SESSION A  
WEDNESDAY OCTOBER 7  
12:00 pm – 1:00 pm

Track 1  
Implicit Bias Training for the Workforce System: Innovation and Community  
STRAND: Equity, Diversity, and Inclusivity: A Safe Harbor for Shared Values  
Implicit Bias impacts workforce education and training at every level, from student recruitment and retention to faculty hiring practices. This session focuses on an innovative professional development training model developed by three Washington State Centers of Excellence, delivering an intensive and adaptive cohort-based in-person and virtual training pathway for workforce and apprenticeship faculty, leadership, and others. The model has developed working tools and processes to identify and re- Attendees will receive resources and tools to support similar work in their campus or training communities, including an outline of the progression-based training pathway, expanded to include online instructional delivery addressing the biases that occur as the result of a significant event, such as COVID 19.  

Presenters  
Ann Avary, Director, NW Center of Excellence for Marine Manufacturing and Technology, Skagit Valley College, WA  
Jamie Wells, Director, Center of Excellence for Careers in Education, Green River College, WA  
Kristi Grassman, Director, Construction Center of Excellence, Renton Technical College, WA  
Shana Peschek, Executive Director, Machinists Institute, WA

Track 2  
Working on the Car as You Drive 70 mph! – CTE Delivery Transformation  
STRAND: Responding to COVID-19: Weathering the Storm of Uncertainty  
COVID-19 has forced colleges to quickly create and implement more robust CTE online student engagement strategies to overcome the challenges in maintaining continuity of teaching and learning in courses and training faculty who typically do not deliver content online. San Jacinto College will present its instructional preparedness plan for altered operations and how that plan facilitated rapid response and deployment to bring to scale in all areas, especially CTE areas. The learning outcomes will include: developing an online continuity-of-instruction plan; deploying courses on a learning management system; defining a minimum online presence for faculty; developing a robust online professional development schedule for online instruction; and exploring a proactive student support campaign.  

Presenters  
Kevin Morris, Dean of Business and Technology, San Jacinto College, TX  
Niki Whiteside, Assistant Vice Chancellor of Instructional Innovation and Support, San Jacinto College, TX  
Rhonda Bell, Dean of Health and Natural Sciences, San Jacinto College, TX

Track 3  
Live Online Collaborative Model: Virtual Training for the Modern Workforce  
STRAND: Emerging and Future Technologies: Time Has No Shore, It Rushes On  
Live Online is a collaborative training model that uses virtual technology to provide convenient and affordable industry-driven workforce trainings across the state of Minnesota. The Live Online model combines video conferencing technology with online learning platforms and simulations to provide high-quality training to adult learners and incumbent workers with the affordability of an online class, the
convenience of attending from any location (including the job site), and the interaction and engagement of face-to-face training. Learn how this model was established as a collaborative partnership between MN State colleges, discover the benefits to employers and colleges, learn how the model can align with apprenticeships and certifications, and get a blueprint you can use to implement a similar model.

**Presenters**
Emma Baumann, Professional Continuing Education Representative, South Central College, MN
Heidi Braun, Director of Training, Anoka Technical College, MN
Matt Leaf, Dean of Workforce Education and Law Enforcement (Interim), Hennepin Technical College, MN

**Track 4**
**Apprenticeship: National Trends and Best Practices in Surprising New Careers**
STRAND: Work-based Learning (WBL): Bombarding Industry with Star Spangled Talent
Join Arkansas State Director Dr. Dawn Hamby and Program Advisor Rocky Mantooth as they take you through a fun-filled/interactive presentation on one of Today's hottest topics in Business Engagement and Workforce Development - Apprenticeship. Monitoring 146 schools, serving 6,541 apprentices, and working with 632 employers, come hear their tricks of the trade as they help schools meet the highest of industry demands, so students can continue to "earn while they learn" in new career fields!

