GENERAL SESSION

NCWE BOARD PRESIDENT’S WELCOME
Dr. Beth Arman, Senior Dean
Diablo Valley College, CA

PIMA COMMUNITY COLLEGE PRESIDENT’S WELCOME
Lee Lambert, President
Pima Community College

CONFERENCE SPONSOR RECOGNITION - PLATINUM SPONSORS
Brian Bailey, Emsi
Derrick Edwards, AGS Data Systems
Kirk Smallwood CompTIA
Chris Guidry, Strada Education
Andrea Adams, Alterius Training Solutions

KEYNOTE SPEAKER PRESENTATION

WORKPLACE SKILLS OF THE FUTURE
Jamie Merisotis
Lumina Foundation

Many occupations in the trades and other technical areas have historically had difficulty attracting and retaining women and people of color. A diverse workforce is key to the future of work! This keynote address on implicit bias will explore strategies that can help decision-makers improve recruitment and develop education and training programs to achieve a diverse workforce.

SPONSOR AND EXHIBITOR NETWORKING – BALLROOM FOYER
9:10 – 9:30 AM

SESSION A
WEDNESDAY OCTOBER 6
9:30 am – 10:30 am

Salon D
Connecting English Language Learners with Integrated Education and Training Through Partnerships
Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners
Central Carolina Community College and El Refugio partner to offer accelerated Integrated Education and Training (IET) career pathways to English Language Learners. El Refugio is a non-profit community organization in Lee County, NC and is focused on advocacy and education for the Latino community. Educational programs that are offered on site by Central Carolina Community College include: ESOL, Civics/Citizenships, and Spanish. Additional programmatic components include Family Success, Child Enrichment, and Leadership Development. El Refugio sponsors cross-cultural events that build relationships throughout the community.

Presenters: Sandra Thompson, Associate Dean of College and Career Readiness, and Oscar Hernandez, Coordinator of ESL Pathways, Central Carolina Community College; Sandra Torres, Executive Director, El Refugio; and Daniel Loges, Director of Professional Development and Distance Learning, Title II, NC Community College System

Salon E
**Skill Use Patterns in the STEM and Non-STEM Occupations in the U.S.**
Track: Embracing the Prickly: Workplace Success Skills of the Future
Basic skills (e.g., literacy, digital skills) are essential components of human capital, which is linked to economic well-being. Research is needed to better understand the basic skills gap between STEM and non-STEM workers. This study analyzes the 2012/2014/2017 Program for International Assessment of Adult Competencies to document skill use patterns and basic skills among STEM and non-STEM workers. Results will inform education and labor policies to enhance the basic skills of workers in the U.S.

Presenters: Wonmai Punksungka, Research Associate, University of Maryland, Baltimore County and Phyllis A. Cummins, Assistant Director of Research, Scripps Gerontology Center, Miami University

Salon F
**Instructor Mentor Programs to Support Online Career Ed Students Pre- and Post-CO**
Track: Slithering Through Sidewinding Situations: Innovative Solutions for Students
Career Education (CE) faculty leads in DVC’s peer online mentorship program guided faculty in serving students effectively during our online pivot during the pandemic and beyond. We will highlight the instructor mentorship model, its impact on CE programs and students, and strategies to create communities of practice for online and hybrid student success.

Presenters: Beth Arman, Senior Dean Career and Community Partnerships; Anne Kingsley, Distance Education Coordinator/English Faculty; and Joann Denning, Media Studies Department Chair/Art Digital Media Program Lead Faculty, Diablo Valley College

Rincon
**2020 CREDIT EXEMPLARY PROGRAM AWARD RECIPIENT**

*Success of the Air Force Medical Readiness Agency (AFMRA) project at Pima Community College*
Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners
The USAF identified a significant shortage in personnel who are appropriately certified to support Emergency Medical Services, such as Paramedics, who provide Advanced Life Support (ALS) medical care to patients. PCC entered into a contractual agreement with the USAF to create an innovative and dynamic instructional program to support the development, training, and certification of over 700 Air Force personnel to meet the demand for ALS credentialing. Pima developed an accelerated and rigorous Paramedic cohort instructional model that meets National Emergency Medical Education Standards and prepares graduates for their National Registry of Emergency Medical Technician (NREMT) credentialing exams.

Presenters: Amanda Abens, Dean Workforce Development; Sharon Hollingsworth, EMS Program Manager/Training Director; and Chris Christensen, Advanced Program Coordinator, Pima Community College
Executive Boardroom

**West Michigan Web of Partners – Building One Workforce, A Healthcare Example**
Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners
How did we build a strong west Michigan coalition to meet the needs of employers from all areas of healthcare and the needs of our community? There is power in the partnerships. See how true partnerships have been built and how they have benefited our region during the onset of COVID-19. Learn how we built an apprenticeship system for healthcare; upskilled incumbent workers; found better ways to recruit; and no matter where a person chose to begin their education, we made it easy with a one intake approach. You can replicate this model in your community. Learn how.
*Presenters:* Julie Parks, Executive Director Workforce Training and Tassell MTEC and Cody Giba, Data Analyst Workforce Training, Grand Rapids Community College

Coronado

**Implicit Bias in Workforce Education Institute: From Workshop To Full Pathway**
Track: Honoring Wisdom to Paint the Earth and Sky with Color: DEI Leadership
Implicit Bias refers to the unconscious attitudes and reactions that affect behavior and understanding. This session will take attendees from a simple series of workshops to a fully articulated workforce professional development pathway. The Implicit Bias in Workforce Education Institute presents a fully accessible, replicable, and adaptable model for workforce education in an interactive session aimed at sharing the model, strategies, and how to guide.
*Presenters:* Ann Avary, Director Center of Excellence for Marine Manufacturing and Technology, Skagit Valley College; Jamie Wells, Director Center of Excellence for Careers in Education, Green River College; Lindsey Williams, Director Center of Excellence for Agriculture and Natural Resources, Walla Walla Community College; Kristi Grassman, Director Construction Center of Excellence, Renton Technical College; and Shana Peschek, Executive Director, Machinists Institute

Salon J

**Investing in Education Innovation to Avoid Snakes in the Grass**
Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners
Innovation is the antidote to the snakebite of systemic barriers. Although college enrollment has declined, millions of Americans still say they intend to enroll within the next two years. Investing in the right services and supports will enable colleges to bring students back and help students achieve better education and career outcomes. Join this session featuring a community college leader, a recent community college graduate, and higher education researchers to learn what it will take to drive equitable access and completion for all.
*Presenters:* Melissa Leavitt, Director of Research, Strada Education Network; Seth Reichlin, Senior Strategic Advisor, CollegeAPP; Stella Perez, Higher Education Research Consultant; and Alejandro Alvarez, Class of 2020 Graduate, Santa Cruz County Provisional Community College District (Santa Cruz Center)

Salon K

**Using Data to Decipher Skills Employers are Seeking**
Track: Embracing the Prickly: Workplace Success Skills of the Future
For years, higher education and the labor market have spoken fundamentally different languages: colleges and universities have talked in terms of degrees, GPAs, and CIP codes while employers are primarily interested in the skills an individual has and the work they can do. We want to help you breach
that language barrier and form a strong relationship from Higher Ed, Employers, and Tallent by helping create a cohesive language.

Presenters: Alys Lease, Account Manager and Erin Baird, Account Manager, Emsi

Salon L

Connections 101: Pathway Partnerships that Work
Track: Traversing the Canyons: Pathways to Worker-Learner Success
The Connections 101 program was nationally recognized in February of 2021 for advancing innovation in adult education. In this session, you will learn how this bridge program can be easily replicated while highlighting the creative partnership built between a community college, a WIOA Adult Education program, and a local Department of Labor and Industry office.

Presenters: Tammie Hickey, Director Career and College Readiness Center and Joel Sims, Director of Trades, Great Falls College MSU

Sabino

2021 CREDIT EXEMPLARY PROGRAM AWARD RECIPIENT
Moving Towards Equity: Navigating and Removing Systemic Barriers in Workforce Education
Track: Honoring Wisdom to Paint the Earth and Sky with Color: DEI Leadership
North Seattle College offered the first BAS in Early Childhood Education in Washington State, and seven years later we are earning national recognition for our community partnerships and innovative programming. We will speak to our experience with creating community partnerships, dismantling systemic and institutionalized barriers in higher education for students of color, strategic transfer pathways with local colleges and universities, targeted supports for teachers of color, and contextualized language-specific curriculum resulting in high completion rates and job mobility for all students.

