering greater economic mobility and opportunity. He has also worked with colleagues to develop collaborative solutions to complex challenges like transportation modernization and climate change. Senator Booker has been a leader in the Congressional push for criminal justice reform, and spearheaded legislation to ease the hiring process for the formerly incarcerated.

Senator Booker serves on the Senate’s committees on Commerce, Science, and Transportation; Small Business and Entrepreneurship; Environment and Public Works; and Homeland Security and Government Affairs. He is the ranking member of the Senate Subcommittee on Surface Transportation.

Prior to his time in the U.S. Senate, Booker served as Newark’s mayor for more than seven years with a focus on economic growth, crime prevention, and quality of life improvements. Prior to that, at the age of twenty-nine, he was elected to the Newark City Council from the city’s Central Ward.

Senator Booker received his undergraduate degree from Stanford University where he played on the varsity football team. While at Stanford, he also was awarded a Rhodes Scholarship and went on to study at the University of Oxford where he received an honors degree in History. Booker received his J.D. from Yale Law School. After law school, Booker moved to Newark – where he still lives to this day – and started a nonprofit organization to provide legal services for low-income families, improve living conditions, and stay in their homes.

Tim Scott was sworn in to the U.S. Senate in January 2013. Since then, as the junior Senator from South Carolina, Scott has launched his Opportunity Agenda, with the goal of giving students and workers the greatest chance to succeed. His agenda includes tax reform, expanding school choice to increase access to high quality education, and providing alternatives for single parents to work their 40 hours a week by allowing for wider use of comp time.

Senator Scott is also working to find ways to help redevelop the poorest areas without pushing current residents out, bringing down energy costs that consume a quarter of after-tax income for families making $30,000 or less, helping young offenders and those aging out of the foster care system to receive the vital opportunity for education, and ensuring kids who want to attend college can do so without incurring debilitating debt. In his first hundred days as a Senator, he worked with colleagues to introduce a Balanced Budget Amendment, and was an original cosponsor on a bill to permanently ban the earmarking process.

Senator Scott serves on the Senate Finance Committee; Committee on Health, Education, Labor and Pensions; Committee on Banking, Housing & Urban Affairs; Committee on Small Business and Entrepreneurship; and Special Committee on Aging.

Prior to being sworn in to the Senate, Scott served in the United States House of Representatives from 2011-2013, where he was a member of House leadership and sat on the House Rules Committee. He also served on Charleston County Council for 13 years, including four terms as Chair and in the South Carolina House of Representatives for two years where he was elected Chairman of the Freshman Caucus and House Whip. He was the owner of Tim Scott Allstate and partner of Pathway Real Estate Group.
GOVERNOR DANIEL P. MALLOY  
(D) Connecticut

Dannel P. Malloy is in his second term as the Governor of Connecticut. Since 2011, his administration’s top agenda items have included creating jobs, improving public education, stabilizing the state’s finances, investments in the state’s transportation infrastructure, and protecting the environment.

The Governor has focused on strengthening initiatives that help small businesses create and maintain jobs. He also has been a strong proponent of establishing Connecticut as a center of innovation in growth industries that are leading 21st Century advancements, including in bioscience, digital media, engineering, manufacturing, and other fields.

Recognizing that one of Connecticut’s best and most competitive resources is its well-educated workforce, he has made education a focus of his economic development efforts, investing in schools at every level. At a time when many other states were cutting funding for public education funding, Governor Malloy increased funding to local schools and funded thousands of new pre-K slots. He has also worked with the state’s higher education institutions to implement initiatives that are making Connecticut a major hub of research and development.

Under Governor Malloy’s leadership, Connecticut became the first state in the nation to pass a minimum wage increase to $10.10 an hour and to pass legislation guaranteeing paid sick leave for workers. Other priorities have included establishing an Earned Income Tax Credit, helping the state’s uninsured population obtain quality, affordable healthcare; replenishing the state’s Rainy Day Fund; affordable housing; and addressing chronic homelessness among U.S. veterans by implementing programs that ensure veterans have access to quality housing, health care, education, and career opportunities.

The Governor has received honorary degrees from several higher education institutions, including the University of New Haven, the University of Saint Joseph, the University of Bridgeport, and Nichols College.

SECRETARY ALEXANDER ACOSTA (invited)  
U.S. Department of Labor

On February 16, 2017, President Donald Trump nominated Rene Alexander “Alex” Acosta to be United States Secretary of Labor. If Acosta is confirmed, he will be the first Hispanic member of Trump’s cabinet.

