

BUILDING COMMUNITY COLLEGES FOR THE FUTURE CONNECTING COMMUNITY COLLEGE STUDENTS TO EMPLOYMENT

Speaker Biographies

Opening remarks

Margery Austin Turner is senior vice president for program planning and management at the Urban Institute, where she leads efforts to frame and conduct a forward-looking agenda of policy research. A nationally recognized expert on urban policy and neighborhood issues, Turner has analyzed issues of residential location, racial and ethnic discrimination and its contribution to neighborhood segregation and inequality, and the role of housing policies in promoting residential mobility and location choice. Among her recent publications is the book *Public Housing and the Legacy of Segregation*. Before joining Urban, Turner served as deputy assistant secretary for research at the US Department of Housing and Urban Development (HUD) from 1993 through 1996, focusing HUD's research agenda on the problems of racial discrimination, concentrated poverty, and economic opportunity in America's metropolitan areas. During her tenure, HUD's research office launched three major social science demonstration projects to test different strategies for helping families from distressed inner-city neighborhoods gain access to opportunities through employment and education. Turner has a bachelor's degree in political science from Cornell University and a master's degree in urban and regional planning from the George Washington University.

Monique Baptiste is the Vice President of Global Philanthropy. As part of this work, Monique supports JPMC's \$350 million global investment in education and workforce training systems to promote economic opportunity and reduce inequities in labor market outcomes from groups that have historically faced significant barriers to accessing opportunity. This includes leading efforts to promote second chance hiring opportunities for individuals with criminal backgrounds in key cities across the country. With a background in urban policy and economics, Monique has worked in the field of workforce development for over a decade. Prior to joining JPMorgan Chase, Monique served as Vice President of Programs at the Newark Alliance and Director of the Greater Newark Workforce Funders Collaborative, where she was responsible for connecting private philanthropy to innovative workforce development initiatives targeting low-income workers. In 2008, Monique ran one of the largest workforce readiness and training organizations in New Jersey, serving more than 500 low-income residents annually from throughout northern New Jersey, including YouthBuild serving opportunity youth. Monique's service to urban communities also extends deeply into economic development. In 2004, Monique served as the Deputy Director of the Community Economic Development Division of La Casa De Don Pedro—a comprehensive non-profit in Newark, NJ, and has also served as a consultant to a number of local governments and public school districts to assist with securing resources to complete both human services and infrastructure projects to improve quality of life for communities. Monique has an undergraduate degree in economics and political science and a graduate degree in public policy from Rutgers University.



Building Strong Employer-Community College Partnerships

Kenneth Adams is the dean of workforce and economic development at Bronx Community College and City University of New York, where he leads the departments of adult and continuing education, workforce development, career services, and community and economic development, as well as the Center for Sustainable Energy. Adams's research and advocacy focuses on alternative occupational training programs for low-income students. Before joining City University of New York, Adams was acting commissioner of the New York State Department of Taxation and Finance. From 2011 to 2015, he served as president and CEO of Empire State Development and commissioner of the New York State Department of Economic Development. Before joining state government, Adams led The Business Council of New York State, the Brooklyn Chamber of Commerce, and the MetroTech Business Improvement District. He was the founding executive director of New York Cares. Adams serves as chairman of the boards of directors of New York State's affordable housing agencies, including the Housing Finance Agency, the State of New York Mortgage Agency, and the Housing Trust Fund Corporation. He is a director of the New York City Employment and Training Coalition and the Queens Chamber of Commerce Foundation and a trustee of the Bronx Charter School for Excellence. Adams has master's and bachelor's degrees from Middlebury College.

Lauren Eyster is a senior fellow in the Income and Benefits Policy Center at the Urban Institute, where her research focuses on innovative workforce development programs and how to best evaluate and learn from them. Most recently, Eyster has examined industry-focused job training and career pathway initiatives implemented through the workforce investment system and at community colleges. She studies how these programs can best provide education and training to different groups, such as laid-off workers, youths, low-income people, and older workers. She also researches how systems and various stakeholders can collaborate to help these people find and retain jobs. Eyster holds a master's degree from Johns Hopkins University and a doctoral degree in public policy and administration from the George Washington University.

Shanika Hope has more than 25 years of experience in education. Hope is a former elementary school teacher and principal and high school turnaround specialist. She has managed and/or supported more than three dozen Washington, DC, public schools and public charter schools in various capacities. Before her current role as head of content and research at Amazon Web Services, Hope served as the vice president of national urban markets initiatives at McGraw-Hill Education, the vice president of curriculum and instruction at Discovery Education, the assistant superintendent of elementary and secondary education for the Washington, DC, Office of the State Superintendent of Education, and school performance officer for the District of Columbia Public Schools. Hope earned a doctoral degree in education leadership and a master's degree in math and science education from Old Dominion University, where she was selected as a Holmes Scholar.