Presenters: Annie Garrett, Program Manager, BAS; Ninder Gill, Faculty Coordinator, ECE; and Samantha Dolan, Associate Director, ECE Initiatives, North Seattle College; and William White, Director, My Brothers Teacher

Saguaro

PLATINUM SPONSOR
It Takes a Partnership to Raise a Technician
Track: Slithering Through Sidewinding Situations: Innovative Solutions for Students
This session will examine the expanded role of simulation technology, alternative extensions of blended learning methodology, and using company provided field mentors in conjunction with continuing education in an online environment for on-going training. The role of educational institutions is not only in the initial education pathway, but ongoing collaboration with industry to provide continuous and needed training to upskill workers in technology and increased regulations in the HVAC industry. We will examine teaching techniques – a new way to teach the basics and the need to build and maintain the industry partnerships needed to have new hires onboarding quickly.

Presenter: Joey Leonard, Director of Academics, Skilled Trades, Altierus Training Solutions

Sonoro

Providing a Vital Link Between K12, Business Partnerships, and Student Success
Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners
This session will explain how Fort Scott Community College (KS) has utilized a significant increase in secondary student enrollment to provide opportunities and renew partnerships with business and industry in the area. The session will also discuss the importance of ensuring advisory boards have appropriate membership and how businesses partnerships with a southeast Kansas community college have shifted in the last five years due to a multitude of changes.
Presenters: Adam Borth, Vice President of Academic Affairs, Fort Scott Community College and Kris Mengarelli, Director, Southeast Kansas Career and Technical Education Center

BREAK
10:30 – 10:40 AM

SESSION B
WEDNESDAY OCTOBER 6
10:40 am – 11:40 am

Salon D
Enhancing Workforce Access using Inclusive, Trauma-Informed Practices
Track: Honoring Wisdom to Paint the Earth and Sky with Color: DEI Leadership
In this workshop, the presenters will detail the development and implementation of a workforce training program that incorporates frameworks of community cultural wealth, critical skill-building, and trauma-informed practices to enhance the resiliency and self-efficacy of participants to reach their desired quality of life. This program focuses on digital inclusion, technology skills, basic skills acquisition, and career development to enhance participants’ professional networks.
Presenters: Mary Ulrich, Director Workforce Development and Career Readiness and Maria Ethier, Director DACC Centers for Education and Career Development, NMSU Dona Ana Community College

Salon E
Using Labor Market Information to Improve Program and Credential Quality
Track: Embracing the Prickly: Workplace Success Skills of the Future
How do colleges use labor market information (LMI) to improve program and credential quality? This session will share insights on how colleges use LMI based on research conducted by Rutgers researchers on how colleges use LMI to align programs with labor market needs and how data are shared to impact practice. Community college leaders at the state level and the college level will discuss their use of LMI to promote quality programs and credentials.
Presenters: Michelle Van Noy, Associate Director, Education and Employment Research Center, Rutgers University; Paula Nissen, Bureau of Community Colleges Workforce Preparation/Education Consultant, Iowa Department of Education, Community College and Workforce Preparation Division; and Ben Magill, Associate Vice Chancellor of Economic Opportunity, Dallas College

Salon F
Virtualization: Developing a Remote Solution for Student Access
Track: Slithering Through Sidewinding Situations: Innovative Solutions for Students
In response to the challenges caused by the COVID-19 pandemic, the Community College of Baltimore County (CCBC) was recently awarded a Maryland State Department of Education (MSDE) Career and Technical Education (CTE) Innovation grant to support online development of courses in its Engineering Technology Program. The grant also supported the development of a Virtual Desktop Infrastructure (VDI) system for students to remotely access specialized software.
Presenters: Jaime Alvarez, Chair Engineering Department; Seun Joshua, Coordinator, Computer-Aided Design Program; and Jack McLaughlin, Dean School of Business, Technology, and Law, Community College of Baltimore County
Arkansas Tech University-Ozark and Green Bay Packaging Industry Training Partnership

Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners

Green Bay Packaging-Arkansas Kraft Division and Arkansas Tech University – Ozark have been in partnership for over 10 years to provide electrical and mechanical training to industries across Arkansas. This unique public-private partnership has served almost 70 manufacturers in the state and provided maintenance technicians with critical skills they can take back to their employer to improve equipment reliability and reduce downtime. The Green Bay Packaging AKD Training Center is centrally located with full-time instructors dedicated to training both internal employees and outside companies recruited by ATU-Ozark.

Presenters: Justin Smith, Chief Business and Community Outreach Officer, and Bruce Sikes, Chancellor, Arkansas Tech University-Ozark Campus

Queering the Workforce Toolbox: A Gender Non-Conforming Perspective

Track: Honoring Wisdom to Paint the Earth and Sky with Color: DEI Leadership

With the 2020 Supreme Court decision on "Bostock v. Clayton County," state legislation such as the Virginia Values Act and H.R.5 — 117th Congress (2021-2022) Equality Act, there is an immediate need to examine gender non-conforming equity experiences in our programs. This workshop presents an overview of the current intersectional equity issues and dynamics surrounding the training of gender nonconforming workforce students within the context their unique experiences and this new legislation.

Presenters: Dove Wimbish, Doctoral Candidate in Workforce Education, University of South Florida and David A Coffman, Attorney at Law, Hampton Roads Pride

Building Employer Based Pathways that Last

Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners

Increasingly, businesses and community college partnerships are essential to building programs that address social risks and limited upward mobility arising from skill and language gaps in their workforce. Unaddressed, these gaps lead to worker instability with direct impacts including costly turn-over and reduced ability to support inclusive promotional pathways. Metropolitan Community College and Tyson Foods will present on strategies to developing lasting and meaningful partnerships.

Presenters: Tammy Green, Director Workforce and IT Innovations: Career Advancement and Adult Education and Lyndsie Gibbs, Manager of Career Advancement, Metropolitan Community College; and Anson Green, Economic Opportunity Corporate Social Responsibility, Tyson Corporation

Six Principles for Cultivating a Healthy Workforce Ecosystem

Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners

In a healthy workforce ecosystem, symbiotic relationships between the range of entities involved in building a talent pipeline help create the conditions needed for business attraction, retention, and expansion, providing the gainful employment and economic activity needed to sustain community prosperity. This session will provide attendees with six principles for cultivating a healthy workforce ecosystem and will provide examples of communities that are blossoming, even under harsh conditions.
**Presenters:** John Hawkins, Senior Director, Partnership Development Workforce and Economic Development, Council for Adult and Experiential Learning (CAEL) and Sarah Burns, Director of Learning, San Diego Workforce Partnership

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**Salon K**

**PLATINUM SPONSOR**

**The Impact of AI and Automation on Curriculum Development**

Track: Embracing the Prickly: Workplace Success Skills of the Future

Featuring new and updated content for this year’s conference, this thought-provoking and interactive session presented by technologist and futurist Derrick Edwards discusses the waves of worker displacement and creation of new job opportunities caused by automation and artificial intelligence (AI), how various industries and jobs will be affected, the speed of displacement, and criteria for evaluating curriculum.

**Presenter:** Derrick Edwards, President, AGS Data Systems / AGS Prime

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**Salon L**

**Healthcare Pathways to Employment: A Flexible Path with Many Entry and Exit Points**

Track: Traversing the Canyons: Pathways to Worker-Learner Success

Paul D. Camp Community College developed the Fast Track Healthcare program incorporating certifications for Clinical Medical Assistant, Phlebotomy, and EKG Technician, along with healthcare focused employability skills, on-site clinicals, and a HESI bootcamp for students wanting to further their education to the LPN or RN programs. This session will provide program pathways, certification information, bootcamp content, and best practices from our lead instructor and coordinator.

**Presenters:** Angela Lawhorne, Director of Career Education Programs and Workforce Partnerships, Virginia Community College System and Dawn Womble Guy, Coordinator and Lead Instructor, Paul D. Camp Community College

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**Sabino**

**2021 NONCREDIT EXEMPLARY PROGRAM AWARD RECIPIENT**

**Solving Critical Workforce Shortages with Apprenticeships**

Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners

The largest privately-owned ambulance service in S.C. (Medshore Ambulance Services) was facing a critical shortage of trained EMTs. They needed a solution – fast. So, they approached Midlands Technical College (MTC) to develop an innovative apprenticeship program. Working with Medshore and Apprenticeship Carolina, MTC quickly adapted their standard EMT course into an accelerated 8-week apprenticeship program. The program prepares students to become Nationally Registered EMTs and includes training on soft skills and company-specific onboarding. When Medshore advertised this opportunity, they received more than 700 applications in just a few days. This model is adaptable to any industry facing workforce shortages.

