



October 17-18, 2009 • Seattle, WA

SPEAKER BIOGRAPHIES

Elisabeth A. Barnett

Dr. Elisabeth A. Barnett is a Senior Research Associate with the National Center for Restructuring Education, Schools and Teaching (NCREST) and the Community College Research Center (CCRC) at Teachers College, Columbia University, New York. She is project director for research initiatives designed to improve career technical education, support the development of early college high schools, and assess the effectiveness of developmental education programs. She has served as an external evaluator of the Breaking Through initiative since 2006. Dr. Barnett received her Ph.D. from the University of Illinois at Urbana-Champaign in Educational Organization and Leadership.

Sylvia Beville

Sylvia L. Beville has been Executive Director of the Metro South/West Regional Employment Board since 1996. Her career in workforce development began in adult education programs in the Rio Grande Valley of Texas, the San Luis Valley in Colorado, and the Blackfeet Reservation in Montana. She was a consultant to the US Departments of Justice and Health, Education and Welfare for delinquency prevention programs with a focus on building community systems that enable all young people to flourish. She has worked at both the state and regional levels in Massachusetts to address skills shortages in manufacturing and health care, and improve the economic well being of low-income families. She was co-author with Laura Russell of *Defining Success in the New*

Economy: Self-Sufficiency as a Benchmark for Workforce Programs. She was the recipient of the Dr. Stanley Z. Kopik Commitment to Learning Award from the Commonwealth Corporation. She was selected as a Marano Fellow in the Sector Skills Academy supported by a grant to The Aspen Institute and Public-Private Ventures from the Charles Stewart Mott Foundation. She was a speaker at the Wider Opportunities for Women Promising Practices in Workforce Development Audio Series, *Defining Economic Self-Sufficiency for Workforce Development Goals*. She has a Bachelor's Degree from the University of Colorado in Boulder and a Master's Degree from the Heller School for Social Policy and Management, Brandeis University.

Vicki Boyd

Vicki Boyd is a Professor of Communications at Owensboro Community and Technical College. Since 2002, she has served as the college's Director of Adult Education Services overseeing various initiatives including the Kentucky Adult Education grants in Daviess and Ohio counties, the Ready-To-Work and Work-And-Learn programs, the EL Civics Center grant, and the University of Kentucky's Center for Collaborative Literacy Development research pilot grant. Vicki is also part of the CCED team facilitating two nationally noted career pathway initiatives – the Jobs for the Future Breaking Through and the Robert Wood Johnson Foundation Jobs to Careers.

Henry M. Bryson

Henry M. Bryson is a manager with over 25 years of leadership experience in project and operational management, primarily in the

private sector with recent experience in the workforce development environment. He has extensive organizational and professional development experience with significant experience initiating, growing and nurturing mutually supportive relationships. He has a proven ability to develop and implement organizational, operational and project plans in support of change and is an active proponent of teambuilding and collaborative cross-functional partnerships.

Mr. Bryson recently managed a \$1.7 million, state funded, health care sector grant that created and implemented programs which enabled partner hospitals and nursing homes to educate and empower front-line workers to fill existing nursing and allied health job vacancies. He developed partnering relationships between community colleges and hospitals/nursing homes which had not previously existed, and influenced hospitals/nursing homes to modify educational assistance and tuition reimbursement policies to better support the needs of front line employees. In this grant, he met or exceeded all outcomes, goals and reporting requirements, achieving 157% of targeted enrollments in grant education and training programs.

Mr. Bryson holds a Bachelor of Science in Chemistry from the United States Naval Academy and a Masters in Business Administration from Worcester Polytechnic Institute. He has extensive training in organizational development, project management, Lean Manufacturing and Six Sigma principles obtained via professional development programs while employed at Polaroid Corporation.

Shannon Carroll

Shannon Carroll is the Workforce Education Director at Dorcas Place in Providence, RI. She has more than fifteen years of experience in adult education both in the US and abroad. She received her undergraduate degree from Holy Cross College and did her graduate studies in China through Georgetown University.

Vickie Choitz

Vickie Choitz develops and promotes state and federal policies across many JFF projects that help lower-skilled workers access training, education, and career advancement opportunities. She has a strong background in research, analysis, program and policy development, evaluation, and technical assistance in both workforce development and higher education.

