



REACHING FOR THE MOON: CAN AMERICA DELIVER 5 MILLION ADDITIONAL APPRENTICESHIPS?

Third Annual Transatlantic Apprenticeship Exchange Forum, Washington, DC

Speaker Biographies

Tom Bewick is president of the Transatlantic Exchange Forum. With over 20 years of strategic leadership and entrepreneurial experience, Bewick is a leading authority on the effective expansion and delivery of apprenticeship programs throughout the United States and United Kingdom. He maintains expertise in key industry areas, such as government and industry engagement, vocational training, education, and enterprise policy. In addition, he plans international apprenticeship reforms and leads efforts to eliminate long-term youth unemployment. Bewick has written numerous influential publications, including comparative works about successful apprenticeship.

Michael Bolton is a vice president within the MAXIMUS human services practice. He drives MAXIMUS apprenticeship services focused on nontraditional occupations and the development of a MAXIMUS apprenticeship program for human services case managers. Over the past 16 years, Bolton has helped develop and introduce innovative case stratification strategies, customer-focused help videos, predictive analytics, and human-centered design solutions to child support and workforce operations.

Graham Hasting-Evans is the group managing director at NOCN, an international apprenticeship assessment organization and awarding organization. He has many years' senior management experience in broadcasting, construction, engineering, and other economic sectors in the UK and internationally. He was involved in the UK government's reform of apprenticeships and technical education and developed several apprenticeship standards and endpoint assessments. In addition, Hasting-Evans has a wealth of management and management development training experience, which he has used to lead several organizations. Before joining NOCN, he worked on management development, workforce training, employment, and skills development in industry and government and on employment and skills programs for the construction of the London Olympics. His work developing the skills of adults and young people includes time in India, southern Africa, and Thailand.

Tamar Jacoby is president of Opportunity America, a Washington, DC-based nonprofit working to promote economic mobility. A former journalist and author, she was a senior writer and justice editor at *Newsweek* and deputy editor of the *New York Times* op-ed page. Her articles have appeared in the *New York Times*, *Wall Street Journal*, *Washington Post*, *Weekly Standard*, *Foreign Affairs*, and other publications. 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.



Daniel Kuehn is a labor economist and a research associate in the Urban Institute's Income and Benefits Policy Center. He has 11 years of experience conducting and managing research on employment, education and training, apprenticeship, and the science and engineering workforce. Kuehn uses both quantitative and qualitative research methods to inform education and training policy, with emphasis on quasi-experimental designs. He is a member of the evaluation team for the American Apprenticeship Initiative grant program and the ApprenticeshipUSA contracts. Kuehn has published research on diversity and inclusion in registered apprenticeship, apprenticeship expansion, and the role of apprenticeship in nontraditional sectors, such as health care and engineering technology. He is guest editor of a special issue of the *Journal of Vocational Education and Training* on science and engineering intensive vocational education. Kuehn holds a BA in economics and sociology from the College of William and Mary, an MPP with a specialization in labor market policy from the George Washington University, and a PhD in economics from American University.

Robert Lerman is an Institute fellow in the Center on Labor, Human Services, and Population at the Urban Institute; professor of economics at American University; and 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 people. In the 1970s, he was a staff economist for 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. He served on the National Academy of Sciences panel on the US postsecondary education and training system and on the Maryland Task Force on Economic Development and Apprenticeship. Lerman has testified before congressional committees on youth apprenticeship, child support policies, and the information technology labor market. Lerman earned his AB at Brandeis University and his PhD in economics at the Massachusetts Institute of Technology.

Hannah Lloyd, managing director at Element Skills Training, leads the commercial development and national growth of Element Skills Training. With over 15 years' experience in the education sector, Lloyd has driven Element to become a team of more than 30 training managers, assessors, and directors, delivering successful apprenticeship and training programs to business of all sizes across England. Before joining Element Skills Training, Lloyd expanded the commerce of innovation and skills faculty at City of Bristol College, providing an instrumental contribution to the college; specializing in the expansion of adult apprenticeships, national contracts, and improved quality; and developing business relationships in India and China.

Ned McCulloch, global issue manager for skill development and education at IBM, leads the company's public policy for skills and education across the globe. He seeks to advance policies and practices that result in a better supply of work-ready graduates, improved incumbent workforce training, and opportunities to improve education and training through technology. Previously, McCulloch was IBM's manager of government and congressional relations, where he led the company's work on federal and state policy issues, including skills, health care, technology, taxes, and trade. He and his team represented IBM before Congress, state legislatures, and other officials and agencies. Before joining the private sector, McCulloch worked on Capitol Hill as counsel to Senator Joseph Lieberman for health and social policy. McCulloch is a graduate of Yale University and the University of Connecticut School of Law.

Steve Middleton is founder and CEO of Elite Apprenticeships, the US spin-off venture of the UK award-winning intermediary training provider MiddletonMurray Ltd. Elite delivers high-quality apprenticeships in the information technology, technology, and digital marketing industries. Before starting Elite, Middleton worked in the investment management industry for Janus Henderson global investors, focusing on alternative hedge fund investment strategies and corporate finance advisory in the training and education sectors.