**Presenters:** Candice Geiger, Corporate and Continuing Education Health Care Programs Director and Karen Ellington, Corporate and Continuing Education Instructor, Midlands Technical College

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**Saguaro**

**PLATINUM SPONSOR**

**Success in the Tech Economy**

Track: Traversing the Canyons: Pathways to Worker-Learner Success

There is no hotter job market than IT, with nearly 1 MILLION open IT jobs and growing. Even during a pandemic, things are not slowing down. Learn what is fueling this demand, what knowledge, skills and abilities employers are seeking in qualified workers and the tremendous opportunity for academic institutions. Also, learn how CompTIA works with its partners to help them prepare for student success.

**Presenter:** Kirk Smallwood, Vice President Business Development, CompTIA
Sonoro

Utilizing Digital Badges to Map the Changing Landscape of Higher Education
Track: Traversing the Canyons: Pathways to Worker-Learner Success

"Research from the nonprofit Opportunity@Work estimates that as many as 30 million workers have the skills to earn 70% more but lack a credential to prove it.” Utilizing digital badges, we have figured out how to strengthen and/or create new partnerships, remove barriers, credentialize education, and define new pathways to higher education. Join us to learn how we have traversed the higher education canyons by utilizing digital badges!

Presenters: Lesley Voigt, Director Digital Credentials Institute; Schauna Rasmussen, Dean Early College and Workforce Strategy; and Bryan Woodhouse, Associate Vice President Strategic Partnerships and Innovation, Madison College

EXHIBITOR AND SPONSOR NETWORKING – BALLROOM FOYER
11:40 AM – 12:20 PM

AWARDS LUNCHEON AND SPONSOR RECOGNITION – GRAND BALLROOM
12:40 PM – 2:00 PM

WEDNESDAY OCTOBER 6
12:20 PM – GRAND BALLROOM

AWARDS CEREMONY

2020 CREDIT EXEMPLARY PROGRAM AWARD
Air Force Medical Readiness Agency (AFMRA) Program
Pima Community College, AZ

2020 NONCREDIT EXEMPLARY PROGRAM AWARD
ATU and Green Bay Packaging Technical Training Center
Arkansas Tech University – Ozark Campus, AR

2020 NONCREDIT EXEMPLARY PROGRAM AWARD
Heartland WorkReady Community Initiative
Metropolitan Community College, NE

2021 CREDIT EXEMPLARY PROGRAM AWARD
Early Childhood Education Bachelor of Applied Science Degree Program
North Seattle College, WA

2021 NONCREDIT EXEMPLARY PROGRAM AWARD
EMT Apprenticeship Program
2020 JAMES JACOBS SCHOLARSHIP AWARD
Dismantling the Walls: A Narrative Inquiry into the Lived Experiences of Gender Non-Conforming Workforce Students
Dove Wimbish
University of South Florida

SPONSOR AND EXHIBITOR NETWORKING – BALLROOM FOYER
2:00 – 2:30 PM

SESSION C
WEDNESDAY OCTOBER 6
2:30 pm – 3:30 pm

Salon D
Economic Renewal: Building a Healthy Economy
Track: Honoring Wisdom to Paint the Earth and Sky with Color: DEI Leadership
This workshop will describe a framework that identifies low-wealth families and connects them intentionally to jobs, training, and support services, demonstrate a technology-based tool that aligns three networks: employers, jobseekers, and providers, and discuss how disparate communities in four regions across the Commonwealth of Virginia are implementing the framework to rebuild a post-pandemic economy.
Presenters: Frank Squillace Director, Network2Work@PVCC and Ridge Schuyler, Dean Division of Community Self-Sufficiency Programs, Piedmont Virginia Community College

Salon E
Creative Approaches in Implementing Successful Bridge and IET Programs
Track: Slithering Through Sidewinding Situations: Innovative Solutions for Students
Come to this session to explore creative practices in bridge and integrated education and training (IET) programs those adult basic skills providers are implementing with community colleges. Highlighted are approaches to offering joint advising, short-term certificates, flexible schedules and pathways to further education and credentials. Featured are the Connections 101 bridge program at Great Falls College and the South Bay Adult School’s IET programs in collaboration with El Cerrito College.
Presenters: Judith Alamprese, Principal Scientist, Abt Associates; Drew Gamet, Director, South Bay Adult School; and Tammie Hickey, Director Career and College Readiness Center, Great Falls College MSU

Salon F
Structuring Flexibility: Intensity, Choice and Outcomes for Adult Learners
Track: Slithering Through Sidewinding Situations: Innovative Solutions for Students
A key challenge for institutions serving adult learners is how to structure programs in ways that accommodate students’ varying life situations while providing workforce relevant skills. We draw on data from a multi-method study of Ohio Technical Centers (OTCs) to compare and contrast two approaches to this challenge. We compare OTCs’ intensive, cohort-based programs to more “flexible”
community college programs. We argue that OTCs’ strong outcomes suggest a need to rethink "flexibility".

Presenters: Abigail Helsinger, Senior Research Associate; Phyllis Cummins, Senior Research Scholar, Scripps Gerontology Center; and Sarah Woodruff, Discovery Center for Evaluation, Research, and Professional Learning, Miami University of Ohio; and Jane Marlow, Adult Education Director, Knox County Career Center

Rincon  
2020 NONCREDIT EXEMPLARY PROGRAM AWARD RECIPIENT  
Career Readiness through CPP, IET, Business Engagement, and Outstanding Partnerships, OH MY!  
Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners  
Nebraska may be in a fly-over state, but do not underestimate our ability to persevere and deliver! Through amazing partnerships with business and industry, Metropolitan Community College in Omaha, Nebraska was able to pre-pandemic (and during pandemic) continue offering and creating new pipelines for education and training in the community. Pipelines created and maintained include training on-site at a business, upskilling current employees, retraining unemployed/underemployed individuals, and connecting hiring businesses to job seekers through multiple avenues and educational programs.  
Presenters: Lyndsie Gibbs, Manager of Career Placement Programs and Tammy Green, Director of Workforce and IT Innovation, Metropolitan Community College

Executive Boardroom  
Roadtrip Nation Community Hubs-The First Steps to Meaningful Work  
Track: Slithering Through Sidewinding Situations: Innovative Solutions for Students  
How can we help this generation use everything they've learned to find the best path forward? Created in partnership with Chicagoland Workforce Funder Alliance and Strada Education Network, the Chicago and Cook County Young Adult Workforce Development Portal is a site where local career seekers can find viable paths aligned to what they like to do. Through interviews with professionals, inspiring documentaries, and multiple workforce resources, community hubs encompass everything visitors need on their journey to fulfilling work. Join us as we discuss what we've learned from this response to the pandemic and how it's helped users take steps toward rebuilding confidence in their futures.  
Presenters: Jenny Pham, Events Specialist and Willie Wittezehler, Creative Director, Roadtrip Nation

Coronado  
Washington State’s Workforce Deans Academy: Growing our Own Workforce Leaders  
Track: Honoring Wisdom to Paint the Earth and Sky with Color: DEI Leadership  
Come learn about Washington State’s Workforce Deans Academy (WDA), a year-long, cohort-based program for aspiring workforce leaders. We will share how and why the Academy started back in 2005, its structure, funding, application process, and recruitment strategies. We’ll also share our updated curriculum, commitment to maintaining an equity focus, lessons learned over the years, and how are we shifting through a pandemic. Program demand is at an all-time high. We can’t wait to share with you!  
Presenters: Jamie Wells, Director Center of Excellence for Careers in Education, Green River College; Krista Fox, Dean of Instruction Health, Business, and Professional Services, Tacoma Community College; Paulette Lopez, Dean of Instruction, Highline College; and Barry Robinson, Executive Dean of Instruction, Seattle Central College

Salon J  
Health Workforce Partnerships that Build Responsiveness to Industry Needs  
Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners
This session will highlight the collective work, partnership, and impact of three key health workforce centers— the Washington Center for Nursing, the Area Health Education Center of Western Washington and the Allied Health Center of Excellence—which support community college and university-based health workforce programs. Describing Symbiotic Relationships— the presenters will describe how creating an ecosystem of workforce development initiatives creates the forum to explore, solve and respond to multiple health workforce challenges including implications of COVID-19 and advancing diversity, equity, inclusion, and antiracism in workforce development.