Ms. Choitz's specialties include workforce intermediaries, career pathways and advancement models, sector and cluster initiatives, student financial aid, and innovations in adult education and postsecondary education for adult learners.

Before joining JFF, Ms. Choitz was state policy director of Lifelong Learning Accounts at the Council for Adult and Experiential Learning. At CAEL, she directed a multi-state campaign to develop state policies in support of LiLAs. As a senior policy analyst at FutureWorks and a senior research associate at Workforce Learning Strategies, she researched, analyzed, and evaluated how workforce development, workforce basic education, and postsecondary education programs and policies affect working adult students.

Ms. Choitz has a B.A. in political science and a B.S. in secondary education from Kansas State University. She has a Master's in Public Policy from the John F. Kennedy School of Government at Harvard University.

Amy Dalsimer

Amy Dalsimer is the Director of Pre-College Academic Programming at LaGuardia Community College/City University of New York. She directs a variety of adult literacy, workforce development, and postsecondary transition initiatives and supervises student outcomes and assessment research projects across the Division of Adult and Continuing Education. Previously, Amy worked as a program and curriculum consultant on the GED Bridge to Health Careers and the GED Bridge to Business Careers Programs at LaGuardia.

Elaine DeLott Baker

Elaine DeLott Baker is the Director of Workforce Initiatives for the Community College of Denver, Principal Investigator of the Colorado Lumina Initiative for Performance, and co-director of Breaking Through and FastStart@CCD. Ms. Baker's community college work focuses on increasing the success of low income and academically underprepared students entering community college. She is a frequent national speaker on topics that address the issues of workforce development and low-skilled youth and adults, education and economic development, career pathways, and accelerated developmental education.

Ms. Baker designed and directs the Colorado SUN (Success Unlimited) project, a national research and demonstration project of the US Department of Education, Office of Vocational and Adult Education's (OVAE) Ready for College initiative. Her current work includes the development of a cost/benefit analysis for community college strategic planning (with Kristin Corash), funded by the Ford Foundation Bridges to Opportunity Project, and Community College of Denver's Food Stamp Employment and Training (FS&T) pilot, in conjunction with the Colorado Department of Human Services.

Ms. Baker is an alumna of Radcliffe College, the University of Massachusetts at Amherst and University of Colorado at Denver.

Cindy Fiorella

Cindy Fiorella is the Vice-President of Workforce & Economic Development at Owensboro Community & Technical College where she oversees outreach activities including career pathways initiatives and services for at risk populations.

Her division was named an Annie E. Casey Demonstration Site in 2004 to support career pathways activities in manufacturing. In 2005 it was awarded one of seven Breaking Through Leadership Grants from the Charles Mott Foundation to support efforts in transitioning low skill adults to high skill, high wage jobs in manufacturing, healthcare, and business. In 2006, the Robert Wood Johnson

Foundation named it one of nine national Jobs to Careers grantees to develop an accelerated RN option for incumbent workers. An '07 Civic Ventures Encore Grant assisted its efforts to "re-career" 50 year + nurses as clinical educators. Most recently, the team received a DOL-CBJT grant to develop accelerated manufacturing pathways for under-skilled workers.

Maria Flynn

As vice president of the Building Economic Opportunity Group, Maria Flynn leads JFF's work to help low-skilled adults advance to family-sustaining careers, while enabling employers to build and sustain a productive workforce. Ms. Flynn guides the activities of several key JFF projects and partnerships, including the National Fund for Workforce Solutions, Jobs to Careers, and Breaking Through.

Ms. Flynn has almost 20 years in the workforce development field. As the administrator of the Office of Policy Development and Research in the U.S. Department of Labor's Employment and Training Administration, she oversaw the assessment and development of employment and training policies, managed the design of the agency's research and evaluation strategy, and provided direct support to agency budget and appropriations activities.

Ms. Flynn's responsibilities at the Labor Department included coordinating the agency's legislative, regulatory, and international affairs agendas and outreach to philanthropic organizations. As the agency's policy director, Ms. Flynn played a key role in the development and implementation of the Workforce Innovation in Regional Economic Development Initiative—WIRED.

Within the Employment and Training Administration, Ms. Flynn previously led the Division of One-Stop Operations, where she developed the policy and technical assistance framework necessary to enable states and local communities to establish comprehensive One-Stop delivery systems designed to provide quality services to job seekers, workers, and employers. She also served as team leader for the interagency policy group

charged with implementing the Workforce Investment Act of 1998.