**Presenters**
Dawn Hamby, Director of the State Office of Apprenticeship, Arkansas Department of Commerce
Rocky Mantooth, Apprenticeship Program Advisor, Arkansas Department of Commerce

**Track 5**
**What Works?: Career Pathways Evidence from What Works ClearinghouseTM Reviews**
STRAND: Expanding Pathways: Fair Skies and Following Seas
The What Works ClearinghouseTM (WWC) conducts systematic reviews to assess research evidence on the effectiveness of educational interventions, and maintains an online repository of products to help educators make evidence-based decisions. This session features findings from the WWC's Intervention Report on Integrated Basic Education Skills and Training (I-BEST), based on a review and synthesis of evidence from 12 I-BEST studies. This session also provides an overview of the process the WWC and

**Presenter**
Sarah Costelloe, Senior Associate, Abt Associates, MD
Allan Porowski, Principal Associate, Abt Associates, MD

**Track 8**
**SILVER SPONSOR**
**Building a Flexible and Skilled Workforce for Next Generation Manufacturing**
STRAND: Expanding Pathways: Fair Skies and Following Seas
Before the pandemic, manufacturers were faced with a skills gap, an awareness gap, and chasm so big that many were not sure how to find people that were qualified to work or even qualified to train. Fast forward to today, and the evolution that many manufacturers are facing is how to have a workforce that is flexible, knowledgeable, and skilled. The challenge to excite and mobilize students into manufacturing fields is real and the ability to fast track learning is an advantage in today's environment. We will share creative programs that both excite and educate the next generation of manufacturers. Our panel brings together an array of visionaries that will share how they saw a need and collaborated to train the next generation of manufacturing employees.
Presenters
Greg Surtman, Senior Workforce Education Strategist, Tooling U-SME, OH
Sue Mueller, Senior Workforce Education Strategist, Tooling U-SME, OH

SESSION B
WEDNESDAY OCTOBER 7
1:30 pm – 2:30 pm

Track 1
**Metropolitan Exemplary Program Award**
STRAND: Equity, Diversity, and Inclusivity: A Safe Harbor for Shared Values

Presenters
Lyndsey Gibbs

Track 2
**This is What Recovery Looks Like: Community College Advocacy During COVID-19**
STRAND: Responding to COVID-19: Weathering the Storm of Uncertainty
As the entire country struggles to make sense of our new reality, community colleges are positioned to be at the forefront of the recovery. Elected representatives need to know about the outsized role that community colleges will play in the country’s recovery from COVID-19 in order to support and grow your work. Join us for a workshop where attendees will learn how to make champions of their representatives by sharing stories from the ground and connecting the dots about how your schools can impact the region’s recovery.

Presenters
Jessica Cardott, National Network Manager, National Skills Coalition, DC
Scott Alsobrooks, President, East Mississippi Community College, MS
Suzette Murray, Assistant Vice President Workforce Education and Training, Waubonsee Community College, IL

Track 3
**Jobs Automation in the U.S.: How are We Preparing**
STRAND: Emerging and Future Technologies: Time Has No Shore, It Rushes On
While concerns about job automation have been widely discussed, the potential magnitude of the impacts across age groups, and what colleges do to prepare workforce are still unclear. This presentation will provide estimated numbers and percentages of jobs at the risk of being automated by age group and industry. In addition, two of the programs from Ivy Tech Community College - Advanced Automation and Robotics Technology and Agriculture/Precision Ag will be described as practical examples.

Presenters
Takashi Yamashita, Associate Professor of Sociology, University of Maryland Baltimore County
Todd Roswariski, Vice Chancellor for Academic Affairs, Ivy Tech Community College Lafayette, IN
Phyllis Cummins, Senior Research Scholar, Scripps Gerontology Center, Miami University, OH

Track 4
Structuring Work-Based Learning in the Bay Area: Comparisons and Next Steps
STRAND: Work-based Learning (WBL): Bombarding Industry with Star Spangled Talent
Community colleges are increasing their capacity to support work-based learning by hiring staff, procuring new data systems, deepening industry and community partnerships, and better integrating student services and instruction. How is your college organizing these efforts to best support student success? If your college’s work-based learning services had to contract, how would you consolidate effectively? San Francisco Bay Area colleges engaged in a simple org chart mapping process and discuss.

Presenters
Beth Arman, Senior Dean Career and Community Partnership, Diablo Valley College, CA
Carrie Portis, Project Manager Regional Career and Job Placement Initiative, Bay Area Community College Consortium, CA

Track 5
Poised to Adapt: Models for Connecting Workforce Programs to Credit
STRAND: Expanding Pathways: Fair Skies and Following Seas
Community colleges must rethink how to prepare students for work and further education, particularly in response to the COVID-19 crisis. Education Strategy Group will share new research and a guide to bridge workforce offerings and credit pathways. Strategies include credit-based workforce training, institutional restructuring to align noncredit and credit programs, CBE, and other innovations to create pathways to credit. Institutional leaders doing this work will offer tips and lessons learned.

