



# Delivering Employer-Driven Apprenticeships

## Speaker Biographies

### **Tom Bewick, managing director, New Work Training, UK**

Tom Bewick 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 United Kingdom-wide sector skills councils. As cofounder and chief executive of the International Skills Standards Organisation Ltd., he advised multinational corporations and overseas governments on global workforce development issues. He has written several influential publications and blog posts.

### **Charlotte Blant, CEO, Youthforce of the UK**

Charlotte Blant is a celebrated speaker on apprenticeship development and reform, education and business leadership, staffing in schools, the principles of youth work practice and workforce development in education, construction, and scientific research industries. Her approaches to organizational and staff development benefit the vision of her training business and her clients, which include major UK employers such as Balfour Beatty and Ark and the Harris Federation multiacademy trusts. Blant's interests have always been in building the capacity of the services and environment within which young people live and learn. Her experience has varied from working with young homeless people and developing detached community-based youth work to setting up and managing a Mentoring Plus project for Crime Concern. Blant is a qualified youth worker, assessor, and performance coach and holds an MBA. As a freelance consultant, she has developed courses for the YMCA, Connexions, and National Citizen Service. In 2009, Blant wrote and delivered the Moving into Leading and Managing Services for Children and Young People program as well as a 2011 management development program for organizations in the US, the Philippines, and India. In 2015, Blant codirected the Journey to Leadership program for emerging further education and training leaders.

### **Paul Champion, manager, 3aaa USA**

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.



**Scott Cheney, policy director for pensions, workforce and economic development, US Senate Committee on Health, Education, Labor, and Pensions**

Scott Cheney is policy director for pensions, workforce, and economic development for Senator Patty Murray and the Senate Health, Education, Labor, and Pensions (HELP) Committee. Previously, he was a senior adviser to Senator Patty Murray on the Senate Budget Committee and was her staff director for the HELP Subcommittee on Employment and Workplace Safety. Cheney has over 25 years of experience in workforce, skills, and talent development; postsecondary education and training; and their intersection with economic development and regional competitiveness. His policy portfolio for the senator includes workforce development and postsecondary education, adult education, career and technical education, retirement and pensions, unemployment insurance, manufacturing, trade, and economic development. For five years, he was Senator Murray's policy director for all labor issues. He was Senator Murray's lead staffer on the recent reauthorization of the Workforce Innovation and Opportunity Act and is leading her work on reauthorizing the Perkins Career and Technical Education Act and an act to expand apprenticeships in the United States.

**Sarah Currier, director of workforce development, Dartmouth-Hitchcock Medical Center**

Sarah Currier is director of workforce development at Dartmouth-Hitchcock Medical Center, a nonprofit academic health system that serves 1.9 million patients across New England. Currier builds partnerships and programs to create sustainable workforce pipelines. In 2016, she was appointed by the New Hampshire governor to the State Workforce Investment Board. Currier also served a term on the board of directors for the Upper Valley Business and Education Partnership and is a board member of the Upper Valley Housing Coalition. Currier holds a BA in history from Bryn Mawr College and an MBA from the College of William and Mary. Before joining Dartmouth-Hitchcock, she worked for Deloitte Consulting in the federal human capital practice.

**Gerry Ghazi, president, Institute for American Apprenticeships at Vermont HITEC**

Gerry Ghazi is founder of Vermont HITEC and has been its board chair and president since its creation in 2000. Ghazi was also founder of the Institute for American Apprenticeships at Burlington College and was its vice president for academic affairs. Before dedicating himself to Vermont HITEC, he directed the Institute of Technology at IDX Systems Corporation (now GE Healthcare). He developed and implemented an award-winning, academically approved corporate education program that received international recognition in the *Financial Times*. He also was a member of IDX's redesign team. Before joining IDX, Ghazi was a practicing attorney for the law firms of Bogle & Gates in Seattle and Smith, Stratton, Wise, Herr and Brennan in Princeton, New Jersey. While attending law school, Ghazi was a law clerk for AT&T's corporate counsel, a legal intern for the US Attorney's Office, and a judicial intern for a US Federal District Court judge. Before his law career, Ghazi was a software engineer and a marketing representative for IBM. Ghazi obtained his associate's degree magna cum laude from County College of Morris, his bachelor's degree cum laude from Rutgers University, and his juris doctor degree cum laude from Seton Hall University School of Law.



