SESSION A  
WEDNESDAY OCTOBER 4  
9:30 am – 10:30 am

**Annapolis**  
CREDIT EXEMPLARY PROGRAM AWARD RECIPIENT  
**Building a Pipeline: Dwyer, UT M.D. Anderson & the HCC Gulf Coast Region Apprenticeship Hub**

Track: Activate Employers and Forge Partnerships: Taking the Helm for Success

There is an urgent need to fill 795,000 nursing jobs in the City of Houston. To meet the needs of fulfilling a skillful talent pipeline, Houston Community College (HCC) Gulf Coast Region Apprenticeship Hub in partnership with Dwyer Workforce Development (Dwyer) and UT M.D. Anderson is leading the charge in leveraging partners across the region with the mission to grow and develop talent that will impact the industry long term and will solve the shortage of a skilled workforce in the healthcare industry. In this session, we will discuss the importance of employer engagement and partnership building.

*Presenters:* Christina Robinson, Executive Director, Work Based Learning and Industry Partnerships, Houston Community College; Barb Clapp, CEO, Dwyer Workforce Development; and Miranda Phillips, Program Director Workforce Education, UT M.D. Anderson

**Baltimore**

**Supporting Student Success in Workforce Programs through Financial Coaching**

Track: Diversity, Equity, Inclusion, and Belonging: A Safe Harbor for Shared Values

Community Colleges serve a large percentage of first generation, racially minoritized, and low-income students who face financial challenges. In a recent Trellis survey, 73% of students said they had experienced financial difficulties while in college and over half of students said they would have trouble getting $500 for an emergency within the next month. Experience shows that financial wellness programs decrease financial stress, improve academic performance, and improve lifelong financial health by helping students build healthy saving and spending habits. Come learn how the Money Smart Financial Coaching Program (MSFCP), a replication grant managed by NCWE and funded by JPMorgan Chase, is helping college students achieve financial goals and persist to college completion.

*Presenters:* Christal M. Albrecht, Program Director; Suzanne Matthews, Assistant Director and Lead Coach; and Juliette Saiselin, Coach, Money Smart Financial Coaching Program - National Council for Workforce Education; and Edwin J. Rivadeneyra, Director First Year Experience, Rockland Community College

**Camden/Lombard**

**Voices of Success: Students Share Their Transformative Experiences**

Track: Sustainable College-to-Career Pathways: Fair Skies and Following Seas

Hear the inspiring success story of the Opioid-Impacted Family Support Program at the Community College of Baltimore County. As the 2022 NCWE Exemplary Program Award winner, we are thrilled to share our achievements with the workforce education community. In this session, a diverse student panel from the four program cohorts will discuss the transformative impact of their apprenticeships in the substance use disorder field. Through personal experiences and career outcomes, they will highlight how the program equipped them with essential knowledge, skills, and hands-on experience to help individuals battling addiction. Discover the benefits of our program, learn about workforce preparedness, and gain insights into the apprenticeship model's effectiveness in behavioral health counseling fields. Prepare to be inspired by our students' resilience and dedication to making a difference in the lives of others.

*Presenters:* Tara Meyer, Case Manager Opioid-Impacted Family Support Program and Elizabeth Smith, Lead Faculty Opioid-Impacted Family Support Program, Community College of Baltimore County
Douglass

CNC and Autism - Success with the Uniquely Abled Academy
Track: Diversity, Equity, Inclusion, and Belonging: A Safe Harbor for Shared Values
South Central College has seen success for noncredit students on the Autism spectrum in our Machine Tool Technology 12-week summer academy. Using credit for prior learning, some noncredit students are deciding to continue their education in manufacturing programs.
Presenter: Jim Hanson, Dean of Business and Industry, South Central College

Chesapeake A

Building a Talent Pipeline for Aseptic Manufacturing through Employer Engagement
Track: Activate Employers and Forge Partnerships: Taking the Helm for Success
The next evolution in Advanced Manufacturing is here. Join us at this session to learn how Raritan Valley Community College is developing a talent pipeline for entry-level aseptic technicians. Demand for aseptic manufacturing is growing as more companies are projected to commercialize modern vaccine platforms and cell and gene therapies. Hear directly from our partners, Janssen Pharmaceuticals and Kimberly-Clark, on their collaborative experience with RVCC. Learn about RVCC’s educational pathways from noncredit certificates through articulated credit. Experience what it is like to work as a technician in Aseptic Manufacturing. Be prepared to gown-up!
Presenters: Jacki Belin, Vice President Strategic Partnerships and Workforce Innovation and Conrad Mercurius, Director Center for Workforce Innovation in Advanced Manufacturing, Raritan Valley Community College; Bob Bowden, Senior Director, CAR-T Advanced Therapeutics Supply Chain, Janssen Pharmaceuticals; and Eric Neily, Market Development Manager, Kimberly-Clark

Chesapeake B

Co-designing IETs to Expand Access to Career Training for New Majority Learners
Track: Sustainable College-to-Career Pathways: Fair Skies and Following Seas
Integrated Education and Training (IET) programs are at their core highly collaborative models that promote innovation and a responsiveness to unique contexts and can be designed to effectively meet diverse learner’s needs. They are highly flexible and adaptable, and can be developed within post-secondary, non-credit career training and adult education contexts, substantially expanding access to career training for the new majority learners. In this presentation, we will zoom in on three unique IET models, adapted to three very different contexts. Learn how Adult Education, Workforce and CTE can collaborate and integrate resources to design innovative and collaborative programs within Transportation, Health, and Applied Technology pathways.
Presenters: Wendy Scheder Black, Director College and Career Transitions and Partnerships, Adult Basic Education for College and Career; Missy Blair, Advanced Manager Center for Transportation Training, Workforce Development and Lifelong Learning; and Jodi Perin, IBEST Program Manager, Adult Basic Education for College and Career, Pima Community College

Columbia

The AI Driven Evolution of Learning: A “Golden Age” Opportunity for Community Colleges
Track: Current and Emerging Technologies: Time Has No Shore; It Rushes On
We have arrived at the age of knowledge automation and the impact will be as great as the invention of the printing press or the harnessing of electricity. Commercially available and immediately implementable, AI capabilities are now at hand allowing community colleges and the education sector in general, an opportunity to lead in this new era of continual, custom education. Successfully navigating
this change will require rapid assessment of the opportunities and the near immediate commencement of the integration of new capabilities.

Presenter: Derrick Edwards, President and CTO, AGS Data Systems

Conway

SILVER SPONSOR

**Speed, Value, and Economic Mobility: Credentials the Lead to Careers**

Track: Sustainable College-to-Career Pathways: Fair Skies and Following Seas

Microcredentials, short-term credentials, non-degree credentials — whatever the term you use, they are a hot topic in the postsecondary education and workforce development world right now. Build a program that is worth the effort and valued by employers who are hiring. Join us to hear about how Community Colleges Are Developing Short-term, High-Value Credentials that Lead to SVE Credentials: stackability to formal degrees that lead to good jobs and careers. We'll highlight how these programs could be completed in a short amount of time (one or year less), that lead to good-paying jobs in high demand industries, and that allow the learner to build or stack on that learning towards credentials that unlock opportunities for even greater economic mobility.

Presenters: Matt Waltz, Senior Vice President Partnerships and Development and Sarah Schade, Senior Director Workforce Partnerships, CAEL (Council for Adult and Experiential Learning)

Frederick

PRESIDENT’S RECEPTION SPONSOR

**Navigating Employer and Community College Partnerships to Improve Student Outcomes**

Track: Activate Employers and Forge Partnerships: Taking the Helm for Success

Strada’s Employer and Community College Partnership Challenge funds 11 institutions collaborating with employers on two related aims: improving education-to-career transitions and addressing regional economic challenges. A panel including educator, employer, and grant maker perspectives will present findings from the grant’s RFP process, discuss project learnings, and offer effective practices for deepening employers’ investment and commitment in education philanthropy.

