



Rising To The Challenge:
MEETING TOMORROW'S WORKFORCE DEMAND

MARCH 25-27, 2015

Ramada Tropics Resort and Conference Center

Association of Iowa Workforce Partners
14th Annual Conference

WWW.IAWORKFORCEPARTNERS.ORG

WEDNESDAY

MARCH 25, 2015 // PRECONFERENCE

1:00 - 4:00

Teaching Positive Work Habits and Winning Work Attitudes Using Participatory Techniques // Salon A/B

Jodie Sue Kelly, Cygnet Associates

Despite your best efforts, do you find it hard to maintain energy in work readiness training? In this session, you will learn how to take boring material and turn it into high energy activities that spark interest and build skills. Get ideas for more interactive training that is fun for you and fun for the participants in this fast moving, participatory session.

THURSDAY

MARCH 26, 2015 // 2015 ANNUAL CONFERENCE

8:00

Registration Opens // East Lobby

9:30 - 10:00

Welcome & Opening Comments // Main Ballroom

AIWP Chair Jennifer Fuchs, Region 6 IowaWORKS, Marshalltown

10:00 - 10:45

Opening Keynote // Main Ballroom

What it Takes to Be Successful With Every Customer

Josh Davies, CEO, Center for Work Ethic Development

New federal legislation is only the latest change that is increasing the pressure placed on every level of our organizations. No matter what type of provider you are, the customers you serve, or your role in the organization, you are being forced to adapt to constant change. How do you move from simply treading water to surfing the waves of change? How do you stay motivated and motivate your team to serve the most challenging customers? By focusing on your own Leadership. No matter what your title is, consider this your personal invitation to develop **yourself** and your skills. This spirited and interactive keynote will explain how to shift your paradigm to focus on innovation and the proven techniques to develop those skills.

10:45 - 11:00

Break

11:00 - 12:00

Workshop 1 // Ballroom NE

Developing Strong Work Ethic - The Key to Employee Engagement and Sustained Performance

Josh Davies, CEO, Center for Work Ethic Development

Workforce professionals have always led the nation in teaching the vocational skills that clients need to get hired. But it's what we aren't teaching that may end up getting them fired. New research shows that nearly half of all employees were fired less than 18 months after they were hired. The reason 9 out of 10 were fired had nothing to do with being able to perform the tasks of the job; they were poor work behaviors. With job retention being a key reporting metric, this is a challenge we all have to overcome.

In many cases, these terminations could have been averted altogether with a focus on training foundational work ethic behaviors. Josh Davies, CEO of The Center for Work Ethic Development, will share strategies, specific tactics, and case studies to help build these behaviors. This engaging and interactive presentation will both educate and inspire you to become a work ethic champion. Because it isn't enough to teach people what they need to get a job – we must give them the tools to build a career!

Workshop 2 - WORKFORCE BOARDS THURSDAY ONLY // Ballroom W**Sector Partnerships in Action - Plenary Session: What, Why, How of Strong Sector Partnerships***Stephanie Steffens, Director, Colorado Workforce Development Council**Lindsey Woolsey, President, The Woolsey Group**John Melville, President and COO, Collaborative Economics*

This super session of four workshops will be a full training on the what, why, and how of good sector partnerships, including lessons learned from across the country, examples of sector partnerships, and promising practices. We will go in depth on tools for making early decisions about the target industry, the regional scope, and the size and make-up of a partnership. We will also conduct a simulated first meeting of employer partners in a sector partnership. This will be highly interactive. Participants will leave with new insights and real tools for authentic employer engagement.

Workshop 3 - SPECIAL POPULATIONS // Salon A/B**Apprenticeship Journey: The Challenges and Rewards of Implementing an Apprenticeship Program***Tim Diesberg, State Industries Supervisor, Iowa Prison Industries*

This session will guide participants through the process of implementing a recognized apprenticeship program within Corrections. During this session, you will learn:

- » How the apprenticeship program became a reality within the Iowa Department of Corrections
- » Who are the stakeholders in the development
- » Required documentation for the certification
- » Offender participation
- » Recordkeeping of the program
- » Challenges to be overcome
- » The rewards of what we do and how it affects our re-entry efforts

The information presented will include sample curriculum, instructions guides, testing materials, and certificates. Also included will be how the stakeholders view this, from the offender, to the parole board, to the potential employer. While correctional industries are uniquely structured to incorporate this training into their work program, it is designed to be utilized in other areas of a correctional facility or in community corrections.