Currently, Acosta serves as Dean of the Florida International University College of Law. He was appointed by President George W. Bush to the National Labor Relations Board and later served as Assistant Attorney General for Civil Rights and federal prosecutor for the Southern District of Florida.

Acosta served as a law clerk to Samuel Alito, then a judge on the United States Court of Appeals for the Third Circuit, from 1994 to 1995. Acosta then worked at the Washington, D.C. office of the law firm Kirkland & Ellis, where he specialized in employment and labor issues. While in Washington, Acosta taught classes on employment law, disability-based discrimination law, and civil rights law at the George Mason University School of Law.

On December 31, 2013 Acosta became the new chairman of U.S. Century Bank, the largest domestically owned Hispanic community bank in Florida and one of the 15 largest Hispanic community banks in the nation. He spearheaded the effort to establish the J.M. degree in banking compliance, BSA and anti-money-laundering at FIU Law. Acosta is a member of the Board of Trustees of Gulliver Schools, where he served a past term as board chairman.

Acosta is the only son of exiles from communist Cuba. He is a native of Miami, Florida, where he attended the Gulliver Schools. He received an A.B. degree in economics from Harvard College in 1990 and graduated cum laude from Harvard Law School 1994.
KEYNOTE SPEAKERS

SECRETARY BETSY DEVOS (invited)
U.S. Department of Education

Betsy DeVos is the 11th U.S. Secretary of Education. She was confirmed by the U.S. Senate on February 7, 2017 after being nominated by President Donald J. Trump.

As Secretary, DeVos is working with President Trump to advance opportunities for quality education for all students and to give more control of education to states and localities, to give parents greater choice in educational settings, and to ensure that higher education puts students on the path to successful careers.

Secretary DeVos has been involved in education policy for nearly three decades, with the goal of advancing reforms to help underserved children gain access to a quality education. DeVos’ interest in education was sparked at an early age by her mother, a public school teacher. As a parent, DeVos saw firsthand the work leaders in her hometown were doing to increase educational opportunities for students and choices for parents. For 15 years, DeVos served as an in-school mentor for at-risk children in the Grand Rapids (Michigan) Public Schools. As an advocate, DeVos has worked to support the creation of new educational choices for students in 25 states and the District of Columbia.

Prior to her confirmation, DeVos served as chairman of The Windquest Group, an enterprise and investment management firm. In addition to her leadership in the education arena, DeVos has also served on the boards of numerous national and local charitable and civic organizations, including the Kennedy Center for the Performing Arts, Kids Hope USA, ArtPrize, Mars Hill Bible Church and the Kendall College of Art and Design.

DeVos is a graduate of Calvin College in Grand Rapids, Michigan, where she earned a Bachelor of Arts degree.
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CRYSTAL BRIDGEMAN  
Siemens Foundation

Crystal Bridgeman is the Senior Director of Workforce Development Programs for the Siemens Foundation, leading their STEM Middle-Skill Initiative, a multi-million dollar investment to help close the opportunity gap for young adults in the U.S. in STEM technical careers. She has more than 10 years of professional experience in workforce development and postsecondary education. Immediately prior to joining the Siemens Foundation, Crystal led workforce development issues for former Chairman Tom Harkin (D-IA) of the U.S. Senate Committee on Health, Education, Labor and Pensions (HELP). Crystal led the committee work on the Workforce Innovation and Opportunity Act, signed into law by President Obama on July 22, 2014, the nation’s cornerstone policy on workforce development. Crystal also managed policy related to career and technical education, adult education, high school reform, and community colleges for the Chairman. Crystal earned her graduate degree in public administration at the University of North Carolina at Chapel Hill and her undergraduate degree at Mercer University.

FRED DEDRICK  
National Fund for Workforce Solutions

Fred is the president and CEO of the National Fund for Workforce Solutions and is responsible for implementing the mission and vision of the National Fund to strengthen communities, develop employer leaders, promote workforce innovations, and generate good jobs. Fred joined the National Fund at Jobs for the Future as its first executive director in March of 2010. Fred became the National Fund’s first president and CEO in 2016. Fred has more than 30 years of experience in addressing communities’ economic and workforce needs, including improving workforce development through partnerships. Most recently, he served as Pennsylvania’s deputy secretary for Workforce Development, overseeing roughly $150 million in federal and state workforce funding. He also served on the executive committee of JOIN, Philadelphia’s regional collaborative supported by the National Fund. Prior to his tenure as deputy secretary, Fred was the executive director of Pennsylvania’s statewide Workforce Investment Board, developing recommendations for Governor Ed Rendell regarding workforce policy and strategy. Fred earned his bachelor’s degree in English from the University of Notre Dame and his master’s in public administration from Princeton University. He currently serves on the leadership council of the National Skills Coalition and the Department of Commerce’s Council on Innovation and Entrepreneurship.