Presenters: Beau Boice, Director Programs, Strada Education Foundation; Amanda Abens, Dean Workforce Development and Continuing Education, Pima Community College; Jill Horowitz, Senior Director Employment Solutions, Broward College

President

**Transforming Ideas into Action-Sparking Career Interest from Diverse Job-Seekers**

Track: Activate Employers and Forge Partnerships: Taking the Helm for Success

The National Clean Energy Workforce Alliance, led by the National Council for Workforce Education and the Interstate Renewable Energy Council, recently released recommendations for cultivating a diverse and skilled talent pool. In this session, participants will hear about how one industry sectors “clean energy” is reimagining the workforce ecosystem to fill the talent pipeline with those who are often overlooked in our economy. Participants will also hear about an innovative and award-winning framework that uses a technology platform that puts real-time job information on the smartphones of community-based connectors, who recruit a diverse pool of jobseekers and then connects them with the training and resources they need to get those jobs, such as transportation and childcare.

Presenters: Ridge Schuyler, Dean Community Self-Sufficiency Programs, Piedmont Virginia Community College and Cynthia Finley, Vice President Workforce Strategies and Innovation, Interstate Renewable Energy Council

Calvert/Pratt

**Why DEI?: Student Diversity and Sense of Belonging in Historical Context**
Higher education has evolved over almost 400 years in the US to incorporate new, diverse students and purposes. This session will describe this history, provide examples of institutional change, introduce research on the impact of student sense of belonging on outcomes, and consider this in the context of current policy challenges to DEI. The presenter will ask participants to reflect on institutional support for diverse CTE students at home and on potential sites of institutional transformation to continue to support diverse students and to improve outcomes that benefit students, communities, and the workforce.

*Presenter:* Maricela Oliva, Manager for Equity and Access, South Texas College

**SPONSOR AND EXHIBITOR NETWORKING – ATRIUM/HARBORVIEW**

**10:30 – 11:00 AM**

**SESSION B**

**WEDNESDAY OCTOBER 4**

11:00 am – 12:00 pm

**Annapolis**

**MABEL K EDMONDS EXCELLENCE IN EQUITY AWARD**

**Fresh Abilities- A Fresh Take on Food Service Training**

Track: Diversity, Equity, Inclusion, and Belonging: A Safe Harbor for Shared Values

Clark State College partnered with Fresh Abilities, a food service training program of The Abilities Connection (TAC), a nonprofit organization that serves people with disabilities and offers safe, inclusive workplaces to help participants thrive. Through this innovative partnership, Clark State was able to bring a food service provider to campus that fit student and employee needs, and the Fresh Abilities program was able to expand and enhance its training offerings for individuals who might not have otherwise seen themselves as college students. This partnership enhanced Clark State’s overall collaboration portfolio with non-profits and filled a critical workforce need in the community.

* Presenters: Jo Alice Blondin, President and Crystal Jones, Vice President for Marketing, Diversity, and Community Impact, Clark State College

**Baltimore**

**Strategies for Advancing Racial Equity in Online Postsecondary CTE**

Track: Diversity, Equity, Inclusion, and Belonging: A Safe Harbor for Shared Values

Online and hybrid Career and Technical Education (CTE) can be important for providing students flexible access to pursuing postsecondary certificates and degrees. However, data show that the benefits of online postsecondary education are not evenly distributed between students of color and white students. In this presentation, we will highlight how colleges participating in the CTE CoLab worked to address inequities within their programs and lessons learned from these efforts. Strategies colleges used included: leveraging data insights to understand inequities, building community in online classes, connecting students to supports and digital inclusion resources, designing new student support programs, and engaging employers to equity-focused work.

* Presenters: Izabela Solosi, Training and Technical Assistance Specialist and Julia Payne, Research Analyst, Urban Institute

**Camden/Lombard**

**VA’s Infrastructure Academy: Career Pathways & Resources for Smooth Sailing**
The Virginia Community College System launched its state-wide Virginia Infrastructure Academy in June of 2022. Come hear from the VCCS about career pathways, credit-for-prior-learning, resources, funding made available through this initiative, and targeted efforts to expand training opportunities for high school students and adult learners.

Presenters: Emily Jones-Green, Coordinator Credit for Prior Learning; Jajuana Campbell, Workforce Programs Coordinator; and Angela Lawhorne, Director Career Education Programs & Workforce Partnerships, Virginia Community College System

Douglass

Supporting Neurodiverse Learners and Vulnerable Communities' Workforce Training

DACC Career and Life Skills Academy (CLSA) addresses local deficiencies in post-secondary training and employment opportunities by providing targeted workforce training for individuals with intellectual and developmental disabilities (IDD). The three semester program focuses on 1) personal discovery and career exploration, 2) independent living and job skills, 3) micro-credentials, and 4) work-based learning. CLSA emphasizes community-building activities and service-learning where participants enhance their social networks and have opportunities for leadership and civic engagement. Strategies developed in the CLSA are now being piloted in other vulnerable communities, including migrant communities, low-income parents, and opportunity youth.

Presenters: Kay Lilley, Workforce Training Program Specialist and Mary Ulrich, Director Workforce Development & Career Readiness, Dona Ana Community College

Chesapeake A

Employers' Perspectives on Skills Required for Student Success in the Workplace

Community colleges play an important role in educating students in science, technology, engineering, and mathematics (STEM) fields. Our study investigated the role numeracy, literacy, and problem-solving skills play in student success in the classroom and in the workplace. Interviews were completed with community college administrators and faculty, along with employers who hire students educated at community colleges. Literacy skills, including both written and oral communication skills, numeracy skills, and problem solving are valued and expected by employers. Employers reported working closely with community colleges, including providing opportunities for internships and input into program development.

Presenters: Rita Karam, Senior Policy Researcher and Jenna Kramer, Senior Policy Researcher, RAND Corporation; Takashi Yamashita, Professor of Sociology & Gerontology and Donnette Narine, Graduate Research Assistant, Doctoral Program in Gerontology, University of Maryland Baltimore; and Phyllis Cummins, Senior Research Scholar, Scripps Gerontology Center, Miami University of Ohio

Chesapeake B

Driving Apprenticeship through Partnerships: Time, Funds, and Scalability

Two intermediaries in South Carolina came together for a unique partnership approach to build a statewide registered youth apprenticeship model to develop automotive technicians for dealership service shops. Apprenticeship Carolina, a statewide intermediary for registered apprenticeships, and South Carolina Automotive Dealers Association, a statewide member-driven non-profit, leveraged registered apprenticeship, public and private funds, in addition to shared goals and resources to create
an opportunity for high-school aged youth and adults career changers to get employment, training, and an advanced automotive technical tool kit.

*Presenters:* Courtney Kenyon, Administrative and Special Projects Coordinator, South Carolina Automotive Dealers Association; Tania Appel, Apprenticeship Consultant and Kirsten Pratt, Associate Vice President, Apprenticeship Carolina

**Columbia**  
**PLATINUM SPONSOR**  
**Enhancing Partnerships to Fuel Growth and Align Skills to Meet Regional Demands**  
Track: Activate Employers and Forge Partnerships: Taking the Helm for Success  
Unlock the keys to sustainable growth and workforce development through the power of strategic community partnerships and data-driven insights from Lightcast. By helping schools strategically tailor their programs to bridge the skills gap and address the evolving needs of the regional job market, we will connect the synergy between educational curricula and workforce requirements to foster a thriving talent pool ready to meet the ever-changing and professional regional demands.  
*Presenters:* Erin Baird, Senior Account Manager and Nicole Farias, Account Manager, Lightcast

**Conway**  
**SILVER SPONSOR**  
**Hire, Then Train: Why Career Placement After Training is Too Late**  
Track: Activate Employers and Forge Partnerships: Taking the Helm for Success  
Quality career education and training should lead to advancement or better jobs. The problem is that even the best career training programs engage job placement after the training. That’s too late. Hire, then train workers because employers are routinely pumping the same wells for talent. As the size of the talent pool shrinks, outcomes drop and costs skyrocket. With guaranteed jobs, students study harder and get to work faster while employers create their own, owned talent pipelines.  
*Presenters:* Jennifer Kolb, National Director of Workforce Development, MedCerts and co presenter

**Frederick**  
**GOLD SPONSOR**  
**The Future is Calling: Exploring Career Paths with AI and Mixed Reality**  
Track: Current and Emerging Technologies: Time Has No Shore; It Rushes On  
Discover how districts, technical centers, and community colleges are using AI and Mixed Reality to help students explore career pathways in fields including Computer Science, Health Science, Advanced Manufacturing, Transportation, Agri-Science, and much more! Using AR/VR computers, learners rotate through real-world activities to gain “hands on” exposure to multiple career pathways. Attendees will gain implementation strategies and learn how to align AR/VR coursework to NGSS and industry certifications. Understand the mixed reality landscape and which are aligned to STEM curriculum and CTE certifications. Discover clinical evidence supporting learning gains through learning with AR/VR. Identify funding sources for new technology.  
*Presenter:* Michael Carbenia, Senior Executive Director of Workforce, zSpace, Inc.