Workshop 4 - YOUTH TRACK // Ballroom SE**Creating and Maintaining REAL Employer Relationships Super Session***Jodie Sue Kelly, Cygnet Associates*

Looking for a way to increase your placement rates and ensure that your programs are really preparing your clients for workplace success? Engage your local employers in a meaningful way. Having the right employers at the table is only one part of the solution. With only 24 hours in a day, successful workforce professionals need to know how to fully utilize employer resources and expertise to help meet your program goals. By using the practical and powerful techniques taught in this session, you will be able to recruit more employers to help you with program content and provide work-based learning opportunities for youth, adults and dislocated workers. By the end of this fast-paced workshop, you'll have dozens of practical engagement ideas, samples, and techniques to take home and use right away.

Lunch // Main Ballroom, Buffet located in the North Lobby**Remarks by Beth Townsend, Director, Iowa Workforce Development**

Workshop 1 // Ballroom NE**Alternative Staffing Organizations***Pat Steele, Site Director, Central Iowa Works*

Alternative staffing is an employment strategy that uses a temporary staffing business model coupled with supportive services to help people with obstacles to employment enter and advance in the workforce. Central Iowa Works in Des Moines recently completed a feasibility study of developing an Alternative Staffing Organization (ASO). There are several ASO's around the country but none in Iowa. This session will describe the ASO model, funding sources, how an ASO interacts with other workforce providers, and what populations are served by an ASO.

Workshop 2 - WORKFORCE BOARDS THURSDAY ONLY // Ballroom W**Sector Partnerships in Action - Defining the Scope***Stephanie Steffens, Director, Colorado Workforce Development Council**Lindsey Woolsey, President, The Woolsey Group**John Melville, President and COO, Collaborative Economics*

This super session of four workshops will be a full training on the *what, why, and how* of good sector partnerships, including lessons learned from across the country, examples of sector partnerships, and promising practices. We will go in depth on tools for making early decisions about the target industry, the regional scope, and the size and make-up of a partnership. We will also conduct a simulated first meeting of employer partners in a sector partnership. This will be highly interactive. Participants will leave with new insights and real tools for authentic employer engagement.

Workshop 3 - SPECIAL POPULATIONS // Salon A/B**A New Kind of Hero: The Iowa Job Honor Awards***Kyle Horn, Founder and Director, Iowa Job Honor*

Founder Kyle Horn takes the audience on an inspiring journey through the development of the Iowa Job Honor Awards, an annual awards ceremony celebrating Iowans who have overcome significant barriers to employment and the employers who hire them. Along the way, he provides unique insights into Iowa's workforce crisis, proposes innovative solutions, and shares the moving stories of honorees who have overcome significant barriers to employment.

Workshop 4 - YOUTH TRACK // Ballroom SE**Creating and Maintaining REAL Employer Relationships Super Session***Jodie Sue Kelly, Cygnet Associates*

Looking for a way to increase your placement rates and ensure that your programs are really preparing your clients for workplace success? Engage your local employers in a meaningful way. Having the right employers at the table is only one part of the solution. With only 24 hours in a day, successful workforce professionals need to know how to fully utilize employer resources and expertise to help meet your program goals. By using the practical and powerful techniques taught in this session, you will be able to recruit more employers to help you with program content and provide work-based learning opportunities for youth, adults and dislocated workers. By the end of this fast-paced workshop, you'll have dozens of practical engagement ideas, samples, and techniques to take home and use right away.

Workshop 1 // Ballroom NE**Digital Footprints**

Joe Collins, Training Facilitator, IowaWORKS Central Iowa, Des Moines

Many of us use social media to stay connected with friends, family, and the occasional celebrity. But did you know you can also use many of the very same tools to increase your chances of finding a job? Is anything you're currently doing actually *hurting* your odds of success? This workshop will discuss the Top 10 tips and tricks for using social media tools like Facebook, twitter, and LinkedIn to find and keep your dream job. No social media experience is necessary for this fun and engaging workshop!

Workshop 2 - WORKFORCE BOARDS THURSDAY ONLY // Ballroom W**Sector Partnerships in Action - Simulated Partnership "Launch" Meeting**

Stephanie Steffens, Director, Colorado Workforce Development Council

Lindsey Woolsey, President, The Woolsey Group

John Melville, President and COO, Collaborative Economics

This super session of four workshops will be a full training on the *what, why, and how* of good sector partnerships, including lessons learned from across the country, examples of sector partnerships, and promising practices. We will go in depth on tools for making early decisions about the target industry, the regional scope, and the size and make-up of a partnership. We will also conduct a simulated first meeting of employer partners in a sector partnership. This will be highly interactive. Participants will leave with new insights and real tools for authentic employer engagement.

