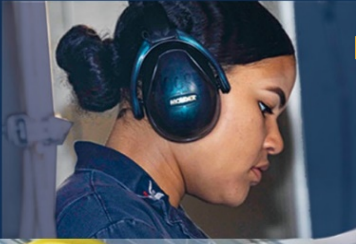


revive thrive

CREATING AN INCLUSIVE
WORKFORCE POST-PANDEMIC



APPRENTICESHIP **NC**
ANNUAL CONFERENCE

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A Message from the Director



Kathryn P. Castelloes

Director, ApprenticeshipNC

Thank you for joining the ApprenticeshipNC team for its 2022 annual conference. Today's workforce faces unprecedented challenges and businesses that are not adapting and learning new ways to recruit and retain workers will not survive. The shortage of skilled workers, exacerbated by the global pandemic, is now fueled by the mass exodus of baby boomers who are reaching retirement age and leaving the workforce at an alarming rate. All this while many workers are rejecting the traditional "nine to five" office job in search of increased flexibility and greater work-life balance. How do employers navigate all these changes and challenges while also creating a diverse, equitable and inclusive workforce? One solution is through registered apprenticeships. Speakers and sessions at this conference will address these issues and share examples of how work-based learning through registered apprenticeships can help your business revive and thrive!

Schedule of Events

Tuesday, March 15, 2022

10 - 11 a.m. – Opening Session

12 p.m. – Awards Banquet

1 - 2:10 p.m. – Session 1: Sustaining a Registered Apprenticeship During a Pandemic

2:20 - 3:05 p.m. – Session 2: Another State's View During the Pandemic

3:15 - 4 p.m. – Session 3: Serving the State through Community College Registered Apprenticeship Programs

4:10 - 5 p.m. – Session 4: Building and Growing Apprenticeship with Diversity and Equity in Mind

Wednesday, March 16, 2022

8:05 - 8:50 a.m. – Session 5: Sustaining the Workforce during the Pandemic

9 - 9:40 a.m. – Session 6: Integrating Today's High School Talent into the Workforce of Tomorrow

9:50 – 11:15 a.m. – Closing Session

11:20 a.m. – 12 p.m. – Rapid Networking



Master of Ceremony Rebecca Axford

Rebecca Axford is the director of the Raleigh-Durham JATC, a four-year electrical apprenticeship program, and has served as a member of the ApprenticeshipNC Council since 2016. While director, Axford has made structural changes to their apprenticeship program which include better recruitment of non- traditional apprentices. In 2018, Axford registered a pre-apprenticeship program focusing on recruitment of minorities, women, veterans and youth. Axford is engaged in Workforce Development, CTE programs, NAWIC (North American Women in Construction) and other apprenticeship-focused groups. She believes in the long-term benefit of partnerships with community organizations and school systems to solve industry issues of worker shortages and the skills gap.

N.C. Community College System & ApprenticeshipNC Leadership



President Thomas A. Stith III

Thomas A. Stith III became the 10th president of the NCCCS on Jan. 11, 2021. Prior to his selection he was district director of the U.S. Small Business Administration, where he led the federal agency's \$16 billion response to COVID-19 in North Carolina. Stith served as chief of staff to former Gov. Pat McCrory and was a three-term city council member in Durham.

Dr. Bruce Mack

Dr. Bruce Mack currently serves as the vice president of Economic Development for the N.C. Community College System. Prior to taking this position in June 2021, Dr. Mack served as the vice president of economic and workforce development for Cleveland Community College. Mack was at Cleveland for 25 years, serving as a faculty member, director, dean, and vice president. Prior to working in higher education, Dr. Mack was a manufacturing engineer with Curtiss Wright Flight Systems and applications engineer at Wirtz Manufacturing.



Kathryn P. Castelloes

Kathryn Castelloes began working with the N.C. Department of Labor in 1994 in the Pre-Apprenticeship Division. After working there for four years, she became an apprenticeship consultant with the Apprenticeship and Training Bureau. In 2006, she began working as the western field supervisor and in 2008 started as the bureau chief for Apprenticeship and Training. In 2014, the Apprenticeship and Training Bureau was transferred to the Department of Commerce and in 2017 Apprenticeship was transferred to the N.C. Community College System, where she serves as director of ApprenticeshipNC.



Tuesday, March 15, 2022

10 - 11 a.m.

Opening Session



Carolyn Lee

President

The Manufacturing Institute

Carolyn Lee is the president of The Manufacturing Institute, the workforce and education partner of the National Assoc. of Manufacturers, the nation's largest industrial trade association.