**President**  
**Engagement and Empowerment: Teacher Tools for Unlocking Workplace Success for English Learners**  
Track: Activate Employers and Forge Partnerships: Taking the Helm for Success  
The National Immigration Forum has developed and delivered English at Work, a blended training model serving English learner employees across seven different industries nationwide. In this session, we will focus on the instructional practices, learner engagement strategies, and program innovations that have resulted in highly successful outcomes for participants and their employers. Program staff, along with a teacher trainer, a curriculum developer and an employer partner will discuss our approach to partnering with businesses and community colleges in both designing and delivering instruction, as well as the
connection between the learner success and the intentional training and professional development provided to instructors who teach in the program.

**Presenters:** Briggitte Suastegui, Senior Associate and Ana Negoescu, Assistant Vice President, Business Engagement and Inclusion Programs, National Immigration Forum; and Arlen Gargagliano, Teacher Trainer and Curriculum Developer, Westchester Community College

**Calvert/Pratt**

**Utilizing Public and Private Grant Funding for Noncredit Workforce Programs**
Track: Sustainable College-to-Career Pathways: Fair Skies and Following Seas

Northern Virginia Community College (NOVA) Workforce, a self-funded college department, will discuss how it braids funding from both the state of Virginia and other external grants to provide multiple supports for students including financial, student services, retention, and career resources.

**Presenter:** Jennifer Merrill, Student Services Manager, Workforce Development, Northern Virginia Community College

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**AWARDS LUNCHEON AND SPONSOR RECOGNITION – CONSTELLATION BALLROOM**

**12:15 PM - 1:45 PM**

**SESSION C**

**WEDNESDAY OCTOBER 4**

**1:45 pm – 2:45 pm**

**Annapolis**

**NONCREDIT EXEMPLARY PROGRAM AWARD RECIPIENT**

**Building a Quality Pre-Apprenticeship Program: How it Started and How You Can Replicate**

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

Hawkeye Community College developed a construction trades quality pre-apprenticeship program, WE Build Waterloo, focused on helping underrepresented students explore career pathways within the construction industry while learning high demand job skills and earning industry recognized credentials. The first session was implemented in the summer of 2020 and has been growing ever since. We’ll discuss our partnerships, curriculum, funding, and lessons learned.

**Presenters:** Valerie Peterson, Workforce Development Coordinator/Team Lead and Dawn Jorgenson, Career Pathway Navigator, Hawkeye Community College

**Baltimore**

**Transformative Journeys: Insights from NCWE Academy Alumni - Unveiling Lessons and Career Impact.**

Track: Sustainable College-to-Career Pathways: Fair Skies and Following Seas

Please join a panel of alumni in an engaging discussion about their experiences, insights, and the impact of the NCWE New Workforce Professionals Academy. This panel conversation will delve into the motivations behind applying to the academy, personal journeys, sharing what drove them to embark on this transformative experience, and more. Panelists will highlight specific opportunities, skills, and knowledge gained during their participation, emphasizing how these newfound assets have influenced their careers and their respective institutions of higher education. Furthermore, panelists will candidly discuss the challenges they encountered and the lessons they learned throughout their academy experience. They will share valuable insights on what they wish they had known beforehand, offering valuable advice to those considering participation in the academy.
Presenters: Jeffrey Richmond, Director of Apprenticeship and Workforce Innovation, Continuing Education and Workforce Development, Howard Community College; Missy Blair, Advanced Manager Center for Transportation Training, Workforce Development and Lifelong Learning, Pima Community College; Kimberly Andersen, Apprenticeship Director, Northeast Community College; Joe Collins, Health Science Workforce Education Consultant, Iowa Department of Education; and Cruz Casiano, Director Career and Applied Technology Division, Lone Star College – North Harris

Camden/Lombard
Innovative Apprenticeship Programs Developed by Employers for Employers
Track: Work-based Learning (WBL): Bombarding Industry with Star-Spangled Talent
Join this session to learn how Northeast Community College in Nebraska has come up with a way to train and develop students for various career pathways while expanding program capacity. In this session we will dive deep into learning how Northeast worked with their employer partners to develop these innovative apprenticeship programs. We will share details on how the program is structured, what our employer partners wanted and what we have learned along the way. We will discuss some of the challenges we had to overcome to implement these programs. Finally, we will explore how these programs are a benefit to our local employers and the local workforce. You will walk away with tangible practices you can implement at your institution.
Presenter: Kimberly Andersen, Apprenticeship Director, Northeast Community College

Douglass
Knowledge Partnership Lifting Up the New Leaders and the Floor Generals
Track: Activate Employers and Forge Partnerships: Taking the Helm for Success
Knowledge is power and for many organizations employee exits have dimmed the lights. Our MCC Economic and Workforce Development Center programs in On-the-Job Trainer Development and Lead to Succeed supervisor training have provided many contract clients with a bridge to their knowledge retention. Both courses, often customized, stress fundamentals to energize teams and individuals.
Presenters: Kelly Brown Lonis, Director Corporate Relations, and James J. Gertner, Director Workforce Projects/Operations, Monroe Community College Economic and Workforce Development Center

Chesapeake A
Community College as Launchpad for IT Careers
Track: Sustainable College-to-Career Pathways: Fair Skies and Following Seas
Understanding student decision-making is critical for stakeholders in community colleges and workforce development to best understand how students get on and stay on various school to career pathways. This workshop and its takeaways are based on an NSF funded research project about IT student decision-making at Ivy Tech Community College. The main themes we will focus on include: the importance of the hobby to education/career transition, the centrality of workplace experiences to student decision making, and the role that faculty advisors can play in guiding students.
Presenters: Eliza Peterson, Researcher and Sam Scovill, Researcher, Education and Employment Research Center, Rutgers University; and Danette Coughlan, Department Chair School of IT, Ivy Tech Community College

Chesapeake B
Evolving: Accreditation and the Credential Landscape
Track: Activate Employers and Forge Partnerships: Taking the Helm for Success
The Higher Learning Commission (HLC) convened a group of national leaders with workforce expertise who were asked to advise HLC on strategic directions for the future and offer understandings of
employer interests, needs and concerns related to higher education and credentialing. The group developed two Lumina-funded exploratory papers that call for a reconsideration of the types of credentials that could be subject to HLC’s focus on quality assurance. This session highlights the issues explored in the papers along with a partnership with other higher-education leaders that promises new workforce pathways for community colleges and underserved students in achieving job success. 

Presenters: Jo Alice Blondin, President, Clark State College; Roy Swift, Executive Director, Workcred; and Karen J Solomon, Vice President and Chief Transformation Officer, Higher Learning Commission

Columbia  
**PLATINUM SPONSOR**  
*Cat Simulators – Developing a Skilled Workforce Today for a Successful Tomorrow*  
Track: Current and Emerging Technologies: Time Has No Shore; It Rushes On  
Cat Simulators is leading the way in training individuals for a career in the Heavy Equipment Workforce. According to Build Your Future (BYF.org), the United States will have a shortage of nearly 826,000 heavy equipment operators by December 2026. With the help of Cat Simulators and schools across the country, we are tackling this issue by training individuals using simulation. Cat Simulators can easily be integrated into a training program that runs day or night, regardless of weather conditions. In addition, Cat Simulators is the only heavy equipment simulator provider that has partnered with the National Center for Construction Education & Research (NCCER) to provide credentials for individuals that complete the SimScholars curriculum and meet the NCCER requirements. Together, Cat Simulators and your school can help address the worker shortage of today and develop the future workforce of tomorrow.  

