



MIDWEST TRANSPORTATION WORKFORCE SUMMIT

DECEMBER 7-8, 2015

MADISON, WISCONSIN



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON



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Dear Participants,

Welcome to the Midwest Transportation Workforce Summit! The participants at the Summit share common concerns about satisfying transportation workforce needs now and in the future. Obviously, if our current strategies to address workforce needs were adequate, our Summit would be unnecessary. Rather than refine our current approaches, at this Summit we will try a new approach.

We have designed this Summit to be a forum for thought-provoking conversations. At this Summit, we will focus on possibilities instead of problem solving. Problem-solving is an approach for changing the past while possibility is a vision for the future (that may seem beyond reach). At this Summit, we want to draw on our diversity of thinking to describe communal possibility and the calls to actions that are needed. All participants have the freedom to make commitments or to dissent. In the small group exercises, we ask you to listen and try to understand: do not judge, do not address the doubts of others, do not problem-solve or give advice.

The process for the Summit follows the Structure of Belonging described by Peter Block in his book, *Community: the Structure of Belonging*. All Summit participants will receive a copy of this book. This document provides some guidelines to help you understand the Structure of Belonging process.

At this Summit we will shift our conversations about workforce development strategies:

1. From conversations about problems to conversations about possibilities.
2. From conversations about fear and fault to conversations of gifts (talents), generosity, and abundance.
3. From power and control through laws, regulations, and oversight to a preference for building social fabric and choosing accountability.
4. From the *system as central to providing service* to *associational life capable of delivering care to job seekers*. "Associational life" refers to the myriad ways citizens (groups of people and philanthropic associations) come together to do good work, provide care, and serve the public interest.
5. From focus on leaders to focus on citizens.

We have allocated meeting time for conversations about possibilities that will inspire Summit participants to take action to change the future. We have also allocated time so that participants can establish collaborative partnerships to advance transportation workforce development in the Midwest.

The Summit agenda has many excellent presentations and speakers. Following each presentation, we will defer follow-up discussion for the breaks. Instead of traditional Q&A periods, we will work in small groups for about 30 minutes to build our communities of practice and identify actions. These small groups will address questions that center on five topics: Possibility, Ownership, Gifts, Commitment, and Dissent. These questions are intentionally ambiguous, could feel personal, and might create anxiety. Each member of the group should answer the question on his/her own questionnaire sheet then share answers with other members of the group before moving on to the next question.

1. Conversation about Possibility.
 - a. What "current reality" does the presentation address?
 - b. What possibilities can you envision for an alternative future reality?
2. Conversation about Ownership.
 - a. How have you (you personally, your job position, your organization) contributed to creating the "current reality"?
 - b. What is the story about this current reality that you hear yourself telling most often?
 - c. What is your attachment to this story costing you?



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- d. What are the payoffs you receive from holding on to this story?
3. Conversation about Gifts.
 - a. What gift (of learning, idea, resource, etc.) did you receive from the presentation?
 - b. What are the unique strengths or talents of the presenter(s)?
 - c. What are your own gifts—the capabilities you bring to the group?
4. Conversation about Commitment.
 - a. *As a group*, what do you want to create together that would make a difference?
 - b. *As a group*, what can you create together that cannot be created by individuals?
 - c. What promise are you willing to make to help bring an alternative future into existence? (Tell others in the group your promise. Each person writes down the commitment and signs it. It is ok to write “I am willing to make no promise at this moment.”)
5. Conversation about Dissent.
 - a. What are your doubts and reservations about the possibilities you heard? Others in the group should listen and try to understand. *Do not address the doubts, solve problems, or give advice.*

Please give your completed questionnaire sheets to the session note takers. We will summarize the conversations in the Summit report.

I hope you enjoy this meeting and when you leave, I hope you feel inspired and energized to take action.

Sincerely yours,

Teresa Adams, PhD
Director
Midwest Transportation Workforce Center

Maria Viteri Hart
Program Manager
Midwest Transportation Workforce Center



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MTWC SUMMIT STRATEGIC STATEMENT

Our goal is to provide an environment that will move our attendees from independent actors to cooperative and collective partners for workforce development and help them become active participants within the region. Attendees will be inspired participants in the creation of regional partnerships. Attendees will network and share experiences with their counterparts in other states in the MTWC region. The Summit will address crucial issues, promote awareness, and develop pathways for continued participation and collaboration.

SUMMIT GOALS

- Have a diverse, cross-section of transportation workforce development community in attendance.
- Develop a common message that we can use to advance transportation workforce development in the Midwest.
- Advance initiatives identified in the April 2015 MTWC Strategic Advisory Meeting.
- Identify and promote additional partnerships.
- Showcase Center activities.
- Engage and support champions in each state or transportation grouping.
- Educate and energize the region.
- Facilitate and coordinate transportation workforce development partnerships.

STEERING COMMITTEE

- Teresa Adams, PhD (Chair), Director, Midwest Transportation Workforce Center
- Marcia Black-Watson, Industry Talent Director, Michigan Workforce Development Agency
- Maria Viteri Hart, Program Manager, Midwest Transportation Workforce Center
- Kathy Heady, Sector Manager, Wisconsin Economic Development Corporation
- Grailing Jones, Director, Schneider Finance Inc., (Small Business Owner-Operator Development)
- Judy Jozaitis, EdD, Vice-President, Workforce Development and Community Education, Lincoln Land Community College
- Darrin Pfeifly, Director of Transport Training, Crowder College
- Dawn Pratt, Human Resources Manager, Payne & Dolan, Inc.
- Cherish Schwenn, Executive Director, Wisconsin Ready Mixed Concrete Association
- Lee Wilkinson, Director, Operations and Finance Division, Iowa Department of Transportation
- Ernie Wittwer, MTWC consultant



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8:30AM REGISTRATION & BREAKFAST (1ST FLOOR ATRIUM)

10:00AM SUMMIT WELCOME (HOWARD AUDITORIUM)

Introduction to the Summit

Dr. Teresa Adams

Director, Midwest Transportation Workforce Center

10:30AM OPENING KEYNOTE (HOWARD AUDITORIUM)

Moderator: Dr. Teresa Adams, Director, Midwest Transportation Workforce Center

Managing the Talent Pipeline: A Supply Chain Approach

Jason Tyszko

Sr. Director, Education & Workforce Policy, US Chamber of Commerce Foundation

The skills gap is impacting the ability of companies to compete and grow in today's economy. Join the US Chamber of Commerce Foundation (USCCF) in a facilitated discussion on how employers can play an expanded leadership role in closing the skills gap by leveraging lessons learned from supply chain management and applying them to education and workforce partnerships. Building on their call to action from last year, USCCF will share best practices from their recent work in states and communities and will introduce and engage participants on signature strategies that build the capacity of employers to play the "end-customer" role in a talent supply chain partnership.

The Sector Strategy Approach in the Age of the Workforce Innovation and Opportunity Act (WIOA)

Michael Baker

Manager, Strategic Planning & Innovation, Illinois Department of Commerce

Trina Whatley

Business Relations Specialist, Chicago Cook Workforce Partnership

Grailing Jones

Director, Schneider Finance, Inc.

