



Industrial Manufacturing Technician Apprenticeship Convening: Lessons from the Field

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SPEAKER BIOGRAPHIES

State Senator Jim Abeler II has represented Minnesota's District 35 since February 2016, after serving in the MN House of Representatives for 16 years. In 2012, then-Representative Abeler worked with Labor to oppose a Right to Work constitutional amendment in Minnesota. He is currently chair of the State Senate Human Services Reform Finance and Policy Committee, and a member of the Committee on Higher Education Finance and Policy, Committee on Higher Education Finance and Policy, and Committee on Aging and Long Term Care Policy.

Jerome Balsimo is the Program Coordinator for WRTP and is working in the state of Minnesota to market the IMT Apprenticeship for the MN AFL-CIO. Prior to working at WRTP, he worked at the BlueGreen Alliance at a Grant Program Manager. AT BGA, Jerome successfully ran multiple state and federal grants. He also worked at District Council 82 as their Training Director. At DC 82, he was able to increase training and help the training center move to the next level of Apprenticeship training. His first job was working at Merrick Community Services as a Program Manager, placing over 150 people into union Apprenticeship jobs. He

lives in Blaine with his wife Kristine, his two sons Jay and Ben.

Rhandi Berth is the Vice President and Director of Industrial Initiatives for the Wisconsin Regional Training Partnership (WRTP)/BIG STEP, a nationally recognized workforce development nonprofit organization. For more than 21 years, she has been instrumental in helping WRTP/BIG STEP become the nationally recognized organization it is today. She has been instrumental in developing and pioneering the workforce intermediary and industry partnership strategies now being adopted across the country. Berth has been at the heart of WRTP since its founding and is regarded as one of the foremost experts on industry driven workforce strategies in the country. Her work as a leader in an intermediary, industry setting has as its foundation a strong foundation and understanding of the industrial sector. She was the first female Vice President of IAMAW Machinists Local 1430. Her work includes developing a nationally recognized model for pre-employment training certificate programs in entry-level manufacturing skills. She was also instrumental in developing the Industrial Manufacturing Technician apprenticeship as well as adapting pre-employment training

certificate model to building and construction trades working with Joint Apprenticeship Committees.

Berth also serves as president of Triada Employment Services Inc., a nonprofit subsidiary of WRTP/BIG STEP. Triada staffing services provide workforce solutions targeted to the manufacturing and construction industries. Triada was developed and launched in 2007 as a market based response to industry challenges in developing a qualified and motivated workforce, and assist companies in recovery lost market share and costs related to vacancy, turnover, and temporary workforce structures. Berth currently serves in a number of advisory roles to state and national organizations involved in workforce development research and policy.

Kathryn M. Clayton is based in Indianapolis, Indiana where she works to develop and administer training and educational programs with the goal of helping individuals increase and improve their employment opportunities. In this role, Ms. Clayton has significant experience providing technical assistance to customers of the public workforce development system, including those funded through the Workforce Investment Act, Trade Adjustment Assistance Act, and Wagner-Peyser employment services.

Todd Dahlstrom is the Organizing and Growth Director with the Minnesota AFL-CIO and has been in that role for about 3 years. Prior to that, he spent over 10 years at SEIU local 26, where he created the Security Officers Union. He and his wife

Debbie live in the great city of St. Paul, MN with their dog Big Bill Hayworth.

Robert “Pedro” Driscoll is a press operator and IMT apprentice at BERMO Inc. in Circle Pines, MN. He currently works in the BERMO Press Room where he focuses on quality control, plant communication, and customer service. Mr. Driscoll is a member of CWA, and received his NIMS Certification from Hennepin Technical College.

Brandi Dunham is a Quality Management Systems Coordinator, Hayes Performance Systems, Inc. In May of 2014, Brandi Dunham completed the Industrial Manufacturing Technician (IMT) Registered Apprenticeship and became the first person to receive the IMT Journey Worker card in the nation! When she started the IMT Apprenticeship in 2013, Brandi had spent only a few months as an Assembler at Hayes Performance Systems, Inc. in Mequon, Wisconsin. She quickly became a trailblazer for others at the company to enroll in the apprenticeship and advance in their career.

The skills that Brandi and others have gained as an IMT Apprentice are not only helping them advance up the career ladder in manufacturing, but they are helping the company perform more effectively in today’s competitive lean manufacturing environment. “After working as an assembler and completing all of the IMT modules, I got my first promotion, which put me into the quality department,” Brandi says. “Once I graduated, I progressed to become the Quality Lead, so I learned a lot of skills that helped me move up into that role.”