*Presenters:* Nate Hurn, Government Account Manager and Curt Meyer, Commercial Account Manager, Cat Simulators; Jim Butler, Program Director and Marcus Sanders, Instructor, Blue Ridge Community College

Conway  
**SILVER SPONSOR**  
*5 Reasons you Need Certifications in Advanced Manufacturing Training*  
Track: Activate Employers and Forge Partnerships: Taking the Helm for Success  
There are reasons why the popularity of certifications in colleges is booming. With such low unemployment rates, employee retention is a must. Upskilling and certifying employees is a way to ensure improved employee retention. We can show how this will improve retention and how it can be accomplished in the simplest manner possible.  

*Presenters:* Dan Heim, Regional Manager, Amatrol, We are trying to get a partner presenter from a local school as well but have not finalized yet

Frederick  
*Exploring Research on Using Digital Technologies to Support College Success*  
Track: Current and Emerging Technologies: Time Has No Shore; It Rushes On  
Come to this session to learn about recent research on using digital technologies to teach and support adult learners in workforce development and continuing education programs. Highlighted will be findings on how technology has been integrated into postsecondary instruction and the types of digital tools and solutions that have been found to be effective with learners. This session will also provide an agenda for further research on the use of digital technologies with learners, and participants will have an opportunity to provide feedback on the research agenda and to identify priorities for the types of research that they think would help advance the use of technology in teaching, assessing, and supporting learners.
President

Equity Excellence: Strategic Planning for Student Success
Track: Diversity, Equity, Inclusion, and Belonging: A Safe Harbor for Shared Values
The presentation will provide a model for leading institutional and cultural change, embedding equity consciousness, and laying the groundwork for colleges and universities to align their work for equitable outcomes with local and state objectives. Through strategic planning and equity-minded practices, South Central College has radically shifted its efforts to provide holistic support services on both the academic and non-academic fronts. By using intentional key performance indicators, SCC has fostered a path for equitable outcomes for both internal and external stakeholders that aligns with state-wide initiatives.
Presenters: Annette Parker, President and John Harper, Vice President Diversity, Equity & Inclusion, South Central College

Calvert/Pratt

Boards, Bonds, and Communities - Engaging Partners
Track: Activate Employers and Forge Partnerships: Taking the Helm for Success
Career and Technical Education (CTE) is a compelling need in our community. Eastern Iowa Communities Colleges identified that 65 percent of jobs in our economy require education and training beyond high school and only 45 percent of our area adults have postsecondary credentials.
Presenter: Brian E Kelly, President, Clinton Community College / Eastern Iowa Community Colleges

SPONSOR AND EXHIBITOR NETWORKING – ATRIUM/HARBORVIEW
2:45 PM – 3:30 PM

SESSION D
WEDNESDAY OCTOBER 4
3:30 pm – 4:30 pm

Annapolis
Creating Industry Partner Advisory Committees for Shared Success
Track: Activate Employers and Forge Partnerships: Taking the Helm for Success
When implemented correctly, business partner advisory committees can create wins for both the college and its business partners. Strong committees can ensure dynamic and current curriculum, create pipelines to jobs for graduates, develop opportunities for philanthropy/alternative funding sources, and can even work to market the institution more effectively. This active workshop is intended to equip its participants with the tools and learning they need to build an effective advisory committee upon their return to campus. It will address the different reasons for creating committees, how to structure committees, how to on-board the right committee members, how to lead effective committee meetings, as well as the key do’s and don’ts of making committees effectual.
Presenters: Ken Warden, Commissioner Arkansas Division of Higher Education and Steven Lamm, Vice President of Economic Development, Jonesboro Unlimited

Baltimore
Support for Expanding Registered Apprenticeship
Track: Work-based Learning (WBL): Bombarding Industry with Star-Spangled Talent
Registered Apprenticeship programs (RAPs) have long been used for education and training in skilled trades, but over the last decade, the model has been modernized. Currently used in other high-growth, in-demand industries, RAPs can educate and train individuals to work in critical industries and occupations. This session will provide an overview of Registered Apprenticeship in high-demand sectors, such as supply chain industry workers as well as the early childhood educators needed to care for their children, and how industry intermediary organizations can partner with colleges on this education and training.

Presenters: Marjorie Cohen, Project Manager, LPE Associates and Melissa Zervos, Subject Matter Expert, Supply Chain Automation Workforce Hub, Manhattan Strategy Group

Camden/Lombard
Advancing Public Sector Apprenticeships to Uplift Low-Income, Rural Learners
Track: Work-based Learning (WBL): Bombarding Industry with Star-Spangled Talent
There are 695,000 fewer individuals employed in state and local government than before the pandemic, and more states are turning to apprenticeship to fill shortages. Aspects of apprenticeship like low to no-cost training, on-the-job experience and mentorship make apprenticeships attractive to individuals who prefer to learn on the job or cannot access traditional credentials and career pathways. Apprenticeships can provide career pathways supporting skill development and providing professional stability, quality insurance, retirement benefits, and other benefits of government jobs.

Presenters: Andrew Campbell, Policy Program Associate and John Marotta, Senior Policy Associate, Urban Institute; and Mary Wurtz, Policy Analyst, The Council of State Governments, Joan Dolan, Director of Apprenticeships and Strategic Partnerships

Douglass
Partnering with States to Provide Supportive Programming to Immigrants & Refugees
Track: Activate Employers and Forge Partnerships: Taking the Helm for Success
Approximately 20% of college-educated immigrants and refugees are either unemployed or underemployed in the U.S. To address this issue, key stakeholders are working in partnership to affect economic and linguistic inclusion. By providing adult education programming, workforce development initiatives, state-level task forces, and more, communities across the nation are helping immigrants and refugees to pursue and achieve their professional and academic goals. This session will discuss how WES Global Talent Bridge and its partners in Maryland are holistically addressing the needs of immigrants and refugees to remove barriers and support their educational and career success.

Presenters: Joana Winningham, New Americans Initiative Coordinator, Maryland Department of Labor’s Division of Workforce Development and Adult Learning; and Debra Means-West, Director Network & Resource Development, WES Global Talent Bridge

Chesapeake A
Employer Engagement & Career Education: Employer Engagement Manager’s Best Practices
Track: Activate Employers and Forge Partnerships: Taking the Helm for Success
In Southern California, 12 community colleges have invested in staff that act as a liaison between the colleges and local business. The work of these Regional Employer Engagement Managers closes the gap between community colleges and business by implementing data-informed strategies to establish meaningful and mutually beneficial partnerships between the two groups. In this session you will learn the process, technologies, and strategies utilized by Regional Employer Engagement Managers and hear about demonstrated outcomes for students and employers.
Chesapeake B
Forward Focused; Today's Needs for Tomorrow's Workforce
Track: Work-based Learning (WBL): Bombarding Industry with Star-Spangled Talent
Cities, towns, and villages throughout the United States provide essential resources and services to their communities daily. Public sector employers, especially municipal employers, have struggled the most to retain workers. The current municipal labor shortage will negatively impact local governments’ ability to deliver for their communities unless local leaders take the necessary steps to rebuild staffing capacity. In this workshop, Mott Community College will share how they took an active approach to address the needs of local municipalities and detail the unique development of partnerships to successfully launch the Public Works Academy.
Presenters: Autumn Scherzer, Director Workforce Development Services and Kathleen LaVallier, Associate Administrator, Mott Community College

Columbia
Know Before You Row: A Process to Plan Integrated Education and Training
Track: Sustainable College-to-Career Pathways: Fair Skies and Following Seas
After actively participating in this workshop, you will be able to apply the ADDIE process and adult learning theory to your next successful Integrated Education and Training (IET) launch. You will tour one community college’s high-performing IET pathways in the allied health field and analyze the process used to launch Certified Clinical Medical Assistant IET courses in 2023. You will strengthen your foundation in IET-related research, planning, collaboration, curriculum design, and budgeting. You will assess your unit’s and institution’s resources and needs to determine what IET planning can be achieved in-house and where external engagement would benefit future faculty and students.
Presenters: Dana Marron, Director of ELL-AE, Owen Silverman Andrews, Instructional Specialist II, English Language Learning, and Megen Salerno, ELL Adjunct Faculty and Teacher, Anne Arundel County Public Schools, Anne Arundel Community College

Conway
Creating A Safe Haven for Success
Track: Diversity, Equity, Inclusion, and Belonging: A Safe Harbor for Shared Values
Where are we now? Follow along with Uintah Basin Technical College (UBTech) through their journey to build an inclusive environment throughout their institution. Ensuring equitable access to resources and opportunities for all. Follow their pathway in creating a safe haven for all students by removing barriers on and off campus. Learn how UBTech has identified student challenges, such as food and housing insecurity, transportation, mental health, and academic support in a rural community. Come learn the strategies UBTech is utilizing to create a safe haven for all students by removing barriers, such as working with community partners to bring success to all students at the college. Learn how to build a
culture where students, faculty, staff, and community members are intellectually safe, respected, engaged, motivated, and valued, which leads to academic success.