In the 1990s, Ms. Flynn played key roles in the National School-to-Work initiative and in the launch of the Secretary's Commission on Achieving Necessary Skills (SCANS) Initiative.

Ms. Flynn earned her Bachelor's in International Relations and Economics at Saint Joseph's University in Philadelphia and a Master's of Government Administration at the University of Pennsylvania.

Kathy Gallo

Kathy Gallo has worked at North Shore Community College (NSCC) in Massachusetts since 1998 through a unique partnership with the city of Lynn Community Partnerships for Children grant. Funded by the grant, but an employee of the college, Kathy works to improve quality in the field of Early Childhood Education by offering a career pathway that targets incumbent childcare workers and provides comprehensive supports that include: contextualized ESL, achievement coaching, individualized advising and a comprehensive Child Development Associate (CDA) college course track that flows directly into the AS degree program at NSCC.

Sionna Grassbaugh

Sionna Grassbaugh earned both her Bachelor's and Master's degree from the University of New Mexico in Organizational Learning and Instructional Technology. Throughout her career she has been dedicated to career technical education as a secondary and post-secondary teacher and administrator. She joined Central New Mexico Community College in 2001 as the Director of School Relations, an office dedicated to partnerships and career pathways with secondary high schools. In January 2009 she joined CNM's School of Applied Technologies as the Director of Employer Based Programs overseeing the apprenticeship and internship programs. Through her leadership CNM has had over 1000 high school dual credit students and 1000 apprenticeship students enrolled each term, creating pathways of opportunities to all students.

Gloria Hatcher Mays

Formerly a Project Manager for Seattle Jobs Initiative, Gloria Hatcher-Mays accepted the position of Executive Director for the Pike Market Senior Center and Downtown Food Bank in January of 2008.

Gloria has worked for the last five years in the non-profit sector developing programs, training curricula, and designing projects that link the social services world with higher education. As part of her work, Gloria was hired by Jobs for the Future to adapt coursework originally for Case Managers for use by Support Services, Student Success Services, and Community College Advisors. The product of that work is the subject of her workshop at this conference.

Gloria lives in Seattle, Washington, is a graduate of the University of Washington, and a graduate level program at Denver University's Center for Project Management.

Alex Hoffinger

Alex Hoffinger collaborates with JFF's senior and project staff to conceptualize and create initiatives and prepare associated funding proposals. He works across JFF departments to support ongoing program design, grant reporting, and stewardship of funders. With JFF's development team, he helps identify and cultivate new funding opportunities to advance JFF's mission.

Mr. Hoffinger has over 15 years of experience in program development, project management, and education and workforce development policy. Most recently, he was senior program manager at Commonwealth Corporation, where he helped design and develop Diploma Plus, a national model for alternative high schools. Also at CommCorp, Mr. Hoffinger co-directed Communities and Schools for Success, a multi-site initiative connecting secondary schools with community partners to create pathways for underserved youth. He also managed and conducted research on high school restructuring and alternative education efforts. Previously, at Bay State Skills Corporation, he analyzed and helped develop

a range of workforce and economic development initiatives.

Mr. Hoffinger is a graduate of Swarthmore College and Yale Law School.

James Jacobs

Dr. James Jacobs has been president of Macomb Community College since July 2008. He has also served as Associate Director for Community College Operations at the Community College Research Center. For many years he also served as the Director of the Center for Workforce Development and Policy at Macomb Community College in Michigan.

Dr. Jacobs is a national expert on workforce development and community colleges. He has served as an advisor to several national foundations and community colleges on workforce development issues. He served on the Advisory Board of the congressionally mandated National Assessment of Vocational Education (NAVE).

He also serves as the Vice President for Partnerships and Collaborations for the National Council for Workforce Education (NCWE), a national postsecondary organization of occupational education and workforce development specialists. For NCWE, he is one of the coordinators of the Breaking Through initiative, which links adult basic education to occupational programs at community colleges. He is on the National Advisory Board for the Manufacturing Extension Partnership (MEP) program of the United States Department of Commerce.