DAVID D. ETZWILER  
Siemens Foundation

David Etzwiler was named Chief Executive Officer of Siemens Foundation in October of 2013, a new role charged with expanding the reach and impact of the organization. The Siemens Foundation supports innovation, research and education in the areas of science, technology, engineering, and math (STEM). Under his leadership, the Foundation has increasingly focused its STEM efforts on middle skill workforce development in the United States. Prior to joining Siemens, David led the Decade of Discovery in Diabetes, a partnership of 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. A graduate of Northwestern University, David earned his Masters of Public Policy from The Claremont Graduate University in California and his Juris Doctorate, 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 the areas of charitable giving, estate planning, and non-profit management.
EDISON FREIRE
JEVS Human Services

Edison Freire is the Director of Gateway initiatives at JEVS Human Services in Philadelphia, PA. His work focuses on improving access to quality education and developing career opportunities for urban youth. He specializes in 21st century learning, STEM Education, Youth Apprenticeship, youth leadership development, service learning and public private partnerships. From 2007-2016, Edison was the Director of Educational Technology at the School District of Philadelphia. In 1995 he founded Latino Tech, to enable high school students to disassemble and repair computers while improving their English language abilities. As word of the club spread, and when membership began to include those outside of the Latino community, the club was renamed the Urban Technology Project. Edison is a graduate of Brown University and has a Masters of Education from Eastern University.

BRIDGET GAINER
Aon Corporation

Bridget Gainer brings a unique perspective to civic life with over 25 years of experience in the public, private and non-profit sector. She is a Vice President of Global Public Affairs for Aon and a Commissioner on the Cook County Board. Her career at Aon has spanned finance and strategy and most recently Bridget lead the effort to bringing apprentice programs to the financial services sector. This January Aon hired 26 young men and women from neighborhoods across Chicago in a partnership with Chicago City Colleges.

Bridget was elected to the Cook County Board in 2010 and has brought both finance credentials and a strong commitment to Chicago to lead on several fronts. Bridget’s first act as a Commissioner was to create the Cook County Pension Committee. As Chairman, Bridget lead the charge to find a pension reform solution that was fair to both taxpayers and the workforce. She also started and Chairs the Cook County Land bank, the region’s most comprehensive response to the foreclosure crisis. The land bank is a social enterprise with 400 homes in development and works with over 100 community based developers.

ALLISON GERBER
The Annie E. Casey Foundation

Allison Gerber is a Senior Associate at the Annie E. Casey Foundation. She oversees the Foundation’s investments in workforce development. Her work focuses on promoting collaborative approaches to improving employment opportunities for low-income families. Prior to joining the Foundation, Allison was the executive director of the District of Columbia’s Workforce Investment Council and a senior associate with the Aspen Institute’s Workforce Strategies Initiative. Allison earned a bachelor’s degree in American Studies and public administration from Sweet Briar College and a law degree from Tulane University.

ELLEN GOLOMBEK
Colorado Department of Labor and Employment

In 2011 Governor Hickenlooper appointed Ellen Golombek as the Executive Director of the Colorado Department of Labor and Employment. Ellen brings more than 18 years of leadership and management to the department, a 1300-person agency which houses the Divisions of Employment and Training, Labor, Unemployment Insurance, Workers’ Compensation, Division of Vocational Rehabilitation and Oil and Public Safety. Under Ellen’s leadership, Colorado’s workforce regions and workforce centers streamlined their business practices to assure that all centers, both state and county run, were providing core services with consistency. Additionally, she helped with the creation of the Governor’s Business Experiential Learning Commission, whose mission is to expand non-traditional apprenticeships in Colorado through statewide business engagement. Ellen’s previous experience includes state director for America Votes in Colorado and vice president for External Affairs for Planned Parenthood. She was the first woman elected as president of the Colorado AFL-CIO and spent four years with the 1.8 million-member Service Employees International Union.
PLENARY SPEAKERS

ANGELA HANKS
Center for American Progress.