**Presenters:** Dan Ferguson, Director Washington State Allied Health Center of Excellence, Yakima Valley College; Sofia Aragon, Executive Director Washington Center for Nursing; and Cori Anne Garcia Hansen, PI/Director Area Health Education Center of Western Washington, Whatcom Community College

**Salon K**

**Aligning Students, Community Colleges, and Employers for Workforce Success**

Track: Traversing the Canyons: Pathways to Worker-Learner Success

Rebuilding our economy requires investments in skilled trades, which provide accessible living wage jobs and support broader economic prosperity. Three key stakeholder groups must align in their goals and practices to maximize these career pathways: students, community colleges, and employers. Our session draws on two recent studies to provide a holistic, evidence-based view of how to align workforce needs of these groups by examining students’ career decision-making processes, how schools build non-credit offerings to align to local labor markets, and employers’ perceptions of these programs. The session will include practical advice for schools as they design and refine their offerings.

**Presenters:** Sara Haviland, Research Scientist and Steven Robbins, Principal Research Scientist, Educational Testing Service

**Salon L**

**Advancing Manufacturing: The Next Generation**

Track: Traversing the Canyons: Pathways to Worker-Learner Success

Clark State College’s long history as a leader in advanced manufacturing is growing through a new DOL project, “Advancing Manufacturing: The Next Generation” which creates a new futuristic pathway that includes a new laser material processing (Photonics) certificate. A “smart factory” will enable students to train in mechatronics, industrial automation, and Industry 4.0 and work with an automated work cell to hone their industrial technology skills in a multitude of areas. Students earn micro credentials in as few as eight weeks that can be stacked with other micro credentials to complete a one-year certificate and an associate degree.

**Presenters:** Jo Alice Blondin, President; Crystal Jones, Vice President, Marketing, Diversity and Community Impact; and Gerritt Smith, Interim Director, Workforce and Business Solutions, Clark State College; and Robert Visdos, President, Workforce Institute, Inc.

**Sabino**

**Job Sync – How We Use Job Analysis to Refine and Build Better Programs**

Track: Traversing the Canyons: Pathways to Worker-Learner Success

Do you continue to hear about the skills gap from your local employers? How they can’t find candidates that meet their needs? Grand Rapids Community College embarked on a collaborative effort with our employer sector groups to discover what really were the skills that a person needed to be successful. Learn how we are figuring out what skills and certifications our employers really need for their positions and how we designed and revised our programs to make our students the most in demand.

**Presenters:** Julie Parks, Executive Director Workforce Training and Rachael Jungblut, Senior Program Manager Operations, Grand Rapids Community College
How to Build a Tech Bootcamp

The "Bootcamp Model" is taking tech education to a new level by making training accessible to a wider audience. Bootcamps around the world are attracting a new breed of learner, both technical and non-technical. While traditional models might be of reach for some learners, bootcamps are an accessible and exciting option. How can community colleges and technical colleges stay relevant in this shifting landscape? In this workshop, we will discuss the building blocks of successful tech bootcamps and how to build a bootcamp into your [organization's] offerings.

Presenters: Byron Sommardahl, Co-Founder and Phil Henry, Co-Founder, CodeX Academy; and Girard J. Melancon, Vice Chancellor Workforce Solutions, Baton Rouge Community College

Open Canvas or Paint by Numbers, this Program wasn’t created in Watercolor

Starting with a blank canvas and a team of artists the results are breathtaking. Utilizing sector partnerships and common goal: skilled workforce. This employer led masterpiece has been converted to a paint by number model which the process is the same, but each program (picture) is vibrant and bold. Over 20 Career Focused programs, for five sectors: Agriculture, Business, Energy, Health Care and Manufacturing have created a beautiful mural enjoyed by all support partners and region employers.

Presenter: Jolene Rogers, Executive Director Community and Business Relations, Iowa Lakes Community College

BREAK

3:30 PM – 3:40 PM

SESSION D

WEDNESDAY OCTOBER 6

3:40 pm – 4:40 pm

Striving for Program and Job Retention for Workforce Training Students

Striving to meet the needs of our diverse students over the last three years has led to some important learning and ways that barriers have been reduced. Talk with us about some promising practices we have instituted and the partners who have helped us succeed. Then learn how we have worked to prepare our employer frontline supervisors and managers around successful retention for our students. Hear how Grand Rapids, a city ranked as one of the worst in the U.S. for African American's economically is changing and workforce development's role in making that change happen for our students.

Presenters: John VanElst, Program Manager Equitable Empowerment Through Career Pathways; Julie Parks, Executive Director Workforce Training and Tassell MTEC; and Lorena Aguayo-Marquez, Community Recruitment Specialist, Grand Rapids Community College
Salon E

**Building a Pipeline for Community Colleges Using Technology-Based Coaching**

Track: Traversing the Canyons: Pathways to Worker-Learner Success

Adults enrolled in basic skills programs can find it daunting to set postsecondary goals and plan for transitioning to those programs. This session presents findings from two federally funded projects involving 15 basic skills programs’ use of text messaging to support adults’ secondary credential attainment and planning for further education. Featured is Pima Community College’s GED® Success Program and how text messaging and other supports facilitated adult learners’ success.

*Presenters:* Judith Alamprese, Principal Scientist, Abt Associates and Wendy Scheder Black, Director of Adult Education Services, Pima Community College

Salon F

**Innovations in Online Competency-Based Course Structure and Delivery**

Track: Slithering Through Sidewinding Situations: Innovative Solutions for Students

South Texas College has become a regional leader in the development of new and dynamic online competency-based education (CBE) courses and programs that promote access to traditional and non-traditional students including dual credit, adult learners, and workers recently displaced by the COVID-19 crisis. In this session, we will describe our model for developing CBE courses that has already proven effective in colleges and universities throughout the country.

*Presenter:* Kevin Peek, Professor of Economics, South Texas College

Rincon

**Forging the Trail for Apprenticeships in Healthcare**

Track: Traversing the Canyons: Pathways to Worker-Learner Success

Traversing canyons might be easier than managing the changes that COVID had on the healthcare sector. Healthcare workers now account for a larger share of the employed workforce than they did a few months ago (from 10.8% in February up to 11.5% in May). Healthcare workers require specific training and typically national credentials even in entry level positions. In fact, Allied Health careers account for 60% of the workforce in healthcare. To navigate this trail of recruitment and training, apprenticeships in healthcare are an innovative solution to meet the training needs for interested workers and students.

*Presenter:* Chris Heuston, Director of Healthcare Apprenticeships, Front Range Community College

Executive Boardroom

**Secrets of a Successful College-Sponsored Registered Apprenticeship Program**

Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners

The Learn and Earn Apprenticeship Program is a registered apprenticeship program for which Forsyth Technical Community College is the sponsor. In this unique model, the community college builds, registers, and tracks all aspects of the registered apprenticeships. Employers sign on as a partner and become immediately eligible to hire and train apprentices to meet their business needs. This session will discuss the flexibility of this model, how it benefits all parties, and lessons learned.

*Presenters:* Danielle Rose, Apprenticeship Coordinator and Jennifer Coulombe, Associate Vice President of Business Partnership and Process Improvement, Forsyth Technical Community College

Coronado

**Prognosis on Symbiosis: Identifying and Maximizing Ideal Symbiotic Relationships**

Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners
All symbiotic relationships do not support the aggregated growth of our colleges and communities. In this session, you will learn how to identify and maximize those relationships best suited to support mutual goals using certain processes, tools, and mindsets. In this session, participants will get a taste of how to give a prognosis on their current symbiosis, and how to identify and maximize the optimal symbiotic relationships.

*Presenters:* Alicia Dickens, Associate Vice Chancellor, Workforce and Economic Development Division, Metropolitan Community College; Douglas King, Senior Director Talent Acquisition, Lockton Group; and Ron Cox, President, The Kincaid Group

**Salon J**

*The Community College Baccalaureate - A Workforce Strategy*

Track: Slithering Through Sidewinding Situations: Innovative Solutions for Students

The community college baccalaureate (CCB’s) a workforce innovation has grown over the past 20 years, with 24 states allowing community colleges to offer these degrees in high demand fields. Now more than 140 community colleges offer high value bachelor’s degrees. This presentation focuses on the state of CCB’s in the US, the most highly enrolled programs and student outcomes, and how CCB’s respond to racial and economic gaps. The Community College Baccalaureate Association is undertaking two projects: a national inventory of colleges and degrees, and identification of promising practices shown to be effective in improving student outcomes.