Prior to his appointment at MCC, he served as Associate Director of the Community College Research Center, where he conducted many specific examinations of community college programs, such as the National Science Foundation and the Ford Foundation. He has also conducted major studies on the impact of new manufacturing technologies on skill requirements of firms both for the U.S. Department of Education and the U.S. Department of Labor. He has authored several technical articles and papers in community college journals and has been a regular presenter at community college conferences

and meetings. He is an editor of The Journal of Career and Technical Education.

Linda Kappauf

For the past 7 years, Linda Kappauf has served as the Director of the Human Resources Development Program (HRD) for South Piedmont Community College located in both Anson and Union County, North Carolina. Linda began her career in HRD as an Adjunct Instructor assisting the unemployed and underemployed with career planning, career exploration and employability skills training. In her role with HRD, she has been active in partnering with regional workforce and economic development boards, local industry and community partners. In 2008, Linda served as Central Region Chairperson for the HRD State Advisory Board. Prior to her position at South Piedmont Community College, Linda worked for 9 years as a Corporate Trainer and Developer in Charlotte, North Carolina for the Account Services Division of Bank of America. She has also worked in the publishing industry for 10 years as the Southeastern Regional Sales and Marketing Manager for Conde Nast Publications which is known for publications such as Vogue, GQ, Vanity Fair and the Conde Nast Traveler. A native of Maryland, Linda received her Bachelor's Degree in Mass Communication from Towson University and is a 2006 Graduate of the Leadership Union Program. Linda lives in the historic town of Waxhaw, NC with her husband Bob, son Justin and two cats named Buster and Bear.

Theresa "TK" Klebacha

Theresa "TK" Klebacha assists Vice President Maria Flynn in the management and strategic direction of JFF's programs focused on helping low-skilled adults obtain postsecondary credentials and become employed in family-sustaining careers. Dr. Klebacha also works to link programs and policies across JFF's higher education initiatives.

Dr. Klebacha comes to JFF with more than 20 years of legislative, state agency, and classroom expertise. Most recently, she served as chief of staff to Florida's commissioner of education, where she

managed overall operations, budget, and personnel activities for the state's Department of Education. She also served as director of strategic initiatives, executive director of the Office of Independent Education and Parental Choice, and Executive Vice Chancellor of Student and Academic Success within the Division of Community Colleges and Workforce Education.

In her various leadership roles, Dr. Klebacha worked closely with the Florida State Board of Education, Florida Board of Governors, community college presidents and trustees, school district superintendents, and leaders of independent education entities to further the mission and goals of Florida's K-20 education system. In addition, Dr. Klebacha's legislative experience—as staff director for the Florida House of Representative's Community Colleges and Career Prep committee, work with K-12 and higher education committees, and work with the governor's office and other state agencies—provides a strong foundation for her contributions to JFF's state policy work.

Dr. Klebacha has a Ph.D. in educational administration from Florida State University, a Master's in industrial technology from Illinois State University, and a Bachelor's of Science in technology education from The Ohio State University.

Nick Kremer

Nick Kremer is the Executive Dean of Community, Industry, and Technology Education at Cerritos College in Norwalk, California (Los Angeles area). He oversees a unit that serves 20,000 students a year through workforce and non-traditional education programs. These include areas such as ESL, Vocational ESL, citizenship, GED, older adults, apprenticeship, customized, contract training in industry. He represents the college on the Southeast Los Angeles County Workforce Board and on the Workforce Committee of the Los Angeles Area Economic Development Corporation. He currently chairs the Vocational Research and Accountability Committee for the California Community College System and serves on the board of the National Council for Workforce Education.

His career path has included stops as a Peace Corps Volunteer in Somalia and St. Lucia; World Neighbors, Education Officer for an Oklahoma City based private overseas aid group, a teacher at the middle school, adult school and college level, and director of two Ford Foundation funded curriculum and policy projects at California State University Long Beach. He has served as an administrator at four different California community colleges. He has been on numerous national task forces and work groups focused on refugee and immigrant educational issues for the federal Department of Health and Human Services, the federal Department of Education, the Educational Testing Service and the American Bar Association. Previously he has been the boards of local chambers in Irvine and Sacramento, California; the World Trade Center of Orange County; and Project Tomorrow.

