

Transatlantic Apprenticeship Exchange Forum

Monday, October 26, 2015

Speaker Biographies

Tom Bewick

Managing director, New Work Training, Ltd.; president, Transatlantic Apprenticeship Exchange Forum

Tom has a professional background in education, skills, and enterprise policy spanning two decades. He is owner and managing director of the skills and management consultancy New Work Training, Ltd., which helps clients expand the number of high-quality apprenticeships. As an adviser to ministers in the British government on youth and adult education policy, he was responsible for the initial growth in apprenticeships through UK-wide sector skills councils. As cofounder and chief executive of the International Skills Standards Organisation, Ltd., he advised several multinational corporations and overseas governments on global workforce development issues. He has written several influential publications and blogs.

Company website: newworktraining.co.uk

Paul Champion

CEO, Profound Group

Paul has been a leader in higher education and apprenticeships for 25 years. He has a successful track record in leading and delivering large projects and has worked in senior management roles within large colleges and the private sector. He is recognized as a key commentator and blogger for higher education and is frequently called upon to contribute to UK government policy regarding apprenticeship reforms and development. His international work includes projects in China, developing a viable and robust apprenticeship model to tackle youth unemployment and job shortages along with developing legislative policy.

Company website: profoundservices.com

J. Scott Christman

Manager of student services, the Apprentice School

Scott attended Newport News Shipbuilding's Apprentice School, from which he graduated as a pipefitter in 1986. He continued his education at Old Dominion University and holds undergraduate degrees in both mechanical engineering technology and education as well as a master's degree in career and technical education. His interest in educating and developing people led to his spending 10 years as an academic professor teaching technology and engineering-related courses at the secondary and postsecondary levels. For the past 13 years, he has served as manager of student services at the Apprentice School in Newport News, Virginia. He received his PhD from Old Dominion University in STEM and professional studies. His research, *Enhancing Apprentice Training through Supervision of Work Experience*, focused on return-on-investment from an employer's perspective.

Justine Crozier
International development director, Learning Curve Group

Justine has over 15 years of experience working with curriculum development, operations, contract management, business development, quality assurance, and improvement. She has worked in New Zealand and has established international business development across the Middle East, Australia, China, and India. She is dedicated to lifelong learning and professional development in the global marketplace.

Company website: learningcurvegroup.co.uk

Dominic Gill
Managing director, IT Skills Management

Dominic is apprenticeship policy lead for Microsoft UK and managing director of IT Skills Management, a Microsoft learning partner delivering digital technology apprenticeships and commercial IT training. He has led Microsoft's apprenticeship activity since its inception in 2008. This program has seen over 7,000 apprentices start their careers in over 5,000 Microsoft partners and customers across the United Kingdom between January 2010 and January 2015. The program continues to grow and is forecast to start over 4,500 apprenticeships this year. Gill sits on various policy groups, including the Digital Industries Trailblazer and City & Guilds' Industry Skills Board.

Company website: itskillsman.co.uk

Tamar Jacoby
President and CEO, Opportunity America

Tamar is president of Opportunity America, a Washington, DC-based nonprofit working to promote economic mobility. From 1987 to 2007, she was a journalist, an author, and a senior fellow at the Manhattan Institute. Before that, she was a senior writer and justice editor at *Newsweek*. From 1981 to 1987, she was the deputy editor of the *New York Times* op-ed page. Her articles have appeared in several publications, including the *New York Times*, *Wall Street Journal*, *Washington Post*, *Weekly Standard*, and *Foreign Affairs*. She is the author of *Someone Else's House: America's Unfinished Struggle for Integration* and editor of *Reinventing the Melting Pot: The New Immigrants and What It Means To Be American*. Since 2008, she has been president of ImmigrationWorks USA.

Alex Khan
CEO, Lifetime Training, Ltd.

Alex has worked in the training sector for the past 16 years and is the chief executive officer of Lifetime Training. Before joining Lifetime, Khan spent four years as managing director with Babcock International Group, running their education and training business; before that, he was managing director of VT Groups Training Business. His experience gives him a wealth of knowledge of the vocational training and apprenticeship market across many sectors.

Company website: lifetimetraining.co.uk

John V. Ladd
Administrator, Office of Apprenticeship, US Department of Labor

John became administrator of the Office of Apprenticeship at the US Department of Labor in January 2008. In this role, he oversees the National Registered Apprenticeship System, which works with state agencies, businesses, industries, employers, employer associations, educational institutions, and labor and management organizations. With 500,000 active apprentices in the United States, it is the nationally recognized credentialing system for skilled and technical occupational training programs. Before this appointment, Ladd was deputy administrator of the Office of National Response and the director of regional management in the Office of Field Operations. He has held several leadership positions and won several awards at the Employment and Training Administration. He received his bachelor's degree from Boston University and his master's degree in public policy from the John F. Kennedy School of Government at Harvard University.

Susanna Lawson
CCO, OneFile, Ltd.

Susanna is cofounder and chief commercial officer at OneFile, Ltd. After graduating from the University of Manchester, she worked for both the government and private sector in health and social care. She became an advocate of vocational education, experiencing its value firsthand; she transitioned from support worker to assessor and to national manager. Ten years ago, she cofounded OneFile to eradicate inefficient paperwork within vocational assessment, replacing it with a user-friendly cloud-based experience. She was invited into the prestigious Goldman Sachs 10,000 Small Businesses program and currently mentors others to achieve success.

Company website: onefile.co.uk

Robert Lerman
Institute fellow, Urban Institute; founder, American Institute for Innovative Apprenticeship

Bob is an Institute fellow at Urban Institute, emeritus professor of economics at American University, and research fellow at IZA in Bonn, Germany. A leading expert on apprenticeship, Lerman established the American Institute for Innovative Apprenticeship. 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. He has served on several panels, including the National Academy of Sciences panel on the US postsecondary education and training system. Lerman earned his AB at Brandeis University and his PhD in economics at the Massachusetts Institute of Technology.