*Presenters:* Angela M. Kersenbrock, President, The Community College Baccalaureate Association and Debra Bragg, President, Bragg and Associates

**Salon K**

*Expanding Apprenticeship Opportunities for Women and People of Color*

Track: Traversing the Canyons: Pathways to Worker-Learner Success

The U.S. Department of Labor (DOL) American Apprenticeship Initiative (AAI) awarded $175 million to 46 grantees, some of which are community colleges, to expand registered apprenticeship to new sectors and underrepresented populations. In this session, we explore the recruitment, program experiences, and post-program outcomes of AAI apprentices, with a focus on differences between nontraditional populations (women and people of color) and traditional apprentices (generally White males).

*Presenters:* Douglas Walton, Associate and Karen Gardiner, Principal Associate, Abt Associates

**Salon L**

*Uncharted Territory: GenZ in CTE*

Track: Traversing the Canyons: Pathways to Worker-Learner Success

As if exploring a newly discovered underground canyon, Generation Z students entering our programs have led us into uncharted territory. With new motivations and needs, Generation Z is impacting the educational landscape, therefore we must push forward and explore with them. This session will cover foundational information about Generation Z, discuss motivations, and provide practical idea to address their needs in the delivery of career and technical education and workforce-related training.

*Presenter:* Steven Crudup, Assistant Dean Post-Secondary Adult Vocational and Workforce Programs, Hillsborough Community College

**Sabino**

*Economic Recovery with Washington’s Job Skills and Customized Training Programs*

Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners
The Washington State Board for Community and Technical Colleges will moderate a panel describing how the state funded Job Skills Program and Customized Training Program are being used to partner with the business community to stabilize and recover from the COVID-19 Pandemic.

Presenters: Bob Embrey, Director of Corporate and Continuing Education, South Seattle College and Mike Nielsen, Director of Corporate and Continuing Education, Green River College

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**Saguaro**

*A Rising Tide Lifts All Boats – Maritime Partnerships on the Oregon Coast*

Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners

This session explores the creation of intentional, sustainable partnerships around a shared vision for workforce education in rural communities. The session examines the launch of three CTE/STEM programs in rural, coastal Oregon (Early Childhood Education, Welding, and Computer Systems) and the conditions in which a local community leveraged financial resources to create new programs and opportunities that supported immediate workforce needs.

Presenters: Dan Lara, Vice President of Academic Affairs and Brigitte Ryslinge, President, Oregon Coast Community College; and Majalise Tolan, Director of Secondary Education and Karen Gray, Superintendent, Lincoln County School District

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**Sonoro**

*The DoD, CMMC-AB, and a College LPP: Leading a New Defense Industry Requirement*

Track: Embracing the Prickly: Workplace Success Skills of the Future

Over the last two years, the DoD has been working with the Cybersecurity Maturity Model Certification – Accreditation Body (CMMC-AB) to put together a series of mandated non-credit cybersecurity awareness trainings for all U.S. defense contractors and their subcontractors. Join us as we describe what this potentially means for the future of workforce training in cybersecurity, as well as what it is like to be the only approved College Licensed Publishing Partner (LPP) in the nation on a project impacting the largest defense supply chain in the world.

Presenters: Nolan Gruver, Executive Director Corporate and Continuing Education and Alissa Muñoz, Operations Manager Corporate and Continuing Education, Community Colleges of Spokane

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**BREAK**

4:40 PM – 4:45 PM

**LEARN MORE ABOUT NCWE - TBD**

4:45 PM – 5:30 PM

**NCWE BOARD PRESIDENT’S HOSTED RECEPTION – BILL’S GRILL**

5:30 PM – 7:30 PM
THURSDAY OCTOBER 7
8:00 AM – GRAND BALLROOM

GENERAL SESSION

CONFERENCE SPONSOR RECOGNITION - GOLD SPONSOR
Josh Davies, Bring Your A Game
Ashleigh Potuznik, NCCER
Steve Robbins, ETS
Amrit Ahluwulia, Modern Campus
Tadd Wamester, EnGen
Michael Carbenia, Sr., zSpace

KEYNOTE PANEL PRESENTATION

HUMAN WORK IN THE AGE OF SMART MACHINES
Jamie Merisotis
President and CEO, Lumina Foundation

Many occupations in the trades and other technical area have historically had difficulty attracting and retaining women and people of color. A diverse workforce is key to the future of work! This keynote address on implicit bias will explore strategies that can help decision-makers improve recruitment and develop education and training programs to achieve a diverse workforce.

SPONSOR AND EXHIBITOR NETWORKING – BALLROOM FOYER
9:20 – 9:40 AM

SESSION E
THURSDAY OCTOBER 7
9:40 am – 10:40 am

Salon D
SHINEing the Light for Offenders with a Re-Entry Program
Track: Honoring Wisdom to Paint the Earth and Sky with Color: DEI Leadership
Interested in Corrections Education? Shenandoah Initiative for Adult Education, Blue Ridge Community College and Middle River Regional Jail have established a strong partnership that allows us to offer a successful Logistics program to inmates through PluggedInVA. Our program earns inmates a Logistics Associate (CLA) and a Logistics Technician (CLT) certifications, the Career Readiness Certificate (CRC), and Northstar Digital Literacy certificates, as well as, job readiness skills. This integrated classroom is the first of its kind in Virginia with both educational partners co-teaching the 3-month program. Let us show you how our multi-agency partnership works!
Salon E
Explore the New Personal and Workplace Success Skills Library
Track: Embracing the Prickly: Workplace Success Skills of the Future
Today’s students need to master the essential transferable skills that employers seek, such as communication, teamwork and collaboration, adaptability and flexibility, and critical and creative thinking. Learn about the new Personal and Workplace Success Skills Library (https://skills.worlded.org/), a diverse and highly adaptable collection of high-quality resources selected for CTE, workforce development, and adult education instructors and career coaches. The Library includes a variety of printable, online, and other technology-enabled resources for teaching and assessing personal and workplace success skills.
Presenter: Sandy Goodman, Director of the National College Transition Network, World Education, Inc.

Salon F
Utilizing Flexible Delivery Formats for Noncredit Education
Track: Slithering Through Sidewinding Situations: Innovative Solutions for Students
Even prior to the Pandemic, students enrolling in noncredit, short-term training programs, required flexible education delivery models to find success. Noncredit education is uniquely suited to provide innovative education delivery models to meet the needs of all learners. This presentation outlines the process of implementing the Hy-flex learning model for noncredit programs, specifically EMT and paramedic education.
Presenter: Phil Klein, Vice President of Economic and Workforce Development, West Virginia Northern Community College

Executive Boardroom
Autonomous Vehicle Driver and Operations Specialist – Continued Progress
Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners
How do we keep current job titles relevant for the future workforce? This session will provide an interesting case study and follow up detailing the experience of working with external and internal partners to develop a program for a job/position that doesn’t yet exist. A student-turned-employee perspective will be a valuable component of this session.
Presenters: Missy Blair, Advanced Program Manager, Pima Community College; Jay Lau, Director of Transportation and Jim Donelson, Test Driver, TuSimple

Coronado GOLD SPONSOR
Accelerating Access to Workforce Development Training Programs
Track: Traversing the Canyons: Pathways to Worker-Learner Success
Shifts in hiring demand accelerated the future of work. Immigrants and refugees have been disproportionately affected by job losses and are often essential workers. Community colleges and adult education programs are critical components of an inclusive and equitable recovery through ESOL, digital literacy, and workplace readiness programs. IETs must adapt to the changing needs of learners and employers. Educational technology enables flexibility within workplace English programs and allows impactful programs to open up advancement opportunities and talent pipelines. The EnGen team will provide insight around transitions to blended/virtual IET and career-focused language learning. Learn
more about EnGen’s approach to career pathways in healthcare, technology, manufacturing and growth sectors.

*Presenter:* Tadd Wamester, Director Partnership Development, EnGen

**Salon J**

*Pathway Development for SNAP*

Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners

Come to our session and learn WITH us. The Baton Rouge Community College Workforce Solutions team will share its experience of the square peg in the round hole as an early adopter of utilizing SNAP workforce dollars for those most in need of a career. This session will also provide time be an open forum to learn from others using the new funding stream for workforce development.

