



Draft Program Descriptions: 4/19/17

THURSDAY, MAY 4

7:30 – 8:30 Breakfast

Columbia Ballroom

8:30 – 10:00 Opening Plenary: The Changing State of Apprenticeship in a Changing U.S. Economy

Columbia Ballroom

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, JP Morgan 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, Hartford Insurance
- *Moderator: Fred Dedrick, National Fund for Workforce Solutions*

10:15 – 12:00 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

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Information Technology

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- *Lead Discussants:* Jennifer Carlson, Washington Technology Industry Association; Tammy Theiman, Amazon
- *Facilitator:* Brent Parton, New America

Finance / Business Services

Holmead

- *Lead Discussants:* Dr. Rebecca Lake, Harper College; Al Crook, Zurich 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

Healthcare

Columbia 1/2

- *Lead Discussants:* Deb Green, American Health Information Management Association; Daniel Bustillo, Healthcare Advancement Program
- *Facilitator:* Kelly Aiken, National Fund for Workforce Solutions

Manufacturing

Columbia 11/12

- *Lead Discussants:* Mason Bishop, National Institute for Metalworking Skills; Brad Markell, AFL-CIO Industrial Union Council; Curt Jasper, EJ Ajax Metalforming Solutions
- *Facilitator:* Geri Scott, Jobs for the Future

Transportation / Logistics

Gunston

- *Lead Discussants:* Bill McLennan, FASTPORT, Inc.; Jack Clark, Transportation Learning Center
- *Facilitator:* Ed Gilman, National Skills Coalition

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

Columbia Ballroom

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 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 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

- Angela Chapp, GEICO
- Silvia Roache, Plumbers and Gasfitters UA Local 12
- Grace Rutha, Philadelphia FIGHT
- Ed Richardson, Aon Insurance
- *Moderator: Allison Gerber, 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*

2:15 – 3:45 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 faced by this particular group of 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*

Postsecondary Young Adults (College)

Holmead

- *Lead Discussants:* Annette Parker, South Central College; Bridget Gainer, Aon
- *Facilitator: Mary Alice McCarthy, New America*

Out-of-School Youth

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- *Lead Discussants:* Paul Ortega, Swiss Post Solutions; Brian McMahon, Operation Fresh Start
- *Facilitator: Abby Snay, JVS San Francisco*

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*

Women in Industries in which they are underrepresented

Columbia 3/4

- *Lead Discussants:* Lauren Sugerman, Chicago Women in Trades; James Boland, International Union of Bricklayers and Allied Craftworkers
- *Facilitator:* Katie Spiker, National Skills Coalition

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

Veterans

Columbia 10

- *Lead Discussants:* Tom Dawkins, Microsoft; Darrel Roberts, Helmets to Hardhats; Megan Curren, Werner Enterprises; Patrick O’Leary, UPS
- *Facilitator:* Tim Green, Department of Labor Office of Assistant Secretary for Veterans Employment and Training

4:00 – 5:15 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 as well as large firms participate. This session focuses on best practices to maximize the impact of intermediaries utilized 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

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.

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Hear how they've been developed and are currently being applied.

- Diane Jones, Urban Institute

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 as well as 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, NSC*

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 US 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
- *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, Public Schools of North Carolina
- John Page, Tacoma Public Schools
- Mitchell Harp, Trident Technical College
- Lynne M. Gilli, Maryland Department of Education
- *Moderator: Kate Creamer, Advance CTE*

On the Frontier of Apprenticeship within Emerging Industries

Gunston

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The broad interest in apprenticeship as a new approach for developing and attracting the skilled workers is driven by the varying strategic needs of different industries, from the need for accelerated training strategies to fill vacancies, to an interest in a more diverse workforce. This panel session will explore the motivations and experience to date 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? What feedback do some in the field get? But, do new regulations create more barriers than opportunities?

- Andrew Cortés, Building Futures
- John Gaal, Carpenters' District Council of Greater St. Louis
- Leah Rambo, Sheet Metal Worker's 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 less regulated 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 Networking Reception

Heights Courtyard

FRIDAY, MAY 5

7:30 – 8:30 Breakfast

Columbia Ballroom

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

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: David Etwiler and Crystal Bridgeman, Siemens Foundation

Keynote: Governor Malloy (D-CT)

State Policymaker Panel

- Delegate Cory McCray, Maryland General Assembly
- Myron Linn, Iowa Workforce Development
- Carla Whitlock, South Carolina Technical College
- Ellen Golombek, Colorado Department of Labor and Employment
- *Moderator: Martin Simon, National Governor's Association Center for Best Practices*

10:15 – 11:45 Concurrent Panel Presentations

Survey of State Apprenticeship / Work-Based Learning Policies

Columbia 3/4

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 Governor's Association
- Joel Thomas, New Jersey Department of Labor
- *Moderator: Bryan Wilson, National Skills Coalition*

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 business' use of the training model. Particularly for small- and medium-sized employers, public policies can help offset these costs and encourage wider use of apprenticeship.