**Presenters:** Jenalee Moynier, Diversity Officer/Completion Coordinator; Michiel Bostick, Vice President Student Services; and Aaron Weight, President, Uintah Basin Technical College

**President**

**Developing Inclusive Cultures to Support Students in Ohio’s Technical Centers**

Track: Diversity, Equity, Inclusion, and Belonging: A Safe Harbor for Shared Values

While the population seeking workforce training and credentials has always been diverse and disproportionately socioeconomically disadvantaged, postsecondary institutions providing such training serve increasing numbers of students who have been marginalized in multiple ways. Based upon findings from a multi-method study of Ohio Technical Centers (OTCs), we will share insights from student interviews describing how OTCs establish inclusive cultures that support students’ program completion and entry to the workforce, including examples of how OTCs leverage students’ cultural and community assets to produce positive outcomes.

**Presenters:** Sarah B. Woodruff, Director and Abigail Helsinger, Senior Research Associate, Discovery Center, Miami University of Ohio

**Calvert/Pratt**

**Community Colleges Play a Key Role in Registered Apprenticeship**

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

With the help of the State Apprenticeship Expansion, Equity, and Innovation (SAEEI) grant, Hutchinson Community College has been able to expand their program across the state. In partnership with the Kansas Office of Apprenticeship, Hutchinson Community College will discuss the success of creating Registered Apprenticeship programs to meet industry needs and to offer another pathway to students.

**Presenters:** Courtney Goucher, Apprenticeship Program Manager, Kansas Office of Apprenticeship; Dave Mullins, Director Business and Industry Institute and Amy VanWinkle, Apprenticeship Coordinator, Hutchinson Community College

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**LEARN MORE ABOUT NCWE – FREDERICK**

4:45 PM – 5:30 PM

**NCWE BOARD PRESIDENT’S HOSTED RECEPTION – PISCES 15TH FLOOR**

5:45 PM – 7:00 PM

**SESSION E**

**THURSDAY OCTOBER 5**

9:30 am – 10:30 am

**Annapolis**

**The Economic Development Role of Community Colleges**

Track: Activate Employers and Forge Partnerships: Taking the Helm for Success

What is the role of community colleges in economic development? This panel shares findings from research on credit technician education programs and how they engage in economic development in their communities. These findings inform a broader conversation about how colleges can collaborate with regional entities to spur opportunity for their students. Join our panelists who will reflect on these research findings from the perspective of college leadership and regional economic development.
**Presenters:** Michelle Van Noy, Director Education and Employment Research Center, School of Management and Labor Relations, Rutgers University; James Jacobs, President Emeritus, Macomb Community College; and Marilyn Barger, Senior Education Advisor, Florida Advanced Technological Education Center

**Baltimore**

**Student Voice, Job Quality & Employer Partnerships: Explored through a Podcast**

Track: Diversity, Equity, Inclusion, and Belonging: A Safe Harbor for Shared Values

Centering student and worker voices is an invaluable strategy to disrupt historically inequitable systems, policies and programs that have led to disparate outcomes for adult students and students/workers of color at colleges and within the workforce. Hear from leaders from a rural college, a key employer partner and a workforce policy organization discussing the intersections of student-worker voice, job quality and college and industry partnerships through the lens of the All In: Student Pathways Forward podcast.

*Presenter:* Marc Goldberg, Owner/Principal, Skills Strategy Consulting; Andres Oroz, Vice President of Student Affairs and Crystal Bowman, Dean of Nursing and Allied Health, Oregon Coast Community College; Lesley Ogden, Chief Executive Officer, Samaritan North Lincoln Hospital and Samaritan Pacific Communities Hospital; and Kate Kinder, State Strategies Director, National Skills Coalition

**Camden/Lombard**

**Apprenticeship Programs: Bridging the Gap between Education and Industry**

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

Apprenticeship programs provide a unique opportunity for students and workers to gain practical experience while obtaining theoretical knowledge. This workshop will focus on the apprenticeship programs offered by the Western Arkansas Technical Center (WATC) and the Center for Economic Development (CED), including the Youth Apprenticeship Program, Adult Apprenticeship Program, and Employer Partnerships. Attendees will gain insights into the benefits of these programs and how they can effectively bridge the gap between education and industry.

*Presenters:* Kendall Ross, Executive Director Center for Economic Development and Amanda Seidenzahl, Director Western Arkansas Technical Center, University of Arkansas - Fort Smith

**Douglass**

**Interprofessional Practice and Education and Inclusive Workforce Development**

Track: Diversity, Equity, Inclusion, and Belonging: A Safe Harbor for Shared Values

Changes in health care delivery and health reform have increased the need for team-based and interprofessional practice and education to be essential ingredients in health workforce education programs. The purpose of this session is to highlight the rationale for embracing and expanding interprofessional practice and education.

*Presenter:* Dan Ferguson, Director Washington State Allied Health Center of Excellence

**Chesapeake A**

**Advancing Delta Talent: Creating Educational Pathways and Employer Partnerships**

Track: Activate Employers and Forge Partnerships: Taking the Helm for Success

Presenters will share reflections on the first year of the Advancing Delta Talent (ADT) initiative, including current projects and processes, as well as lessons learned and plans for the future. Attendees will receive specific, actionable steps to implement or increase their education-to-career pathway opportunities in their communities. Panelists will discuss the challenges and successes of the
implementation, including reflections on best practices, learning opportunities, and recommendations for other institutions.

*Presenters: *Gloria Mwase, Senior Vice President, Research, Impact, Innovation, and Learning and Kari Shafenberg, Director of Initiatives, CAEL (Council for Adult and Experiential Learning)

**Chesapeake B**

*Maximizing Employer Relationships to Develop Skill Standards*

Track: Activate Employers and Forge Partnerships: Taking the Helm for Success

Learn how to use a successful process developed by the "ITSS" project funded by a National Science Foundation grant to create skill standards for any CTE discipline. This process is powered by the BILT Model – Business and Industry Leadership Team, created by the National Convergence Technology Center. The BILT Model aims to strengthen employer relationships, get curriculum aligned to workforce needs, and ensure graduates are "workforce ready." The ITSS project is using the BILT Model to work with employers and developing and updating future-facing skill standards for six in-demand IT job clusters.

*Presenters: *Ann Beheler, Principal Investigator IT Skill Standards 2020 and Beyond, Collin College and Pete Maritato, Co-Principal Investigator, Suffolk Community College

**Columbia**

*Increasing Access to Workforce Training through Education Delivery Optimization*

Track: Current and Emerging Technologies: Time Has No Shore; It Rushes On

Adult learners are a unique breed of student. They are looking for value in education that delivers speed to career change or upskilling while attainment of in demand skills remains critical. Education delivery optimization is of the upmost importance. The flipped classroom, first introduced by High School chemistry teachers Jonathan Bergmann and Aaron Sams, is an active learning model whereby the student is first introduced to and tests concepts before lecture sessions. We will explore how this model reinforces active learning and the benefits nontraditional students experience through exposure to this learning model. Furthermore, we will discuss the benefit to college Workforce Training classes as well as credit courses.