In the first major overhaul of federal workforce development programs since 1988, the new Workforce Innovation and Opportunity Act (WIOA), took effect on July 1, 2015. Learn how this new program promotes community prosperity through a variety of proven strategies to ensure better outcomes for employers and jobseekers. Nearly 15 years ago, the State of Illinois identified Transportation, Distribution & Logistics (TDL) as one of a handful of economic sectors vital to economic prosperity. This session will provide insight into policy and innovation efforts of the State Office of Employment & Training and the locally managed efforts of the Chicago/Cook Workforce Partnership. The session will also include insight into the business perspectives from a major TDL company that provides truckload, logistics, and intermodal services.

12:30PM LUNCHEON (OROS DINING ROOM)

1:30PM BREAKOUT SESSIONS (A)

BREAKOUT A-1: PARTNERING WITH SCHOOLS (ROOM 221)

Moderator: Shauna Hallmark, Director, InTrans, Iowa State University



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On-Ramps for Success (Choosing the Right Entry Point to Connect with the Future Workforce)

Louise Wilson

Math Teacher, Innovation Central High School, Grand Rapids Public Schools

Gideon Sanders

Director for Innovative Strategies, Grand Rapids Public Schools

This session offers the perspectives of a high school teacher and those of an administrator on how a school is involving community members and building partnerships to benefit teachers and students in the classroom and outside the classroom. Hear how school personnel have adapted to allowing the students exposure to a bevy of professional opportunities—from mentoring to job shadows, from advisory boards to internships. Learn how to best connect with the schools, the challenges faced from an administrative perspective, and the successes such a collaboration can deliver. This session will provide a roadmap that shows which on-ramps are clear, which are under construction, and which lead you in the wrong direction.

Fostering Future Transportation Leaders by Cultivating Partnerships that Last—Networking to “Netweaving”

Kelly Bastian

Statewide Coordinator Co-op and Youth Development Mentoring Program, Michigan DOT

James Jackson

University Region Coordinator, Michigan DOT

A stronger talent pipeline helps employers fulfill their talent needs and also develops our future workforce by providing opportunities for youth to pursue higher education, personal growth, and transportation careers. The success of healthy pipeline initiatives have a great dependence on exposure, community access, and strong partnerships with multiple organizations including K-12 school teachers, counselors, faculty and staff, as well as after school programs, community agencies, and faith based groups. This session aims to share the blueprint of successful yet innovative workforce development programs at the Michigan Department of Transportation and to share tactics and ideas concerning building and sustaining partnerships that help cultivate a future transportation workforce through outreach and workforce development initiatives.

Engaging K-12 Students & Teachers in Learning About Transportation

Joan Chadde

Director, Center for Science & Environmental Outreach, Michigan Technological University

This session will provide an overview of resources, tools, and programs that raise K-12 awareness and understanding of transportation and potential transportation career paths. A five-day summer teacher institute and a series of one-day school year workshops will be described, a Family Transportation Activity Night, classroom activity kit, interactive web modules, new lesson development, after school classes and summer camps will be described. A brief survey of K-12 Transportation Best Practices will be provided.

BREAKOUT A-2: WOMEN IN TRADES (HOWARD AUDITORIUM)

Moderator: Dawn Pratt, Human Resources Director, Payne & Dolan, Inc.

Women in Operational Roles: The Transportation Industry’s Untapped Labor Force

Daniel Rust

Assistant Director, Center for Transportation Studies, University of Missouri-St. Louis

The US rail, barge, and trucking industries have long labored under the image of a diversity-challenged sector with few women employed in operational roles. However, with a prevalence of vacant operating positions in an



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increasingly demanding economic market, change is imminent as companies seek to hire more women. The Center for Transportation Studies at the University of Missouri-St. Louis has an ongoing research project, funded by the US Department of Transportation Office of Research and Technology, examining issues related to women in operational transportation jobs. In addition to analyzing historic trends and challenges of employing women in male-dominated transportation industry jobs, this project uses surveys to explore reasons why women do not occupy more operational roles and will present an action plan to influence an increase in the female population within transportation field jobs.

Building a Transportation Workforce: What Works for Women

Lauren Sugerman

National Policy Director, Chicago Women in Trades

Today's employers need policy, strategies, resources, and tools that are targeted, inclusive, and sensitive to gender to succeed in opening traditionally male-dominated careers to women. At this breakout, attendees will learn about technical assistance and professional development designed to create best practices, guidelines, and programming to support women's participation and success in blue-collar careers in transportation.

BREAKOUT A-3: THE CDL, A PATHWAY TO SUCCESS (ROOM 219)

Moderator: Ernie Wittwer, MTWC consultant

Grailing Jones

Director, Schneider Finance, Inc.

Stacey Fowler

Special Projects Manager, St. Louis Agency on Training and Development

Judy Jozaitis, EdD

Vice-President Workforce Development and Community Education, Lincoln Land Community College

Truck driving is an occupation that pays a living wage, people can become qualified to drive with a relatively short training period, and it is an occupation with huge demand. Unfortunately, unemployed and underemployed people face obstacles when moving to a driving occupation. In this session, a panel will discuss creative ways of dealing with the obstacles of cost and time away from work. Participants in the session will then be asked to take part in the discussion, sharing their ideas and experiences. The goal is to develop one or more best practices that can be shared with schools and industry across the region.

3:00PM BREAK

3:30PM BREAKOUT SESSIONS (B)

BREAKOUT B-1: WORKFORCE INCLUSION AND DIVERSITY PARTNERSHIPS (HOWARD AUDITORIUM)

Moderator: Erwin Acox, Chief of Diversity, Recruitment and Outreach, Office of the Secretary, Illinois DOT

Diversifying the Workforce with Ready, Willing, and Able Workers

Ruben Anthony

CEO, Urban League of Greater Madison

The Urban League of Greater Madison in partnership with many community programs is training the workforce for the present and the future demand in the trades. This presentation will explore ways that non-profits could be a logical resource to help transportation agencies meet their needs for a diverse workforce. It will also explore asset mapping, the development of Madison's supply of labor, staff support, and retention services. This demand-based approach will



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discuss how transportation agencies can access a supply of diverse labor that is ready, willing, and able to help deliver transportation projects.

Recruiting a Diverse Workforce: The Role of Partnerships

Todd Sadler

Director, Office of Employee Services, Iowa DOT

The Iowa Department of Transportation (IDOT) started these initiatives with other entities to develop a more diverse workforce while at the same time meeting a need to fill vacant positions. These initiatives include: developing a pathway to increase awareness of potential candidates for positions at the Iowa DOT; partnering with entities such as Veterans Affairs, AARP, Experience Works, Hawkeye Community College, and Eastern Iowa Community College to gain individuals interested in working for the Iowa DOT. This presentation will explain what the Iowa DOT is doing with each of these areas. Also, the Iowa DOT currently has more than 130 interns and co-ops from area colleges and universities in paid positions that align with a career path in their area of study.