Brandi, a Milwaukee resident, did not imagine that her career would lead her to the manufacturing sector. She worked nine years as a bank teller before she found herself working with Nance at Hayes. “Nance took a chance on me. My first week I was super nervous, it was crazy. I had never used a toll gun in my life!” Never having worked in manufacturing before put Brandi at somewhat of a disadvantage, but because of her strong work ethic, she was quickly recommended through a joint labor-management process to take on the IMT Apprenticeship.

Since completing the IMT Apprenticeship, Brandi has received a series of promotions and wage increases. She now earns \$18.55 per hour, but this will soon increase when she receives her annual raise. Brandi is currently considering a return to school to study business management or strategy. She looks forward to investing in her career as well as her own personal growth.

David FitzSimmons is Chief of Staff for Congressman Tom Emmer (MN-6th), having come to Washington, D.C. with the Freshman Congressman in January 2015, after overseeing the office building and hiring process after the November election in 2014. In addition to management and administrative duties, David is the Congressman’s primary legislative and political adviser. Congressman Emmer serves on the Financial Services Committee, is member of the Deputy Whip team, and of the House Steering Committee.

Prior to accepting the Chief of Staff position with Congressman Emmer, David served in

the Minnesota House of Representatives. He served as a Representative of Minnesota House District 30B covering portions of Wright and Hennepin Counties. He served on the Transportation Policy, Higher Education Policy and Finance, Capital Investments, and Agriculture Policy Committees. He was also appointed by Speaker of the House Paul Thissen to serve as Minnesota’s representative on the US - Canadian Relations Committee with the Council of State Governments.

Previous to his public service David was a site manager and project manager in his family’s agricultural company. David lives in Wright County and has a 19 year old son.

U.S. Senator Al Franken was born on May 21, 1951, and grew up in St. Louis Park, Minnesota. In 1973, he graduated from Harvard, where he met his wife Franni. They’ve been married for 40 years, and have two grown children, Thomasin and Joe. The couple’s first grandchild, Joe, was born to Thomasin and her husband Brody in May 2013. Jacob, their second grandson, was born to Joe and his wife Stephanie in January 2016. Before running for the Senate, Al spent 37 years as a comedy writer, author, and radio talk show host and has taken part in seven USO tours, visiting our troops overseas in Germany, Bosnia, Kosovo, and Uzbekistan-as well as visiting Iraq, Afghanistan, and Kuwait four times.

First elected to the Senate in 2008, and re-elected in 2014, he currently sits on the Health, Education, Labor, and Pensions (HELP) Committee; the Judiciary Committee; the Energy and Natural

Resources Committee, and the Committee on Indian Affairs.

Timothy Hake joined Hayes Performance Systems in August 2015. Prior to joining Hayes, Tim was the Global Director of Human Resources at Lucas Milhaupt and was an HR Manager at Joy Global- P&H Mining Equipment.

Tim has worked for publically traded and private equity manufacturing organizations over the last twenty years. He has worked in union and non-union facilities and currently works with the United Steel Workers Local 8149 in support of Apprenticeship programs.

Tim has a Master's in Business Administration (MBA) from Concordia University and an undergraduate degree in Management Communications.

Tim has been married to his wife for seventeen years; she is a teacher in Milwaukee Public Schools.

Lacey Johnson is the human resources generalist at BERMO Inc. in Circle Pines, MN. She is responsible for finance, employee recruitment and retention, and government and internal management reporting. Ms. Johnson received her BA and MA in Human Resource Development from the University of Minnesota-Twin Cities.

Mark Kessenich is President & CEO of the Wisconsin Regional Training Partnership / Building Industry Group Skilled Trades Employment Program (WRTP/BIG STEP) - a non-profit workforce development

intermediary serving Wisconsin's Manufacturing and Construction industries.

WRTP/BIG STEP is based in Milwaukee, WI with offices in Madison, WI and a partnership office in the Twin Cities, MN. In 2015 WRTP/BIG STEP served 2,563 individuals with 1,055 enrolled in industry designed skills trainings/apprenticeship readiness, and 631 placed in career pathways, 13% are female and 73% are people of color. WRTP/BIG STEP has gained national recognition as one of the most effective workforce organizations in the country, and in 2013 was awarded the prestigious Construction User's Roundtable (CURT) National Workforce Development Award. Most recently, WRTP/BIG STEP has partnered with several national organizations, including Jobs For the Future, the North American Building Trades Unions, and Working for America Institute to provide technical assistance through US DOL Office of Apprenticeship grants intended to expand and enhance Apprenticeship.