*Presenters: *Jennifer Lopez, Vice President of College Partnership, Promineo Tech and Amber Tolliver, Director of Continuing & Community Education, Arapahoe Community College, Workforce & Community Programs

**Conway**

*NOCO Works - Convening Regional Collaboration Across Northern Colorado*

Track: Activate Employers and Forge Partnerships: Taking the Helm for Success

Across Weld and Larimer County, Northern Colorado recognizes the importance of regionalism and the power of collaboration, specifically pertaining to talent and workforce. This is not just an idea or a grand goal, it’s the truth. Come discover what’s in NoCo Works’ secret sauce!

*Presenter: *Nicholas Spezza, Associate Vice President of Academic Affairs, Aims Community College

**Frederick**

*Leveraging Technology to Support Multilingual Learners in Career Pathways*

Track: Current and Emerging Technologies: Time Has No Shore; It Rushes On

For decades, technology has been touted as a solution to many of the issues in workforce training; from increasing equity and access to driving measurable outcomes, we've called on technology to do a lot of heavy lifting. This panel presentation will include experts in adult learning, technology-mediated instruction, and workforce education who will share best practices for leveraging technology to develop
a multilingual workforce. From on-demand IETs to competency-based models that rapidly move language learners into career programs, the expert panelists will explain how and why technology from mobile apps to ChatGPT and everything in between can be used to increase workforce participation for immigrants, refugees, and speakers of other languages.

Presenters: Katharine Brown, Founder & Chief Education Officer, EnGen; Alicia Wrenn, Vice President of Resettlement and Integration, Hias; and Megan C. Masters, Director, Academic Technology Experience, University of Maryland College Park, Division of Information Technology

President

**Strengthening Relationships: Engaging Employers and Partners**

Track: Activate Employers and Forge Partnerships: Taking the Helm for Success

Meeting area industries’ needs of a skilled workforce, both technical and soft skills, can be challenging in rural Iowa with our limited industries spread across eight counties. Southwestern Community College (SWCC) has launched several initiatives to better evaluate and serve employer needs. SWCC collaborates with regional workforce business engagement consultants and with local industry roundtable groups to determine training needs. Credit CTE instructors are identifying short-term noncredit trainings that can transfer into credit programs as alternative training opportunities.

**Presenters:** Wayne Pantini, Vice President of Economic Development and Kim Oaks, Director Continuing Education, Business and Community Development, Southwestern Community College

Calvert/Pratt

**Pathways to Success through Competency Based Education**

Track: Sustainable College-to-Career Pathways: Fair Skies and Following Seas

South Texas College (STC) was awarded a Perkins Leadership Grant in 2020 to develop the ACE (Advancing Completion and Employability) project. The project was initiated to expand upon the number of competency-based education (CBE) programs in career and technical education (CTE) fields and includes the development of expanded work-based learning opportunities, specifically in heating and air-conditioning (HVAC), electrician technology, and construction supervision. This presentation will discuss the various pathways students will have access to using CBE, prior learning assessment (PLA), work-based learning opportunities, and micro-credentialing.

**Presenter:** Jose Vela, Division Compliance and Accreditation Liaison, South Texas College

SPONSOR AND EXHIBITOR NETWORKING – ATRIUM/HARBORVIEW

10:30 AM – 11:15 AM

**SESSION F**

THURSDAY OCTOBER 5

11:15 am – 12:15 pm

Annapolis

**Tools to Prepare Your Local Workforce for the Emerging Green Infrastructure**

Track: Current and Emerging Technologies: Time Has No Shore; It Rushes On

Don’t repeat the Green Jobs training mistakes from the past. Start positioning your college as the solution to creating an inclusive, skilled workforce to support the growing green infrastructure. With support from the Lumina Foundation, NCWE formed the National Green Jobs Advisory Council (NGJAC) consisting of faculty and industry leaders. Together this team has created equity-centered, “green”
curriculum modules that are equity-centered and can be embedded into your currently existing legacy skilled trades programs. In this workshop, we will discuss how the curriculum modules were developed, how our DEI team created an “Equity and Inclusivity” rubric to ensure that the curriculum is equity-centered and learn more about our Advancing Equity Marketing and Recruitment Toolkit. Our goal is to help community colleges green traditional skilled crafts programs such as HVAC, Electrical, and Construction without creating new programs. Our emphasis on equity-centered curriculum coupled with the DEI toolkit will help you recruit and retain more BIPOC and women.

Presenters: Girard J. Melancon, Program Director, National Green Jobs Advisory Council; Nayita Wilson, CEO, NVisions Communications; and Maria Fieth, Managing Partner, Fieth and Associates

Baltimore

Solutions to Boosting Holistic Supports and Equitable Student Success
Track: Diversity, Equity, Inclusion, and Belonging: A Safe Harbor for Shared Values
To close opportunity gaps, states must prioritize holistic support service policies and funding for community college students. By expanding partnerships amongst community colleges, human service, and workforce partners, states can braid resources and shift the focus from individual fixes to systemic solutions that boost student success and economic mobility. Hear how states and community colleges can leverage SNAP, SNAP E&T, TANF Block grants, childcare funding, and center student voice to reduce basic needs insecurity and address racial wealth gaps. Maximizing these public benefits, and state and federal resources, addresses structural barriers to increase equitable college access, completion, and connection to quality careers.

Presenters: Lindsey Reichlin Cruse, Senior Fellow, Kate Kinder, State Strategies Director, National Skills Coalition and Laurie Kierstead-Joseph, Assistant Vice Chancellor, Adult Basic Education for College & Career, Pima Community College

Camden/Lombard

Workforce Promise: Our Promise to Meet Industry Workforce Needs
Track: Sustainable College-to-Career Pathways: Fair Skies and Following Seas
Mott Community College’s Workforce Promise is a first-of-its-kind program where the college promises industry partners that students who complete a program will be successful employees, in both technical and employability skills. If not, the college will retrain them for free in identified areas of improvement. The Workforce Promise is the college’s response to the skills gap and prepares students for the workforce by developing and showcasing technical skills and foundational competencies via earning digital badges and the completion of employment portfolios.

Presenters: Ty Krauss, Supervisor Student Employment Services; Kathleen LaVallier, Associate Administrator; and Marcus Mathews, Assistant Vice President Workforce and Economic Development, Mott Community College

Douglass

JobStarter: Advanced Manufacturing Training Program
Track: Work-based Learning (WBL): Bombarding Industry with Star-Spangled Talent
The JobStarter: Advanced Manufacturing Training Program is a pre-hire program designed to raise awareness of job opportunities in the field of manufacturing in the Shenandoah Valley and provide foundational skills for entry-level employment in production. This boot camp-style program consists of three weeks of training, including lectures, hands-on skills training, career readiness skills training, and plant tours to help prepare the participants to enter a manufacturing environment. Training stipends are awarded to the participants at the completion of training and are paid by the participating companies. Funding for the marketing, curriculum development, and instruction is paid out of the
Merck/James Madison University/Blue Ridge Community College government appropriation awarded by the Virginia Assembly in 2019.
Presenter: Andrea Livick, JobStarter Coordinator, Blue Ridge Community College

Chesapeake A
**Pima START – Success Through Advanced Reskilling & Training**
Track: Sustainable College-to-Career Pathways: Fair Skies and Following Seas
Pima Community College’s Workforce Development Team provides training at a local homeless shelter - The Center of Opportunity. The Center, along with their local partners provide services to meet the many needs of their guest’s experiencing homelessness, however they needed an educational partner. PCC became that partner, with the goal to train 300+ learners annually. Information technology, commercial driver’s license, construction technology and culinary arts training are taking place on site at no cost to learners. The goal is to provide opportunities for individuals to gain skills that lead to sustainable living-wage jobs.
**Presenters:** Barbara Zelano, Community & Corporate Navigators and Kari Middleton, Manager Business Development, Pima Community College

Chesapeake B
**Illuminating Noncredit’s Role in Supporting State and Local Employment**
Track: Activate Employers and Forge Partnerships: Taking the Helm for Success
As noncredit education comes into the public eye, data that tells its story is increasingly important. In recent years, the Education and Employment Research Center (EERC) at Rutgers University has been working to better illuminate community college noncredit education at both states and institutions. EERC has been working with state data leaders from Iowa, Louisiana, and Virginia to better understand noncredit education including the data they collect and its role in promoting employment. EERC has also been working with four colleges to understand how they define and promote quality in noncredit programs across a range of industries.
**Presenters:** Anjali Srivastava, Researcher and Michelle Van Noy, Director Education and Employment Research Center, School of Management and Labor Relations, Rutgers University; Paula Nissen, Workforce Preparation/Education Consultant, Iowa Department of Education Community College & Workforce Preparation Division; and Katherine Hughes, Principal Researcher, American Institute for Research

Columbia GOLD SPONSOR
**NCCER**
Track: Track description
**Workshop Description**
**Presenters:** Cathy Tyler

Conway SILVER SPONSOR
**Developing Resilient Leadership**
Track: Current and Emerging Technologies: Time Has No Shore; It Rushes On
The lesson of 2020 is that to survive and thrive, you must be resilient in the face of change. The pace of change has never been faster and the need for a resilient mindset has never been greater – no matter your title. Join Josh Davies, CEO of The Center for Work Ethic Development, to learn strategies for developing this critical 21st Century Leadership skill. In a future driven by technology, it will be the
organizations that differentiate themselves with adaptable leaders that will become the global superstars. Learn seven strategies to develop the resilient mindset you, your organization, and students need for the future!

