

## Governor Mark R. Warner

***Governor Mark R. Warner has worked hard to restore Virginia's fiscal integrity and is building the foundation for a stronger economy, improved education, and a better quality of life for all Virginians. His administration has been marked by a commitment to bipartisanship, inclusiveness, and simple accountability.***

### **New Directions for Government**

Since his inauguration in January 2002, Governor Mark R. Warner has taken a business-like approach to reforming government services and spending, navigating Virginia through a \$6 billion revenue shortfall, and making choices and investments in education from pre-school to graduate school to create a Commonwealth of opportunity for all. From day one, Governor Warner has led the most diverse administration in history with an energetic commitment to accountability and "straight talk."

Governor Warner has delivered balanced budgets on time and without partisan rancor or gridlock, while preserving funds for critical priorities such as K-12 public education, law enforcement and homeland security, and social services for the most vulnerable Virginians. Under Governor Warner's leadership, Virginia was one of a handful of states in the nation that actually increased funding for schools this year.

### **Education a Top Priority**

Another indication of his tremendous commitment to public education can be seen in **the "Education for a Lifetime" initiative**. It is a life-long learning program that will help Virginia students from pre-school through grad school and beyond, preparing Virginia's workforce to compete in a changing economy.

Student performance on Virginia's Standards of Learning tests continues to rise in schools across the Commonwealth - and accountability deadlines are looming for rising seniors and schools. The Governor's nationally recognized **Partnership for Achieving Successful Schools**, or PASS program, leverages the most successful programs and personnel in Virginia schools to help make some real progress for the Commonwealth's academically challenged schools. The PASS initiative was recognized as a model for improving student achievement and the quality of the workforce by the National Alliance of Business, which gave Virginia and Governor Warner a Distinguished Program Award for leadership in advancing the quality of education and training.

Governor Warner launched Project Graduation in June, funding four intervention models to help high school seniors across the state who will not receive a diploma without meeting 2004 SOL testing standards. The project marked the Governor's commitment to not retreat from the accountability component of the SOLs and to "walk the extra mile" with the first class of students to face the diploma deadline.

Governor Warner also serves as Chairman of the **Education Commission of the States**, a national nonpartisan policy organization.

### **Focusing on Core Needs and Services**

In 2003, the Governor and the General Assembly worked in a bipartisan way to enact his government reform agenda, which has been described as the most sweeping reform of state

government in a generation. The plan brings long overdue changes in the way the state delivers mental health, workforce development, and veterans care services. It requires more discipline in state budgets and efficiency in service delivery, and it better protects the Commonwealth from the threat of terrorism. Governor Warner has also brought common sense business principles to the way the state purchases goods and services, manages its vehicle fleet and real estate holdings, and maintains information technology functions, with an appropriate emphasis on including those who own small, women- and minority-owned businesses.

Governor Warner is working hard to build a foundation to bring economic prosperity to all corners of Virginia. Economic development and job creation are top priorities for Governor Warner. Since January 2002, during difficult economic times, he has announced more than 41,000 new jobs and more than \$4.7 billion in private investment in the Commonwealth.

In the fall of 2002, Governor Warner led a bipartisan, statewide campaign to secure more than \$1 billion in bonds for long-overdue investments in higher education, cultural facilities, and state parks and recreation areas. The Governor sold the first bonds this year at the lowest interest rates in decades.

## **A Virginia for All Virginians**

Before he became governor, Governor Warner had a successful business career in venture capital, funding innovative ideas, and creating jobs and prosperity throughout Virginia and the nation. He helped found the **Virginia Health Care Foundation**, which has provided health care to more than 476,000 underserved Virginians in rural and urban areas.

Recognizing the crucial need to help bridge the digital divide, Governor Warner started TechRiders, an innovative program that teaches basic computer skills to those who are not exposed to them in their schools and homes. TechRiders has been hosted in more than 480 houses of worship and a dozen public libraries across Virginia reaching more than 16,000 participants. In 1997, he developed the **Virginia High-Tech Partnership**, which helps students from Virginia's five Historically Black Colleges and Universities pursue technology careers through a summer internship and job placement program.

Governor Warner is committed to giving everyone in the Commonwealth the tools and opportunity to compete and thrive in the new economy. His leadership will help ensure Virginia takes advantage of the best the Information Age has to offer.

Governor Warner is married to Lisa Collis and is the father of three daughters — Madison, Gillian, and Eliza.