Ticket to the Middle Class: Overcoming Barriers including Former Incarceration

Judy Jozaitis, EdD

Vice-President Workforce Development and Community Education, Lincoln Land Community College

The pre-apprenticeship Highway Construction Careers Training Program was designed to prepare minorities, women, formerly incarcerated, and other individuals from underrepresented groups to successfully enter one of many construction-related trade unions in the Springfield, Illinois area. Ten local unions assisted in developing the curriculum and now fifteen unions are involved through class visits, by providing work sites for class outings, and ultimately by accepting successful graduates into their ranks as apprentices. Funded by IDOT, students are carefully screened, including drug testing. In return, the program is not only offered at no cost, but participants also receive stipends for active participation, further removing barriers to success.

BREAKOUT B-2: GROWING OUR OWN: ADVANCING COMPETENCIES AND SKILLS (ROOM 219)

Moderator: Kathy Heady, Sector Manager, Wisconsin Economic Development Corporation

Workers in the Immigrant Population: The Best Kept Secret

Oswaldo Alvarez

Board Vice-President, Chicago Citywide Literacy Coalition

Consideration of Deferred Action for Childhood Arrivals (DACA) was issued as an Executive Order by President Obama on June 15, 2012. DACA status allows young immigrant adults to work legally in United States. They are issued an Alien Registration Card indicating right to work and a social security number is assigned. In Illinois, more than 40,000 youth have received DACA since 2012. Employers, specifically in the manufacturing and agriculture sectors, rely heavily on the immigrant workforce. Learn about this program that helps immigrants work legally in the United States and current efforts to better connect this community with available workforce development opportunities.

Jobs of the Future for Great Lakes Shipping: A New International Workforce Development Paradigm

Adam Schlicht

Great Lakes Regional Representative (Cleveland, Ohio), Office of Budget and Economic Development, Saint Lawrence Seaway Development Corporation

Since the opening of the St. Lawrence Seaway system in 1959, shipping on the Great Lakes has been a vital economic artery into the heartland of North America. Operated by the US Saint Lawrence Seaway Development Corporation (SLSDC), a mode within the US Department of Transportation, and the Canadian St. Lawrence Seaway Management Corporation (SLSMC), both organizations have long implemented strategic workforce development programs



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necessary to keep binational shipping robust. In 2012, the SLSDC implemented its Jobs of the Future (JOF) initiative, a revolutionary change that redefines how Seaway employees across the organization (e.g., entry level, trade, professional, and managerial/supervisory levels) are prepared for today's more flexible, motivated, challenging, and technology-driven work environment. The JOF, which was implemented in partnership with the SLSDC's unionized workforce, aims to remove traditional hiring, career development, and retention silos within the SLSDC through improvements in assessment, mentoring, career counseling, on-the-job training, individual development planning, and strategic succession planning, among other targeted goals. This presentation provides unique insight into the early successes of the JOF, including recognized improvements in SLSDC work readiness and incumbency as the SLSDC prepares its staff for the next generation of shipping on the Great Lakes–St. Lawrence Seaway system. Jobs of the Future is a learnable model for interested public, private, and academic organizations seeking information about implementing employee development change to address future operational and workforce needs.

Growing the Next-Generation CDL Operators with Compressed Natural Gas (CNG) for Competitive Employability

Chris Litzau

President, Great Lakes Community Conservation Corps

The Great Lakes Community Conservation Corps (Great Lakes CCC), a workforce development organization in southeastern Wisconsin, is using a bi-fuel compressed natural gas vehicle to transition training participants to employment opportunities in the emerging alternative fuels sector. Initiated through the US Department of Labor's Green Jobs Innovation Fund in 2011, the Great Lakes CCC's training program is gearing its training for Compressed Natural Gas (CNG) fleet operation and maintenance jobs.

BREAKOUT B-3: CAREER MESSAGING: GETTING THE WORD OUT (ROOM 221)

Moderator: Mike Adams, Program Specialist, Workforce Programs, Business Development Program, University of Missouri Extension

Trucking Moves America Forward—An Image Movement

Bill Minor

America's Road Team Captain, American Trucking Associations

Trucking Moves America Forward (TMAF) is an industry-wide movement that brings all seven million members of the trucking industry together. TMAF educates as many people as possible about trucking by putting a face to the industry, telling individuals in the trucking industry's story, and bringing new people to the industry. The Trucking Moves America Forward movement does this through consumer ad campaigns, back door truck decals, trailer wraps, and pull-up banners. To learn more and join the movement, go to: www.truckingmovesamerica.com.

How to Reach the Right students, At the Right time, with the Right Information for Career Engagement: 10 Years of Lessons Learned...

Valerie Lefler

President and CEO, Integrated Global Dimensions LLC

When you are trying to educate and recruit students for your industry, it is extremely challenging to know if it is actually working. We will explore strategies and best practices in online engagement as well as in-person career fairs or classroom activities that give you measurable data and return on investment for your organization. Examples and results will be given from online publications such as *Fast Forward*, hands-on career exploration activities such as Construction Career Days in Nebraska, and National Summer Institute Program Hard Hats & Heels at Central Community College. In addition, we will explore the costs associated with each program initiative.



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Connecting Educators, Students, and Industry: The Impact of a Transportation Newspaper in the 21st Century

Renee Feight

Owner & Publisher, Transportation Today WI

Find out how a grassroots, free, non-political regional newspaper has grown from 3,500 readers to over 75,000 statewide in 18 years and has now grown to four separate newspapers targeted directly at classrooms, businesses, career counselors, parents, and associations. Learn how we work with schools, administration, educators, students, transportation associations, colleges/universities, businesses, and apprenticeship/scholarships/special programs. We connect all of them to create a clearer understanding of what transportation is, how it works, the careers found within, and how you can be part of it through our newspapers in print, electronic (with live web links), and highly informative web sites.

5:00PM BREAK

5:30PM RECEPTION AND SHOWCASE (SKYVIEW ROOM)

Talent Development Programs in Wisconsin

Dom Tervalon, Business Services Coordinator, Wisconsin Department of Workforce Development

Foundation for the Trades Academy

Kevyn Radcliffe, Program Coordinator, Construction Training, Inc.

Construction, Maintenance, and Materials Training Curriculum

Mark Chaput, Vice Chair, AASHTO TC3-Training Technical Service Program

Transportation Awareness for Students and Teachers

Nicole Oneyear, Research Associate, Midwest Transportation Center, Iowa State University

Shauna Hallmark, Director, Midwest Transportation Center, Iowa State University

Transportation Today WI Newspaper: Interacting with Thousands in Schools

Renee Feight, Owner and Publisher, Transportation Today WI

Best Practices for Delivering University Supply Chain Education

Richard Stewart, Professor, University of Wisconsin-Superior

Engaging the Next Generation: Education Activities at the University of Minnesota

Stephanie Malinoff, Director of Outreach Services, Center for Transportation Studies, University of Minnesota

Construction Career Days in Nebraska

Valerie Lefler, President & CEO, Integrated Global Dimensions, LLC



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7:30AM BREAKFAST (OROS DINING ROOM)

8:00AM HANDS-ON WORKSHOP (HOWARD AUDITORIUM)

Setting up a Midwest Transportation Community of Practice

Dr. Teresa Adams

Director, Midwest Transportation Workforce Center

John Martin

Sr. Teaching & Learning Consultant, UW–Madison

Steve Wagner

MTWC Communications Manager

How will we continue to communicate after the Summit? This session will review Communities of Practice and explore topics to continue the conversation. Facilitators will assist participants in using the Midwest Transportation Community of Practice Google Community. All participants should bring a laptop, tablet, or smartphone. Google account required.