*Presenters:* Girard J. Melancon, Vice Chancellor Workforce Solutions; Amanda Stanley, Director of Rural Initiatives; and Veronica Freeman, Program Navigator, Baton Rouge Community College

**Salon K**

*Enrole*

**SILVER SPONSOR**

**TRACK: Corralling the Herd: Bringing Partners Together**

*Presenters:*

**Salon L**

*Building Better Pathways: Lessons from the D&A Career Pathways Project*

Track: Traversing the Canyons: Pathways to Worker-Learner Success

This session will review findings from the Descriptive and Analytical Career Pathways project and discuss implications for workforce education. The first study is a meta-analysis of career pathways programs which found large impacts on education and employment in the targeted sector, but small impacts for earnings. The second study analyzed worker experiences in the labor market to offer information on which sectors and occupations lead to earnings growth to inform program decisions.

*Presenter:* Deena Schwartz, Associate, Abt Associates

**Sabino**

*Like a Desert Rose – Iowa’s Collaborative Approach to a Health Science Workforce*

Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners

What began as a one-off project between the Iowa Department of Education and Iowa Department of Public Health to develop health science career pathways materials has blossomed like a Desert Rose into something hardier and stronger. Follow-up projects have included informative health science work-based learning resources and an innovative new approach to collect, analyze, and report large amounts of health professional licensure and employment data. Join to learn more and to cultivate your own!

*Presenters:* Joe Collins, Consultant Sector Partnerships, Career Pathways, and Work-Based Learning; Vladimir Bassis, Lead Data Consultant; and Mike Williams, Adult Education Consultant, Iowa Department of Education

**Saguaro**

*VACANT*

**TRACK: Corralling the Herd: Bringing Partners Together**

*Presenters:*
Sonoro

**Developing Industry-to-College Crosswalks that Save Students Time and Money**

Track: Slithering Through Sidewinding Situations: Innovative Solutions for Students

Awarding credit for prior learning is an important strategy for saving students time and money and research shows that it helps with credential completion. The process can be simplified through competency crosswalks between non-credit training programs and for-credit postsecondary programs. Attendees will learn what crosswalks are, why they are a good strategy for institutions, and how they can be deployed. We will showcase specific models from around the county from practitioners. There will also be an opportunity for a hands-on cross-walking exercise.

*Presenters:* Wilson Finch, Vice President Consulting, Council for Adult and Experiential Learning (CAEL) and J. Gregory Hodges, Vice President for Academic and Student Success Services, Patrick Henry Community College

**BREAK**

10:40 – 10:50 AM

SESSION F

THURSDAY OCTOBER 7

10:50 am – 11:50 am

Salon D

**GOLD SPONSOR**

*Let NCCER Help Revolutionize Your Industry Education Partnerships*

Track: Slithering Through Sidewinding Situations: Innovative Solutions for Students

With 1M craft professionals needed in the construction industry by 2023, there has never been a better time for an industry-education revolution. High schools and community colleges should build partnerships with industry that lead to higher program enrollment and employers waiting to hire your graduates. Join us for this discussion on unique success stories and the resources available to begin revolutionizing your programs while building industry recognized credentials that will change your students’ lives and careers.

*Presenter:* Ashleigh Potuznik, Senior Workforce Development Manager, NCCER

Salon E

**Non-Technical Skills are Hard to Find! Key Findings on Lessons About Adult Learners**

Track: Embracing the Prickly: Workplace Success Skills of the Future

Whether you call them soft skills, employability skills, success skills, or something else, employees need them to succeed in today’s workplace, but employers report them lacking. Why does the non-technical skills gap exist and how do we resolve it? This session is based on the collaboration and research of the two presenters and will attempt to answer this question. Attendees will learn research-based strategies to help students and employees make non-technical skills a habit. If you teach CTE classes or run a workforce development program, this session is one you can’t miss!

*Presenters:* Ana Greif, CEO, JobPath and Chris Mackey, Co-founder, Skillsline Group
Salon F

*Developing the Workforce through Dual Credit Programs*

Track: Slithering Through Sidewinding Situations: Innovative Solutions for Students

Dual credit programs offer benefits to students, high schools, colleges, and the workforce. Students enrolled in these programs earn both high school and college credit and obtain certificates, degrees, and workforce credentials along with their high school diplomas. Chippewa Valley Technical College, located in western Wisconsin, works with 40 high schools and serves 4,500 students annually through dual credit programs. All courses are taught by qualified high school and college instructors, and all programs include applied learning, clinical experiences, or internships.

*Presenter:* Julie Furst-Bowe, Academic Vice President, Chippewa Valley Technical College

Executive Boardroom

*Building Partnerships to Support the Economic Integration of Immigrants and Refugees*

Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners

Many immigrants and refugees with experience and qualifications that are in high demand face challenges to advancing on their career pathways. These obstacles include lack of access to targeted training and limited connections to employment opportunities. Join this session to hear how communities are building partnerships to support the economic integration of internationally educated immigrants and refugees. Learn how organizations are creating publicly funded fellowship models, implementing diversity initiatives that connect immigrant learners to programs, and engaging employer partners.

*Presenters:* Debra Means-West, Director Network and Resource Development, World Education Services (WES) Global Talent Bridge and Emmanuel Owusu, Executive Director, African Bridge Network

Coronado

*Evidence-based Practices to Advance Career Pathways*

Track: Traversing the Canyons: Pathways to Worker-Learner Success

The What Works Clearinghouse™ (WWC) Practice Guide on Designing and Delivering Career Pathways at Community Colleges (https://ies.ed.gov/ncee/wwc/practiceguide/27) offers five evidence-based recommendations around how to design and deliver career pathways. This session features an overview of each recommendation, including examples of career pathway strategies and components and how to implement them; advice on how to overcome potential obstacles; and a summary of the research evidence that supports the recommendation. Participants are encouraged to reflect on the recommendations and how they could be applied to advance or enhance career pathway offerings on their campuses.

*Presenters:* Debra Bragg, President, Bragg and Associates; Sarah Costelloe, Principal Associate, Abt Associates; and Michelle Van Noy, Associate Director, Education and Employment Research Center, School of Management and Labor Relations, Rutgers University

Salon J

*Non-Degree Credentials: How Policies Ensure Quality and Advance Workers*

Track: Traversing the Canyons: Pathways to Worker-Learner Success

In this session, we will feature policy efforts to increase the number of people with quality non-degree credentials and what it means for your state and institution. An expanding number of states are working across agencies and systems to determine which non-degree credentials are high quality and have strong employment and wage returns for workers. You will learn about Louisiana’s work to establish quality standards for non-degree credentials of value, with the goal of increasing postsecondary
attainment and closing equity gaps. We will also share how federal policy influences the attainment of such credentials and options for action.

*Presenters: Amy Ellen Duke-Benfield, Senior Fellow; Rachel Vilsack, Senior Fellow; and Caroline Treschitta, Policy Analyst, National Skills Coalition; and René Cintrón, Chief Education and Training Officer, Louisiana Community and Technical College System*

**Salon K**

**GOLD SPONSOR**

*Building Work Ethic in a Post-Pandemic World: 5 Strategies to Develop Essential Soft Skills*

Track: Traversing the Canyons: Pathways to Worker-Learner Success

The COVID pandemic has forever changed the workplace as we know it. Millions of jobs are being lost as others have been radically transformed. While technical skills are still important, the biggest concern employers have are the diminishing soft skills of the emerging workforce. Nearly 9 out of 10 hiring managers in the U.S. report that the lack of these soft skills are THE most important factor in their hiring, and yet less than 20% of today’s employees demonstrate these crucial work ethic behaviors on a consistent basis. Even more alarming is that most, if not all, of an employee’s on-the-job training is focused on their technical skills. But there is a viable solution to the growing work ethic gap that can improve the employment outcomes for our students. In this workshop Josh Davies, the CEO of The Center for Work Ethic Development, will provide 5 key strategies for developing the essential work ethic skills that employers demand. These proven strategies are already being used by leading schools and organizations to improve performance, retention, and job satisfaction of their graduates. Discover how you can build work ethic and set your students up for success in this post-COVID world.

*Presenter: Josh Davies, CEO, The Center for Work Ethic Development*

**Salon L**

*IET and ATB: The Adult Dual Enrollment Strategy and How to Pay for It*

Track: Traversing the Canyons: Pathways to Worker-Learner Success

Learn how community colleges and several states are leveraging federal financial aid to serve adult learners in career and technical education programs. Integrated Education and Training (IET) dual enrollment models allow Adult Education and Developmental Education students to access career pathways and earn credentials. Learn about the US Department of Education resources for Ability to Benefit (ATB) and IETs: how to do it and how it works. Now is the time to tap federal student financial aid to support worker learners in accelerating to completion.