## **Lieutenant Governor Tim Kaine**

Tim Kaine was inaugurated on January 12, 2002 as Virginia's 39th Lieutenant Governor. He previously served for 7 years as City Councilman and Mayor of Richmond.

Tim's wife, Anne Holton, is Chief Judge of the Richmond Juvenile Court. Their three children, Nat, Woody and Annella, attend Richmond Public Schools and are active in church, sports and music. The Kaines enjoy camping, hiking, fishing, biking and canoeing in Virginia's outdoors.

Tim believes public service should produce measurable improvements in the quality of life for Virginians. As Richmond's Mayor, he promoted tax incentives to spur job growth, particularly among small businesses. He reorganized the City's budget to promote school construction and rehabilitation



without raising taxes. Tim was a leader in Richmond's award-winning Project Exile program. Project Exile is a tough anti-crime strategy that helped the city cut its violent crime rate in half. Based on its success, Project Exile became the law enforcement model for President Bush and won national recognition from law enforcement groups, gun safety organizations and the National Rifle Association.

As Lieutenant Governor, Tim works to bring people together to get results. He has embarked on an ambitious effort to visit schools in all of Virginia's 134 cities and counties. Using the knowledge gained in these visits, Tim has promoted significant educational reforms. He is also working to bring public broadcasting of General Assembly proceedings to the entire Commonwealth.

Tim serves on the Secure Virginia Panel, the state's anti-terrorism task force, where he successfully championed improvements to Virginia's Emergency Alert System. He is also chair of Virginia's Disability Commission and serves on Virginia's Military Advisory Council.

Prior to his election as Lieutenant Governor, Tim was an award-winning lawyer, whose legal career focused on fair housing advocacy, advising local governments and small business representation. Tim was counsel to the Virginia coalition that successfully promoted the constitutional amendment guaranteeing Virginians the right to hunt and fish. He also taught legal ethics for six years at the University of Richmond Law School.

Tim graduated from the University of Missouri and Harvard Law School. During law school, he took a one-year leave of absence to work with Catholic missionaries as the principal of the Instituto Tecnico Loyola, a vocational school teaching carpentry and welding to teenagers in El Progreso, Honduras.

## Secretary of Commerce and Trade Michael Schewel

Michael Schewel grew up in Lynchburg, Virginia and attended public schools there. He went to college at Princeton University and law school at the University of Virginia. Upon graduating from law school in 1979, Secretary Schewel began practicing law in Richmond with the firm of McGuire, Woods, Battle & Boothe. He practiced real estate and corporate law with McGuireWoods for 22 years until he became Secretary of Commerce and Trade on January 14 of this year. As a lawyer, he was engaged in economic development projects in Virginia and across the United States. Until becoming Secretary, he served as the head of McGuireWoods corporate law department, which included approximately 145 lawyers in 9 offices around the country.

Secretary Schewel previously served on the Virginia Fair Housing Study Commission and was a Commissioner of the Virginia Housing Development Authority for eight years.

Dr. Barbara Bolin, Governor's Special Advisor for Workforce Development

### **Barbara Bolin, Ph.D. – Biography:**

Dr. Barbara Bolin is Special Advisor for Workforce Development to Governor Mark Warner. She is responsible for creating an effective and efficient system that produces the skilled

workforce that will sustain and expand Virginia's economy. Barbara believes strongly in state leadership with local control and implementation, and that Virginia's workforce development system must be predicated on lasting partnerships between employers, educators, communities, and the state.

Dr. Bolin was born and raised in England, and spent many years in Australia before moving to Texas in 1983. She holds a Ph.D. in Industrial Education from Texas A&M University, a Masters degree from the University of Texas, and mathematics and teaching degrees from South Australia. She began her professional career as a mathematics and science teacher in Australia before moving to the US where she has taught mathematics and statistics at community colleges and universities.

Barbara was previously Director of the Michigan Department of Career Development under Gov. John Engler, the Associate Vice President for Workforce Education at Austin Community College, and she was a member of Dell University at Dell Computer Corporation for four years.

Dr. Bolin believes strongly in synergy and collaboration, and she is committed to ensuring that all citizens have the opportunity to reach their full educational and career potential.