Presenter
Annie Phillips, Associate Director, Education Strategy Group
Christine Barrow, Dean Division of Sciences, Technology, Engineering, and Mathematics, Prince George's Community College, MD
Donna Davis, Director Workforce Solutions, Kentucky Community and Technical College System, KY

SESSION C
WEDNESDAY OCTOBER 7
2:45 pm – 3:45 pm

Track 1
Pathways to Opportunity: Closing Opportunity Gaps Across Oregon
STRAND: Equity, Diversity, and Inclusivity: A Safe Harbor for Shared Values
Pathways to Opportunity is a statewide initiative focused on closing opportunity gaps and increasing economic mobility by expanding the federal, state, and local resources available to low-income students. Unmet financial needs are a key barrier to attending and completing college, disproportionately impacting students of color, single parents, and other underserved populations. Find out how a coalition of 17 community colleges, state agencies, and nonprofits are partnering to employ solutions.

Presenters
Kate Kinder, Director, Portland Community College, OR
Melissa Johnson, Director State Strategies, National Skills Coalition, DC

Track 2
Steady As She Goes!: One NCWE Exemplary Award Program’s Solution + Discussion
STRAND: Responding to COVID-19: Weathering the Storm of Uncertainty
When COVID-19 forced most workforce training programs in the Tampa Bay area to close down, Hillsborough Community College’s Non-Credit Exemplary Award winning Workforce Training Center moved online instead, maintaining instructional continuity through the redesign not just of curriculum and program delivery, but also its student support services, wrap-around support, hands on learning models, recruiting and financial aid systems. This session talks about the innovative solutions put into play and how college administration, state, federal and local accreditation organizations, staff, faculty, industry partners and the community partners all rallied to keep HCC’s high nontraditional student population in school, regardless of income, access to technology, and resources, not just for their education but for weathering the pandemic in their personal lives. Not everything worked! What did or didn't work? What strategies were implemented? What did we learn? What can we do better? How can we prepare for tomorrow?

Presenters
Dove Wimbish, Student Success Coordinator, Hillsborough Community College, FL
John Meeks, Dean of Career Programs, Hillsborough Community College, FL

Track 3
IES RESEARCH PRESENTATION

Presenters:
Corinne and Meredith

Track 4
Providing ACCESS to Students with Differing Abilities
STRAND: Work-based Learning (WBL): Bombarding Industry with Star Spangled Talent
Harford Community College is excited to announce the development of a new program called ACCESS: A College and Career Experience for Self-Sufficiency. Students in The ACCESS Program will choose a career pathway and will take fully included classes in that pathway. Students will also have an internship in the community to practice the skills they learn in class. This presentation will explain lessons learned so far, discuss types of community partners to consider when developing a new program, and review the requirements of becoming a Comprehensive Transition Program. This session will benefit anyone interested in the process of becoming a more inclusive campus for students with Intellectual Disabilities.

Presenters:
Danielle Anderson, ACCESS Project Planning Lead, Harford Community College, MD
Darryl Rogers, Director of Adult Development and Literacy Programs, Harford Community College, MD

Track 5
Maximize on Educational Pathways - Several Ideas to Share
STRAND: Expanding Pathways: Fair Skies and Following Seas
Clark State’s Engineering program is utilizing several innovative solutions to help increase student success and expand pathways that span from 9th grade to bachelor’s degree. The program is crafted from stackable certificates which tie to industry credentials, which roll into the associate and applied bachelor’s degree. Courses at the associate degree utilizes the standard IBEST program. For the bachelor’s degree program, the IBEST model incorporates management and manufacturing principles.
**Presenters**
Aimee Belanger-Haas, Dean Business and Applied Technologies, Clark State Community College, OH
Lesli Beavers, Director of Workforce Solutions, Clark State Community College, OH

**SESSION D**
**WEDNESDAY OCTOBER 7**
**4:15 pm – 5:15 pm**

**Track 1**
*Closing the Equity Gap: The Ohio Story*
STRAND: Equity, Diversity, and Inclusivity: A Safe Harbor for Shared Values
In the U.S., there are substantial educational attainment gaps based on race and ethnicity. That combined with attainment goals that have been established in over 40 states and enrollment challenges faced by many colleges requires educational institutions to reconsider how they can better serve racial and ethnic minorities. The Adult Learner Worker Group’s Closing the Equity Gap Subgroup addressed five specific topics: connection and recruitment; entry and enrollment; progress and persistence; credential completion; and transition and workforce. Presenters will discuss each of these topics and offer examples and recommendations that resulted from the group’s efforts. We will discuss programs implemented at Ohio’s colleges to facilitate closing the equity gap and offer recommendations for additional actions.