Linda Lewis

Linda Eskue Lewis, a career educator and lifelong resident of Pine Bluff, Arkansas, has had the pleasure of growing with the Arkansas two-year college movement over the past 18 years when Pines Vocational Technical School became Pines Technical College (now Southeast Arkansas College). A graduate of the University of Arkansas at Fayetteville with a Bachelor's and Master's degree, Lewis began her teaching career in the newly established Business Education Department at Pines Vocational Technical School in 1966. Her classroom teaching ended in 1989 when she accepted the position of Assistant Director/Supervisor of Instruction at Pines VoTech..

By 2001, when the college, now known as Southeast Arkansas College, Lewis had been named SEARK's Vice President for Academic Affairs. That same year SEARK received a 10-year accreditation from the North Central Association. She serves on many state-wide committees for new initiatives through the Arkansas Department of Higher Education. Lewis serves as the Lead Contact for SEARK College's Breaking Through Initiative through Jobs for the Future. Several other grants are also under her guidance. Currently, Lewis is responsible for assessing the needs of the

College's 6-county service area in terms of academic and workforce education and for leading in the development and implementation of appropriate curricula for both credit and non-credit classes. This includes academic transfer education, developmental studies, technical education, general education, workforce development, adult education, continuing education, and community services

Robert Matthews

Robert Matthews is Dean of Workforce & Career Development and the new Workforce Education Center at Mott Community College in Flint, Michigan. In his current position, he manages a number of federal, state, and foundation grants and programs supporting the college's community, economic and workforce development initiatives. Mr. Matthews has over 12 years of experience in higher education that includes student services, career development, grants management, supervision, and program/curriculum development.

For the last seven years Mr. Matthews has been responsible for developing and managing community based sites and centers which offer a range of college and pre-college career pathways certificates, and employment and training programs. Programs and sites under his direction include: three Community Technology Centers, the Shiawassee County Employment Service Center, the Workforce Education Center, the Upward Bound program, and the college's Student Employment Center. His department also provides Workforce Investment Act (WIA) Adult, Dislocated, Youth, and Incumbent Worker services, Trade Adjustment Act program services, and training to TANF and No Worker Left Behind clients.

His previous experience includes advising and the development of tutoring and mentoring programs for urban youth. Mr. Matthews holds a BA from The University of Michigan-Flint, and a Master of Public Administration degree from the Rackham School of Graduate Studies at The University of Michigan, and is pursuing doctoral studies in Education at Wayne State University .

Gloria Mwase

Gloria Cross Mwase's work centers on helping low-skilled adults advance to family-sustaining careers, while enabling employers to build and sustain a productive workforce. Her projects include Breaking Through, enabling adults with less than 8th grade skills to prepare for and succeed in community college technical programs. She also leads the capacity-building and peer-learning efforts of the National Fund for Workforce Solutions, which supports local funding collaboratives investing in workforce partnerships that recruit, train, place, retain, and advance new and incumbent workers in key industry sectors.

Dr. Mwase brings a decade of experience managing projects in the nonprofit sector. Her publications include studies that explore the role of community-based organizations in employment training and economic development, as well as an analysis of state policies affecting remedial instruction for adults.

Before coming to JFF, Dr. Mwase was a local representative for the Annie E. Casey Foundation, where she served on the Funders Group of SkillWorks, a workforce intermediary in Boston that is now part of the National Fund for Workforce Solutions.

Dr. Mwase has taught at Cambridge College and the University of Massachusetts, Boston. She earned a B.A. in economics from Tougaloo College and both an M.S. and Ph.D in public policy from the University of Massachusetts, Boston.

Pat Phillips

Pat Phillips has been associate dean of Basic Skills at Davidson County Community College since 1995. Prior to that time, she worked as an instructor/coordinator in the Adult Basic Education and GED programs at Davidson and as an instructor at Catawba Valley Community College. Pat has an undergraduate degree from Lenoir-Rhyne University and a Masters' degree in Adult Literacy from Appalachian State University. She lives in Salisbury, NC where her husband is a Lutheran minister. Davidson County Community College, under

Pat's leadership, has been involved in the national Breaking Through initiative since 2006.

Nan Poppe

Nan Poppe is the Campus President of the Extended Learning Campus at Portland Community College. Dr. Poppe earned a BA in Social Work/Psychology at San Diego State University, a MSW in Social Work at California State University in Fresno, and an Ed. D. in Community College Leadership from Oregon State University.