Marjorie M. Connelly, Chair, Virginia Workforce Council

The Honorable Delores McQuinn, Vice-Mayor, City of Richmond

**City Council Representative, 7th District**

**Profession:**

Associate minister, Mt. Olivet Baptist Church

**Education:**

- Virginia Commonwealth University
- Virginia Union University
- Evan Smith Leadership Program

**Elected to Council:** 1999 (Special Election - April 6, 1999)

**City Council:**

- Chair, Human Development Committee
- Member, Education Committee
- Member, Public Safety Committee
- Member, Land Use and Housing
- Member, Economic Development Committee
- Member, Organizational Development Committee
- Member, Public Utilities Subcommittee

### **Organizations:**

- Member, Advisory Board of Health
- Member, Richmond Ambulance Authority
- Member, Sister Cities Commission
- Member, Library Board
- Member, Richmond Behavioral Health Authority

Member, Richmond Regional Planning District Commission

### Applegate, Tom

Thomas Applegate serves as Executive Dean, Austin Community College, and is the current President of the Association for Career and Technical Education. In an education career covering more than 35, he has served as the Associate Director for the state of Ohio for Business/Industrial Training and Development and as faculty member at Ohio State University for 26 years. A long-time national leader in career education, he will share his experience in implementing WorkKeys in Ohio's technical institutes and Austin Community College.

### Barlow, Ed

### Bryant, Theresa

Theresa M. Bryant is the Interim Vice Chancellor for Workforce Services for the Virginia Community College System. Prior to coming to the VCCS, she was Vice President for Workforce Development and Continuing Education at Central Virginia Community College. She holds a MBA from Columbus State University and an MA and BA from Mississippi University for Women.

### Davenport, C. Ray

Carlton "Ray" Davenport is Commissioner of the Virginia Department of Labor and Industry. He is responsible for organizing, supervising and coordinating the agency's occupational safety and health, labor law, apprenticeship, and boiler safety activities.

For 14 years prior to joining the Commonwealth in March of 2002, Mr. Davenport was Business Manager, which is the principal officer, of the International Union of Operating Engineers, Local 147. As Business Manager for IUOE, Local No. 147 he was responsible for negotiating contracts, supervising and coordinating the contract administration of over 40 individual construction contractors and more than 20 stationary employers. Responsibilities included serving as Chairman of two joint labor/management Taft-Hartley Benefit Trust Funds, which set policy and benefit levels of employee health benefits, and monitoring the administration of a state certified apprenticeship program.

From 1973 through 1977 he worked in the construction industry as an apprentice crane operator, graduating as a journeyman crane operator in February of 1977. Mr. Davenport worked in the construction industry as a crane operator from 1977 through September 1988. He currently holds a crane operator certification to operate all types of cranes from the National Commission for the Certification of Crane Operators. His professional activities have included serving as President of the Virginia State Building and Construction Trades Council, and as a Board member of the South Hampton Roads Workforce Investment Board, Opportunity, Inc.

Mr. Davenport graduated from the University of Massachusetts/Amherst with a M.S. degree, and he has a B.A. degree in Labor Studies from Antioch University. He lives in Virginia Beach, where he participates in several church and community activities.

#### DeRosear, Katherine

Katherine has worked with business and community leaders, state policymakers, and federal, state, and local government workforce development program practitioners to design, develop and improve a statewide comprehensive workforce development system that is employer led. Her experience includes policy interpretation and application of the federally mandated and funded Workforce Investment Act (WIA) of 1998, including extensive work with Local Workforce Investment Boards and chambers of commerce. Most recently, she was an invited speaker at the Secretary of Labor's National Workforce Recovery Conference in Washington, DC and an invited speaker at the National Association of Chamber of Commerce Executives in Orlando, FL. Katherine has a background in organizational development, government relations/public policy, community development, and higher education. Katherine's experience includes assisting the State of Nebraska in merging five state agencies to create the Nebraska Health and Human Services System. She is currently the Director of Workforce Policy for the Virginia Community College System and serves as lead staff to the Virginia Workforce Council. Katherine has a B.A. from the University of Nebraska – Lincoln, and extensive post-graduate training and education in strategic planning, participative management, process and quality improvement, and group facilitation.

#### Frierson, Brenda

#### Goins, Josph

#### Goldsmith, Stanley

- Former Executive Director VA Region 2000 Economic Development Partnership
- Retired Town Manager, Town of Altavista, VA
- Retired U.S. Army Officer
- Vice Chair, VA Region 2000 Work Keys Ambassadors' Board

## Howard, Douglas

Doug Howard is currently a self-employed consultant, focusing on policy, program, and organizational management issues in human services.