Workshop 3 - SPECIAL POPULATIONS // Salon A/B**Hiring Our Heroes!**

Linda Rouse, Veterans Program Manager, Iowa Workforce Development

During this session, Veteran's transferable skills will be discussed, as well as the challenges of interpreting a military resume and understating military training and occupations as they relate to civilian jobs. Participants will also discuss how businesses can recruit Veterans.

Workshop 4 - YOUTH TRACK // Ballroom SE**Why Entrepreneurship Matters**

Nick Colletti, President, Junior Achievement of Central Iowa

Today, having our students prepared to compete and succeed in a rapidly changing global economy has become increasingly more important. Introducing young people to the essential components of entrepreneurship - the assembly of a business plan, categorizing data, analyzing information, decision making and evaluating alternatives - all of these critical success factors should be provided to any young people interested in starting their own business.

Treat Break

Workshop 1 // Ballroom NE**The Magic Formula for Getting People to Change Their Attitudes***Silver Rose, CEO and Founder, Institute for Change and Exceptional Growth*

Today's workers have more emotional issues than we've ever seen. Lack of self confidence and/or low self-esteem often get masked by attitudes of entitlement.

Leading companies have discovered that, by focusing on and expressing appreciation for a person's specific strengths, productivity and teamwork soar. As a bonus, when people understand that they have capabilities that are appreciated, they become more open to working on areas that require improvement.

Come to this workshop to find out how to get the best out of your team. These techniques also work well with clients.

Participants will learn:

1. A technique that results in others doing what's needed AND doing it willingly and correctly the first time.
2. A simple yet powerful feedback process that guarantees open communication, increased results and further develops people's skills.
3. Ways to get others to drop negative attitudes.

Workshop 2 - WORKFORCE BOARDS THURSDAY ONLY // Ballroom W**Sector Partnerships in Action - Closing Session: Your Next Steps***Stephanie Steffens, Director, Colorado Workforce Development Council**Lindsey Woolsey, President, The Woolsey Group**John Melville, President and COO, Collaborative Economics*

This super session of four workshops will be a full training on the what, why, and how of good sector partnerships, including lessons learned from across the country, examples of sector partnerships, and promising practices. We will go in depth on tools for making early decisions about the target industry, the regional scope, and the size and make-up of a partnership. We will also conduct a simulated first meeting of employer partners in a sector partnership. This will be highly interactive. Participants will leave with new insights and real tools for authentic employer engagement.

Workshop 3 - SPECIAL POPULATIONS // Salon A/B**Everybody Learns, Everybody Works: Workforce Development Strategies for Youth with Learning Disabilities***Patricia Gill, Senior Program Associate, Institute for Educational Leadership*

As learning disabilities are the most common disability (yet not immediately visible!), workforce development professionals are serving many clients with learning disabilities – often undisclosed or undiagnosed. Primarily perceived as academic, LD can also impact vocational and social development, often requiring support and interventions beyond those typically provided in educational, employment, and social settings. Come to this interactive session for some common design elements that will improve outcomes for all participants, as well as specific strategies for common workplace challenges. Participants receive a free guide and learn techniques that prepare youth with learning disabilities for success in the world of work.

Workshop 4 - YOUTH TRACK // Ballroom SE**Serving Out-of-School Youth under WIOA: Regulations or Not, Here we Go!***Lori Crockett Harris, Workforce Development Specialist, Office of State Systems, Division of Workforce Investment, Department of Labor*

The 75% Expenditure Requirement for Out-of-School Youth (OSY) is arguably the most significant change in the new legislation that governs the Department of Labor (DOL) Formula Youth Program. We can't afford to twiddle our thumbs as we await DOL's interim or final regulations! This workshop will explore what we can do NOW to prepare for implementation. Come to this session to learn and share tried & true strategies for recruitment, engagement and retention of this disconnected youth population. Program design, partnerships and the RFP process will round out this critically important discussion.

7:30 - 8:30

Breakfast // Buffet located in the North Lobby

8:30 - 9:30

Workshop 1 // Ballroom W**Leading Change Super Session***Virginia Wells, SkillPath*

More than ever before, organizations are evolving, innovating, and changing to stay alive and competitive. They are depending on their employees to accept and support difficult changes in leadership, technologies, policies, or management approaches vital to future success. Unfortunately, most employees initially resist workplace change and defend the status quo; it's human nature.