9:00AM DAY 2 KEYNOTE (HOWARD AUDITORIUM)

Moderator: Cherish Schwenn, Executive Director, Wisconsin Ready Mixed Concrete Association

Supply Chain Career Pathway

Jesse Simmons

Director, Transportation, Distribution and Logistics, Partnership for a Competitive Workforce

There is a national issue of finding skilled people to fill fast growing open positions in supply chain and logistics careers. There are shortages of skilled people and lack of awareness in these good paying jobs across the supply chain career pathway. There are significant demands for entry-level warehouse workers, entry-level management, sales, and truck drivers with CDL A license. Lack of skilled staffing is making it increasingly difficult for businesses to meet their business demands. Failure to develop a sustainable holistic regional strategy could put the region's growth at risk. Partners for a Competitive Workforce will start to address the skilled worker shortage that all businesses are facing. We will develop training programs for current and new employees. There is a need to utilize an internet marketing plan to increase awareness of the great jobs in supply chain and logistics with high schools, colleges, and others. You will need to utilize programs like co-ops, internships, employer tuition reimbursement, and scholarships. This session looks at a regional collaborative model being developed for the supply chain career pathway in the Cincinnati region where businesses, educational institutions, chambers of commerce, and others will work together.

The Future is Now: Reinventing How We Hire

Tim Ozinga

Marketing Communications Director & Co-Owner, Ozinga Bros., Inc.

According to the Pew Research Center, millennials have now surpassed previous generations as the largest generation in the US labor force and will account for roughly 50 percent of the entire workforce by 2020. Conversely, the current workforce is aging—nearly 25 percent of workers in the transportation industry are 55+ years old. We are in the midst of a massive generational shift and with that shift we must reinvent how we communicate, market, and attract new hires. After struggling for many years to find qualified applicants, Ozinga began the process of reinventing their hiring process from the ground up in 2014. As part of this initiative, Ozinga launched their Born to Build campaign in the Spring 2015 which aims to challenge the often negative stigma regarding the transportation and construction industry. After receiving continued support and partnership on the message, Ozinga plans to continue the Born to Build campaign in Spring 2016 and beyond.



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11:00AM BREAKOUT SESSIONS (C)

BREAKOUT C-1: STRATEGIC IMPLEMENTATION OF DIVERSITY AND INCLUSION PROGRAMMING AT STATE DEPARTMENTS OF TRANSPORTATION WORKSHOP (HOWARD AUDITORIUM)

Erwin Acox (Moderator)

Chief of Diversity, Recruitment and Outreach, Office of the Secretary, Illinois DOT

Todd Sadler

Director, Office of Employee Services, Iowa DOT

Elizabeth Reed

Senior Human Resources Specialist, Missouri DOT

Diversity and inclusion (D&I) programming requires a deliberate approach toward fostering an inclusive work environment. Programs must be carefully planned with defined goals and objectives. Often times, in the government sector, D&I programming is cyclical and dependent upon changes in leadership. This workshop will discuss ways to strategically plan and implement diversity programs and initiatives.

BREAKOUT C-2: CAREER PLANNING (ROOM 219)

Moderator: Marcia Black-Watson, Industry Talent Director, Michigan Workforce Development Agency

CareerLocker: A Map to Career Destinations

Julie Hau

Content Manager, Center on Education and Work, University of Wisconsin-Madison

Much like a highway map shows the path to a destination, CareerLocker is a means to enable people to go from “who am I” to “where am I going” to “how do I get there.” This online tool, produced by the Center on Education and Work at the University of Wisconsin-Madison, supports career development for both youth and adults. Included are assessments of interests, skills, values, and learning styles. It provides information about occupations and their wages, potential pathways, projected job outlooks, educational levels, and places to gain the needed training/education. The website also has job-seeking tools such as preparing a resume, cover letter, location of businesses, and links to state employment centers.

Can You Make the Cut? A Look at TD&L Pre-employment Exams

Brian Gordon

Director, Three Rivers Education for Employment System (TREES)

Neal Kauffman

Coordinator, Three Rivers Education for Employment System (TREES)

The Transportation, Distribution and Logistics (TD&L) industry continues to have challenges filling competent workforce needs. This session will look at pre-employment screening exams in TD&L and comparable industries. Validated pre-employment exams enhance the hiring process by giving employers another tool to select the right candidates with the employability skills essential for employee retention, and thus, profitability. The presentation will be interactive in nature with the presenters bridging their years in business and industry with their experiences as K-12 educators. Strategies for partnering industry with education to develop a workforce that can be competitive and successful will be touched on. Participants will interact in this session by responding to applicable TD&L pre-employment aptitude exam questions.



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Laying The Talent Track: Creating Careers in the Rail Industry

Victoria Quero

Chief Operating Officer, CRS Rail, LLC

Years of experience in the rail industry has shown there is high demand for skilled workers but they are in short and diminishing supply. ConnectWork is taking the first steps in partnering businesses, schools, and government agencies to create new industry tools, train workers, and develop tomorrow's industry experts. The presentation will follow the career path of a railcar carman from grade school through retirement to show the long-term potential of rail-related careers.

BREAKOUT C-3: RECRUITMENT, PREPARATION, RETENTION OF SKILLED WORKERS FOR THE TRANSPORTATION INDUSTRY THROUGH WISCONSIN APPRENTICESHIP (ROOM 221)

Moderator: Karen Morgan, Director, Bureau of Apprenticeship Standards, WI Department of Workforce Development

Dawn Pratt

HR Director, Payne & Dolan, Co-Chair WI Apprenticeship Advisory Council,

Joe Weisling

Education Administrator, Southeast Wisconsin Carpentry Training Center/ Chicago Regional Council of Carpenters
Apprentice and Training Fund

Dan Sperburg

Vice President and Training Director, International Union Operating Engineers Local 139

Wisconsin's transportation industry is facing not only a skills shortage but an overall shortage of skilled workers. The panel will provide a snapshot of Wisconsin's workforce as well as workforce projections; discuss strategies that the WI Apprenticeship Advisory Council has taken to recruit and assist apprentice applicants; discuss innovative activities to stimulate young minds; describe outreach activities to youth; discuss the recruitment of veterans; and identify successful pre-apprenticeship models in use.