From March 1999 to December 2002, Doug served as the Director of the Michigan Family Independence Agency. As a Governor's cabinet member, Doug directed this social services agency with a budget of approximately \$4 billion and a workforce that ranged from 10,000 to 13,000 employees. The agency was responsible for a variety of programs including the policy administration and operations for TANF, Food Stamps, Juvenile Justice, Child Support, Foster Care, Adoption, Child and Adult Protective Services, Family Support and Preservation, and other services for adults, children and families. The Agency was also responsible for Medicaid and SSI eligibility, and housed the Commission on Disability Concerns, the Commission for the Blind, and the Domestic Violence Prevention and Treatment Board.

From 1993 until his appointment in Michigan, Doug served as the Administrator of the Division of Economic Assistance in the Iowa Department of Human Services, directing Iowa's welfare reform efforts and related programs. From 1985 through 1993, Doug held a variety of technical and professional positions in Iowa's child support program.

Doug has served in a number of leadership roles at the national and regional levels, including serving as President of the American Public Human Services Association from 2001 to 2003, and President of the National Association of TANF Administrators from 1999 to 2002. During the 1995-1996 federal welfare reform debates, Doug spent about 30 weeks in Washington, DC, working with national organizations, congressional staff and members, officials from other states, and other interested stakeholders.

In Michigan, Doug was a member of the Governors' Workforce Commission/Michigan Workforce Investment Board and the Michigan State Housing Development Authority Board of Directors from 1999-2002, and served on several other task forces. In Iowa, Doug served over five years as chairperson of Iowa's Family Development and Self-Sufficiency Council, and served on the Iowa Business Council Workforce Advisory Committee, Iowa's Child Support Enforcement Program Advisory Committee, Iowa's Interagency Task Force on Homelessness, and several Iowa Workforce Development interagency groups. The workforce groups included both planning and governance groups for one-stop shopping, information technology, and general workforce development initiatives. During his tenure in Iowa, Doug also served on a federally sponsored multi-state Workforce Development Stakeholders Forum and on a federal technical assistance group for the old JOBS program.

Doug has worked extensively with the media and with the legislatures in both Michigan and Iowa, and has testified before Congress on several issues. Doug received his MBA degree from Drake University in Des Moines, Iowa, and his Bachelor's degree from Iowa State University in Ames, Iowa.

## Hughes, Gerald

### **Gerald L. Hughes, Jr., Executive Director, Patrick County Education Foundation**

Mr. Hughes is a native of Bluefield, West Virginia, and has earned a bachelor's degree in business from West Virginia University and a Master of Business Administration from the West Virginia College of Graduate Studies. Mr. Hughes was a small business owner in Tazewell County, Virginia for 13 years before joining the administration of Longwood University in Farmville, Virginia. Mr. Hughes began his 11 years of service to Longwood as the Executive Director of the Longwood Small Business Development Centers located in Farmville, South Boston, Martinsville, and Petersburg. He later served as Director of Continuing Studies and Economic Development and a member of the College's cabinet. Mr. Hughes later served as Vice President of Finance and Development for Chatham Oil Company and Executive Director of Economic Development for the City of Manassas Park. In addition to his current duties as Executive Director of the Patrick County Foundation, Mr. Hughes also serves as President of the 600-member Virginia Economic Developers Association.

## Lenita Jacobs-Simmons



Lenita Jacobs-Simmons was appointed Regional Administrator, Employment and Training Administration, Region 2 in July of 2002. In this capacity, she is responsible for oversight of ETA's Philadelphia region that includes Delaware, the District of Columbia, Maryland, Pennsylvania, Virginia and West Virginia. Programs administered in the region by ETA and its State and grantee partners include Workforce Investment Act, Unemployment Insurance, Adult and Youth Services, and Foreign Labor Certification. Ms. Jacobs-Simmons is responsible for the oversight of almost \$1 billion in

Federal grants administered by 120 grantee organizations.

Prior to coming to Philadelphia, Ms. Jacobs-Simmons was the ETA Deputy Assistant Secretary for Field Operations. In this capacity, she was responsible for the management and direction of field operations and implementing the reforms required under the Workforce Investment Act.

Ms. Jacobs-Simmons has a distinguished history of public service in South Carolina where she served as the Administrator of the Charleston County, South Carolina SDA/SSA and Executive Director of the Trident Workforce Development Board. In these capacities, she was responsible for unifying a tri-county area and implementing the first One-Stop Delivery System in the State of South Carolina. She was also the County's Grants and Community Development Director. In addition, Ms. Jacobs-Simmons has more than 13 years experience as an educational fundraiser. She has successfully obtained and managed Federal, State and corporate grants; directed capitol campaigns; and written proposals to support research and development activities.