By attending this workshop, you will gain a practical framework for successfully navigating all stages of the change process so you won't waste a minute while finding challenge and opportunity in the new order.

Workshop 2 // Ballroom NE**The Workforce Innovation and Opportunity Act (WIOA) Demands MORE***Bridget Brown, Executive Director, National Association of Workforce Development Professionals*

The passage of the Workforce Innovation and Opportunity Act (WIOA) provides an opportunity to rethink, reimagine, and revamp the workforce system. Hear from someone who was actually involved in the negotiations discuss Congressional intent and how we can meet the new demands. Are we ready and willing to take on this new level of accountability to our customers and to our funders? The first step is determining what the new law really means for the workforce system and the professionals who are navigating the changes. In this workshop, we will cover how WIOA may impact service delivery, business engagement and staffing requirements. We will cover how programs may need to change in order to address the needs of out of school youth and customers with disabilities. Come and share your best practices for preparing for this new and exciting era of workforce development.

Workshop 3 - SPECIAL POPULATIONS // Salon A/B**Building and Maintaining a Productive Corrections/Workforce Partnership Part I***Debbie Dowell, IowaWORKS Region 16 and Patrick Lacy, 8th Judicial District*

This workshop examines the often untapped potential of a dynamic partnership between local Workforce Centers and area Corrections agencies. Both Workforce and Corrections agencies serve individuals transitioning from incarceration to employment; frequently they are serving the same people without knowing it. Using a collaborative approach to the case management of shared caseloads creates an end product that is more powerful than the sum of its parts. Experience has shown, however, that shared goals are not enough to foster and maintain a true partnership. Each partner brings their unique processes, requirements, and outcome measurements to the table; building an enduring relationship that benefits all partners as well as their clients requires communication, imagination, and trust. This workshop offers guidance on creating and cultivating an environment where Corrections and Workforce can come together and deliver a joint product that serves the individual and the community.

8:30 - 9:30

Workshop 4 - YOUTH TRACK // Ballroom SE

"Steer Your Career" Curriculum

Emily Ide and Gabrielle Rutledge, IowaWORKS Southern Hills, Creston

"Steer Your Career" curriculum was developed to address the gap in information that has traditionally been available for students in the K-12 system relative to career options and work readiness. We will share our information, processes, how to approach schools and students, why this is important and present one of the workshops as an example.

9:30 - 9:45

Break

9:45 - 10:45

Workshop 1 // Ballroom W

Leading Change Super Session

Virginia Wells, SkillPath

More than ever before, organizations are evolving, innovating, and changing to stay alive and competitive. They are depending on their employees to accept and support difficult changes in leadership, technologies, policies, or management approaches vital to future success. Unfortunately, most employees initially resist workplace change and defend the status quo; its human nature.

By attending this workshop, you will gain a practical framework for successfully navigating all stages of the change process so you won't waste a minute while finding challenge and opportunity in the new order.

Workshop 2 // Ballroom NE

Business Retention & Recruitment and Building Workplace Culture

David Maxheimer, Director of Human Resources, Hagie Manufacturing Co.

Time to take your blinders off and look at your business differently. During this session you will hear of Hagie Manufacturing Company's journey from spending too much time focusing on the outputs to abruptly changing direction to an employee first initiative where employee happiness, engagement and purpose comes before profits. Look to learn how you can change your recruiting and retention strategies while focusing on employee engagement. Whether it be gradual change or a "let's rip the Band-Aid off" moment, any company can make a huge impact on their business by focusing on company culture, core values and employee engagement. The big question, are you willing to look at your business in a different way or are you happy with where you are at today?

Hagie Manufacturing develops and manufactures some of the most innovative application equipment in the agriculture industry. With over 450 team members, Hagie has been a Des Moines Register Top 100 Workplace (2011-19th; 2012-11th; 2013-6th) and in 2014 named to the WorldBlu list of Most Freedom-Centered Workplaces.