**Presenter:** Josh Davies, Director of Workforce, Aztec

**Frederick**

**GOLD SPONSOR**

**Driving Workforce Success: Entrepreneurial Mindset Education in CTE & Adult Learning**

Track: Activate Employers and Forge Partnerships: Taking the Helm for Success

Entrepreneurial mindset education is vital to improving CTE and non-credit adult learning programs. It amplifies employability, fosters innovation and self-employment, aligns with a dynamic workforce, empowers lifelong learning, and drives economic growth. The Entrepreneurial Learning Initiative (ELI) is the world’s leader in entrepreneurial mindset education. By equipping individuals with the essential mindset and skills for success in our rapidly changing, complex world, ELI’s training and curriculum programs create pathways to thrive in diverse career opportunities. In this session, we will highlight how Daytona State College and Richland Community College have partnered with ELI to grow their CTE and adult learning programs through redefining entrepreneurship and connecting the classroom to the local business community.

**Presenters:** Gary Schoeniger, Founder & CEO and Nic Houle, Director of Client Engagement, The Entrepreneurial Learning Initiative

**President**

**Collaboration: The Shining Star of Registered Apprenticeship Programs**

Track: Activate Employers and Forge Partnerships: Taking the Helm for Success

Within a year, nearly 30 quality apprenticeship programs were registered in Horry and Williamsburg Counties of South Carolina. The collaborated efforts between Apprenticeship Carolina, a statewide intermediary for registered apprenticeships, Horry-Georgetown Technical College, Williamsburg Technical College, area high schools and local businesses made this possible. The collaboration allowed for the most effective use of resources without the duplication of services. Not only has this collaboration created career pathways but it strengthened the entities’ relationships. This session will discuss the importance of partnerships, how to foster collaboration of businesses, area high schools and local community colleges, in establishing quality registered apprenticeship programs.

**Presenter:** Tania Appel, Registered Apprenticeship Consultant, Apprenticeship Carolina

**Calvert/Pratt**

**Fostering DEI at Community Colleges Through External Engagement**

Track: Diversity, Equity, Inclusion, and Belonging: A Safe Harbor for Shared Values

As the need for workers continues to rise, external stakeholders must take an active role engaging with students and institutions to provide support and resources to help students persist to graduation and open the doors to job opportunities. Community colleges may be the answer, but many stakeholders do not know how to properly engage with them. Come hear how the American Society of Mechanical Engineers (ASME) is engaging with community colleges across the country to help open the doors to community college students, women and other historically marginalized groups, help them persist to graduation, and fill technical positions.

**Presenter:** Kathleen Kosmoski, Manager Workforce Development, American Society of Mechanical Engineers
Annapolis

**Accelerating Success for Newcomer Career Seekers: Findings from Community Colleges**

Track: Diversity, Equity, Inclusion, and Belonging: A Safe Harbor for Shared Values

This session spotlights an often overlooked, hidden talent pool in the US, yet one that is poised to have a major impact on the workforce. There are over 2M college-educated immigrants in the US who are currently un- or under-employed. Almost half of immigrant adults who entered the United States between 2011 and 2015 were college graduates, and by 2050, immigrants and their children will make up 83% of the working-age population growth. In this session, Upwardly Global and NCWE will share findings from the release of their recent research, evaluating the role of community colleges in supporting this hidden talent pool. Specifically, how colleges and key stakeholders connect immigrant and refugee students to relevant credentials and labor market opportunities and continue championing newcomer career inclusion.

*Presenters:* Teresita Wisell, Vice President Workforce Development and Community Education, Westchester Community College and Emily Logo, Director Technical Assistance, Upwardly Global

Baltimore

**Building Recruitment and Retention Strategies Using Open Workforce Training Resources**

Track: Current and Emerging Technologies: Time Has No Shore; It Rushes On

College affordability and training costs are significant barriers for students and potential job candidates enrolling and re-enrolling in CTE programs. Leveraging the world’s largest repository of open workforce training resources, employers, community colleges, and CTE programs can reduce the costs of education and training by using the free and open content in SkillsCommons. Join us to learn how to freely and easily access content to use for workforce development in advanced manufacturing, healthcare, IT, energy, construction, and many other sectors. Walk away with tips and tools you can put to work right away!

*Presenters:* Maria Fieth, Director; Rick Lamadue, Director; and Andy Fieth, Innovation K12 Specialist, MERLOT-SkillsCommons

Camden/Lombard

**Who is Not at the Table: Engaging Nontraditional Talent in Trade Careers**

Track: Diversity, Equity, Inclusion, and Belonging: A Safe Harbor for Shared Values

The Century Foundation and the Urban Manufacturing Alliance have been working in partnership with Lumina Foundation since 2020 to help communities of color access high-wage, high-growth career opportunities in the manufacturing sector through our joint Industry and Inclusion program. This effort focuses on two main thrust areas: increasing credential attainment by helping cohorts of training providers embed culturally competent and trauma-informed practices in their educational programming; and facilitating on-going engagement with companies to promote equitable job placement and living-wage compensation packages.
Presenters: Sharnee’ Hobbs, Director of Adult Education, Bishop State Community College; Ronald Williams, Associate Professor College of Business, Coppin State University; Michelle Burris, Fellow, The Century Foundation; and Georgia Reagan, Program Officer, Lumina Foundation

**Douglass**

*Engaging with Community Partners and Business for a Successful Workforce Program*

Track: Activate Employers and Forge Partnerships: Taking the Helm for Success

COABE’s mission is to support educators and ensure that communities thrive! With over 49,000 educators, servicing over 1.5 million adult learners, COABE is there with advocacy and professional development. The workforce committee has worked with members from around the country to create a toolkit to support employer engagement. In this session, we will discuss how to speak the language of employers to have successful engagement with businesses. Attendees will learn about COABE and how you can use the tools to help you begin conversations with business to promote your partnership in helping employees succeed.

*Presenters: Karyn Goven, Director Workforce Development, Southwest Economic Solutions and Sharon Bonney, Executive Director, COABE*

**Chesapeake A**

*Forging Partnerships on the High Seas for a Treasure Trove of Data*

Track: Activate Employers and Forge Partnerships: Taking the Helm for Success

The Iowa Department of Education has been slowly building strategic public and private partnerships to collect a treasure trove of professional licensure and third-party credentialing data. What invaluable secrets does this data hold to better understand and address our skilled workforce needs? Join this session to learn more about this project that began with health care and is now expanding into transportation, IT and beyond. Visit iowastudentoutcomes.com to learn more ahead of time.

*Presenters: Kiyokazu Matsuyama, Labor Market Research Economist, Iowa Workforce Development; Vladimir Basis, Lead Data Consultant and Joe Collins, Health Science Workforce Education Consultant, Iowa Department of Education*

**Chesapeake B**

*Partnerships, Participation and Practical Solutions to Engage Your Employers*

Track: Activate Employers and Forge Partnerships: Taking the Helm for Success

All colleges know that building partnerships with employers is important for student success as well as our own institutions, but what does it mean and why do some partnerships take off while others fail or stagnate? Join this interactive session and find out three simple steps any college can take to help chart a course for successful partnerships and what successful partnerships can bring to your institution.