A Philadelphia native, Ms. Jacobs-Simmons is a graduate of Temple University and the University of North Carolina at Chapel Hill. She is also an outspoken advocate of performance excellence.

Johnson, Martha

- Training Manager, BWX Technologies, Nuclear Products Division
- Vice Chair, VA Region 2000 Work Keys Ambassadors' Board
- Work Keys Profiler since 1997

Kellog, Amy

Account Manager, PLATO Learning, Inc.

Kelly, Tim

Having worked for two different governors through four administrations, in two different states, Tim has developed a wealth of experience in state government. His work in state government has almost exclusively been in the areas of economic development, education, and workforce or career development. Another thread or theme that might describe his experience is *change*.

***Bayh Administration – Indiana***

***Economic Development***

As a Business Development Specialist for the Indiana Department of Commerce, Tim was responsible for nearly \$1 billion in investments in new plants and expansions. He helped lead a trade and business recruitment mission to Europe, along with representatives from several Indiana communities, visiting potential customers in the Netherlands, Germany and the United Kingdom.

Tim was also the lead specialist for 29 of Indiana's 92 counties, helping to coordinate local economic development efforts with state leads and resources.

***Education/Workforce Development***

Throughout his career in public service, Tim has taken the lead or has been responsible for implementing change. For instance shortly after the reauthorization of the JTPA in 1992, a law that allowed for the creation of "super councils", Tim convinced then Governor Evan Bayh to dissolve several boards and commissions to create the Indiana

Human Resource Investment Council. In spite of leading one of those targeted entities at the time (Indiana Council on Vocational Education), Tim saw this as an opportunity to streamline state government and make it more effective. By utilizing thorough business planning and development, building upon strategic alliances, and leveraging resources, Indiana became one of the first in the country to transition its workforce governance structure from a cacophony of disparate boards and institutions, into a coherent and focused workforce development system. As the first executive director of the Indiana Human Resource Investment Council, Tim worked effectively to change the mindset and direction of the states local JTPA councils, transforming them from parochial jobs program administrators into “big picture” workforce development entrepreneurs, several years ahead of WIA.

### ***Engler Administration – Michigan***

During the Engler administration in Michigan, Tim was once again instrumental in the design and implementation of structural changes to effectively deliver state education and career development services. Whether he was championing standards-based education reform, parental choice and charter schools for Governor John Engler, or assisting Dr. Barbara Bolin at the Department of Career Development in building the Michigan Career Development System, Tim has stressed the need for accountability every step of the way.

### ***Education***

As the Education Policy Advisor to Governor Engler, Tim spearheaded the Reading Plan for Michigan, an initiative to get all kids to read independently by the end of the third grade. First introduced in the Governor’s 1997 State of the State address, the Reading Plan for Michigan was developed by the Michigan Department of Education to increase parent and caregiver awareness to the critical needs of developing language and literacy skills early in childhood development. The Reading Plan for Michigan is a multi-pronged approach that includes the Read, Educate and Develop Youth (READY)

kits, the Michigan Literacy Progress Profile, and the Reading Plan for Michigan Summer School Program.

The main component of the Reading Plan for Michigan is the READY kits, designed for three age groups, infants, toddlers, and preschoolers. The kits contain a children's book, learning activities, a music cassette, a child development video, and other products to help the child learn and succeed. To date, over 630,000 parents have received kits through hospitals, Head Start, and other child-based programs. Over two-thirds of parents have said the kit provided important information and motivated them to read and interact more with their children. At just \$14 per kit, the READY kits have become the most cost-effective early childhood parent information effort in Michigan history.

### *Workforce/Career Development*

A major initiative of the Michigan Department of Career Development has been to increase the utilization of WorkKeys to bridge the language between business and education. Developed by ACT, Inc., WorkKeys is a skills assessment system used nationwide by employers, students, workers and educators. Early in the development of the Michigan Career Development System, it was determined that the best way to get the message out about WorkKeys was through the development of WorkKeys Service Centers.

Dr. Bolin, charged Tim with finding partners to create and implement the Michigan WorkKeys Service Centers. Armed with a little over \$500,000 in Tobacco Funds, Tim convinced all of Michigan's 28 community colleges and 6 intermediate school districts to invest in becoming a WorkKeys Service Center. These institutions received \$15,000 in start-up funds to offset the initial costs of operation. Each of the Service Center's identified personnel for profiler training conducted by ACT, necessary equipment was purchased, and other personnel were trained on the WorkKeys system, marketing, and sales techniques.