In her role, Lee leads the Institute in its goal of supporting the manufacturing workforce of today and growing the manufacturing workforce of tomorrow. The Institute does so through a variety of programs designed to excite, educate and empower—with a particular focus in four key areas: women, veterans, youth and lifelong learning.

Prior to her role leading the Institute, Lee served in a policy role at the NAM and worked in leadership positions with the Telecommunications Industry Assoc. and 3M and in the offices of former Sen. Olympia Snowe (R-ME) and former Rep. Sue Kelly (R-NY).

Awards Banquet
Tuesday, March 15, 2022
11:30 a.m.

Introduction: Dr. Bruce Mack

Award Winners

Outstanding Registered Apprentice:

Jahmicah Miller

Outstanding Registered Pre-Apprentice:

Jacob Gleason

Outstanding Registered Apprenticeship Program:

Wake Forest Baptist Health

Outstanding Registered Pre-Apprenticeship Program:

Made In Henderson County

Outstanding Consortium Member:

Forsyth Technical Community College

Outstanding Apprenticeship Partner:

Cape Fear Electrical Contractors Assoc.

Special Recognition Award

Session 1:

The Global Economy: Sustaining a Registered Apprenticeship During a Pandemic

Tuesday, March 15, 2022 | 1 p.m. – 2:10 p.m.

Representatives from Canada, Switzerland, and the United Kingdom will discuss some of the challenges faced by their employers, both large and small, and how they worked to overcome them by using registered apprentices to train and retain employees.

Moderator:

Eric Tillmon

ApprenticeshipNC Consultant, Southwest Economic Region

Session 1 Presenters:



Maoliosa Danye, Early Talent Partner, GSK

As a subject matter expert on apprenticeships for GSK, Maoliosa Denye has the responsibility of establishing and growing the GSK Apprenticeship Program internationally, working closely with the GSK sites, partnering community colleges and the Office of Apprenticeship.

France Daviault, Executive Director, Canadian Apprenticeship Forum

France Daviault is a seasoned executive having held various leadership roles in large Canadian national organizations. She is currently the executive director of the Canadian Apprenticeship Forum.



Dr. Tracy Dove, Scientific Advisor, Embassy of Switzerland

Dr. Tracy Dove is the scientific advisor at the Embassy of Switzerland in Washington, D.C., where he conducts science policy analysis for the Swiss government, identifies opportunities in the scientific and higher education realm for international cooperation and promotes Swiss innovation in the United States by way of public diplomacy initiatives throughout the year.



Session 2:

Registered Apprenticeship: Another State's View During the Pandemic

Tuesday, March 15, 2022 | 2:15 p.m. – 3:05 p.m.

Apprenticeship directors from South Carolina and Alabama will discuss how they adjusted to and overcame pandemic related challenges to help their apprenticeship program employers expand and thrive. Employers and apprentices from these states will also provide their

Moderator:

Wanda Ramos-McPherson

ApprenticeshipNC Consultant, Piedmont Triad Economic Region

Session 2 Presenters:



Joshua J. Laney, Director, Alabama Office of Apprenticeship

Since August of 2019, Josh Laney has served as the first director of the Alabama Office of Apprenticeship (AOA). In this role, Mr. Laney partners with industries and education providers across Alabama to develop and expand registered apprenticeships and other forms of work-based learning for youth and adults.

Dr. Amy Firestone, Vice President, Apprenticeship Carolina

Dr. Amy Firestone is the vice president of Apprenticeship Carolina™ for the S.C. Technical College System. She leads a multidisciplinary statewide team in expanding youth and adult apprenticeships across all industries.



Eugene Grant, Operational Lead, BMW Manufacturing Co., LLC

Eugene is currently an operational lead for the Vocational Talent Programs and Training. Grant also serves as a supervisor in the BMW Scholars Program. Prior to working at BMW, Grant was dean of the Engineering and Industrial Division at Tri-County Technical College.

Session 3:

Serving the State through Community College Registered Apprenticeship Programs

Tuesday, March 15, 2022 | 3:10 p.m. – 4 p.m.

Community colleges across the state have taken on the role as apprenticeship program sponsors, helping employers navigate and fulfill needs during the pandemic. The colleges have developed programs, counseled employers, and registered apprentices while dealing with the pains of pandemic related issues for the schools. Listen as they offer insight on how the colleges and their participating employers continue to survive and thrive.

Moderator:

Charlie Milling

ApprenticeshipNC Consultant, Northwest/Western Economic Region

Session 3 Presenters:



**Jill Hendrix, Director of Apprenticeships and Work-Based Learning
Gaston Community College**

Jill Hendrix serves as the director of apprenticeships and work-based learning at Gaston Community College. Her background includes nearly 27 years in various Human Resources positions including training and development and apprenticeships and three years in the Community College leading the apprenticeship program.