Mr. Kessenich joined the staff of WRTP/BIG STEP in November of 2011 and in July 2014 was named President / CEO. Prior to WRTP/BIG STEP, Mr. Kessenich served for 12 years as Director of Development & Planning for the Milwaukee Area Workforce Investment Board.

Mr. Kessenich is well regarded as a national expert on workforce development. He has served as a speaker, consultant, and technical advisor to a number of public and private workforce development organizations, which includes the International Foundation and the Sector

Skills Academy. Mr. Kessenich currently serves as an advisor to the Construction Labor Management Council of SE Wisconsin and the Construction and Manufacturing Industry Advisory Boards of Employ Milwaukee.

Mr. Kessenich serves on the National Skills Coalition – National Advisory Panel, the Council of State Governments -Wisconsin Re-entry Task Force, the State of Wisconsin Bureau of Apprenticeship Standards Advisory Council, and is a past Board Member of the National Association of Workforce Development Professionals.

Larteng Kong is a material handler in the shipping department at Hood Packaging. He has been employed at Hood since October 2012. He is currently enrolled as an Industrial Manufacturing Apprentice and looks forward to completion.

Brad Markell is the Executive Director of the AFL-CIO Industrial Union Council (IUC) and chairs the AFL-CIO energy task force.

The Industrial Union Council is comprised of 10 unions with over 2.1 million members, including over 1 million directly employed in the manufacturing sector. The IUC works to build and advance policy frameworks that support manufacturing in the United States.

Brad also leads the energy policy work at the AFL-CIO, including staffing the federation's Executive Council Energy Committee and coordinating with AFL-CIO affiliates to develop policy positions that broadly advance the interests of workers in energy-producing and energy-intensive sectors.

Prior to joining the staff of the AFL-CIO, Brad was a United Automobile Workers International Representative on the president's staff in Detroit for 15 years. His duties included developing and advancing the union's positions on energy and environmental policy, and assisting union officers in collective bargaining. Brad participated in several rounds of national bargaining in the automobile, aerospace and heavy truck industries.

Brad was deeply involved in the negotiations leading to the historic 2009 tailpipe emissions standards for light-duty vehicles, and led the UAW's efforts to establish federal incentives for manufacturing clean and efficient vehicles in the United States, including the Advanced Technology Vehicle Manufacturers and the Battery and Electric Drive grant programs administered by DOE.

Brad's board and committee service on behalf of the labor movement has been across a broad array of organizations, including the MIT Lean Aerospace Initiative, the Manufacturing Skills Standards Council, the International Research Network on Autowork in the Americas, the International Labor Support Network, the Coalition for Justice in the Maquiladoras, the Michigan Climate Action Council, and the National Academy of Engineering's Making Value in America committee.

Brad has degrees from the University of Michigan and Wayne State University. He joined the UAW in 1976 and is a member of Local 14 in Toledo, Ohio.

Daniel Marschall became executive director of the AFL-CIO Working for America Institute (WAI) in 2016. From 2008-2015, he served as the legislative and policy specialist for workforce issues for the Federation. He has been involved in the nation's employment and training system since the 1980s, when he was coordinator of the Dislocated Worker Program for the State of Ohio and executive director of the Ohio State Building and Construction Trades Training Foundation. He served as a legislative director for a Member of Congress. He has a Master's degree in communication studies from Georgetown University and a PhD in Sociology. He is the author of a 2012 Temple University Press book – *The Company We Keep: Occupational Community in the High-Tech Network Society* – based on his research in the occupational community of software developers. He is a Professorial Lecturer in Sociology at The George Washington University and a member of the Executive Board of the Labor and Employment Relations Association (LERA). He also represents the AFL-CIO at the OECD Trade Union Advisory Committee (TUAC) Working Group on Education, Training and Employment Policy.

Bill McCarthy is a Minneapolis native, a Vietnam War veteran and a University of Minnesota alumnus. He joined Hotel Employees and Restaurant Employees Local 17 in 1985, became a business representative and then was elected president of the local.