Since the initial phase of development, Michigan has gone from 34 to 42 licensed WorkKeys Service Centers. These centers have completed over 150 job profiles throughout the state, given thousands of assessments, and continue to offer instructional services to those needing to improve their skills. These programs are offered to high school and adult students, as well as to many business and private sector employers.

Due to the increased popularity and utility of WorkKeys, Tim was also instrumental in getting the State of Michigan to recognize WorkKeys as an alternative assessment for the Michigan Merit Award. High school students who qualify for the Merit Award are eligible to receive a \$2500 scholarship to be used for postsecondary instruction at any public or private institution in Michigan.

In 1999, Tim helped draft an Executive Order by Governor Engler to create the Michigan Council on Technical Excellence. This seven-member board, chaired by the Lt. Governor, was charged with developing a portable skills credential to keep Michigan's workforce at world-class levels. Working with the Council, Tim led them to the development of the Michigan Career Readiness Certificate.

Based on WorkKeys, this certificate, endorsed by the Michigan Chamber of Commerce and the Michigan Manufactures Association, signifies to a potential employer that the bearer has achieved the foundational skills to be successful in the workplace. The WorkKeys assessments used to measure the foundation skills are Applied Math, Reading for Information, Locating Information, and Writing. Upon completing the necessary research, Tim helped the Council to establish appropriate skill levels for each assessment that would guarantee the recipient would be eligible for 85% of all jobs profiled across the U.S.

An individual can qualify for and receive the Michigan Career Readiness Certificate at any one of the 42 WorkKeys Service Centers in Michigan. To date, over 500 certificates have been awarded to those who have passed the necessary WorkKeys skill levels.

Knight, Bob

Managing Director, Education & Training Policy Institute Arbor E&T LLC Washington, DC

Lane, Julia

Julia Lane is a Senior Research Fellow at US Census Bureau and the Director of the Employment Dynamics Program at the Urban Institute.

Laux, Ron



**Ron Laux is the Vice President of the Community College Workforce Alliance, a partnership in workforce development with J. Sargeant Reynolds and John Tyler Community College. Ron has been with the Virginia Community College System for twelve years as an administrator with the responsibility for building and implementing regional workforce development programs and services in the greater Richmond Virginia area.**

He has worked extensively with economic development at state, regional and local levels, and assists industry with planning for workforce development issues. He manages an organization that annually serves more than 2000 companies and 26,000 students.

Lumsden, Chris

Chief Executive Officer  
Halifax Regional Health System  
2204 Wilborn Avenue  
South Boston, VA 24592

Megeath, Michael

Married , 2 children, 1 grandchild. Retired from Loudoun after 35.5 years of experience. 25.5 years as principal of Monroe Technology Center, the first and only principal until retirement in Dec., '02. B.S. in AgEd. from Va Tech in 1967. Masters in Admin. From Va Tech. in 1974.

### Mercer, Bill

Bill Mercer has been a Virginia licensed contractor for 17 years. While operating Mercer Construction, a custom building and remodeling company in northern Virginia, Bill became active in local and national trade associations, and has earned the Certified Graduate Builder (CGB), Certified Graduate Remodeler (CGR), and Graduate Master Builder (GMB) designations. Bill made the career change to teaching home building at the Northern Virginia Community College in 1994 as a result of his participation on the education committee of the Northern Virginia Building Industry Association. He has taught numerous Home Builders Institute (HBI) courses for local and state associations as well as worked with the HBI to develop skills standards and certifications for tradesmen. Bill now serves on the CGR Board of Governors and as an advisory board member of the Student Chapters of the National Association of Home Builders. His industry efforts have included national presentations to the Affordable Comfort Conference, the National Council for Workforce Education, U.S. Department of Labor Office of Youth Services and the Council on Licensure Enforcement and Regulation. Bill currently serves as the Director of the Institute of Building Technology for the Virginia Community College System and Director of Apprenticeship Related Instruction for the Commonwealth of Virginia. He is also a member of the Professional Licensing Education task force through the Virginia Department of Professional and Occupational Regulation, the Virginia Building Code Officials Association and Habitat for Humanity.

### Miller, Jerry

Jerry W. Miller serves as Senior Consultant for the ACT WorkKeys program. He has been involved with WorkKeys, beginning with the origin of the concept. Prior to becoming a Senior Consultant, he served as Director of the ACT Washington Office, President of the Association of Independent Colleges and Schools, Vice President for Academic Affairs at the American Council on Education, and Associate Director of the National Commission on Accrediting—a career spanning more than 40 years in postsecondary education.