Steve Partridge is vice president of strategic partnerships and workforce innovation at Northern Virginia Community College (NOVA). Partridge manages the college's corporate and workforce engagement, government relations, marketing, communication, and workforce programming and events. Since joining NOVA in 2016, Partridge has led collaboration between the college and community across business, government, education, and nonprofit organizations to enhance NOVA's position as a critical partner. Under Partridge's leadership, the workforce division has implemented labor market intelligence capabilities; led the Tech Talent Pipeline Initiative; launched a first-of-its-kind apprenticeship program with employers, including Amazon Web Services; and built employer relationships to address regional talent demands. Partridge has testified before Congress regarding the national skills gap and regularly consults with congressional and administration staff on workforce issues. Before joining NOVA, Partridge served as president and CEO of Charlotte Works, the workforce development board for



Charlotte and Mecklenburg Counties, North Carolina. He also held executive positions at the Charlotte Chamber of Commerce and the Arizona Department of Commerce. He holds a master's degree in public administration from Arizona State University and a bachelor's degree in interdisciplinary studies from the University of Arizona.

Molly Scott is a principal research associate in the Metropolitan Housing and Communities Policy Center at the Urban Institute. For 16 years, Scott has studied Americans' experience of poverty and the effectiveness of programs and policies on the ground. In recent years, her work has focused on identifying the underlying structural issues that impede young people from completing their education, low-income adults from succeeding in the labor market, private-sector firms from adopting "good jobs strategies," and nonprofits and government agencies from designing and implementing approaches that achieve results. Scott has also collaborated with organizations to use people-centered design to develop new approaches to structural problems, implement systems to pilot and test these approaches, and disseminate lessons learned to practitioners and policymakers.

Creating Meaningful Work-Based Learning Opportunities for Community College Students

Anne Bacon is the director of strategic planning and policy for the North Carolina Community College System, where she leads the system's strategic planning efforts, tracks legislation, and engages in policy research and advocacy. Bacon's career addresses the intersection of workforce development, education, economic development, and human services. Half of her 25-year career has been in the nonprofit sector, focused on community-driven workforce development and dislocated-worker policy issues. The other half has been in state government in North Carolina, in the community college system, governor's office, and Departments of Commerce and Health and Human Services. Bacon earned her bachelor's degree from the University of Virginia and master's degree from the Sanford School of Public Policy at Duke University. She has also tapped community college training for computer and emergency management skill building. She serves on the Postsecondary Education National Advisory Panel for the National Skills Coalition.

Rick Bouillon, associate vice president of workforce and economic development, has been at Salt Lake Community College for 20 years and has worked in higher education for over 30. His roles at Salt Lake Community College have focused on collaborating with businesses and industries to benefit incumbent workers and prepare community members for successful careers in the most diverse economy in the country. The division of workforce and economic development was established in 2015 under his leadership to create a singular point of contact for business and industry. In collaboration with educational, governmental, and industry partners, Bouillon served as a leader for the creation of statewide pathways initiatives, including the Utah Aerospace Pathways program, Utah Diesel Tech Pathways program, and the Medical Innovations Pathways program. In the past year, Bouillon has helped create new programs, including information technology-focused certifications to assist the needs of Silicon Slopes and the Talent Ready Apprenticeship Connection program, which partners with area school districts. Bouillon serves on the boards of the National Council for Workforce Education, Community College Workforce Consortium, Utah Refugees, and the Economic Development Corporation of Utah. He holds master's and bachelor's of science degrees, both from Eastern Illinois University.

Haden Springer serves as manager for the Foundation for California Community College's workforce development services team. In this capacity, she manages workforce development and work-based learning programs and leads projects. Most recently, she directed an 18-month work-based learning planning and tools pilot, endorsed by the California Community Colleges Chancellor's Office and implemented in partnership with 32 colleges. The pilot aimed to build planning capacity and refine technologies and support services that can help colleges increase student access to quality work-based learning opportunities. Haden holds a master's degree in regional planning



from Cornell University and a bachelor's degree in international development from Sewanee: The University of the South.

Paul Thompson is the executive director of apprenticeship and workforce solutions at City Colleges of Chicago, where he leads the system-wide development and deployment of scalable apprenticeship and other work-based learning programs to move students into high-potential careers in business, health care, manufacturing, information technology, transportation, and hospitality. Thompson previously served as the dean of business and professional services at Harold Washington College, where he redeveloped and oversaw business programs for the district. He brings more than 25 years of business and management experience from various roles and industries. Thompson has served as an adjunct instructor, credentialed in business, certified information security, and interdisciplinary studies. Thompson has been appointed to Roosevelt University's Heller College of Business Advisory Board, the Illinois Workforce Innovation Board's Apprenticeship Committee, and the National Skills Coalition's National Apprenticeship Panel. He received a master's degree in business administration from the University of Chicago Booth School of Business with concentrations in finance and quality and a bachelor's degree in industrial engineering from Western Michigan University. Thompson is also a 2015 fellow of the Civic Leadership Academy at the University of Chicago Harris School of Public Policy and a current fellow in the Chicagoland Workforce Leadership Academy.

Jennifer Worth is senior vice president, workforce and economic development, for the American Association of Community Colleges. Worth oversees projects that partner community colleges with workforce boards, economic development entities, labor market intermediaries, and other community organizations to drive workforce and economic opportunity. She interfaces with federal agencies and fosters relationships with foundations and industry partners to align talent pipelines from colleges. Worth also directs the annual Workforce Development Institute, an annual event for workforce development professionals at community colleges. Worth has held positions at the National Center on Education and the Economy, the Academy for Educational Development, and the National Association of Workforce Boards. She serves on the board of SkillsUSA and the National Association for Community College Entrepreneurship. She holds a master's degree in public policy and management from the University of Melbourne in Australia.