**Will Holloway, deputy legislative assistant, US Senate**

Will Holloway is a deputy legislative assistant for Senator Tim Scott of South Carolina. He has worked for Senator Scott for the past four years and assists him in education, workforce, and small business. He graduated from the University of the South and is pursuing a JD from the Catholic University of America's Columbus School of Law.

**Vicki Horton, partner, Crowe Horwath**

Vicki has been a professional site selection consultant for 25 years. She assists her corporate clients with location strategy, community evaluation, site selection, real estate negotiation, and economic development incentive negotiation and collection. Vicki leads the national Location and Incentive Strategies practice at Crowe Horwath. Before joining Crowe Horwath she was an equity Partner with SC&H Group and led the Firm's national site selection and incentives practice. In her 25 plus year career, Vicki has worked for well known site selection firms including The Austin Company, Fantus Consulting, and Deloitte and Touche. She also spent a portion of her career as the Director of Network Strategy for a nationally known consumer products company. Vicki works with Fortune 100, 500 and middle market companies. Some of her current and past clients include Porsche, Cox Enterprises, PPD, HCA, ConAgra, Hobart, Avery Dennison, Russell Stover, Under Armour, Springs Industries, ADP, Chicco, Simmons, Fisher Scientific, Owens Corning, Gaylord Entertainment, and AOL. Vicki earned a Bachelor of Science degree from University of Akron and a Masters of Public Administration degree from Cleveland State University.

**Diane Jones, senior fellow, Urban Institute; former assistant secretary for postsecondary education, US Department of Education**

Diane Auer Jones is a senior fellow in the Center on Labor, Human Services, and Population at the Urban Institute, where her work focuses on expanding postsecondary education and training opportunities, including registered apprenticeship programs. Jones is a recognized expert on higher education access and accountability, federal student aid programs and policies, and innovation in educational delivery. She was assistant secretary for postsecondary education at the US Department of Education and held positions on the faculty or in senior administration at the Community College of Baltimore County, Princeton University, and Career Education Corporation. A molecular biologist by training, Jones taught biology for over a decade before transitioning to a career in science and education policy. Her science policy work included senior roles at the National Science Foundation; the Research Subcommittee of the US House of Representatives Committee on Science, Space, and Technology; and the White House Office of Science and Technology Policy. Jones has published on the future of university research, improving STEM education, and the power of apprenticeship in improving postsecondary completion rates. She began her career as a nursing assistant through a youth apprenticeship-style cooperative education program. She holds a bachelor's degree in biology, holds a master's degree in applied molecular biology, and completed doctoral coursework in cellular and molecular biology.

**Bill Kamela, policy counsel, US government affairs, Microsoft**

Bill Kamela is the federal policy lead for the Microsoft Corporation on workforce readiness and immigration issues. Before joining Microsoft, Kamela worked for over 30 years in Washington, DC, in policy-related jobs, including over 10 years on the House and Senate Education and Labor Committees and seven years in the Clinton administration at the US Department of Labor, where he led the department's legislative efforts on the Workforce Investment Act, Welfare to Work, employment-based immigration programs, the Work Opportunity Tax Credit, and Youth Opportunity Grants. He also spent over 10 years in the Washington, DC, nonprofit community at Children's Hospital and the National Urban Coalition. Kamela graduated from the State University of New York.



**John Ladd, administrator, Office of Apprenticeship, US Department of Labor**

John Ladd is administrator of the Office of Apprenticeship. He oversees the National Registered Apprenticeship System. Before his appointment, Ladd was deputy administrator for the Office of National Response and director of regional management in the Office of Field Operations. Ladd has held numerous leadership positions for major Employment and Training Administration (ETA) initiatives, including Workforce Innovations in Regional Economic Development, InnovatETA, and ETA's Transformational Forums. He has received numerous awards and honors while at ETA, including being selected for the inaugural class of ETA's Excellence in Leadership Program. He also has extensive experience in ETA's regional offices. Ladd also has experience at the local level of the public workforce system, having worked in Boston, Massachusetts, and Stamford, Connecticut. He received his bachelor's degree from Boston University and his master's degree in public policy from the Harvard Kennedy School.