### Neill, Judy



Judy Neill leads the WIDS Team of instructional designers. As a frontline learning designer, she works with education and business clients to plan and implement performance-based learning. During her 27 years with the Wisconsin Technical College System, Judy has managed program and curriculum development, facilitated numerous DACUM job task analyses, founded one of Wisconsin's first tech prep programs, initiated her college's first distance learning program, and developed a community outreach and continuing education program. Judy earned a master's degree in continuing and adult education from the University of Wisconsin-Madison and a bachelor's degree in economics and speech from Ripon College.

### Nemeth, Katherine

## Provost, M-TEC<sup>SM</sup> at Kirtland-Gaylord

Katherine Nemeth, M.A., was appointed to the position of provost in September 2000. Katherine has a Bachelor of Science in Nursing degree from the University of Michigan and a Master of Arts degree from Central Michigan University. She is a doctoral candidate in public administration at Western Michigan University.

In 1977 Katherine began work at Kirtland Community College as an instructor in practical nursing. Following implementation of an Associate Degree in Nursing program at Kirtland, Katherine became director of health occupations. She has subsequently held positions as dean of business services, serving as the college's chief financial officer, and vice president for operations.

### O'Reilly, John

John B. O'Reilly, Jr., is the Executive Director of the Southeastern Michigan Community Alliance (SEMCA), which administers workforce and substance abuse services to residents in Monroe County and all of Wayne County except the City of Detroit. SEMCA is a non-profit (501c) (3) organization formed by five governmental entities in southeast Michigan: Monroe County, Wayne County, the Conference of Western Wayne the Conference of Eastern Wayne and Downriver Community Conference. SEMCA is the administrator of Welfare-to-Work, Work First, JTPA, Substance Abuse Prevention and Treatment Block Grant, Medicaid Managed Care and School-to-Work programs in its service area.

John O'Reilly, Jr., is known as Jack to his associates and previously served as the Deputy Executive Director of the Downriver Community Conference from 1987 until 1996 when SEMCA was created. SEMCA merged two previous JTPA service areas and Jack was selected to be its first CEO and Executive Director.

Jack received an Associate Degree from Oakland University and his Bachelor's and Juris Doctor (J.D.) degrees from the University of Detroit. A licensed Michigan attorney since 1980, Jack served as a Chief of Staff in the Michigan State Senate from 1980 through 1982.

In 1983, O'Reilly was hired as staff counsel to the U.S. House of Representatives Oversight and Investigations Subcommittee for the House Energy and Commerce Committee, chaired by Congressman John D. Dingell. Upon returning to Michigan in 1986, he went to work under contract to the Michigan Commerce Department. Then, in 1987, Jack joined Downriver Community Conference.

Jack serves as a member of the Michigan Association of Substance Abuse Coordinating Agencies (MASACA) and the Michigan Works! Association. He has been elected several times to the Steering Committee of Michigan Works! and has served on its Executive Committee. O'Reilly has also been selected to serve on numerous state level committees and task forces.

Jack is active in many community activities and claims one of his hobbies is serving as President of the Dearborn City Council. He resides in Dearborn with his wife of 26 years and their three children.

Peninsula Worklink Team

Deborah George Wright, Vice President for Workforce Development, Thomas Nelson Community College and Lead Agency, Peninsula Worklink

Joseph L. Hopkins, Regional Director, Eastern Region, Virginia Employment Commission

Ned Carr, Executive Director, New Horizons Regional Education Center

Rex Evans, One Stop System Director, Peninsula Worklink

Mac McGinty, WorkKeys Regional Director, TNCC

Bob Leber, Training Programs Manager, Northrop Grumman Newport News

Sherer, Robert

Robert Sherer is a freelance consultant from Lansing, Michigan, specializing in labor market analysis, career development and Web-based technology projects. He is currently working on several technology-related projects for the Michigan Virtual University. Bob recently left Michigan state government after 31 years of service as a labor economist, career development specialist, policy analyst, and technology project manager. He also served as director of the State Occupational Information Coordinating Committee. During the 2000-2002, he co-managed a major strategic planning initiative involving 25 workforce development boards and education advisory groups in Michigan.