In 2002, Bill was elected President of the Minneapolis Regional Labor Federation, the largest central labor body in the state. After

serving as Minneapolis RLF President for more than 13 years, Bill McCarthy was elected President of the Minnesota AFL-CIO in 2015.

Additionally, Bill serves on the Board of Directors for the Greater Twin Cities United Way. In March 2012, Bill was named as the winner of a national United Way award for labor leadership, the Joseph A. Beirne Community Services Award.

Bill also serves as a board member of the Minnesota Sports Facilities Authority, established by the legislature in 2012 and charged with the design, construction and operation of the new multi-purpose stadium which will replace the Metrodome and house the Minnesota Vikings.

Bill is a board member of Meet Minneapolis, Convention & Visitors Association which works to market, sell and maximize the visitor experience of Minneapolis for the economic benefit of our community. Bill is committed to organizing, mobilizing and reaching out to community allies to build partnerships to create jobs that can sustain a family and strong communities.

Mona Meyer lives with her husband and daughter in Little Canada. She became a union member in 1988 and has worked within the Communications Workers of America in many different roles and is currently President of the CWA MN State Council and the Industrial Union Council. She also champions the Legislative/Political program for the state on behalf of her members. Mona has focused a majority of her work on coalition building with partners who share the same goals as CWA. CWA

led Minnesota in opposing the Trans Pacific Partnership free trade agreement and raising awareness about the dangers of this deal. CWA continues to be a voice for all working families and will continue to fight for economic, racial and social justice.

Gerry Parzino has been a member of the USW and its predecessor unions (UPIU, PACE) for 42 years. Gerry went to work for International Paper in Arden Hill, MN in 1974, where he joined the United Paper Workers International Union, Local #264 in St. Paul, MN. He became active in his local union and served in several local union offices, including 3 terms as the local unions Business Agent. He was hired and went on staff with the International Union in May of 2003. He currently services over 2,500 USW members in Minnesota and North Dakota, in addition to his sub-director and education coordinator responsibilities.

Joe Preisler has been a member of the United Auto Workers, UAW, for 10 years since he was hired by Oshkosh Corporation. Between the years of 2008 – June 2014, Preisler served UAW Local 578 in various roles such as steward, Financial Secretary, Chief Steward, Vice President, and President of the local.

After being laid off from Oshkosh in June of 2014, Preisler was hired by WRTP/BIGSTEP as a manufacturing field rep. In this role, Preisler had a direct role in assisting workers and employers through a new and innovative registered apprenticeship called the Industrial Manufacturing Technician, IMT along with numerous recruitment events.

Preisler was hired as southeast area director for the WI-State AFL-CIO, Labor Education and Training Center supervising up to 22 case managers and the resource room for the Milwaukee County Dislocated Worker Program.

In February of 2016, he was appointed to the staff of UAW Region 4 by Regional Director, Ron McInroy.

Joe provides service to local unions in Northeast Wisconsin at firms including Oshkosh Corporation, Kohler, Vollrath and Paper Converting Machines. His duties include negotiating labor agreements, handling grievances, providing training and advising local unions.

Preisler resides in Oshkosh, WI with his wife Victoria, 1 ½ year old daughter, Arielle, and he and his wife are expecting a son this summer.

Eric Ramsay is the Director of Apprenticeship and Training with the Commonwealth of PA. In this role, Mr. Ramsay is responsible for all registered apprenticeship activities statewide. The goals of his office are to increase the number of apprentice statewide, educate the uninformed about the merits of registered apprenticeship, and expand into the “non-traditional” areas of apprenticeship.

Eric believes that “it takes a village” to help maintain a healthy workforce system.

Mr. Ramsay has been with the Pennsylvania Department of Labor and Industry for 18 years. The majority of his time at Labor and Industry was spent with

the Bureau of Labor Law Compliance. He served as a Labor Law Investigator, Administrative Officer, Assistant Director and Acting Director of the Bureau before leaving to take the position as Director of the Apprenticeship and Training Office.

Eric is a graduate of St. Francis College where he received a B.A. in Political Science. He is also a graduate of the Management Development Institute of Pa. Labor and Industry.