**Presenters**
Phyllis Cummins, Senior Research Scholar, Scripps Gerontology Center, Miami University of Ohio
Tiffany Hunter, Vice President of Academic Affairs, Clark State Community College, OH

**Track 2**
*How Tuition Reimbursement is a Game-Changer*
STRAND: Employer Engagement and Partnerships: Taking the Helm for Success
Tuition reimbursement programs provide benefits to the employer, that receives a tax break and a more skilled workforce, and the employee who gets their education paid for. Although many companies, especially large corporations, offer this benefit, fewer than 5% of eligible employees use it. Pima Community College looked into why there is such a low usage and developed a program to help boost these numbers. In this presentation, participants will learn what are the factors that keep usage of this program low and what actions can be taken to increase it.

**Presenters**
Ana Greif, Business Development Program Manager, Pima Community College, AZ
Jessica Normoyle, Business Solutions Program Manager, Pima Community College, AZ

**Track 3**
*Cultivating Readiness for the Transportation Workforce of Tomorrow*
STRAND: Employer Engagement and Partnerships: Taking the Helm for Success
New transportation innovations, policies and programs will quite literally change the world as we know it. The changing landscape and new challenges that present themselves will inevitably give way to new job opportunities. But these opportunities will not fill themselves. Educating, recruiting, and training new workers will be critical to managing our country’s infrastructure safely and efficiently. Academic institutions strive to help develop a transportation workforce capable of designing and m

**Presenters**
Track 4

**Connecting Education to the Workforce Through Apprenticeships**

STRAND: Work-based Learning (WBL): Bombarding Industry with Star Spangled Talent

As part of broad workforce development initiatives, states rely on apprenticeships as one way to meet workforce demand. According to a 50-state comparison conducted by Education Commission of the States, only nine states and the District of Columbia require, at the state level, training to take place within postsecondary education institutions. This session explores key state examples of how postsecondary institutions create on-ramps to employment through apprenticeships.

**Presenters**

Lexi Anderson, Assistant Director, Education Commission of the States, CO

Tom Keily, Policy Analyst, Education Commission of the States, CO

Track 5

**An Innovative and Replicable Competency-Based Pathway to Student Success**

STRAND: Expanding Pathways: Fair Skies and Following Seas

An innovative and replicable pathway to increase the number of students who complete a certificate or higher credential in information technology (IT) and related workforce disciplines.

**Presenter**

Kevin Peek, TAB CBE Grants Director and Professor of Economics, South Texas College

Ali Emaeili, Dean of Math, Science, and Bachelor’s Programs, South Texas College

Track 6

**Preparing New Leaders in the Municipality Model**

STRAND: Employer Engagement and Partnerships: Taking the Helm for Success

This session will explore Polk State Corporate College's partnership with a local municipality to address leadership knowledge and skills gaps and prepare future leaders within city government.

**Presenter**

Mary Beth Shapiro, Program Coordinator, Polk State College

Track 7

**Title**

STRAND: Employer Engagement and Partnerships: Taking the Helm for Success

Community colleges are a hub for preparing and advancing a workforce with the skills needed for employment and advancement, addressing skills gap and employer needs, and strengthening economic development. Learn compelling illustrations and best practices led by the Economic Development and Workforce Solutions division at Central Ohio Technical College as they demonstrate how to create a community win while generating economic growth and individual development while shrinking skills gaps.
Presenter
Vicki Maple, Vice President Economic Development and Workforce Solutions, Central Ohio Technical College

Track 8
A Perfect Marriage: Integrated Education and Workforce Training for ELL Populations
STRAND: Expanding Pathways: Fair Skies and Following Seas
Part of Metropolitan Community College’s Adult Basic Education best practices has been to build relationships with students right from the beginning of their educational journey. Learn how embedding career skill coaches into our program has increased student engagement and program completion.