*Presenters: Regina Suitt, President-Elect, Coalition on Adult Basic Education and Laurie Kierstead-Joseph, Assistant Vice Chancellor, Adult Basic Education for College and Career, Pima Community College*

**Sabino**

**GOLD SPONSOR**

*Developing a Seamless Learn-Work Ecosystem is Higher Education's Future*

Track: Traversing the Canyons: Pathways to Worker-Learner Success

The higher education industry is facing unprecedented challenges. Student needs and labor market demands are evolving at lightspeed. We can’t rely on status-quo approaches to delivering education. Join this presentation to learn the foundational changes postsecondary leaders must tackle. Learn about the 60-Year Curriculum concept and explore how this model—combined with credential diversity and a wider adoption of CE’s DNA—can help establish an education ecosystem that brings learning and working together. This presentation will draw insights from college and university leaders across North America and share data from The EvoLLLution’s 2021 State of Continuing Education report.

*Presenter: Amrit Ahluwalia, Editor In Chief, The EvoLLLution: A Modern Campus Illumination*
Sonoro

**A Healthcare Workforce Development Collaboration – From Pilot to Scale**

Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners

The Community Colleges in Connecticut are undergoing a transformation in workforce development training and education. Using a newly created regional structure the colleges are working in a more collaborative, efficient, flexible and industry driven manner to meet employer need. This presentation highlights a successful pilot to scale health care collaboration that was stood up in the height of the pandemic. Partners included philanthropy, public dollars, government leaders, industry partners and Workforce Boards.

*Presenters:* Kristina Testa-Buzzee, Chief Regional Workforce Development Officer, Shoreline West Region; Diane Bordonaro, Chief Regional Workforce Development Officer, Capital-East; and Eileen Peltier, Chief Regional Workforce Development Officer, Northwest Region, Connecticut Community Colleges

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**EXHIBITOR AND SPONSOR NETWORKING – BALLROOM FOYER**

**11:50 AM – 12:20 PM**

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**THURSDAY OCTOBER 7**

**12:20 AM – GRAND BALLROOM**

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**GENERAL SESSION**

**2020 NCWE IMMEDIATE PAST PRESIDENT’S AWARD**

Dr. Kim Becicka, Vice President, Continuing Education and Training Services
Kirkwood Community College, IA

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**2021 NCWE IMMEDIATE PAST PRESIDENT’S AWARD**

Sue Murray, Assistant Vice President Education and Workforce Development
Waubonsee Community College, IL

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**INTRODUCTION OF NEW WORKFORCE PROFESSIONALS ACADEMY PARTICIPANTS**

Dr. Darlene G. Miller
Executive Director
The National Council for Workforce Education

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**KEYNOTE SPEAKER PRESENTATION**
**How Wide, How Deep: A New National Survey Takes the Measure of Innovation at Community and Technical Colleges**

Tamar Jacoby  
President  
Opportunity America

Some of the most exciting innovation in higher education is taking place at community colleges – new thinking and new approaches to preparing learners for the workplace. Intensive employer partnerships, shorter nondegree programs, stackable credentials, crossover from noncredit to credit and more: a new survey by Opportunity America and Lumina Foundation assesses the adoption of these practices nationwide, providing benchmarks for educators seeking to keep up with the latest trends. Nearly 40 percent of community and technical colleges responded to the survey, and the results paint a picture of a vibrant, evolving sector. Join Opportunity America president Tamar Jacoby to learn more about the study and how you can use the findings to advance innovation on your campus.

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**Sponsor and Exhibitor Networking – Ballroom Foyer**  
1:45 – 2:15 PM

**Session G**  
Thursday October 7  
2:15 pm – 3:15 pm

**Salon D**  
*Data Driven Decision-Making in Advanced Manufacturing*  
Track: Traversing the Canyons: Pathways to Worker-Learner Success  
Whether your college is designing a new training program, a certificate program, an associate or an applied baccalaureate degree, strong, reliable data is critical in the decision-making process. The need for data becomes even more acute as you examine labor market information that hones-in on advanced manufacturing and the real-time hiring skills needed by employers. Learn how-to effectively identify data needs and make data-driven decisions in advanced manufacturing (or any key sector) regarding curriculum, skill sets, and equipment that will enhance your success in developing programs to address employer needs and in securing grant funding for those initiatives.  
*Presenters: Robert Visdos, President, Workforce Institute, Inc.; James Shanahan, President, Shanahan Resources, Inc.; and J. Craig McAtee, Executive Director, National Coalition for Advanced Technology Centers*

**Salon E**  
*Short Term Training: Stackable Paths for Student Success*  
Track: Embracing the Prickly: Workplace Success Skills of the Future  
The role of non-credit to credit programming has historically been at odds in higher education - which in some instances can create additional barriers for students. This session will provide participants with information on how Harper College re-organized their credit and non-credit programs to better serve all students in the college. Colleagues from Career and Technical programs and Workforce divisions worked together closely to restructure short term training classes. This included partnering with an external
agency, and incorporated grant funding specifically for those looking to re-enter the workplace. This session underscores the transformative impact organizational changes can have on student success. 
*Presenters: Joanne L. Ivory, Dean Career and Technical Programs and Michelé Elaine Smith, Vice President of Workforce Solutions, William Rainey Harper College*

**Salon F**  
*Career Ready! Internships with a Twist and Accelerated Career Pathways*  
Track: Slithering Through Sidewinding Situations: Innovative Solutions for Students  
Meandering as a tumbleweed is often how a career path is selected, wherever the wind takes me. A more deliberate strategy was piloted, driven by industry need for a qualified workforce. Iowa combined Essential Skills with Technical Skills with the assistance of state CARES ACT funding. Career Ready! Summer Internships with a Twist and Accelerated Career Pathway: Auto Technician responded to industry requests and assisted participants solidify career pathways for high-demand jobs.  
*Presenter: Jolene Rogers, Executive Director Community and Business Relations, Iowa Lakes Community College*

**Executive Boardroom**  
*Innovative Approaches to Serving Skilled Immigrants and Refugees*  
Track: Traversing the Canyons: Pathways to Worker-Learner Success  
Currently, there are two million college-educated immigrants and refugees living in the U.S. who are underemployed or unemployed. More than sixty percent of these individuals earned their degrees outside the U.S. Mainstream workforce, adult education, and career pathways programs are rarely designed to leverage the talent of these internationally educated immigrants and refugees. Yet innovative solutions, ranging from initiatives that focus on international credential recognition to programs that provide career pathways and retraining support, have demonstrated benefits. This session discusses strategies to connect immigrants and refugees with academic and professional opportunities.  
*Presenters: Debra Means-West, Director, Network and Resource Development, World Education Services (WES) Global Talent Bridge and Cheryl Cariño-Burr, Healthcare Case Manager, Puget Sound Welcome Back Center at Highline College*

**Coronado**  
*Dismantling Barriers, Identifying Gaps, and Creating Change with Data and Action*  
Track: Honoring Wisdom to Paint the Earth and Sky with Color: DEI Leadership  
A panel from two aligned Minnesota Colleges, one a Community College and the other a Technical College, discuss their DEI journeys after the murder of George Floyd in nearby Minneapolis. The colleges are geographically close – only ten miles separates them. Their students come from the same geographic area and many of the same high schools. The colleges recently adopted new and aligned missions, visions, and values as part of their new strategic plan. However, their journeys towards closing educational gaps, the goal of Minnesota State Colleges and Universities’ Equity 2030 initiative, have taken different paths.  
*Presenters: Wendy Marson, Director of Institutional Research, Inver Hills Community College | Dakota County Technical College; Martin Springborg, Director of Teaching and Learning, Inver Hills Community College; Nick Wallace, Dean of Liberal Arts, Dakota County Technical College; and Tia Robinson-Cooper, President, Contra Costa Community College*

**Salon J**  
*It’s Amazing What you can Accomplish When You Don’t Care Who Gets the Credit*
Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners
Are you exhausted going to chamber events, economic development meetings, workforce boards, K-12 advisory meetings? Are you trying to knock on every manufacturer, health care provider and IT company in your region? And after all this, what are you actually accomplishing? After 30 years in Workforce Development for community colleges, I learned that Industry Sector Partnerships put me at the industry table and brought in all of the partners I needed to get the job done. Come learn how this new way of thinking brings all the right people together to finally meet the educational needs of the industry.