Angela Hanks is the Associate Director for Workforce Development Policy on the Economic Policy team at the Center for American Progress. Her work focuses on developing and promoting effective workforce development policies that raise the skills, wages, and employment opportunities of workers. Prior to American Progress, Angela was Senior Federal Policy Analyst at the National Skills Coalition, where she worked to develop and advance federal workforce policies and assist local leaders in advocacy on these issues both in Washington and in their home districts. Angela previously worked as a Legislative Assistant to Congressman Elijah E. Cummings and a Counsel on the House Committee on Oversight and Government Reform, where she worked on issues such as education, labor, and government oversight matters. Angela holds a J.D. from the University of Maryland, Francis King Carey School of Law and a bachelor’s degree in Political Science from the George Washington University.

ARIANE HEGEWISCH
Institute for Women’s Policy Research

Ariane Hegewisch is Program Director for Employment and Earnings at the Institute for Women’s Policy Research, an independent research institute in Washington, DC. She is responsible for IWPR’s research on earnings, occupations, and workplace discrimination, and directs IWPR’s work for the U.S. Department of Labor’s Gender Equity in Apprenticeship grant. She is a specialist in comparative human resource management, with a focus on policies and legislative approaches to facilitate greater work-life reconciliation and gender equality, in the US and internationally. Prior to coming to the USA in 2001, she taught comparative European human resource management at Cranfield School of Management in the UK where she was a founding researcher of the Cranet Survey of International HRM, the largest independent survey of human resource management practices, covering 25 countries worldwide. She began her career in local government in London as a policy advisor on sector strategies and women’s employment and training. She received a BSc Economics from the London School of Economics, and an MPhil Development Studies from the University of Sussex, UK.

TOM KRIGER
North America’s Building Trades Unions

Thomas J. Kriger, PhD is the Director of Research at North America’s Building Trades Unions. From 2008 to 2012 Kriger was Professor of Labor Studies and Provost and Vice President for Academics at the National Labor College. He served as Assistant to the President and Director of Legislation and Research for the American Federation of Teacher’s largest higher education local, United University Professions (#2190), from 1998 to 2007. Kriger has held faculty positions at the University of Northern Colorado, Providence College, and St. Lawrence University and is the author of numerous publications on labor issues.

ROBERT LERMAN
Urban Institute

Robert Lerman is an Institute fellow in the Center on Labor, Human Services, and Population at the Urban Institute as well as professor of economics at American University and a research fellow at IZA in Bonn, Germany. A leading expert on apprenticeship, he recently established the American Institute for Innovative Apprenticeship. His current research focus is on skills, employer training, apprenticeship programs in the United States and abroad, and housing policies. Lerman’s published research covers employment issues, earnings and income inequality, family structure, income support, and youth development, especially as they affect low-income populations. In the 1970s, he worked as staff economist for both the Congressional Joint Economic Committee and the US Department of Labor. He was one of the first scholars to examine the patterns and economic determinants of unwed fatherhood, and to propose a youth apprenticeship strategy in the United States. Robert earned his AB at Brandeis University and his PhD in economics at the Massachusetts Institute of Technology.
Deb Lindner is the Human Resources Manager of Precor, a fitness equipment manufacturing company for fitness chains nationwide and Hilton Hotels worldwide. Job openings in robotic welding, tool/model shop, and design engineering are expected to grow. The company is always looking for new hires with customer focus, accountability, teamwork, communication, collaboration, decision-making, adaptability, and conflict resolution skills. Finding workers with these skills is difficult, so the company collaborates with local community colleges, the OneStop center, workforce boards, and other manufacturing companies to find or train the workers they need.

Myron Linn is currently the Deputy Director of Iowa Workforce Development. He was formerly employed by Pella Corporation, where he held several leadership, human resources, and government relations positions, and he is a former high school teacher. He has a BA degree in mathematics and physics, and a MA degree in mathematics from the University of Northern Iowa. He is past chair of the boards for the Iowa Association of Business and Industry (ABI) and the Iowa Taxpayers Association. He previously served on the U.S. Chamber of Commerce Labor Relations Committee and the National Association of Manufacturers Health Care Committee in Washington D.C., and was an elected member of the local school board for 15 years. He is a graduate of the Iowa Military Academy with 23 years of commissioned military service and is retired with the rank of Lieutenant Colonel. He currently serves as State Director for the US Selective Service System in the State of Iowa, a position he has held since 1995.