12:30PM LUNCHEON (OROS DINING ROOM)

1:30PM MTWC OPPORTUNITIES FOR PARTNERSHIPS AND COLLECTIVE IMPACT (HOWARD AUDITORIUM)

Moderator: Grailing Jones, Director, Schneider Finance, Inc.

2:30PM SUMMIT ADJOURNS

3:00PM STATE DOTs DISCUSSION (ROOM 219)

Moderator: Mark Gottlieb, Secretary, Wisconsin DOT
This session is invitation-only.



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SPEAKER BIOGRAPHIES



Erwin Acox is Chief of Diversity Recruitment and Outreach at the Illinois Department of Transportation (IDOT) where he manages \$6.3 million in funding for workforce development. Under direction of the Chief of Operations, he provides leadership, strategic direction, and oversight to student engagement, diversity recruitment, and diversity outreach programs and initiatives statewide for IDOT in accordance with the Affirmative Action Plan and state-mandated employment plans. A United States Army veteran who served in Operation Desert Storm, Acox has worked with the US Army Corps of Engineers 416th Engineer Command supporting engineers who designed and built roads from Saudi Arabia to Kuwait. He has taught graduate courses on workforce diversity at Roosevelt University, where he earned a Bachelor of Arts in Psychology, Master of Arts in Training and Development, and Master of Business Administration.



Teresa Adams is a Professor of Transportation Engineering and City Planning in the Department of Civil and Environmental Engineering at the University of Wisconsin–Madison, and is Executive Director and Principal Investigator of the National Center for Freight and Infrastructure Research and Education (CFIRE). She is also the principal investigator for the Mid-America Freight Coalition (MAFC) and Midwest Transportation Workforce Center (MTWC). Dr. Adams has more than twenty-five years of research experience and is an expert in freight policy research. Dr. Adams also led the 21st Century Workforce Development Summit, an effort funded by Wisconsin DOT, one in a series of regional summits used to identify needs, set goals, strategies, and best practices across various transportation career paths. The regional summits culminated in the National Transportation Workforce Summit, which Dr. Adams also co-led in the spring of 2012 in Washington, DC. Adams is also Chair of the Transportation Management and Policy graduate certificate program and a faculty affiliate of the Gaylord Nelson Institute for Environmental Studies. Adams holds a PhD and MS in civil engineering from Carnegie Mellon University and a BS in civil engineering from the University of Pittsburgh.



Oswaldo Alvarez is Program Developer at the Chicago Cook Workforce Partnership, focusing on adult education and the manufacturing sector. The Chicago Cook Workforce Partnership, created in 2012, seeks to align occupational training services with current and projected business needs. Through its Business Relations and Economic Development team, CCWP has amplified private sector awareness of the region's workforce resources and has led to deeper business engagement. Mr. Alvarez is active in Chicago's philanthropic community as both a professional and volunteer. He sits on the board of the Chicago Citywide Literacy Coalition and assists The Chicago Community Trust's Nuestro Futuro grant making in its workforce development and adult education initiatives. Additionally, Mr. Alvarez has experience in international workforce development, including work developing a curriculum that would align Mexican manufacturing programs with American standards. Mr. Alvarez holds his MA from the University of Chicago and a BA from the University of Wisconsin-Madison.



Dr. Ruben L. Anthony, Jr. is the President and CEO of the Urban League of Greater Madison. He has been a manager for nearly 30 years. He started RowJAC Consulting, which specializes in civil rights in government contract compliance in 2013. Through RowJAC he has served as the interim Director of Milwaukee County's Community Business Development Program which is responsible for enforcing compliance in procurement and contracting. Dr. Anthony has also served as a disadvantage business enterprise capacity building adviser to the Milwaukee Metropolitan Sewerage District, the Minnesota Department of Transportation, and to the Dulles Airport in Washington, DC. Prior to launching RowJAC, Dr. Anthony was the Senior Vice-President of Bloom Companies, an engineering firm, from 2010 to 2013. The majority (19 years) of his career has been as a manager with the Wisconsin Department of Transportation where he started as a first line supervisor and eventually became the Deputy Secretary and the Chief Operations Officer from 2003 to 2010. Dr. Anthony has an extensive professional and academic background in disadvantaged business enterprise (DBE) development and is the architect of the Wisconsin Model for increasing disadvantaged business enterprise (DBE) participation.



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Michael Baker is Manager-Strategic Planning & Innovation with the Illinois Department of Commerce. Baker began his career in Illinois government in 1989 serving as committee staff for the State Senate. In 1995 he moved to the Illinois Office of Comptroller as Deputy Director of Administrative Services & Budget/Chief Fiscal Officer. With the Department of Commerce since 2001, his efforts are focused on: statewide strategic planning; state and regional sector strategies; and workforce innovation initiatives in the Office of Employment and Training. He also serves as the statewide project director of the Accelerated Training for Illinois Manufacturing initiative supported by the national Workforce Innovation Fund. Baker has a MPA from Southern Illinois University at Carbondale and a BS in Secondary Education with a concentration in social studies from the University of Illinois at Urbana-Champaign.



Kelly Bastian is a Statewide Coordinator at the Michigan Department of Transportation (MDOT) within MDOT's Office of Operations Administrative Services. She also serves as the department's statewide and national contact for the department's Civil Engineering/Civil Technology Co-op Program, the Youth Development and Mentoring Program (YDMP), and the department's federally funded training, development, and recruitment (TDR) programs. Bastian partners with MDOT regions, bureaus, offices, FHWA, and other internal and external stakeholders to lead and coordinate these programs as well as the department's construction workforce planning tool. Prior to joining MDOT in 2008, she worked for the Michigan Department of Health and Human Services in the Office of Disability Determination Services and also the Office of Children's Services.



Joan Chadde is the Director of the Center for Science & Environmental Outreach at Michigan Technological University and has more than 30 years of experience in K-12 STEM and environmental education. She has facilitated numerous teacher workshops and summer institutes on diverse topics, including transportation and Great Lakes maritime transportation, and is author of the Michigan Water Quality Unit and *Looks Count: Design Guidelines to Enhance Community Appearance and Protect Natural Resources*, both for middle schools. Chadde has developed and delivered a wide variety of K-12 student programs including STEM Career Tours, a nationally disseminated Family Engineering Program, after-school classes, camps, and symposia. She has worked with under-represented students and teachers in Grand Rapids and Detroit.



Renee Feight is a co-founder and CEO of *Transportation Today WI*, a newspaper dedicated to featuring middle, high school, apprenticeship, higher education, associations, business owners, transportation programs, information, resources, and opportunities. Her passion is learning and to offer opportunities to grow the connections for those in education, students, parents and business. With more than 30 years experience in the publishing industry that include: visitor and chamber and economic resource guides, marketing services for businesses/non-profits, opening her own marketing/creative services company, and creating four educational newspapers, she looks forward to additional growth. *Transportation Today WI* came into being five years ago after the creation of two other educational newspapers, *Teaching Today WI* and *Manufacturing Today WI*. *Teaching Today MN* came into being just over 2 years ago. *Teaching Today WI* grew from a basement creation in 1997 reaching over 7,000 educational professionals/parents in the Chippewa Valley, WI to over 70,000 across Wisconsin.