9:45 - 10:45

Workshop 3 - SPECIAL POPULATIONS // Salon A/B

Implementing the Collaboration – Practical Application of the Corrections/Workforce Partnership Part II

Shawn Fick, IowaWORKS Region 12 and Debbie Dowell, John Romeo, and Robert Ryan, IowaWORKS Region 16

While the success of the Corrections/Workforce partnership is closely linked to the strength of the bonds created at the management levels, the abilities and practices of line staff are its lifeblood. Working with ex-offenders can present many unique challenges to even the most seasoned veterans. It is crucial that Workforce Specialists have the knowledge, tools, and training to maximize this population's opportunities for success. This workshop focuses on the special challenges facing ex-offenders and the Workforce staff who serve them, and will outline strategies to help their clients find and retain employment. Topics include understanding and using facilitation skills and assessment tools, developing strategies to lessen barriers to employment, as well as safeguards to ensure that ethical boundaries are respected.

Workshop 4 - YOUTH TRACK // Ballroom SE

Putting Employers in the Driver's Seat: Walgreens & Waukegan High School's Partnership for Youth

Germain Castellanos, Program Manager, Waukegan (IL) Public School District #60

The key to engaging employers in occupational youth training is building a program around their needs. Waukegan High School's out-of-school youth program was designed to meet the needs of Walgreens Pharmacies. This partnership, in the high-demand career of pharmacy technician, pulls together a major employer, the local community college, and a community high school with a large population of opportunity youth. By starting with Walgreens need for credentialed, bilingual pharmacy technicians, who reflect the diverse communities that the pharmacies serve, Waukegan High School's program is yielding great results for the employer, the youth participants involved, and the broader community.

10:45 - 11:00

Break

11:00 - 12:00

Closing Plenary // Main Ballroom

Change is Inevitable; Suffering is Optional

Silver Rose, CEO and Founder, Institute for Change and Exceptional Growth

A key competency for today's workforce is resilience and yet we get stuck in "we've always done it this way" or we grumble about each new change. We cannot expect clients to dance with change if we can't do it ourselves.

In this humor-filled keynote, Silver Rose, author of *Change Your Focus; Change Your Outlook*, takes us on an exploration of how to cope with today's massive changes and ways to help clients do the same.

12:00

Exhibitor BINGO Giveaways // Main Ballroom

Complete your exhibitor BINGO cards for a chance to win some great prizes; but you'll have to stick around to see if you win!

AIWP thanks the following for generous support of this year's conference.

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About the Speakers

Bridget Brown

Bridget Brown joined the National Association of Workforce Development Professionals as their Executive Director in January 2008. In this position, Bridget leads efforts to strengthen our nation's workforce development system and improve the skills and effectiveness of workforce professionals across the country. Prior to her role at NAWDP, she was the Executive Director of America's Career Resource Network Association where she focused her efforts on improving the quality and availability of labor and career information that is provided to schools, prisons, and workforce centers. She served as the Director of Program Development for the National Skill Standards Board at the U.S. Department of Labor, was the project co-director of the Manufacturing Skill Standards Council, and was Associate Director of Government Relations for the American Vocational Association. She is a Certified Workforce Development Professional (CWDP), a Global Career Development Facilitator Instructor (CGDFI), and has over 25 years of policy experience in personnel certification, workforce development, career and technical education, and advocacy.

Germain Castellanos

Germain Castellanos is the founder and Program Director for the SHINE Educational Leadership and Pharmacy Technician Program, a workforce development program serving over 300 at-risk youth at Waukegan (Illinois) High School – where the student population is over 70% Latino. The SHINE Educational Leadership program is a 10-month comprehensive career and college preparation program for low-income at-risk seniors at Waukegan High School, providing youth with leadership development, post-secondary education preparation, and occupational training opportunities. The SHINE Pharmacy Technician program is a seven month comprehensive career and college preparation program for low-income graduates of Waukegan High School. SHINE Pharmacy Tech participants gain work experience through internships with Walgreens and other local pharmacies. After graduation from the SHINE program, youth enroll full time in a post-secondary school or find employment in an identified key sector. Germain's commitment to service was first recognized when he was honored with the title of AmeriCorps Member of the Year in 2005 for his service as a Youth Developer at Youth Conservation Corps in Waukegan, and has continued through his founding of the SHINE Program in 2008. Germain's transition from being a recipient of services to a provider of services for at-risk youth earned him the Illinois Governor's Journey Award in 2008. Most recently, Germain was honored in March of 2014 by The White House as a Cesar Chavez Champion of Change for his commitment to improving the lives of others in his community and his embodiment and representation of the values and determination of Cesar E. Chavez to organize for a more just tomorrow. The son of immigrants from Mexico, Germain's hometown of Waukegan, Illinois is 30% foreign born and the majority of households speak another language besides English at home. Germain also works to create change and opportunity for the residents of his community by serving as Vice President of the Habitat for Humanity Lake County Board of Directors; Program Chair and Member of the Board of Directors for Youth Conservation Corps; and as Member of the Lake County Workforce Investment Board's Youth Council.