**Robert Lerman, Institute fellow, Urban Institute**

Robert I. Lerman is an Institute fellow at Urban Institute, emeritus professor of economics at American University, and a research fellow at IZA in Bonn, Germany. Lerman was one of the first scholars to examine the economic determinants of unwed fatherhood and to propose a youth apprenticeship strategy in the United States. His published research covers apprenticeship, family structure, inequality, income support, and youth employment and development. Lerman is one of the leading academic experts on US apprenticeship. His publications on youth span decades, and he has testified before several congressional committees and served on the National Academy of Sciences panel on the US postsecondary education and training system. In 2013, Lerman founded the American Institute for Innovative Apprenticeship. He is principal investigator of the evaluation of the American Apprenticeship Initiative demonstration grants. Lerman earned an AB at Brandeis University and a PhD in economics at the Massachusetts Institute of Technology.

**Daniel Marschall, executive director, AFL-CIO Working for America Institute**

Daniel Marschall is executive director of the AFL-CIO Working for America Institute, a national workforce intermediary that assists unions, employers, skill training partnerships, and the workforce system to create, expand and retain high quality jobs. From 2008-2015, he served as the legislative and policy specialist for workforce issues for the federation. He has been involved in the nation's employment and training system since the 1980s, when he was coordinator of the Dislocated Worker Program for the State of Ohio and executive director of the Ohio State Building and Construction Trades Training Foundation. He served as a legislative director for a Member of Congress. He represents the AFL-CIO at the OECD Trade Union Advisory Committee (TUAC) Working Group on Education, Training and Employment Policy. He has a Master's degree in communication studies from Georgetown University and a PhD in Sociology. He is a Professorial Lecturer in Sociology at The George Washington University. In August 2016 he was elected to the Executive Board of the Labor and Employment Relations Association (LERA).



**Kim Nichols, founder, Franklin Apprenticeships**

Kim Nichols has more than 20 years of experience as an execution leader for large-scale business practices and specializes in defining business vision, mission, and strategy. She maintains expertise in business operations and competitive positioning and has continually distinguished services and offerings in crowded marketplaces. Nichols is adept at building executive relationships and affecting all areas of business—across service lines, sales and marketing, information technology, financials, and human resources—as well as delivering planning and analysis to achieve growth objectives. As a partner in SC&H Group’s recovery audit practice, Nichols generated millions of dollars in revenue with such clients as AOL, Charles Schwab, Chevron, Dow Chemical, Honeywell, McKesson, Microsoft, Sun Microsystems, and Yahoo. Similarly, Nichols significantly grew the firm’s state and local tax practice. As head of SC&H Group’s sales and marketing teams, she drove new business growth, rebranded the firm, and was named the first female member of the firm’s executive committee. Before joining SC&H Group, Nichols was senior auditor at an international accounting firm and vice president for finance and investor relations for Youth Services International.

**Congressman John Sarbanes (D-MD)**

John Sarbanes represents Maryland’s third congressional district in the US Congress. He serves on the House Committee on Energy and Commerce and the Subcommittees on Health and on Energy and Power. Sarbanes authored the Government by the People Act, which aims to empower everyday Americans by elevating their voices in Congress with a tax credit and matching fund. Sarbanes has fought to expand higher education opportunities through financial assistance programs such as the Pell grant and has authored laws to help students repay their college loans. In this effort, Sarbanes wrote a law to create the Public Service Loan Forgiveness Option, which forgives remaining student loan debt after 10 years of work in public service or the nonprofit sector. Before coming to Congress, Sarbanes worked with the Maryland state superintendent as liaison to the Baltimore City Public Schools, working to make Maryland’s public school system one of the best in the nation. Sarbanes graduated from the Woodrow Wilson School of Public and International Affairs at Princeton University and studied law and politics in Greece on a Fulbright scholarship. After graduating from Harvard Law School, he returned to Baltimore, where he clerked for Judge J. Frederick Motz on the federal district court and began his law practice at Venable LLP.