Dr. Poppe has 25+ years of experience in community college administration. During this time she has served as a Director of Workforce Development, Dean for Adult & Continuing Education, Dean of Instruction, Vice President for Academic and Student Affairs and Campus President. In all of these positions, she has focused on providing postsecondary educational access and success for under-represented groups. Dr. Poppe currently serves as the President of the National Council for Workforce Education, is on the Steering Committee for the National College Transition Network, serves as vice president of the Business Education Compact, and is on the board for Open Meadow (an alternative middle and high school).

Andrew Roessler

Andrew Roessler has served in a variety of roles in the areas of workforce development and adult education during his nine years with Portland Community College (PCC), in Portland, Oregon. Currently he is the Manager of the Career Pathways Training Program at PCC. For the past 6 years his work has focused on organizing career and technical programs into short-term educational opportunities leading to entry-level jobs in high demand occupational areas. For the past several years Mr. Roessler has represented PCC on the Oregon Pathways Alliance and the Oregon Pathways Marketing Committee. Mr. Roessler holds a Master's in Adult Education and a graduate teaching certificate in Teaching English to Speakers of Other Languages, from Oregon State University.

Kurt Simonds

Kurt Simonds is Division Dean of Student Support Services at the Sylvania Campus of Portland Community College, where he supervises Adult and Developmental Education, Academic Support Programs, Advising, Counseling, Disability Services, and Cooperative Education. He has been involved in developing, implementing, and managing the Breaking Through and Scaling Up initiatives at PCC. Prior to coming to Portland, Mr. Simonds was Director of Academic Support and Alternative Instructional Programs at Capital Community College in Hartford, Connecticut. He holds an A.B. in English and American Literature from Harvard University and an M.F.A. in creative writing from the University of Pittsburgh.

Heide Wrigley

Heide is Senior Researcher for Language, Literacy and Learning with LiteracyWork International, a small independent social science research firm based in Las Cruces, New Mexico. Her adult ESL research includes a five-year U.S. study on "What Works for Adult ESL Literacy Students" and the U.S. National English Literacy Demonstration Program for Adults with Limited English Proficiency, a qualitative study that focused on promising practices in 7 successful programs. She is currently a fellow with the Center for Immigrant Integration Policy, a non-partisan, foundation funded think tank in Washington, D.C. She has examined many aspects of adult ESL literacy, including family literacy, pre-employment and workplace literacy, and the integration of technology into literacy teaching.

Heide has also directed a number of related projects. She carried out a study focused on language and employment for low literate adults on the U.S. - Mexico border for the Department of Labor and was research director for a 4-year Canadian National Demonstration Project on Youth Literacy, funded by the Literacy Secretariat of Canada.

Her international experience includes teacher training in China, evaluations for the Peace Corps in Poland, and an evaluation of EFL teacher training in Egypt. She holds European

citizenship and is associated with LESLLA, an international organization of researchers whose work focuses on the second language acquisition of adults who've had few educational opportunities in their home countries.

Heide has written books and reports and given numerous key notes at international conferences worldwide, including in Beijing, Vancouver, London, Dublin, and Auckland. She holds a Ph.D. in Education with a specialization in language, literacy, and learning, and a Master's Degree in Applied Linguistics.

Judith Taylor

Judith Combes Taylor coordinate's JFF's activity in Breaking Through, a collaboration between JFF and the National Council for Workforce Education. Funded by the C.S. Mott Foundation and the Bill & Melinda Gates Foundation, Breaking Through enables adults with low skills to prepare for and succeed in college technical programs.

Dr. Taylor has more than 25 years of education, employment, and workforce training experience. Before joining JFF, she worked as a consultant and at the state level in Massachusetts in both workforce development and education. She designed an innovative, \$10 million program to upgrade Massachusetts' employment services program—and served as that program's deputy manager. She also developed and managed programs focused on urban vocational education systems and equity/desegregation.

Dr. Taylor has designed work-based learning programs for both youth and adults—in classrooms and in the workplace. Examples include: the "All Aspects of the Industry" curriculum for a Career Academy, work-based "SCANS" skill curricula for unemployed low-skill and semi-skilled adults, and worksite team trainings for manufacturing operatives.

Dr. Taylor taught history for five years at colleges in Arizona and Massachusetts. She received an A.B. in English literature from Oberlin College and a Ph.D. in history from Arizona State University.