Stacey Fowler is the Adult Services/Special Projects Manager with the SLATE America's Job Center. Ms. Fowler has more than sixteen years of supervision and case management experience involving staffing, customer service, and vendor relations. She has worked as a Career Specialist and a Reintegration Counselor working with displaced Hurricane Katrina survivors during her tenure at SLATE. Ms. Fowler has worked as a Re-entry Resource Specialist for Connections to Success. She was also co-writer/Lead Case Manager of the Parent Child Centers Welfare-to-Work grant for non-custodial parents, the only third round federal welfare-to-work grant awarded in the State of Missouri. She is the



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former Vice-President of Townsley, Fowler and Associates, a firm specializing in event planning, customer service training, graphic design, and communication implementation. She served three terms as 2nd Ward Alderperson for the City of Pine Lawn, Missouri, and is involved in a number of civic and volunteer pursuits. Ms. Fowler graduated from the University of Missouri-Columbia with a BA in Women's Studies where she also studied home economics, journalism, and graphic design.



Brian Gordon is the Director of the Three Rivers Education for Employment System (TREES) and an adjunct faculty member at Aurora University. Gordon has been a high school assistant principal/vocational director, dean, business teacher, and an instructional technologist. He was also a small business owner and a consultant in a leading healthcare consulting firm.



Dr. Julie M. Hau is content manager for *CareerLocker*®, a career information system for youth and adults in the state of Wisconsin hosted by the Center on Education and Work at the University of Wisconsin-Madison. She has more than 15 years of experience in higher education at several universities—Madison Area Technical College, University of Wisconsin-Madison, University of California, Santa Barbara, University of Illinois at Chicago, and California State University, Northridge. She has served in a variety of roles—assistant professor, instructor, advising dean, advisor, and counselor. Her research focuses on Social Cognitive Career Theory and its applications to underrepresented students (e.g., first-generation college students and undocumented students).



James E. Jackson is a Workforce Development Technician at the Michigan Department of Transportation (MDOT) assigned to its University Region which is comprised of nine counties. He is the region coordinator for the MDOT Youth Development Mentoring Program, Transportation and Civil Engineering Outreach and Internship Program (TRAC), and MDOT Historically Black Colleges and Universities (HBCU) Co-op Programs. Prior to joining the MDOT in 2011, he worked for 17 years at PepsiCo in Key Account Management and Training. Additionally, he spent more than fifteen years as a community advocate mentoring and developing inner city youth in the states of Michigan and also New Jersey. Jackson currently participates on MDOT's Diversity and Inclusion Team, Lansing Community College's Coalition for College and Career Readiness (C3R) Career Technical Education (CTE) Action Team, and is a member of the Michigan Apprenticeship Steering Committee (MASCI). Jackson specializes in K-12 School workforce development outreach, student participant success and retention, youth program development, networking, and culture building.



Grailing Jones, Sr. is the director of Small Business Owner Operator Development for Schneider Finance, Inc. Grailing joined Schneider National, Inc. in 1979. In his current role, Grailing networks on the local, state, and national levels about Schneider Finance's opportunities for individuals to start a Small Owner Operator CDL business financed by the company. During Grailing's 35-year career with Schneider National he has had experience in operations, customer service, dedicated operations, subrogation, corporate diversity, Schneider Real Estate, driver recruiting, and sourcing military veterans for careers in transportation. Currently Grailing is also a member of the Secretary of Commerce Wisconsin District Export Council (term ending December 31, 2015). In addition, he serves as secretary and board member for National Able Network, Inc. He spent four years as a board member for the Cook County Workforce Investment Board, received the Year of the Veteran Award in 2012 for his veteran advocacy efforts, and was appointed to Governor Walker's Governor's Council on Workforce Investment in April of 2013, among other accomplishments. Prior to joining Schneider National, Grailing served as a United States Marine Corps officer from 1972 to 1979. He earned his bachelor's degree in business management from Grambling College.



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Judy Jozaitis, EdD has worked in the Illinois Community College system for nearly 26 years, currently serving as the Vice-President of Workforce Development and Community Education at Lincoln Land Community College in Springfield, Illinois. In addition to the programs housed in the Workforce Careers Center, including the Culinary Institute, Truck Driver Training Program, Workforce Development, Highway Construction Careers Training Program, the Green Center, and Renewable Energy, she also oversees the Adult Education (GED and ESL) programs, Community Education, Academy for Lifelong Learning, College for Kids, the Illinois Small Business Development Center, and the Capital City Training Center, which offers continuing professional education programs for health careers, real estate, driver safety, computer applications, and the Illinois Master training contract. She moved to Springfield from the Chicago area having previously worked at Triton College as the Dean of Continuing Education and at Moraine Valley Community College, where she held various positions. She holds an EdD in Adult Education and an MEd in Curriculum and Instruction, specializing in ESL from National-Louis University in Chicago, and a BS in Art Education from Northern Illinois University.



Neal Kauffman is a Project Manager at the Three Rivers Education for Employment System (TREES). Neal Kauffman has been a high school CTE teacher (Industrial Technology) for 10 years, junior college faculty and adjunct faculty member for over 10 yrs and is a retired Human Resources Director from Exelon Corporation, the largest nuclear utility in the United States, with 24 years of both power plant technical training experience and varied human resources functions. At Exelon Corporation, Kauffman was the Recruitment Director for Exelon with over 12,000 hires in the Chicagoland/Northern Illinois and Philadelphia electric services territories.



Valerie Lefler, MPA is President and CEO of Integrated Global Dimensions LLC (IGD) in Lincoln, Nebraska. IGD is a small woman-owned business that specializes in workforce development, mobility, and innovation deployment. Ms. Lefler also serves as the Project Director for FHWA's Fast Forward online publication for transportation workforce development part-time at the University of Nebraska at Omaha. She has more than 12 years of project development and management expertise involving nationally recognized research, education, and technology transfer initiatives. She has worked extensively with program sponsors at the state and federal level, including but not limited to the US DOT Federal Highway Administration, US DOT Federal Transit Administration, US DOT Research and Innovative Technology Administration, National Science Foundation, Nebraska Department of Roads (NDOR), Michigan Technological University, University of North Carolina-Charlotte, and Nebraska Department of Education, and the Nebraska Coordinating Commission for Post-Secondary Education. Ms. Lefler graduated from the University of Nebraska-Lincoln in 2005 with a degree in business administration, after studying international economics abroad at the University of Oxford. She received her master's degree in public administration with an emphasis in public management from the University of Nebraska at Omaha in 2012.