Straits, Robert

Stuhlmiller, Tom

Tom Stuhlmiller is the Executive Director of **Tek.Xam**. Tom received his undergraduate degree in Psychology from Randolph-Macon College and earned a Master's Degree in Education from Lehigh University. As a Special Education Teacher, Mr. Stuhlmiller spent six years in the classroom. After that he served in a variety of administrative positions in education for six years before accepting a position with Computer Curriculum Corporation (now NCS/Learn) as an Educational Consultant. For the last 10 years, Mr. Stuhlmiller has held various training, sales, and management positions in the field of educational technology and currently serves as Executive Director of Tek.Xam.

## Vassey, Brett

President & CEO  
Virginia Manufacturers Association

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The Virginia Manufacturers Association develops constructive policies and activities on behalf of industry by serving as an advocate in legislative, regulatory, taxation, environmental, workplace, business law, insurance, technology issues and as an aggregator of business services for its Members. Brett Vassey is the President & CEO of the VMA, which has a membership that employs over 119,000 Virginians in the manufacturing sector. The organization has been in continuous operation for 81 years and currently has a staff of ten. The VMA supports seven member committees, an affiliate organization VMA Outreach, a political action committee (VMAPAC), a statewide magazine, an electronic newsletter, the Governor's Award for Environmental Excellence in Manufacturing, the Virginia Shingo Prize, the U.S. Senate Productivity and Quality Award Program and a statewide industry conference and seminar/workshop series.

Prior to his selection, Vassey was the Business Services Manager at the Virginia Department of Business Assistance (DBA), the Commonwealth's agency dedicated to existing business development. DBA provided workforce development resources, financing, small business counseling and manufacturing consulting services to more than 6,000 businesses last year alone. DBA also manages the Governor's Business Appreciation Week events, the Virginia Economic Development Seminars, the Small Business Incubator Program, the Women's Business Enterprise Program and the Community Partnerships Program. Vassey also spent several years with the Virginia Economic Development Partnership, managing their International Information Center that provided international commerce consulting services to over 1,000 businesses and development organizations annually. He has also worked in local economic development, private consulting and College administration. Vassey has a Master of Public Administration from Virginia Tech, graduating in the top 5% of his class, and a Bachelor of Arts from the University of Kansas.

Vassey serves on numerous Federal, State and Local Boards and Councils: the National Coalition for Advanced Manufacturing Leadership Council, the U.S. Senate Productivity and Quality Award Board, the Virginia District Export Council, the Virginia Workforce Council, the Virginia Electronic Commerce Technology Center Board, the Manufacturing Education Consortium Board, the Workforce One Leadership Council and the VA Work Keys Advisory Council. He has also served on the Virginia Indemnification and Community Revitalization Commission's Grant Panel, as Chairman of Business Retention and Expansion International Marketing & Membership Committee, as a founding member of the VA Forest-Based Economic Development Council and as a member of the Virginia Economic Developers Association's Education Committee.

Williams, John

## **BIOGRAPHICAL DATA**

As Deputy Director of the Michigan Department of Career Development, John L. Williams was responsible for the administration and operation of the Offices of Career and Technical Preparation, Adult Education, and Postsecondary Services. This included all state-approved career and technical education programs throughout the state, encompassing more than 2,000 occupational programs at over 430 secondary schools and area career centers. He also was responsible for the successful implementation of **Michigan's Career Preparation System**, which is designed to provide appropriate career development information and experiences for all Michigan students. He has extensive experience in dealing with all aspects of the education community, combined with the ability to connect business/industry/labor with education.

He previously was the Principal and Regional Career and Technical Education Administrator, Capital Area Career Center, 1989-1998; Principal, Chelsea High School, 1977-1989; Assistant Principal and Athletic Director, Cincinnati, Ohio, 1975-77; and teacher of English and psychology, 1971-75.

He has a B.A. and an M.A. in education from the University of Michigan. He also has completed additional course work at the University of Cincinnati and Michigan State University.

John L. Williams is the Secretary/Treasurer of the National Association of State Directors of Career Technical Education (NASCTEC), and has served on the Board of Directors since 1998 and was the Chair of the Teacher Education Committee from 2000-2002. He was President of the Michigan Council of Vocational Administrators (MCVA) from 1996-1997, and the President of the Area Career-Technical Administrators (ACTA) from 1992-1993. He also was a member from 1986-88 and 1993-95 of the Executive Board of the Michigan Association of Secondary School Principals (MAASP). In 1998, he received the Michigan Career Leadership Network (MCLN) Ralph C. Wenrich Award for Outstanding Leadership at the state level.

He has been married 33 years and has three daughters. He enjoys many outdoor sports and reading.