Jim Reid became Director of the IAM's Safety and Health Department, effective June 1, 2015. The Department not only handles Safety and Health, but also manages the Corporation for Re-Employment and Safety Training (CREST), Apprenticeships and Scholarships. He also serves on various other committees as part of his duties:

- President Corporation for Re-Employment and Safety Training (CREST)
- Member of the Maritime Advisory Committee Occupational Safety & Health (MACOSH)
- Member of the National Safety Council
- Member Joint Air Transport Safety Committee (JATSC)
- Member OSHA Alliance for Airlines Ground Safety

Reid initiated into Toronto IAM Local 235 in 1981. Reid has served two apprenticeships in Canada before becoming a member of the IAM staff. Reid holds a bachelor's degree in labor studies from the National Labor College and a Master's of Education from Capella University. Since June of 2015

Apprenticeship program development and training are expanding aspects of the Departments work.

Geri Scott serves as Director at Jobs for the Future where she manages projects that address regional strategies to build and implement dual customer workforce intermediaries. She manages JFF's Pathways out of Poverty and GreenWays initiatives, integrating the innovative workforce partnership and regional funding collaborative approaches to sector organizing and career advancement for lower-skilled adults.

Ms. Scott has worked with a broad range of workforce development programs in Massachusetts and nationally, and has over 25 years of experience in the workforce development field. As director of Vocational Education Programs for the Massachusetts Department of Manpower Development, she refocused occupational training efforts to incorporate employers' skills standards, nearly doubling the resulting job placement rates. At the Massachusetts Office for Refugees and Immigrants, she managed the Refugee Employment and Education Program, strengthening linkages within the workforce development system to provide access for new Americans to training and job placement. Formerly the New England regional director for the National Alliance of Business, Ms. Scott also authored or coauthored a number of technical assistance guides for building the capacity of the workforce development system to address human resource development needs. These guides include PIC Leadership Institutes, Practitioners Guide to On the Job Training, and Building

Partnerships in Training. As director of the Massachusetts Association of Regional Employment Boards, she provided advocacy and policy guidance to business chairs in the transition from Private Industry Councils to Workforce Investment Boards and participated in the design of the state's One-Stop Career Center demonstration programs. In her work as an independent consultant, Ms. Scott has provided training and technical assistance to local, state, and federal practitioners on integrating public resources for training and economic development and on quality management practices. She is author of *SkillWorks at Three*, *Funder Collaboratives: A Philanthropic Strategy for Supporting Workforce Intermediaries*, *Reinventing Workforce Development*, *A Survey of Selected Work Readiness Certificates*, *Community Health Worker Advancement: A Research Summary*, and *Public Benefits and Private Employers*. She received her bachelor's in history from Emmanuel College and her master's in psychology from the University of Massachusetts.

Dr. Ellen Scully-Russ has over 30 years working with union-management workforce intermediaries on the firm, regional, and industrial levels to develop policies and programs to meet triple goals of supporting individual learning and development, improving economic performance, and building strong unions and systems of worker voice. As Associate Professor of Human and Organizational Learning at The George Washington University Graduate School of Education and Human Development, Scully-Russ studies work and learning in emerging occupations and the

implications for adult education and workforce development policy and practice.

Eric M. Seleznow is a senior fellow with Jobs for the Future. He works closely with JFF's Building Economic Opportunity group to further the organization's goals of advancing innovative workforce policy and programs.

Prior to JFF, Mr. Seleznow served as deputy assistant secretary for the U.S. Department of Labor, Employment and Training Administration, under Secretary Tom Perez. During his tenure at DOLETA, he focused on implementing the Obama administration's vision for workforce development, skills training, and registered apprenticeship.

Mr. Seleznow has over 30 years of experience managing a range of workforce development and correctional reentry programs at the federal, state, and local levels. Prior to his position at DOLETA, he served as the state policy director with the National Skills Coalition, working with diverse stakeholders to strengthen state workforce policies. Mr. Seleznow also served as the executive director of the Maryland Governor's Workforce Investment Board, and as the local workforce board director for the Montgomery County Department of Economic Development. His experience also includes nearly 20 years in the corrections system operating jail-based training, employment, and pre-release programs—re-entry efforts for which he is still regarded as a national expert.

Mr. Seleznow is a graduate of Northeastern University and resides in Washington, DC.

Richard Shorter is a staff representative for IUE-CWA. A proud 3rd Generation Union member, he is currently working as a Staff Representative with the IUE-CWA, the industrial Division of Communications Workers of America. Formally from Virginia where he proudly served as his local's Vice President, steward for several terms, while also being the Locals organizer.

Richard is the CWA Next Generation lead activist for the IUE-CWA, for which his role is to engage 35 and under union members to become activists, develop their leadership skills, and educating about Labor History.