Mary Alice McCarthy is the director of the Center on Education and Skills with the Education Policy program at New America. Her work 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. McCarthy’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. She has a PhD in political science from the University of North Carolina and an MPA from the Harvard Kennedy School of Government.

As an organizer, entrepreneur, and public servant, Delegate Cory McCray has been active and vocal in the effort to build a better Baltimore. As a delegate for the 45th legislative district, Cory is working to represent his neighbors effectively and efficiently. He is a member of the Environment and Transportation Committee where he also serves on the Housing & Real Property and Motor Vehicle & Transportation subcommittees. He is one of a select few chosen to serve on the Regional Revitalization Work Group — a group tasked with developing innovative ways to integrate the Greater Baltimore Metropolitan Area. Cory is a graduate of Baltimore City Public Schools, a five-year apprenticeship program with the International Brotherhood of Electrical Workers (IBEW) Local 24, and Baltimore City Community College. When he is not representing the citizens of the 45th legislative district, Cory is an organizer for his local union and a small business owner.
PLENARY SPEAKERS

ED RICHARDSON
Aon Insurance

Ed works as a client service apprentice at Aon’s headquarters in Chicago and attends Harold Washington College, where he is pursuing an associate’s degree in economics.

SYLVIA ROACHE
Plumbers Local 12

Sylvia Roache is an apprentice with the Plumbers and Gasfitters Local 12 in Boston. Sylvia is a graduate of Building Pathways in Boston — a building trades pre-apprenticeship program in Boston.

STACEY ROSE
Kroger

Stacey Rose, Senior Human Resource & Labor Relations Manager for the Kroger Manufacturing Division of The Kroger Co., is a leading voice in the manufacturing industry for apprenticeships and skill-based training. Under Stacey’s leadership, Kroger became an inaugural member of the U.S. Department of Labor’s ApprenticeshipUSA LEADERs Program and is introducing a standardized apprenticeship program in each of Kroger’s 35 manufacturing facilities. With the support of the U.S. Department of Labor and local partnerships with workforce development boards, colleges and labor unions, Kroger Manufacturing will add at least 40 new Apprentices in Manufacturing by the end of 2017. Now based in Kroger’s Corporate Office in Cincinnati, Ohio, Stacey joined the company in 2004 and spent 8 years working in five different Kroger Manufacturing plants. It was during this time she developed her passion for investing in our associates and became an advocate for the strengthening of the American worker.

GRACE RUTHA
Philadelphia FIGHT

Grace Rutha came to the United States as a political asylee, seeking refuge and a chance to pursue the “American Dream.” Despite her background as a News Editor in Kenya — with 13 years of experience and a Master’s Degree in Journalism from the University of Nairobi — Grace was unable to find work in her field, and remained unemployed as a refugee with a work permit and then a Green Card. Grace has been HIV positive since the age of 20. Seeking medical assistance, she found Philadelphia FIGHT — a comprehensive health services organization providing primary care, consumer education, research, and advocacy for people living with HIV/AIDS and those at high risk — enrolled Grace as a patient. She became actively involved with FIGHT, and is now a member of FIGHT’s Advisory Board. When Philadelphia FIGHT partnered with the District 1199C Training & Upgrading Fund to implement the first Community Health Worker Registered Apprenticeship in Pennsylvania, FIGHT identified Grace as its first Apprentice. She has completed the 150-hour classroom training, and is currently working as a Community Health Worker Apprentice in an HIV Peer Counselor role.

MARTIN SIMON
National Governors Association Center for Best Practices

As Associate Director, Martin directs policy and legislative analysis, research, information sharing and technical assistance services to states related to workforce and economic development policy and programs. Simon has worked on a variety of NGA Center projects including studies on the development of industry-based skills standards and certification, incumbent worker training, adult literacy, school-to-work and restructuring state workforce development systems. He is a nationally recognized expert on workforce development and economic development. Prior to NGA, he served as Deputy Director, Michigan Human Investment Fund, Manager, Policy and Coordination, Michigan Governor’s Office for Job Training, Manager, Michigan Job Opportunity Programs, Michigan Governor’s Office for Job Training, Program Consultant, Michigan Governor’s Office for Job Training, Project Director, Michigan Interagency Collaborative Project, Michigan Department of Labor, and Manager, Employment and Career Education, Youth Development Corporation. He holds a M.A., Western Michigan University and a B.A., University of Detroit.
ANDY VAN KLEUNEN  
National Skills Coalition