Presenters
Lyndsie Gibbs, Manager of Career Placement, Metropolitan Community College, NE
Tammy Green, Director of Workforce and IT Innovation - Career Skills and Adult Education, Metropolitan Community College, NE
Sarah Larsen, Manager of Adult Basic Education, Metropolitan Community College, NE

SESSION E
THURSDAY OCTOBER 8
12:00 pm – 1:00 pm

Track 1
Richland Community College: Technical + Essential Skills=Changed Lives
STRAND: Equity, Diversity, and Inclusivity: A Safe Harbor for Shared Values
Focusing on underserved populations, the EnRich program at RCC combines technical skill and trauma informed essential skill training in a short-term program to launch careers for those who are under and unemployed. Come sail with us and learn how the SS Industrial Job Skills Training program has placed 89% while at the same time serving a population that some would rather throw to sea. To date in this voyage, 90% have retained employment and changed their trajectory in life.

Presenters
John Oliver, Director Workforce Development, Richland Community College, IL
Cristobal Valdez, President, Richland Community College, IL
Courtney Carson, Executive Director of External Affairs, Richland Community College, IL

Track 2
What Next? Challenging Tradition with Innovative Multimedia Instruction
STRAND: Responding to COVID-19: Weathering the Storm of Uncertainty
The workshop is designed to share the innovative multimedia content and instructional materials created and offered through the Pima Workforce Division. Specifically, using the Pima Paramedic YouTube channel and reality education videos to offer access and educational opportunities on a global scale, to students, anytime, anywhere.

Presenters
Amanda Abens, Dean Workforce Development and Continuing Education, Pima Community College, AZ
Devin Marble, Workforce Trainer, Pima Community College, AZ
Track 3  
**Utilizing Credit, Non-Credit and State Funding Sources for Employer Success**  
STRAND: Employer Engagement and Partnerships: Taking the Helm for Success  
The State of Ohio has implemented the innovative TechCred funding program, charging community colleges to partner with industry to utilize the program. We will highlight one success story, where credit and non-credit collaborated, to create and deploy a training that was highly successful, receiving outstanding feedback from the company. We will explore how collaboration, customer service, and external funding sources can work together to create successful programs and strong partnerships.  
**Presenters**  
Lesli Beavers, Director Workforce and Business Solutions, Clark State Community College, OH  
Aimee Belanger-Haas, Dean Business and Applied Technologies, Clark State Community College, OH  

Track 4  
**Measuring Work-Based Learning in Community Colleges**  
STRAND: Work-based Learning (WBL): Bombarding Industry with Star Spangled Talent  
Across the country, work-based learning is expanding to ensure that students have access to opportunities to learn career relevant skills and good jobs. Community colleges are at the center of expansion efforts, but we need better data and strategies for measurement to support these expansion efforts. This session will explore what some colleges are doing to expand, improve and measure work-based learning.  
**Presenters**  
Shayne Spaulding, Senior Fellow, The Urban Institute, DC  

Track 5  
**Student Decision Making About Programs and Careers: Pathways into IT Careers**  
STRAND: Expanding Pathways: Fair Skies and Following Seas  
How do students decide among many community college pathways? This session will share insights on how students make decisions about programs and careers. Rutgers researchers in partnership with faculty from Ivy Tech Community College will report on findings from a research project focused on Information Technology academic and career pathways, including what drives students’ decisions and how institutional policies and practices impact these decisions.  
**Presenter**  
Michelle Van Noy, Associate Director, Rutgers, Education and Employment Research Center, NJ  
Matthew Cloud, Department Chair of the School of Information Technology and Assistant Professor, Ivy Tech Community College, IN  

SESSION F  
THURSDAY OCTOBER 8  
2:00 pm – 3:00 pm  

Track 1  
**From the Field: Strategies for Bringing Equity to Community College CTE**  
STRAND: Equity, Diversity, and Inclusivity: A Safe Harbor for Shared Values  
To ensure that community colleges and workforce partners are able to weather the COVID-19 storm – equitably – this presentation pairs sound research with high quality practice to identify promising strategies for breaking down inequities in community college CTE programs. Attendees will be invited to
examine existing inequities in education systems, and will identify strategies for ensuring equitable access, persistence, and outcomes in community college CTE programs.

**Presenter**
Hannah Dalporto, Research Associate, MDRC, NY

**Track 2**

**Do Not Waste A Crisis: PowerSkills™ for the New World**
STRAND: Responding to COVID-19: Weathering the Storm of Uncertainty
The key to workforce agility during these precarious times is the mastery of soft skills or PowerSkills. Join us to discuss their importance to workforce productivity and an organization’s competitiveness in this day and age.