Christopher Litzau is the President of the Great Lakes Community Conservation Corps (Great Lakes CCC), a regional job training and education program for disadvantaged individuals in southeastern Wisconsin. He hails from the workforce development sector where he is a tireless advocate for preparing young adults from under-resourced communities with national, portable credentials and skills necessary to achieve careers in emerging technologies. As the former Executive Director for 12 years at the Milwaukee Community Service Corps, an urban youth corps program that engages young adults aged 18 to 23 in community service and public infrastructure development projects, he assembled a team that included the US EPA, Wisconsin DNR, and CH2M HILL to pioneer the Milwaukee Model as an initiative to place brownfield job training participants in marine environments to assist in the clean-up of contaminated sediments from the Great Lakes and its tributaries. The Milwaukee Model is an intersection of environmental restoration, workforce development, and urban regeneration. In conjunction with the City of Milwaukee, he was instrumental in the installation of several phytoremediation projects by crews of Corps members for contaminated groundwater, soil, and sediment remediation. He initiated the production of nearly



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15,000 rain barrels by the Milwaukee Community Service Corps, the installation of dozens of rain gardens, green roofs and other green infrastructure mechanisms, and created the curriculum for a clean energy and solar training program for disadvantaged young adults that resulted in the recent award of the US Department of Labor's Green Jobs Innovation Fund to the City of Milwaukee through a partnership with Jobs For the Future. He is also the publisher of BlueGreen Magazine, an effort to promote the ecological image of greater Milwaukee.



John Martin is a Senior Teaching & Learning Consultant at UW-Madison DoIT Academic Technology. As a curriculum designer, a university instructor, and an outdoor educator, his primary interest has been harnessing technology, cultural narratives, and design, to create learning environments that challenge people on design and share their own stories. He focuses on how to better engage students and enhance teaching and learning with current technologies. In his spare time he helps run a deep woods camp in Maine. John has a PhD in Curriculum & Instruction from the University of Wisconsin-Madison.



William (Bill) Minor is a professional driver for Con-Way Freight and the Wisconsin Road Team Captain (2013-15). He has been a professional truck driver for 20 years of driving experience and has accumulated over 2.5 million accident-free miles. He won 1st place 5 axle at the 2014 Rockford, IL Truck Driving Championships. He's now a member of Wisconsin's President Safe Driver Club. He also serves as a church trustee, participated in the church's missionary trip to Costa Rica, and is active in fundraising for Special Olympics and local veterans.



Karen P. Morgan serves as the Director of the Bureau of Apprenticeship Standards at the Wisconsin Department of Workforce Development (DWD). She was appointed to her current position in April 1993. Ms. Morgan began her employment with the State of Wisconsin in 1971. Throughout her career, she has served in various positions in the Department. Immediately prior to her appointment as Director of the Bureau of Apprenticeship Standards, Ms. Morgan served as the Director of the Bureau of Benefits from 1987 to 1993 in the DWD Division of Unemployment Insurance. She is currently an Officer in the National Association of State and Territorial Apprenticeship Director (NASTAD) which is comprised of apprenticeship directors from state apprenticeship programs. Ms. Morgan graduated from the University of Wisconsin-Superior in 1969 with a BA in English.



Tim Ozinga is Co-Owner and Marketing Communications Director of Ozinga Bros., Inc. Mr. Ozinga, along with his five brothers and a cousin, represent the fourth generation of Ozinga which was founded in 1928. Since, Ozinga has grown to become one of the largest family-owned concrete companies in the country.



Dawn Pratt works for Construction Resources Management, a captive service provider in Waukesha, Wisconsin. She provides Human Resource and Benefits Management to internal customers such as Zenith Tech, Payne & Dolan, and Northeast Asphalt, as well as serving as Equal Employment Opportunity Officer. Duties include personnel, affirmative action, recruitment, retention, corporate training and community outreach. Ms. Pratt's employment history has always been in construction and for the last 30 years primarily in the highway industry. Her background as a civil/structural engineering technician helps provide first-hand knowledge of her customers and their needs. She also serves on the Board of Directors for Big Step, Local and State Apprenticeship Committees for the Construction Craft Laborer, Labor Leadership Committees for the Wisconsin Department of Transportation-TrANS Program and participates in a host of other community-related activities.



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Victoria Quero is the Chief Operating Officer at CRS, LLC working with railcar maintenance facilities, railcar shippers, and other rail industry players to perform mobile repair work on railcars. She and her partners have founded ConnectWork, LLC to address the shortage of skilled workers in their industry. During her ten years of experience she has also worked in other areas of the industry including the legal, operations, and sales departments. Ms. Quero holds a MBA and a Bachelor of Arts degree with honors from DePaul University. She now lives in Chicago, IL and is a member of The National Industrial Transportation League and volunteers with Holy Trinity Catholic High School and The Jane Adams Resource Center.



Elizabeth Reed is a Senior Human Resources Specialist at the Missouri Department of Transportation, Equal Opportunity and Diversity Division. She was hired into the Human Resources Division in November 2003 and then transferred to her current division in September 2006. In addition to the annual Youth Transportation Conference, Reed is also responsible for coordinating the department's diversity education events, such as MoDOT's Regional Diversity and Inclusion Conferences, diversity workshops, and training programs. Reed received a bachelor's degree in business administration with a double major in marketing and human resources in 2001 from Missouri Western State College (now University).



Daniel L. Rust, PhD is the assistant director of the University of Missouri-St. Louis Center for Transportation Studies where he created and now oversees UMSL's undergraduate Transportation Studies program. Each year he teaches courses such as Introduction to Transportation; Traffic and Transportation Management; Aviation in American Life; and Transportation Security, Safety and Disaster Preparedness. His research interests span all modes of transportation. The University of Oklahoma Press published his first book, *Flying Across America: the Airline Passenger Experience*, in 2009. His more recent book, *AEP River Operations: Legacy of Excellence*, traces the fascinating history of one of the largest inland barge lines in the United States. With Dr. Ray Mundy, Daniel Rust is the co-editor of a three-volume set entitled, *Readings in Modern Railroad Management*. Dr. Rust is currently under contract with the Missouri History Museum Press to write the history of Lambert-St. Louis International Airport. His past research includes an investigation of the costs and benefits of video event data recorders (EDR) in private fleet vehicles, and a US Department of Transportation-funded inventory and survey of transportation, distribution, and logistics providers within Missouri. His current research interests include domestic intermodal transportation and women in transportation operational roles.



Todd A. Sadler has more than 20 years of human resources experience and has been the Director of the Office of Employee Services for the Iowa Department of Transportation since August 2008. Prior to this position, he was the Labor Relations Manager for Des Moines Water Works, the Labor Relations Coordinator with the Iowa Department of Administrative Services, and the Human Resources/Safety Director for Jasper County, Iowa. Todd has a Master's Degree from Drake University in Behavior Counseling and a Bachelor's Degree in Psychology from Grand View University, both located in Iowa.



Gideon Sanders is the Director for Innovative Strategies for the Grand Rapids Public Schools. He has been in education for the past 17 years. He has taught in the Social Studies Department in both Fairfax County and the District of Columbia. While in DC, Mr. Sanders split time in his third year to assume duties as a Facilitator of STEM Projects and Curricula. The next year he was accepted to become the Director of Partnerships & Internships for McKinley Technology High School, the flagship STEM school in the DC Public Schools system. In that role, he cultivated relationships with multiple corporations, non-profits, government agencies, and individuals seeking to assist in the education, either academically or through co-curricular activities, with in-kind donations of time, resources, goods, services, mentoring, and money. Included in these efforts was participating on the US DOT committee to create and



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execute a robust and rigorous Student Engineering Day during Engineering Week in both 2011 and 2012. He continues to build partnerships and programs for the students at Innovation Central, the flagship STEM school for GRPS.