- Pam Lenzion, American Boat Builders & Repairers Association
- Dane Linn, Business Roundtable
- *Moderator: Kermit Kaleba, National Skills Coalition*

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, U.S. Department of Labor, Office of Apprenticeship
- Carla Whitlock, Apprenticeship Carolina
- Scott Kisting, AmericanWest Bank
- *Moderator: Brent Parton, New America*

Measuring Apprenticeship Outcomes—Using Public Data to Assess Impacts and Quality

Monroe

There is no single repository of data from all Registered Apprenticeship programs, and states provide different levels of information on program and individual level completions of apprenticeships 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*

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 young people served under its Youth title. Hear from experts about how states and local areas are implementing WIOA and working towards these goals.

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

The Role of Public Policy: How Can Federal Education, Workforce, and Economic Development Policy Better Support Apprenticeship?

Jefferson West

As interest in apprenticeship grows, the need to better align federal policy with state and

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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
- Ryan Reyna, Education Strategy Group
- *Moderator: Mary Alice McCarthy, New America*

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 recently has decided to expand its use of apprenticeship as a national workforce strategy. How effectively have the models of other established apprenticeship countries translated to these other recent adopters, and what does that experience portend for the United States?

- Viktoria Kis, Organization for the Economic Cooperation and Development
- Simon Marti, Embassy of Switzerland
- Nick Wyman, Institute for Workplace Skills and Innovation & the Skilling Australia Foundation
- *Moderator: Bob Lerman, Urban Institute*

12:00 – 1:15 Lunch Plenary: The Future of Apprenticeship under the Trump Administration

Columbia Ballroom

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

Remarks:

- Education Secretary Betsy DeVos (invited)
- Labor Secretary Nominee Alexander Acosta (invited)

Concluding Remarks: Bob Lerman, Urban Institute

1:30 – 2:30 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. Department of Labor: Engaging Workers and Business in Apprenticeship

International Ballroom East

This session will evaluate continued support for current apprenticeship grant programs and potential plans for new grant-making efforts. Representatives from the Department of Labor will report out on apprenticeship and work-based learning to date under WIOA implementation and any options being considered to support or encourage its expansion.

- John Ladd, Office of Apprenticeship
- Byron Zuidema, Employment and Training Administration
- *Moderators: Katie Spiker, National Skills Coalition; Brent Parton, New America*

U.S. Department of Education: Apprenticeship along an Educational Pathway

International Ballroom West

Hear from representatives of the Department of Education on the agency's intentions to influence work-based learning or apprenticeship options under the waiting-to-be-reauthorized Perkins Career and Technical Education Act, efforts to implement and support the Registered Apprenticeship College Consortium, progress on expanding apprenticeship options in high schools, and options being considered for expanding Pell flexibility as means to make federal financial aid more available to full-time workers, including apprentices.

- Kim Ford, Office of Career, Technical, and Adult Education
- Sharon Miller, Office of Career, Technical, and Adult Education
- Representative, Office of Postsecondary Education
- *Moderators: Kim Green, Advance CTE; Mary Alice McCarthy, New America*

HHS and USDA: Apprenticeship Supports for Low-Income People under TANF, SNAP E&T

Monroe

Representatives from Health and Human Services and USDA explain how work-based learning—including registered apprenticeship—could be a training option for individuals currently receiving assistance under TANF or SNAP, 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.

- 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*

U.S. Department of Commerce: Business Perspective on Importance of Apprenticeship

Jefferson East

Representatives from the Department of Commerce 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
- *Moderator: Eric Seleznow, Jobs for the Future; Dave Langdon, Office of Policy and Strategic Planning, Department of Commerce*

U.S. Department of Transportation: Apprenticeship within 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 of Energy's work in the next term.

- Marilyn Shazor, Department of Transportation
- Virginia Tsu, Federal Highway Administration
- *Moderator: Ed Gilman, National Skills Coalition*