**Presenters**
Michelle Eppler, Assistant Vice President Human Capital Lab and Dean of the College of Continuing Professional Education, Bellevue University, NE
Pati Moore, Director Business Development, Bellevue University, NE

**Track 3**

**The Impact of Technology on the Future of Learning at Community Colleges**
STRAND: Emerging and Future Technologies: Time Has No Shore, It Rushes On
This presentation will explore the impact of technology on the future of learning at community colleges by describing findings from two recent research studies by the Urban Institute. The presentation will explore promising practices for learner success via online and technology-enhanced instruction, three types of supports that could make online learning more effective for students, and key knowledge gaps to address with further research.

**Presenters**
Amanda Briggs, Research Associate, Urban Institute, DC
Theresa Anderson, Senior Research Associate, Urban Institute, DC

**Track 4**

**Interdisciplinary Work-Based Learning - Dental Services for the Deaf**
STRAND: Work-based Learning (WBL): Bombarding Industry with Star Spangled Talent
Learn how two programs from Community College of Baltimore County, Interpreter Preparation and Dental Hygiene, team up to create a unique learning experience for students. Presenters will describe the goals and challenges of creating this unique interdisciplinary activity and share student feedback from the activity. Participants brainstorm innovative ideas for how they can create their own collaborative learning activities to benefit their students and community.

**Presenters**
Rebecca Minor, Program Coordinator Interpreter Preparation Program, Community College of Baltimore County, MD
Jeffries-Beatty, Program Director Dental Hygiene Program, Community College of Baltimore County, MD

**Track 5**

**Dual Credit Online, Simulated and F2F: Growing for Workforce Programs!**
STRAND: Expanding Pathways: Fair Skies and Following Seas
Engaging students in effective workforce dual credit requires focusing on programs, not just courses. Lone Star College is creating new roads to the workforce for high school students by redesigning its workforce dual credit partnerships. This session will cover this redesign from ISD requests through to implementation, including updates in participants, processes, documents, and review. Audience members will be engaged (anonymously) to share lessons learned so that all may learn together.

Presenter
Christina Todd, Chief of Staff Workforce Operations, Office of External and Employer Relations, Lone Star College, TX
Linda Head, Senior Associate Vice Chancellor, External and Employer Relations, Lone Star College, TX

SESSION G
THURSDAY OCTOBER 8
3:15 pm – 4:15 pm

Track 1
Maximize Ability to Benefit to Achieve Dual Enrollment for Adult Learners
STRAND: Equity, Diversity, and Inclusivity: A Safe Harbor for Shared Values
Ability to Benefit (ATB) is a provision in the Higher Education Act that allows individuals without a high school diploma to access federal financial aid. ATB is the key to dual enrollment for adult learners in adult education and postsecondary career technical education. Come learn how states and institutions are promoting ATB through online apps and ATB toolkits. Learn how to grow a pipeline of adult students into postsecondary CTE and maximize ATB to achieve dual enrollment for adult learners.

Presenters
Judy Mortrude, Senior Technical Advisor, World Education, Inc., MA
Vickie Choitz, Senior Technical Advisor, Corporation for a Skilled Workforce, MI

Track 2
Using Coaching to Impact Organizational Culture: A Roadmap
STRAND: Responding to COVID-19: Weathering the Storm of Uncertainty
Come to this session to learn how Anne Arundel Community College uses coaching to impact organizational culture and provide workforce development for internal and external groups before and during COVID-19.

Presenters
Jen Lara, Coach and Professor, Anne Arundel Community College, MD
Lisa Starkey, Assistant Director and Coach, Anne Arundel Community College, MD

Track 3
Voices from the Field - Engaging Employers to Connect Young Adults to Employment
STRAND: Employer Engagement and Partnerships: Taking the Helm for Success
Having conversations about management practices, workplace culture and employee experiences can be mutually beneficial for workforce professionals and employers. We will share results from a survey of 210 workforce professionals and engage participants in a discussion about the types of questions they ask employers that guide conversations about hiring, wages and benefits, scheduling, onboarding and performance feedback, training and development, career advancement, and diversity and equity.