**John Downing, Vice President of Continuing Education
Cape Fear Community College**

John Downing is the vice president of continuing education at Cape Fear Community College. Downing oversees Economic and Workforce Development, Public Safety, Academic and Career Readiness, Career and Technical Education programs, and Business and Industry programs. Downing has served as the customized training director for Cape Fear Community College and Forsyth Technical Community College.



Session 4:

Building and Growing Apprenticeship with Diversity and Equity in Mind

Tuesday, March 15, 2022 | 4:05 p.m. – 5:00 p.m.

What do diversity and equity look like for sponsor employers and their apprentices? The definitions of diversity and equity differ by generation. This session will explore how apprenticeships are about more than just training; they should include respecting differences, listening to everyone's input, and promoting justness and impartiality.

Moderator:

Tony McKnight

ApprenticeshipNC Consultant, Northeast Economic Region

Session 4 Presenter:



Betty Marrow-Taylor, Chief Diversity, Equity and Inclusion Officer N.C. Department of Commerce

Betty Marrow-Taylor has the distinct honor of serving as the first chief diversity, equity, and inclusion officer for the N.C. Department of Commerce where she leads Commerce in viewing everything through an equity lens to dismantle barriers, expand equitable job and business opportunities for all North Carolinians.

**Enjoy Day 1 of the Conference?
Let Us Know!**

**Scan the QR Code for a Link to
the 2022 Conference Survey for
Tuesday, March 15.**



Session 5:

Revitalizing and Recovery: Sustaining the Workforce during the Pandemic

Wednesday, March 16, 2022 | 8:05 a.m. – 8:55 a.m.

Registered apprenticeship program sponsors have met pandemic challenges by building successful apprenticeship training programs for their incumbent workers and new employees. An apprenticeship sponsor will discuss the power of training great mentors, incentivizing programs for long-term success, and share other tools used to recover and sustain the workforce.

Moderator:

Shante Bell

ApprenticeshipNC Consultant, North Central Economic Region

Session 5 Presenter:

**Pastor Randi Francis, *President/CEO*
Nehemiah Community Empowerment Center**

Pastor Randi Francis serves as vice president and executive director of the Nehemiah Community Empowerment Center located in Greensboro, N.C. Over the past 15 years of community leadership and experience in non-profit management, Randi always ensures the viability of accomplishing their mission: "Rebuilding and Restoring Communities and Families."



Session 6:

Integrating Today's High School Talent into the Workforce of Tomorrow

Wednesday, March 16, 2022 | 9 – 9:40 a.m.

Registered apprenticeship program training has been and continues to be advantageous for employers and apprentices alike. This session will explore the marketing and recruitment of high school youth as a talent pipeline to help overcome some of the ills of the pandemic. Discussion will focus on how the youth apprenticeship model can build and sustain a skilled workforce.

Moderator:

Antwan Pippen

ApprenticeshipNC Consultant, Sandhills Economic Region

Session 6 Presenter:

**Tammy Simmons, Vice President of Marketing & Culture
Machine Specialties Inc. (MSI)**

Tammy Simmons is vice president of marketing and culture at Machine Specialties Inc. (MSI), a producer of machined parts for the aerospace, medical, military, commercial and energy industries. Simmons is also a speaker throughout the country promoting apprenticeships and advising other apprenticeship programs. She has served as a panelist nationally for apprenticeships for the Aspen Institute, Jobs for the Future and New America Institute and was asked to speak to the U.S. Congress in 2017 and 2018 on behalf of apprenticeships.



Wednesday, March 16, 2022

9:50 - 11:15 a.m.

Closing Session



France Daviault

Executive Director

Canadian Apprenticeship Forum

France Daviault (Frawn-se Da-vi-o) is a seasoned executive having held various leadership roles in large Canadian national organizations. She is currently the executive director of the Canadian Apprenticeship Forum where she has managed the development of the National Strategy for Supporting Women in Trades and the production of world class Labor Market Information studies that provide Canadian lawmakers and stakeholders with data on to the future demand for apprentices by trades and regions.

France is an advisor to the Minister of Employment, Workforce Development and Disability Inclusion's Ministerial Advisory Committee on a National Campaign to Promote the Skilled Trades as a First Choice Career for Young People.

France holds a Master of Professional Communication (MA), is a Certified Assoc. Executive (CAE), and an accredited Knowledge Management Practitioner (CKM). France also proudly serves as an Officer in the Canadian Armed Forces Army Reserves.

**Enjoy Day 2 of the Conference?
Let Us Know!**



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