Adam Schlicht is the Great Lakes Regional Representative for the Saint Lawrence Seaway Development Corporation (SLSDC), an operating administration of the US Department of Transportation (DOT). He is responsible for executing the SLSDC's short- and long-term trade and economic development programs with an emphasis on stimulating regional economic growth, increased waterborne transportation, and robust trade on the Great Lakes-St. Lawrence Seaway System, also known as HwyH2O. Prior to joining the Seaway, Adam was selected as a Congressional intern in the Office of US Senator Herb Kohl (Wisconsin). Hired in 2008 through the prestigious Transportation Career Residency Program, Schlicht's early work at DOT included supporting the US Maritime Administration-Office of International Activities' response to the Gulf of Aden Piracy Crisis as well managing multiple technology and safety projects at the Federal Motor Carrier Safety Administration (FMCSA). Upon completion of the DOT Career Residency Program, he permanently joined the SLSDC staff in September 2010. Schlicht holds a BA in Political Science from the University of Wisconsin-Madison and a MPA in International Program Management from American University (Washington, DC).



Jesse Simmons is the President of Simmons Supply Chain Solutions, LLC and is leading an initiative for the Partners of a Competitive Workforce out of Cincinnati to develop a supply chain career pathway for the Greater Cincinnati region. Jesse Simmons has had a long career in supply chain management. He has worked for Bristol-Myers Squibb and recently retired from Procter and Gamble where he was the Director of Distribution. He is also a former President of Warehousing Education Research Council (WEREC) and Council of Supply Chain Management Professionals (CSCMP). Mr. Simmons is a graduate of DePaul University.



Daniel Sperberg is the Training Director of the International Union of Operating Engineers Local 139. Sperberg is a heavy equipment apprentice graduate and has been an operator for over 30 years. His experience has led him to many training opportunities and leadership roles. He is currently the Vice President of IUOE Local 139 as well as the Training Director for the Skill Improvement and Apprenticeship Program. He is a certified trainer for 1st Aid/CPR, OSHA, MSHA, Hazmat and is a 3rd party CDL examiner for the Wisconsin Department of Transportation.



Lauren Sugerman recently returned to Chicago Women in Trades as its national policy director. There, she continues to provide national leadership to increase opportunities for women in nontraditional jobs through policy, organizing, research, and technical assistance work. Ms. Sugerman began her career as an elevator constructor. She was a co-founder of Chicago Women in Trades which she led for nearly 25 years. She has served on two federal advisory committees for the US Department of Labor, the Illinois Workforce Investment Board, the Illinois Governor's Commission on the Status of Women and the Chicago Private Industry Council. She is a founding member of the Committee of Women in the Trades for the Building and Construction Trades Department and a leader of the National Task Force on Tradeswomen's Issues and Tradeswomen Now and Tomorrow. Most recently, Ms. Sugerman led the National Center for Women's Employment Equity at Wider Opportunities for Women.



Jason A. Tyszko is senior director of education and workforce policy and programs at the US Chamber of Commerce Foundation where he advances policies and programs that preserve America's competitiveness and enhance the career readiness of youth and adult learners. This includes launching the Talent Pipeline Management initiative, the Foundation's signature workforce development strategy. Tyszko's prior experience focused on coordinating interagency education, workforce, and economic development initiatives. In 2009, he served as a policy adviser to Illinois Governor Pat Quinn's administration. In addition, Tyszko was deputy chief of staff and senior policy adviser to the



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Illinois Department of Commerce and Economic Opportunity. Tyszko received his MA from the University of Chicago and his BA from DePaul University. He is a certified teacher in the state of Illinois.



Steve Wagner is the Communications Manager for the National Center for Freight and Infrastructure Research and Education (CFIRE), the Mid-America Freight Coalition (MAFC), and the Midwest Transportation Workforce Center (MTWC). Wagner has more than 20 years of editing, writing, and communications experience in both the private and public sectors in transportation, engineering, agriculture, telecommunications, and software. He holds a BA in English and Classics from the University of Wisconsin-Madison and a MA in English and Modern Studies from the University of Virginia.



Joseph L. Weisling is the Training Director of the Southeast Wisconsin Carpentry Training Center. Registered as a Carpenter Apprentice in 1976, Joe gained experience in the residential and commercial fields. Working for a small commercial contractor after he received Journey Level Status, Joe became a Foreman. In 1987 Joe became a staff Carpenter for the University of Wisconsin-Milwaukee. In 1997 Joe left the University for the challenge of educating apprentices and journeymen at the Southeast Wisconsin Carpentry Training Center. Weisling went from Instructor to Assistant Director and then in 2003 was promoted to Training Director. The Southeast Wisconsin Carpentry Training Center offers apprentice and skill advancement training in carpentry, cabinetmaking, millwright, pile driving, and floor covering. The Training Center offers a complete welding lab, nine (9) classrooms with a massive shop area for hands-on instruction.



Trina P. Whatley is a Business Relations Specialist at the Chicago Cook Workforce Partnership. The Partnership comprises the second largest Workforce Investment Area in the country. She is responsible for utilizing sector-focused workforce development strategies to assist businesses with meeting their employment needs. She is a member of Olive Harvey College's Transportation Distribution and Logistics Advisory Council, the Illinois Coalition for Women in Construction, a newly formed initiative of Chicago Women in Trades, and the National Association of Workforce Development Professionals. Prior to joining The Partnership Ms. Whatley served as the Director of Workforce Development at the Chicago Urban League, and Program Director at Jobs for Youth Chicago. During her tenure at JFY, they were nationally recognized by the National Youth Employment Coalition, as one of only four organizations in the country utilizing best practices in youth workforce development, receiving their coveted PEPNet award. Ms. Whatley also has previous experience as a Project Manager at Chicago Women's AIDS Project, and as a Sr. Merchandise Manager/Buyer at JC Penney, Co., Inc. where she was awarded the James Cash Penney Award for community service. Ms. Whatley holds a BBA from James Madison University, Harrisonburg, Va., and a certification in Advancing Youth Development.



Louise Wilson is a mathematics teacher in the Grand Rapids, Michigan public school system. She came from England in 1978 to attend to graduate school in Physics at Brown University. After 1983, she worked in R&D positions in industry, and as adjunct faculty in various universities until 2001, when she took a one year course to earn a teaching certificate. She has taken courses with MDOT (TRAC) and with Michigan Tech (MiTEP). She has attended statewide seminars on the implementation of WorkKeys tests and the preparation of students for college and vocational training, as well as running programs in Science Olympiad and USFIRST robotics. She continues to advocate for students, and encourage their pursuit of an appropriate education for their future



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