Rick Voorhees

Richard A. (Rick) Voorhees has been actively engaged in community colleges as a faculty member and administrator since the 1970's. Now as an educational consultant, he has worked with state agencies, as well as colleges and universities, in the areas of organizational development, state policy, and using information and data to make better decisions. Rick draws on a wide career including academic, student services, and research and planning appointments at tribal colleges, suburban community colleges, inner-city colleges, rural comprehensive universities, major research universities, governing boards, and at the national policy level. He's a frequent contributor to the literature of community colleges including a recently edited volume of the Journal of Applied Research in the Community Colleges on the topic of community college student transitions. He is past president of the Association for Institutional Research a 4,000 member international association of professionals in management and policy research in higher education. Rick's firm, Voorhees Group LLC, is headquartered in Colorado, a location he loves but where he only enjoys weekends owing to travel both internationally and throughout the United States. Voorhees Group's website contains a variety of free tools developed for community colleges to promote new agenda settings and deep conversations.

Kim Ward

Kim Ward, Associate Dean for Adult Basic Skills at Tacoma Community College, is responsible for all basic skills programs at the college including, ABE, GED, English as a Second Language, and Integrated Basic Education and Skills Training (I-BEST). She holds a Master's of Education in TESOL from Seattle University and has 12 year of experience as a faculty member and administrator in Adult Basic Skills.

Bob Watrus

Bob Watrus is a Seattle based consultant who works with private foundations, nonprofit organizations, and public agencies on workforce, community and economic

development, with a focus on strategies for expanding economic opportunities for low income populations and communities. Recent projects include documenting Breaking Through community colleges' promising practices in the area of labor market payoffs; conducting a policy audit for Washington state, as part of Achieving the Dream; and working with community based organizations and community colleges to create neighborhood job pipelines that connect low income community residents to family supporting jobs, as part of the Annie E. Casey Foundation's Making Connections Initiative in Seattle.

Randall Wilson

Randall Wilson works on several JFF projects designed to help low-skilled adults advance to family-sustaining careers, while enabling employers to build and sustain a productive workforce. He has more than 20 years' experience in research and program evaluation in the areas of workforce development and urban community development. He conducts research and provides technical assistance for Jobs to Careers, a national initiative dedicated to advancing the skills and careers of frontline health care workers through work-based learning.

Dr. Wilson also manages technical assistance to the Long-Term Care component of the U.S. Department of Labor's High Growth Job Training Initiative, which responds to critical needs for a more highly skilled labor force caring for America's aging population.

Dr. Wilson has authored numerous studies on labor market issues and career-advancement strategies for lower-skilled adult workers. He was a research associate in the Center for Social Policy at the University of Massachusetts, Boston, as well as a consultant to a variety of public and nonprofit organizations. He has taught at UMass Boston's College of Public and Community Services and served as planning data manager for the Cambridge Community Development Department.

Dr. Wilson has a Ph.D. in public policy from the University of Massachusetts, Boston. His

dissertation, *Finding the Will and the Way: Applying the Framework of Commitment and Capacity to the Implementation of Career Ladders in the Long-Term Care Sector*, focused on the role of workforce intermediaries in supporting career advancement for workers in long-term care. He earned his B.A. in politics and environmental studies from the University of California Santa Cruz, and a Master's in regional planning from Cornell University.

Cynthia Zafft

Cynthia Zafft is the Curriculum Director for the Health Care Learning Network (HCLN), an online curriculum for frontline workers and community members interested in preparing for one of the many challenging health care career college programs. As part of the HCLN model, online course work in reading, writing, math, and science is combined with face-to-face tutoring and career coaching to help employers "grow their own" nurses and other health care professionals. To read more about the HCLN, please visit: <http://www.hcln.org>.

Cynthia is the Senior Advisor and former director of the National College Transition Network (NCTN) at World Education in Boston. The NCTN was created in 2004 to connect over 2000 educators, researchers, and policy-makers interested in developing and supporting the emerging field of transition-to-college and postsecondary education for learners in adult education. To read more about the work of the network, please visit: <http://www.collegetransition.org>. To visit our learner-centered website, visit: <http://www.collegeforadults.org>.

Cynthia is currently completing her doctoral education in Higher Education Administration at the University of Massachusetts at Boston. Her dissertation topic is transition to postsecondary education, particularly focusing on "college readiness" for adults.