Company websites: www.iza.org; innovativeapprenticeship.org

Peter Marples
Director and owner, Aspire Achieve Advance

Peter is a successful business leader and entrepreneur who has bought businesses in several sectors, developed them, and successfully sold them. His biggest achievement was taking Derby County from near bankruptcy to the Premiership in less than a year. Marples left school at age 16 to become an apprentice. He positioned KPMG as the leading provider of services to the education sector and recently took a large training provider out of administration, saving 550 jobs and 9,000 apprentices.

Company website: 3aaa.co.uk

Steve Morris
UK sales director, learndirect, Ltd.

Steve has experience building successful recruitment and training businesses in both specialist and volume markets within the private and public sectors. Accomplished at leading business development and account management teams, he is responsible for customer engagement, key accounts, and generating over 250,000 learner applications per year. Before joining learndirect, he worked for over 20 years with the global recruiters Hays and Randstad, where he built talent pipelines for international organizations.

Company website: learndirect.com

Jacqueline Page
Director of business development, Highbury College

Jackie is director of business development at Highbury College, which is recognized internationally for student success. Page has leadership experience in curriculum management, development and improvement, partnership development, and curriculum growth. She designs and delivers apprenticeships in all sectors across the college. Page herself completed an apprenticeship and later became a vocational teacher in the United Kingdom and overseas. She also leads the British Council partnership projects that the college has in South Africa, China, and Vietnam.

College website: highbury.ac.uk/client/index.asp

Chris Payne
CEO, ITS Group

Chris is passionate about apprenticeships and how they provide an excellent workforce development model for employers and the best experience for career development. Payne has worked in the training and education sector for more than 30 years for colleges, independent training providers, and government agencies. He has led national training companies and has operated his own training business since 2001. He also provides executive coaching and leadership services for training and education organizations.

Company website: ind-training.co.uk

James Rosapepe

State senator, Maryland; sponsor, Youth Apprenticeship Legislation and the School for Working Teens

Jim was elected to represent College Park in the Maryland Senate in 2006 and previously served as vice chair of the House Ways and Means Committee and as US ambassador to Romania in the Clinton administration. He is also a former member of the University System of Maryland Board of Regents. He currently serves as the Senate chair of the Joint Technology Committee and as a member of the Senate Education Subcommittee. A longtime champion of youth apprenticeship, Rosapepe helped write the state's youth apprenticeship law and is working closely with the state's departments of labor and education to create a robust youth apprenticeship system in Maryland. In the private sector, he is chair and CEO of the private investment firm Patuxent Capital Group, which has been active in the United States, Europe, Latin America, and Asia.

Stuart Skinner

Head of international bid management, City & Guilds

Stuart has worked at City & Guilds for nearly 14 years and has much experience in the technical and vocational training sector. In the early part of his career, he was responsible for managing the operations of apprenticeships in the United Kingdom along with other vocational qualifications. Since 2008, he has worked internationally with governments and large organizations on vocational education reform. This has included working with the Indian government on developing a formal vocational education structure by providing high-level advice on vocational frameworks and sector skills bodies. More recently, he worked with the Saudi Arabian government to support the reform of their vocational education program, which aims to move more Saudi nationals and women into employment. In the United States, Skinner worked on an assignment with PetroSkills examining how the oil and gas industry could create international occupational standards to address the ever-growing skills gaps. Having studied a vocational program in college and undertaken several management programs throughout his career, Skinner is a passionate advocate of skills education.

Sarah Ayres Steinberg

Vice president for global philanthropy, JPMorgan Chase

Sarah recently joined JPMorgan Chase as vice president for global philanthropy for New Skills at Work, a \$250 million global workforce readiness and demand-driven training initiative. Before joining JPMorgan Chase, Steinberg was a senior economic policy analyst at the Center for American Progress, where she led the organization's work on expanding apprenticeship. Her research has been cited by the *New York Times*, *Wall Street Journal*, and *Washington Post*. She has a bachelor's degree in government and sociology from Dartmouth College.

Jen Worth

Senior vice president for workforce and economic development, American Association of Community Colleges

Jen is senior vice president for workforce and economic development at the American Association of Community Colleges (AACC). She 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. Striving to make promising practices into common ones, she interfaces with federal agencies and fosters relationships with foundations and industry partners looking to align talent pipelines from colleges into growing employment sectors. Worth also directs the annual Workforce Development Institute, an annual event for approximately 700 workforce development professionals at community colleges. She also staffs the Commission on Economic and Workforce Development and is the liaison for six AACC Affiliated Councils. Worth has held positions at the National Center on Education and the Economy, the Academy for Educational Development, the Center for Post-Compulsory Education and Lifelong Learning, 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.

Nicholas Wyman

CEO, Institute for Workplace Skills and Innovation

Nick is a workforce development and skills expert, author, speaker, and the CEO of the Institute for Workplace Skills and Innovation, a global enterprise committed to skills and workforce development. Wyman began his own career by learning a trade. He was named Australian Apprentice of the Year in 1988 and went on to captain Australia's gold medal-winning Culinary Youth Team. Today, he is a leader in developing skills-building, mentorship, and apprenticeship programs that close the gap between education and careers around the world. He is a regular contributor to *Forbes*, writing about job skills and training in the 21st-century workplace. He also writes features for the *Huffington Post* and CNBC. He has an MBA from Harvard Business School and studied at Kennedy School of Government; he was awarded a Churchill Fellowship in 2012.