Presenters
Ranita Jain, Senior Evaluation Manager, Aspen Institute Economic Opportunities Program, DC
Track 4

*United We Stand: Collaborative Career Pathways and Work-Based Learning in Iowa*

STRAND: Work-based Learning (WBL): Bombarding Industry with Star Spangled Talent

Public and private partners are uniting in Iowa to develop statewide career pathway and work-based learning resources for both short-term workforce needs and long-term talent pipelines. Join to learn about these exciting resources, including virtual and project-based learning strategies and steps for successful planning, development, and release. Special attention paid to the collaborative nature of these projects, the role of the Iowa Work-Based Learning Intermediary Network, and lessons learned.

**Presenters**

Joe Collins, Consultant - Sector Partnerships, Career Pathways, and Work-Based Learning, IA
Kristy Volesky, Business and Marketing Education Consultant, Iowa Department of Education, IA
Gena Gessing, Director of Career Services, Northeast Iowa Community College, IA

Track 5

*Launching Healthcare Careers with English Language Learners*

STRAND: Expanding Pathways: Fair Skies and Following Seas

Join us to discuss the strategies Anne Arundel Community College used to design and implement a Central Sterile Processing for English Language Learners program. This session highlights the program architecture that enabled strong English Language acquisition and employment outcomes. Participants will identify tactics to maximize student recruitment efforts, deliver contextualized ELL instruction, maintain strong employer partnerships, and engage students in effective career readiness activities.

**Presenter**

Owen Silverman Andrews, Instructional Specialist, English Language Learning, Anne Arundel Community College, MD
Hannah Hollamon, Success Coach, Anne Arundel Community College, MD
Steven Wagoner, English Language Learning Instructor, Anne Arundel Community College, MD
Tammy Valko, Program Coordinator, Anne Arundel Community College, MD

Track 6

*Promoting Equity and Inclusivity through Trauma-Responsive Practices*

STRAND: Equity, Diversity, and Inclusivity: A Safe Harbor for Shared Values

Trauma is a common but often overlooked obstacle to education and employment success affecting how individuals relate to others, process information, and their ability to successfully pursue pathways to promising careers. To improve equity and inclusion, this workshop will share lessons from victim-centered programs to build awareness among practitioners, implement trauma-responsive policies and practices, and create a culture of safety and support for all students.

**Presenter**

Sarah Gonzalez, Program Manager Economic Justice and Workforce Initiatives, Futures Without Violence, NY

Track 7

*Community College and Adult Education Collaborations to Support IET*
STRAND: Expanding Pathways: Fair Skies and Following Seas
This session features lessons from Abt Associates’ projects involving collaborations between community colleges and adult basic education programs where they are working together to provide integrated education and training (IET) that leads to participants’ occupational certificates and employment. Discussed are case studies of three community colleges’ workforce programs that have partnered with adult basic education providers within and outside of community colleges to deliver IET. Highlighted

**Presenter**
Judith Alamprese, Principal Scientist, Abt Associates

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**Track 8**

**Job Training for Adults without Credentials: Models that Work**
STRAND: Equity, Diversity, and Inclusivity: A Safe Harbor for Shared Values
Substantial variations exist in literacy skills correlated with race and ethnicity. Using PIAAC data, we will present data on literacy skills by race and ethnicity. We will discuss community-based approaches implemented by Goodwill Industries International, including partnerships with community colleges, that have been used by marginalized populations to build skills. We will discuss key aspects of effective programming to mitigate skill disparities based on PIAAC data and Goodwill approaches.

**Presenters**
Phyllis Cummins, Senior Research Scholar, Scripps Gerontology Center, Miami University of Ohio
Takashi Yamashita, Associate Professor of Sociology, University of Maryland Baltimore County, MD
Wendi Copeland, Chief Mission and Partnership Officer, Goodwill Industries International

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SESSION H
THURSDAY OCTOBER 8
4:45 pm – 5:45 pm

**Track 1**

**It’s Not What You Think - Tools to Increase Gender Diversity in IT Training**
STRAND: Equity, Diversity, and Inclusivity: A Safe Harbor for Shared Values
Use influencers and pop culture and attract diverse women to community college IT programs.