Brad Neese is associate vice president for the Division of Economic Development with the South Carolina Technical College System. He is responsible for two nationally recognized programs: readySC and Apprenticeship Carolina. He holds a master's degree in public administration from the University of South Carolina, where he is a doctoral candidate in political science.

Kimberly Nichols is a cofounder and the CEO of Franklin Apprenticeships, a US-based consulting and capacity organization pioneered with UK-based founding partners Tom Bewick and Dominic Gill. Franklin's mission is to help build the infrastructure to support the development of high-quality, successful apprenticeship programs in the US. Nichols' insight—gleaned from 20 years as a senior executive working with Fortune 500 companies as a strategist and leader—provides her with a keen understanding of the needs, objectives, and opportunities in the US to expand apprenticeships nationwide.

Robert Park leads higher education initiatives at Meritize, bringing experience in creating successful outcomes for students and bridging the gap between college and career. Before joining Meritize, Park was head of career strategy and professional development for Social Finance and built the first career services practice for the lending industry, assisting thousands of borrowers in securing new job opportunities. Before that, he was executive director and assistant dean for the Simon Business School at the University of Rochester, where he led the career management center and corporate relations department. In addition to his experience in career management, Park has been an entrepreneur, cofounding and leading a talent acquisition firm; a consultant for Arthur Andersen; and an infantry officer for the US Army. He has a BA in economics and political science from the State University of New York at Oswego and a JD from Temple University.

Brent Parton is deputy director of the Center on Education and Skills with the Education Policy Program at New America. His work focuses on federal and state policies to expand pathways to economic opportunity and ensure their quality and relevance within an evolving economy. Before joining New America, Parton was a senior policy adviser at the US Department of Labor. He advised leadership on skills issues, including the expansion of apprenticeship, the design of investments in regional industry-workforce partnerships, and enhancing federal interagency coordination on skills initiatives. Before joining the Department of Labor, Parton worked at the National Governors Association, where he led the development of a new portfolio focused on supporting state strategies to expand high-quality, work-based learning and provided technical assistance to state leaders to align workforce, postsecondary education, and economic development policy and strategy. Parton also worked in the education sector of the World Bank, coauthoring a book on entrepreneurship education and training and supporting policy dialogue related to skills and youth employment. Before that, he led a start-up nonprofit organization focused on engaging youth in health care policy and taught English in Shenzhen, China. Parton has a bachelor's degree in history and a master's degree in international education policy, both from Vanderbilt University, where he is an adjunct professor.

Derrick Ramsey, after a nine-year NFL career and a 1981 Super Bowl championship, became a small-business owner managing real estate and personal investment portfolios. In 2004, he began his first stint in state government when he was appointed deputy secretary of commerce in the administration of Kentucky governor Ernie Fletcher. After leaving office, Ramsey became director of athletics at Coppin State University. In 2015, under newly elected Kentucky governor Matt Bevin, Ramsey became secretary of the Kentucky Labor Cabinet.

Paul J. Ray is counselor to US labor secretary Alexander Acosta. Ray advises the secretary on legal and policy matters, including workforce development and apprenticeship. Before joining the Department of Labor, Ray was an appellate practitioner at Sidley Austin and a law clerk to Justice Samuel Alito of the US Supreme Court.



Ben Rowland is cofounder and key account director of Arch Apprenticeships, a pioneering provider of apprenticeship programs and one of the fastest growing in the UK. He helped set up Arch in 2012, creating the programs, infrastructure, and an employer-employee matching process that has since created over 2,500 apprenticeships in nontraditional areas, such as digital marketing and information technology. Before starting Arch, Rowland started and sold the management consulting firm RSe Consulting, specializing in public service efficiency and effectiveness. He has also been chairman of Toynbee Hall, where he founded SAFE, a leading antipoverty project.

Andy Van Kleunen is CEO of National Skills Coalition, which he founded in 2000 in collaboration with leading stakeholders from the workforce development field, including business and labor leaders, community colleges, community-based organizations, members of the public workforce system, and national foundations. Before founding the coalition, Van Kleunen was director of workforce policy for the Paraprofessional Healthcare Institute, where he worked with employers, unions, and client advocates to improve job quality and training for low-wage workers in the nation's long-term-care sector.

Sarah Rosen Wartell became president of the Urban Institute in 2012 and is the third president since Urban was founded in 1968. 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. 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 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.

David Willett, corporate director, joined The Open University Business Development Unit as head of propositions. Joining The Open University from his position as director of education and talent at Global Knowledge, Willett cofounded the PDS apprenticeship business in 2005. Previously, he worked in the private and public sectors. He is a product of work-based learning, having completed an electrical engineering apprenticeship before moving into learning and development. Willett holds a master's degree in human resource management from the University of Salford.

Nicholas Wyman is a workforce development and skills expert, author, speaker, and CEO of the Institute for Workplace Skills and Innovation, a global enterprise committed to skills and workforce development. Wyman began his career 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 author of the award-winning book *Job U: How to Find Wealth and Success by Developing the Skills Companies Actually Need*. He is a regular contributor to *Forbes* magazine, 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 and has studied at Harvard Business School and the Harvard Kennedy School and was awarded a Churchill Fellowship in 2012.