**Sarah Steinberg, vice president, Global Philanthropy, JP Morgan Chase and Co. Foundation**

Sarah Steinberg joined JPMorgan Chase & Co. as vice president for 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. Steinberg is the program officer for New Skills for Youth, a \$75 million, five-year global career-readiness initiative aimed at investing in high-quality, career-focused education that prepares young people to prosper in the growing global economy. Before joining JPMorgan Chase, Steinberg was senior economic policy analyst at the Center for American Progress, where she led research on workforce development and expanding apprenticeships. Her research has been cited by such publications as the *New York Times*, *Wall Street Journal*, and the *Washington Post*. She has a bachelor’s degree in government and sociology from Dartmouth College.



**Joyce Thorne, vice president, global human resources and learning and development, Elevate Services, UK**

Joyce Thorne, vice president for global human resources and learning and development at Elevate Services, has built global human resource solutions for multiple business sectors and locations. She spent four years in Mumbai, India, as a member of the global executive management team that grew Integreon from 100 to over 2,000 employees. Her specialties include the ability to create systematic talent management processes, such as assessment, training, and certification programs; learning effectiveness measures; mentoring; cross-cultural coaching; professional development; and middle-management and leadership development training programs to improve retention and develop new leaders.

**Sarah Rosen Wartell, president, Urban Institute**

Sarah Rosen Wartell is the third president of the Urban Institute. During her tenure, Urban has articulated its strategy to “elevate the debate” by bringing more of its research insights to federal, state, and local government and practice; becoming a leader in research communications and data visualization; and undertaking an ambitious program of business systems and technology modernization. Previously, Wartell was deputy assistant to the president for economic policy and deputy director of the National Economic Council. At the US Department of Housing and Urban Development from 1993 to 1998, she advised the federal housing commissioner on housing finance, mortgage markets, and consumer protection. Later, she was a consultant to the bipartisan Millennial Housing Commission. After government service, Wartell was the founding chief operating officer and then executive vice president of the Center for American Progress. Her work focused on the economy and housing markets, and she directed the Mortgage Finance Working Group and "Doing What Works" government performance program. Before her tenure in government, she practiced law with the Washington, DC, firm Arnold & Porter. Wartell serves on the boards of the LIIF, Center for Law and Social Policy, and Center for Urban Science and Progress at New York University. She is also a Penn Institute for Urban Research Scholar. Her areas of expertise include community development, consumer finance, asset building, and housing finance. Wartell has an AB degree with honors in urban affairs from Princeton University's Woodrow Wilson School of Public and International Affairs. She has a JD degree from Yale Law School.

**Carla Whitlock, senior apprenticeship consultant, Apprenticeship Carolina**

Carla Whitlock is senior apprenticeship consultant with Apprenticeship Carolina. 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. Before joining Apprenticeship Carolina, Whitlock was a project coordinator with Pickens County, South Carolina, where she worked with agencies in economic development, tourism, transportation, and emergency management. Throughout her career, she has worked with such industries as manufacturing, financial services, and health care. A graduate of Southern Wesleyan University, she is a South Carolina certified economic developer and a graduate of the South Carolina Technical College System Leadership Academy. She has also completed the National Basic Economic Development Course through the University of North Carolina. Whitlock is a former board member for Junior Achievement of Upstate South Carolina and is a member of the South Carolina Economic Developers Association.

**David Willett, head of propositions, Open University, UK**

David Willett is head of propositions at the Open University business development unit. He joined the Open University from his position as director of education and talent at Global Knowledge. Willett cofounded the PDS Group's apprenticeship business in 2005. Previously, Willett worked in the private and public sectors. He completed an electrical engineering apprenticeship before moving into learning and development. He holds a master's degree in human resource management from the University of Salford.



**Jennifer Worth, senior vice president, workforce and economic development, American Association of Community Colleges**

Jen Worth 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.