*Presenters: Karen Sanders, Vice-President Advancement and LLCC Foundation Executive Director; Nancy Sweet, Dean Workforce Institute; Josh Collins, Assistant Vice President Business Relations; and Charlotte Warren, President, Lincoln Land Community College*

**Columbia**

*Immersive Reality: How to Leverage AR/VR to Enhance Student Engagement*

Track: Current and Emerging Technologies: Time Has No Shore; It Rushes On

Augmented reality and virtual reality (AR/VR) technologies are creating new avenues for education by opening doors for students to learn and teachers to instruct in a more immersive, technological environment. South Texas College has leveraged collaboration between academic programs and industry clusters (including Architecture, Engineering, and Construction (AEC); Design and Building
Technologies; Welding; Public Safety; and Automotive) to connect current learning and future workforce opportunities.

Presenters: Ashley Gonzalez, Academic Initiatives Officer and Monica Benitez, Project Manager Division of Business, Public Safety and Technology, South Texas College

Conway

**Entrepreneurship: The Key to Workforce Development and Economic Development**

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

The Pathways to Entrepreneurship program is built to test and validate foundation-level concepts and knowledge in entrepreneurship and small business management. These core concepts include entrepreneurship; recognizing and evaluating opportunities; planning for, starting, and operating a business; marketing and sales; and financial management. For each core concept, there will be 1-on-1 consulting sessions to relate the learning concepts to real-life business goals.

Presenters: Amy Yingling, Regional Director SBDC and Bryan Laing, Training Director, Carroll Community College

Frederick

**Forging Workforce Partnerships Through Adaptation and Cooperation**

Track: Activate Employers and Forge Partnerships: Taking the Helm for Success

Industries need access to a qualified and credentialed workforce. While college degrees provide assurances to employers that employees possess a general breadth of knowledge, a need has arisen for the highly specific skills and competencies produced by short term programs like micro-credentials. Many micro-credentials are stackable, offering the possibility of summative credentials as well as college credit. We will share SSC’s journey of partnering with Oklahoma DOC to provide quality learning experiences and enhancing their employee skillsets by creating two summative micro-credential programs, and what we have learned thus far from the piloted cohorts.

Presenters: Amanda Estey, Vice President Academic Affairs and Scarlet Figueroa, Business and Industry Coordinator, Seminole State College

Calvert/Pratt

**Build a Sustainable Work-Based Learning System**

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

Work-based learning provides the practical application and connection to content students crave to bring depth to their learning. Join this session to learn how to increase quality work-based learning experiences into courses to maximize student learning. Emphasis will be placed on connecting free resources for attendees to implement quality work-based learning experiences.

Presenter: Kristy Volesky, Work-Based Learning Program Consultant, Iowa Department of Education

**BREAK**

2:45 PM – 3:00 PM

SESSION H

THURSDAY OCTOBER 5

3:00 pm – 4:00 pm

Annapolis

**The Barrier Busting Power in Teaching Human Skills**
Track: Diversity, Equity, Inclusion, and Belonging: A Safe Harbor for Shared Values
Employers are frustrated by what they perceive as workers’ lack of motivation and lack of “soft” skills. Yet, how employees show up in the workplace is often a function of understanding company culture and navigating workplace power dynamics. Without an awareness of what behaviors are expected of them at work, students and workers are less likely to stay in a job. In this session, presenters from JobPath and Skillsline will share why JobPath has made developing human skills a priority and their impact on student placement and retention. Attendees will hear how Skillsline developed their platform and JobPath implemented the program.

Presenters: Chris Mackey, Co-founder, Skillsline; Ana Greif, CEO and Carmen Jones, Workforce Readiness Manager, JobPath, Inc.

Baltimore
Opportunities for Student Selected Education Levels in the Science of the Small
Track: Work-based Learning (WBL): Bombarding Industry with Star-Spangled Talent
The field of Nanotechnology has exploded over the past 10 years, with accelerated growth since the pandemic. As of 2019, The STEM workforce comprised 23% of the total workforce in the United States according to the 2020 U.S. census. Come learn why the science of nanotechnology is so important today and how we are spreading the word in our community to address future workforce needs. Learn about our success and collaboration with our education partners in the promotion of Nanotechnology and STEM.

Presenters: Shirley Stubbs, Individual Study Coordinator, Sora Schools Inc. and Leslie O’Neill, Education and Outreach Manager, Georgia Institute of Technology

Camden/Lombard
Employer Relationships and Student Success in Ohio’s Technical Centers
Track: Activate Employers and Forge Partnerships: Taking the Helm for Success
Ohio’s Career and Technical Centers (OTCs) provide credentialing programs designed for workforce entry within 3-18 months of program entry. Strong partnerships cultivated over time with local employers are key to OTCs’ ability to meet local workforce demands. In this workshop, we will draw on interviews and focus groups conducted as part of a mixed-methods study of OTCs to discuss the specific elements of employer-OTC relationships that strengthen hiring pipelines in OTCs’ local labor markets. We will invite audience members to discuss what strengthening relationships with employers can mean for their organizations.

Presenters: Maressa L. Dixon, Senior Research Associate and Development Team Leader, Discovery Center, Miami University of Ohio and Matthew Regele, Assistant Professor, Management and Entrepreneurship, Xavier University

Chesapeake A
Gateway to Innovation: Transforming the Local Workforce Ecosystem
Track: Activate Employers and Forge Partnerships: Taking the Helm for Success
There was a heightened awareness of the critical importance of the workforce ecosystem during the early days of the pandemic. This prompted Hudson County Community College (HCCC), in partnership with JPMorgan Chase, to create a comprehensive workforce program, Gateway to Innovation (GTI), to address the systemic challenges exacerbated by the pandemic. HCCC will share a description of the program created for students, alumni, community residents, and employers, provided through a diversity, equity, and inclusion lens, and how the program connected with 150 partners, resulting in high impact outcomes.
Presenters: Anita Belle, Director Workforce Pathways and Lori Margolin, Associate Vice President Continuing Education and Workforce Development, Hudson County Community College

Chesapeake B

Breaking Barriers in Healthcare Education: A Program for Student Success
Track: Sustainable College-to-Career Pathways: Fair Skies and Following Seas
Mott Community College created an Associate of Applied Science in Surgical Technology apprenticeship using a consortium model through a statewide group. The revolutionary model allows multiple colleges to participate in this program and meet a statewide hiring need. Additionally, Mott Community College went one step further by developing an articulation agreement that allows workforce development graduates from the sterile processing technician program to receive 12 credits upon acceptance into the program. This agreement enables students to build upon their knowledge and advance their careers.

Presenters: Marcus Matthews, Assistant Vice President Workforce and Economic Development; Anar Guru, Dean Health Sciences; and Autumn Scherzer, Director Workforce Development, Mott Community College

Columbia

Facilitate Integrated Education and Training for Success
Track: Activate Employers and Forge Partnerships: Taking the Helm for Success
Learn how Iowa has implemented Integrated Education and Training with positive results. Integrated Education and Training (IET) is the instructional strategy for career pathways, with the goal to equip a typical Adult Education and Literacy (AEL) student not only with a High School Equivalency Diploma (HSED), but also with workforce skills for successful employment. Iowa has implemented IET as a part of its program design and as an important part of the Workforce Innovation and Opportunity Act. Audience participation will include a small group discussion on future IET implementation. This session includes how IET partnerships with employers, reviews AEL IET program successes, challenges, and provides comparisons between the IET population and the general AEL population.

Presenter: Mike Williams, Administrative Consultant, Iowa Workforce Development

Frederick

What Is Workforce Education Anyway? Clear Understandings for Strong Advocacy
Track: Activate Employers and Forge Partnerships: Taking the Helm for Success
One workforce education program may not look like another, and there are distinct variations across states. Credit workforce programs, workforce degrees and certificates, continuing education, corporate training, transfer/non-transfer, funded, non-fundable, work-based learning: the differences are many, but our end goals of training our students for sustaining jobs are the same. There is more that unites us than divides us. Engage in a guided discussion with colleagues from other workforce development entities to discuss how to create unity in advocacy.

Presenter: Christina Todd, Executive Director, Workforce Development, Lone Star College