_presenters_: Lynn Vosler, Executive Director Workforce Development and Chris Heuston, Director Health Care Apprenticeships, Front Range Community College

Salon K
**GOLD SPONSOR**

_Earning Industry Certifications Beyond the Classroom - The New Reality of CTE_
Track: Slithering Through Sidewinding Situations: Innovative Solutions for Students
From districts taking their CTE programs on the road to outside-of-the box strategies for delivering hands-on content and skills remotely and in-person, discover how students can earn up to 33 industry credentials in health science, advanced manufacturing, transportation, and agri-science career pathways - anytime, anywhere!

_presenters_: Michael Carbenia, Sr., Executive Director of Workforce, zSpace and Girard J. Melancon, Vice-Chancellor Workforce Solutions, Baton Rouge Community College

Salon L

_Training and Retaining Direct Care Health Staff: Models that Work_
Track: Traversing the Canyons: Pathways to Worker-Learner Success
Over the next decade, the projected demand for direct care workers is projected to approach 1.3 million new jobs. Many of these jobs will be at nursing homes or in-home health care occupations, both of which have experienced extremely high turnover rates. This presentation will provide background on occupational demand and reasons for high turnover rates. In addition, information about a pilot program for an innovative apprenticeship/pre-apprenticeship model will be shared.

_presenters_: Phyllis Cummins, Senior Research Scholar and Abigail Helsinger, Senior Research Associate, Scripps Gerontology Center, Miami University; and Brandon Rogers, Dean Transportation, Trades and Apprenticeships, Clover Park Technical College

Sabino

_Tearing Down Student Barriers Through Strategic Partnerships_
Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners
CTE and workforce students juggle multiple priorities including work responsibilities and family obligations making focusing on schoolwork challenging. Many students also deal with the challenges of being under resourced making something as small as a car repair seem like an insurmountable barrier that can cause them to drop out of school. The partnership between JobPath and Pima Community College has effectively supported students so that they don’t have to drop out. This session will detail how the two organizations work together and provide examples that attendees can implement in their own contexts.

_presenters_: Ana Greif, CEO, JobPath and Greg Wilson, Dean Applied Technology, Pima Community College
Saguaro

*Development of a Veteran’s Articulation Guide at Pima Community College*

Track: Slithering Through Sidewinding Situations: Innovative Solutions for Students

Join us for an engaging and interactive session detailing the strategic planning, resources needed, and steps taken at Pima Community College to develop and implement an articulation guide for Veteran students. Learn how to replicate our successes to better serve your Veteran students and award credit for previously acquired knowledge and learning under the Prior Learning Assessment (PLA) umbrella.

*Presenters:* Hector Acosta, Director Military and Veteran Services, Pima Community College

Sonoro

*The Roots Run Deep – Identifying the Partners You Didn’t Know You Already Had*

Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners

Our colleges enjoy a heritage in their community. As a plant’s roots pull nutrients from the soil and water from runoff, our roots draw the multiple aspects of our community to us. We must see the potential which surrounds us and rise to fruition. In this session, we will review three recent projects which taught us that our roots in the community bring forth the partners we need. Audience will be challenged to find similarities which exist at their own campus which would yield similar results. Question and Answer time provides a chance for feedback.

*Presenter:* Ben Stafford, Vice President for Workforce and Continuing Education, Lamar State College Port Arthur

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**ICE CREAM SOCIAL – BALLROOM FOYER**

3:15 PM – 3:45 PM

**SESSION H**

THURSDAY OCTOBER 7

3:45 pm – 4:45 pm

Salon D

*Partners Empowering Communities*

Track: Honoring Wisdom to Paint the Earth and Sky with Color: DEI Leadership

This session will give you step by step guidance on how to develop and incorporate outside local partners into your strategic plan for delivering greatly needed training and innovation to underserved and historically economically depressed areas in your market area.

*Presenters:* Austin J. Hill, Director of Strategic Partnerships; Matt Baylis, Apprenticeship Coordinator; and Amy Wallace, Regional Director SBDC Northern Region, Harford Community College

Salon E

*Respect All, Fear None – Maneuvering Through Office Politics*

Track: Slithering Through Sidewinding Situations: Innovative Solutions for Students

“Respect All, Fear None” is easier said than done. Learning how to handle a demanding work environment along with various personalities can cause one to lose sight of what’s important – the actual task at hand and your career goal. Understanding your work environment and the gatekeepers can be a critical point in learning how to progress your career. This session teaches attendees how to maneuver through a workplace filled with politics while developing their career path.

*Presenter:* Crystal Waye, Program Director, Columbus Technical College
**Salon F**

**Navigating the Work-Based Learning Rapids with the Iowa Intermediary Network**

Track: Slithering Through Sidewinding Situations: Innovative Solutions for Students

Many of us have experienced the challenge of connecting and remaining engaged with our business and industry partners, especially during the pandemic. The Iowa Intermediary Network was developed to serve as a specialized and consistent local connection point between employers and educators in Iowa. In addition to connecting the right people quickly and efficiently, they also provide a number of invaluable services to their communities. Join to learn more!

*Presenters:* Gena Gessing, Iowa Intermediary Network Co-Chair, Northeast Iowa Community College; Joe Collins, Consultant Sector Partnerships, Career Pathways, and Work-Based Learning, Iowa Department of Education; and Erin Swancutt, Iowa Intermediary Network Co-Chair, Hawkeye Community College

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**Executive Boardroom**

**Building New Programs through Apprenticeship: Lessons in Providing RTI**

Track: Dry Heat and Chubasco: The Importance of Symbiotic Partners

Serving as the official related technical instruction (RTI) provider to Registered DOL Apprenticeship programs is an often overlooked, but highly important expansion area for a registered apprenticeship. However, serving a union or non-union registered apprenticeship program is like walking a tight rope between internal and external customer service, scheduling, faculty partnership, and making data-informed decisions. The hard work can pay off and even support growth in both credit and non-credit programs! This presentation will provide qualitative learnings and quantitative data to help you grow your areas.

*Presenter:* Shonda Atwater, Workforce Manager Registered Apprenticeship and New Program Development, Metropolitan Community College

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**Coronado**

**Faculty-Advisor Relationship Impact on Student Pathways to IT Careers/Education**

Track: Traversing the Canyons: Pathways to Worker-Learner Success

How do faculty and academic advisor relationships affect students in their decision-making process for careers and education choices in IT? We will explore findings from interviews of faculty and advisors for eight Computer Science/Information Technology programs at 18 campuses across Indiana in the Ivy Tech Community College on why students follow the paths they do, as well as the challenges and successes of advising within a community college.

*Presenters:* Matthew Cloud, Professor of the Practice Computer Science and Program Director, Holy Cross College at Notre Dame and Michelle Van Noy, Associate Director Education and Employment Research Center, Rutgers, the State University of New Jersey

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**Salon J**

**A Panel of IBEST Partners: WIOA Titles I, II and CTE**

Track: Traversing the Canyons: Pathways to Worker-Learner Success

Our Integrated Basic Education and Skills Training (IBEST) programs bring together WIOA Title 1 (Arizona@Work), Career and Technical Education and Adult Education to seamlessly integrate services and support. In this interactive session, a panel of our star partners from each of these areas will share why they invest in this innovative and highly collaborative model, and how it creates a strong pipeline for adults seeking to accelerate their journey into a new career.
Presenters: Wendy Scheder Black, Director Adult Education Services; Greg Wilson, Dean of Applied Technology; and Mary Jo Chmielewski, IBEST Program Manager, Pima Community College; and Michael Gates, Program Manager, Arizona@Work

Salon K
**Building a True Career Pathway: The Biotechnology Model**
Track: Traversing the Canyons: Pathways to Worker-Learner Success
Solano College (Vacaville, CA) and MiraCosta College (Oceanside, CA) have produced a complete career pathway for graduates to enter the field of biotechnology. Articulated high school programs flow through several stacked and latticed certificates which flows into an Associates degree that seamlessly transitions into a community college Bachelors degree. A guaranteed admission upon graduation into graduate school completes the sequence - high school through graduate degree. Students or incumbent workers can enter or exit at any point to enter a high tech, high wage, high potential-for-upward-mobility career that enjoys a near 100% placement rate.
**Presenter:** James D Dekloe, Professor of Biotechnology and Biomanufacturing, Solano Community College

Salon L
**VACANT**
Track: Traversing the Canyons: Pathways to Worker-Learner Success
**Presenters:**

Sabino
**VACANT**
Track: Traversing the Canyons: Pathways to Worker-Learner Success
**Presenters:**

Saguaro
**VACANT**
Track: Traversing the Canyons: Pathways to Worker-Learner Success
**Presenters:**

Sonoro
**VACANT**
Track: Traversing the Canyons: Pathways to Worker-Learner Success
**Presenters:**