**Presenter**
Tonya Wagner, Dean of Workforce Education, Whatcom Community College

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**Track 2**

**Collaborative Innovation in Response to COVID19 in Washington State**
STRAND: Responding to COVID-19: Weathering the Storm of Uncertainty
This interactive session details how one community college ecosystem system uses collaborative, active, reciprocal partnerships to address healthcare provider shortages and build a diverse field of health professionals through redesigning programs in response to the pandemic. With equity at the heart of their mission, college communities and agency partners outline needs and priorities, influence, advocate, and directly impact policies and practices to drive the agenda for responsive change. Pr

**Presenters**
Dan Ferguson, Director, Washington State Allied Health Center of Excellence, WA
Nicki Bly, Respiratory Care Program Director, Highline College, WA
Jo Munroe, Community of Practice Coordinator, Washington State Board of Community and Technical Colleges, WA
Track 3

**CareerOneStop.org: Great Data for Great Decisions**

STRAND: Equity, Diversity, and Inclusivity: A Safe Harbor for Shared Values

CareerOneStop (COS) provides free, online tools to help job seekers, students, businesses and career professionals. Sponsored by the U.S. Department of Labor, COS sees 1.2 million users each month, accessing 5.5 million page views. COS uses the most authoritative, accurate and up to date information available for all our tools, so your customers can locate resources and services nationally and in their own local area.

**Presenters**

Julie Remington, Content Specialist, CareerOneStop, MN
Kelly Tenner, Outreach Manager, CareerOneStop, MN

Track 4

**Structuring Internships to Create Value for Students and Employers**

STRAND: Work-based Learning (WBL): Bombarding Industry with Star Spangled Talent

While internships are a time-tested work-based learning approach, too often internship programs are not designed to meet the real needs of students and employers. This session will share best practices strategies from two Florida community colleges on how to structure internship programs that work better for students and employers. The session will also help participants avoid pitfalls and leverage lessons learned for designing internships to meet the demands of the 21st century labor market.

**Presenters**

Tara Smith, Senior Program Manager, Jobs for the Future, MA
Fortin Jean-Pierre, District Director of Career Services, Broward College, FL
Richard Smith, Employment and Internship Coordinator, St. Petersburg College, FL
Adrienne Quinn Washington, Research Associate, WestEd, CA

Track 5

**Insights on How Colleges can Build and Maintain Strong Employer Connections**

STRAND: Employer Engagement and Partnerships: Taking the Helm for Success

The Employer Perspectives Study: Insights on How to Build and Maintain Strong Employer-College Partnerships. Employment and mobility in the labor market depends on making sure that there is alignment with employer needs and local job opportunities. Consequently, implementing effective career pathways depends on education and training institutions being able to build strong relationships with employers.

**Presenter**

Karen Gardiner, Principal Associate, Abt Associates, MD

Track 6

**Skills Partnership Initiative Now (SPIN)**

STRAND: Equity, Diversity, and Inclusivity: A Safe Harbor for Shared Values
This session will share information about how Alexandria Technical & Community College is collaborating with local high schools and industry partners to create a pipeline for skilled employees in high demand fields.

**Presenter**
Tamara Arnott, Dean of Educational Services, Alexandria Technical and Community College

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**Track 7**

*Equity by Design: A Workforce Partnership Focused on Equity and the Bottom Line*

STRAND: Employer Engagement and Partnerships: Taking the Helm for Success

When Huntington Bank approached Columbus State and Franklin University about partnering on an educational program its challenge was clear—get current employees the credentials needed to allow the bank to promote from within. The solution, however, required all three institutions to break the mold to offer an innovative curriculum designed especially for full-time employees juggling work and families with limited resources.

**Presenters**
Nancy Case, Dean Partnerships and Programs, Columbus State Community College, OH
Michell Ward, Project Manager Employer Engagement and Experiential Learning, Columbus State Community College, OH
Donald Dennis, Senior Vice President Learning and Leader Development, Huntington Bank, OH

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**Track 8**

*It Takes All Hands-On Deck to Navigate the Treacherous Waters of WIOA/IELCE*

STRAND: Expanding Pathways: Fair Skies and Following Seas

Since the implementation of WIOA funding, IELCE has been a debatable topic. NWTC has developed a pilot that addresses the needs of our low-level ELL students. Through team teaching, 10 low-level ELL students navigate through 3 courses, Keyboarding, Windows, and Word. They will complete a Microsoft Office Certificate and be College/Career Ready. Come learn how to develop your own program and listen to student and instruct.

**Presenter**
Shawn M Jensen, ELL/Career Pathways Bridge Instructor, Northeast Wisconsin Technical College