Andy is Chief Executive Officer of National Skills Coalition, which he founded in 2000 as The Workforce Alliance in collaboration with leaders from the workforce development and philanthropic communities. Andy has led the Coalition to become a nationally recognized voice on behalf of a diverse array of stakeholders, building upon his experience as a community organizer, a policy analyst, and a practitioner-advocate with roots in the workforce field. He oversees all aspects of the Coalition’s efforts, including building alliances with new partners as well as advising state and federal policy initiatives. Andy is the author of multiple publications in the areas of workforce policy, healthcare policy, and urban community development. He is a recognized expert on state and federal workforce policy, regularly cited in such leading national publications as the New York Times, Washington Post, and USA Today. Prior to founding the Coalition, Andy was Director of Workforce Policy for the national Paraprofessional Healthcare Institute, where he worked with employers, unions and client advocates to improve job quality and training for low-wage workers within the nation’s long-term care sector. Andy also spent over 14 years in community organizing and development efforts within several of New York City’s low-income and working-class neighborhoods. Andy holds a master’s degree in urban sociology from the Graduate Faculty at the New School for Social Research, and a bachelor’s degree in political science and honors studies from Villanova University.

SARAH STEINBERG  
JPMorgan Chase & Co.

Sarah Ayres Steinberg joined JPMorgan Chase & Co. in 2015 as Vice President of Global Philanthropy for New Skills at Work, a $250 million global workforce training and demand-driven training initiative. Her work focuses on promoting economic opportunity and prosperity through investments in workforce practice, innovation, and policy. Sarah is the Program Officer for New Skills for Youth, a $75 million, five-year global career readiness initiative launched in January 2016 and aimed at investing in high-quality, career-focused education that prepares young people to prosper in the growing global economy. Prior to joining JPMorgan Chase, Sarah was Senior Economic Policy Analyst at the Center for American Progress, where she led CAP’s research on workforce development and expanding apprenticeships. Her research has been cited by The New York Times, The Wall Street Journal, and The Washington Post, among others. She has a bachelor’s degree in government and sociology from Dartmouth College.

CARLA WHITLOCK  
Apprenticeship Carolina

Carla Whitlock currently serves as Senior Apprenticeship Consultant with Apprenticeship Carolina and is responsible for the operations of the program as well as its four grant opportunities. Her professional background has included public accounting with one of the nation’s largest regional accounting firms, tax credits and economic development consulting, government relations, marketing and business development. Prior to joining Apprenticeship Carolina, Carla was a Project Coordinator with Apprenticeship Carolina, Carla was a Project Coordinator with Apprenticeship Carolina, Carla was a Project Coordinator with Apprenticeship Carolina, Carla was a Project Coordinator with Apprenticeship Carolina, Carla was a Project Coordinator with Apprenticeship Carolina, Carla was a Project Coordinator with Apprenticeship Carolina, Carla was a Project Coordinator with Apprenticeship Carolina, Carla was a Project Coordinator with Apprenticeship Carolina. Carla’s expertise has been featured during conferences and events sponsored by the Urban Institute, Appalachian Regional Council, Department of Labor, NAACP, economic development organizations and individual trade associations. A graduate of Southern Wesleyan University with a degree in Accounting and Business Administration, she is a South Carolina Certified Economic Developer and a graduate of the SC Technical College System Leadership Academy. She has also completed the National Basic Economic Development Course through the University of North Carolina. Carla is a former Board Member for Junior Achievement of the Upstate and is active member of the South Carolina Economic Developers Association.

MARK WAGNER  
The Hartford

Mark Wagner, Vice President, Claims Learning, is a talent development strategist serving The Hartford Claims organization. Wagner joined The Hartford in October, 2012, after holding a similar position at Progressive Insurance for over 10 years. Wagner’s mission is to grow a highly proficient claims workforce at all levels. Wagner and his team enhance the work environment by providing claims employees with clear role-based career development. He and his team have accomplished their mission when claims professionals are enabled to consistently deliver quality claims outcomes, accurately execute on the claims strategy and promote customer loyalty through claims satisfaction. This enables The Hartford to succeed by growing the business profitably with a talented and engaged work force. In 2014, The Hartford has implemented a patented skill badging program utilizing performance based learning evidence. On November 15th 2016, The Hartford became the first US headquartered insurer to start a registered apprenticeship program for entry level claims positions.