Studied at State University of New York - Empire State College for his undergrad in Computer Science. Also achieved a professional certification from Notre Dame University for Negotiations and Conflict Resolution.

Elizabeth Shuler is the current secretary-treasurer/chief financial officer of the AFL-CIO, one of three top-level officers for the federation and the first-ever woman elected to the position. Coming from Portland, Oregon, Ms. Shuler has been at the forefront of such progressive labor initiatives as green jobs programs and the fight for workers' rights for many years, starting as a political activist and an organizer at the local union level. Prior to her election as secretary-treasurer of the AFL-CIO, Ms. Shuler worked her way up through the ranks of the International Brotherhood of Electrical Workers (IBEW), from Local Union 125 in Portland to the executive leadership at the international headquarters in Washington, D.C. Today, as chief financial officer of the federation, Ms. Shuler chairs the AFL-CIO

Executive Council Committee on Finance, oversees the federation's internal operations and leads the federation's young worker and women's initiatives and its repositioning efforts. Secretary-Treasurer Shuler also represents the AFL-CIO on various boards and committees, such as the AFL-CIO Housing Investment Trust and the Women's Committee of the International Trade Union Confederation.

Lucian Tarnowski is Founder and CEO of BraveNew.com, the intelligent knowledge sharing platform that enables collaborative learning by creating engaging online spaces for professional communities. Communities help break down the knowledge silos across organizations. BraveNew 'Communities of Purpose' enable Fortune 1000 clients such as Lockheed Martin, Mercer, GE, Genentech and numerous healthcare collaboratives to use curated content to connect, engage and develop stakeholders.

Lucian lives with his wife in San Francisco. He has been honoured as a Young Global Leader (YGL) by the World Economic Forum. He has been an active attendee of Davos and other World Economic Forum meetings for many years. He has served on the Steering Board for the World Economic Forum Global Agenda Council on Talent Mobility and has been Topic Champion for Education, Employment and Skills. He continues to research and experiment around the social science behind scalable learning and communities and believes communities provide people both meaning and context in increasingly complex world. He is on a mission to help every professional community achieve their collective potential.

Lucian is passionate about using technology and communities to disrupt the way people learn and has worked in vocational education from the age of 9. In his spare time, he runs Take Heart India, a 53-year-old no overheads charity started by his father that provides blind and handicapped people in rural India with the vocational employment skills to required to get lifelong employment. He is a Board member of Innovate Educate, a US Foundation that aims to bridge the skills gap with a demand driven approach to jobs. He has spoken at gatherings such as Davos, various World Economic Forum meetings, TEDx, The China Digital Summit, Impact Summit and for companies such as Coca-Cola, Oracle, Pearson, IBM and PWC. He speaks to audiences around the world about the convergence of talent and technology and its impact on the future of the global workforce and learning.

Daniel Villao is the Deputy Administrator for the United States Office of Apprenticeship. He oversees the policy and expansion efforts of the National Apprenticeship system and is tasked with leading these efforts across the US and its Territories. Mr. Villao is leading the teams charged with the expansion of ApprenticeshipUSA into new sectors working with major employers across the country to help equip their workforce development practices, adapt the national system to meet evolving industry needs, and generate access to family transforming careers. Under his leadership the office of Apprenticeship is modernizing its approach to workforce development, updating how

technology supports the American worker's access to quality careers and creating inroads for businesses of all sizes to add a competitive edge by having access to the highly trained technically capable workers they need.

Mr. Villao previously served as Managing Director of Intelligent Partnerships, Inc. a firm focused on client improvement through strategic planning, Labor Navigation™ and Diversity Design™ in the public and private sector. Mr. Villao's extensive background in key stakeholder management, market capture/realignment and value oriented workforce design contributed to shaping a robust, innovative company. His work is recognized for its relevance and innovative modeling by industry leaders as well as municipal, state and national organizations.

Mr. Villao's work has influenced policy and practice surrounding the impact of spending on small business, procurement development and disenfranchised worker access. Mr. Villao is also the lead author of "Beyond Green Jobs; Building Opportunity in Energy Efficiency" (UCLA Press, 2012), which has been recognized nationally.

As a member of the National Board of Directors for the Association of Latino Professionals For America (ALPFA) he advocates to enhance opportunities for Latino's to gain access to university and professional networks and has played a pivotal role in the organizations evolution into the largest Latino professional and student business membership non-profit organization in the nation.