Nick Colletti

Nick's responsibilities include fundraising, board development, program execution, finances, public relations and administrative operations for the Junior Achievement of Central Iowa area office located in Des Moines, Iowa. Before joining Junior Achievement of Central Iowa full-time in August of 2013, Nick was employed by NCMIC Group, Inc., SunGard, ADP and Xerox Corporation, holding various sales, marketing and sales leadership positions to help generate new business development opportunities, and implement strategic business and alliance plans to support sales/marketing initiatives. Nick resides in West Des Moines with his two sons, Trevor (16) and Mark (14). He is a graduate of Drake University's School of Journalism and Mass Communications.

Joseph Collins

Joe is a Training Facilitator with IowaWORKS-Central Iowa (a division of Iowa Workforce Development) in Des Moines. He graduated with degrees in Marketing, Spanish, and International Business from Iowa State University in 2005 before beginning a new chapter in his life by shifting gears with a Master's Degree in Adult, Continuing, and Occupational Education from Kansas State University in 2012. In addition to leading workshops on using social media when looking for jobs, Joe attempts to offer a 360 degree view of the job search process for his participants, with additional workshops offered on resumes, interviewing, conflict resolution, personalities, and work ethic...to name a few. He strongly believes in continuous improvement and has recently finished his certification as an Offender Workforce Development Specialist (OWDS) and a Global Career Development Facilitator (GCDF).

Lori Crockett Harris

Lori is a Workforce Development Specialist in the Office of State Systems, Division of Workforce Investment (DWI). She started her Department of Labor (DOL) career in 1999, in the Chicago Regional Job Corps Office, but transitioned to the DWI in 2003. She currently serves as the Federal Representative for the State of Missouri and the Region 5 Youth and Target Populations Specialist. She has served as the regional lead for several national level projects and initiatives, including the Shared Youth Vision and the youth case management technical assistance guide (Toolkit for Effective Front-Line Services to Youth). For the past 35 years, she has helped young people with multiple challenges/barriers to gain self-sufficiency and improve their quality of life. She has had extensive experience with individuals with disabilities, mental health issues and substance abuse concerns. Prior to joining the DOL she provided direct patient care services at the Veteran's Administration Medical Center and managed youth development programs for the Chicago Park District. She is a Certified Therapeutic Recreation Specialist and continues to work with individuals with physical and developmental disabilities as a Special Olympics coach. Lori is married to the love of her life and their lives are ruled by their three furry, four-legged children!

Josh Davies

Josh Davies is passionate about helping others make a difference in their lives, jobs, and community. Through his work as an executive, speaker, and trainer, he has delivered results around the country. He has given keynotes and training workshops to a wide variety of organizations across all 50 states, including the American Society of Training and Development and the National Association of Workforce Development Professionals. In Preparation for the 2008 Democratic National Convention, he led the training of all 10,000 volunteers and more than 4,000 local service professionals for the event. Training Magazine named him as one of the top 10 trainers under 40 in America and the Denver Business Journal tapped him as one of Denver's 40 Under 40.

Davies is currently CEO of the Center for Work Ethic Development, an organization committed to developing foundational work behaviors in everyone from high school students to returning veterans transitioning into the civilian workforce. He is also a published author and is frequently cited in national publications, including the New York Times. An avid runner, Josh has been awarded the Mile High Energy Award by Visit Denver, and an honorary Doctorate of Foodservice by the North American Food Equipment Manufacturers Association for his contributions to the industry. He is the past President of the Council of Hotel and Restaurant Trainers (CHART), and has been appointed by the Governor to serve on the Colorado Workforce Development Council and Chair of the State Education and Training Steering Committee. He currently serves on the Board of Directors for the National Association of Workforce Development Professionals, where he gets to share his passion with professionals from across the country.

Tim Diesburg

Tim Diesburg has been in corrections for 33 years and has been employed with Iowa Prison Industries since 1988 when he was promoted to a State Industries Technician. Tim was promoted through the ranks to supervisor in 1997 and is currently supervising the Metal Furniture, HVAC Filter, License Plate, and Laundry/Warewash. Tim administrates the apprenticeship program at the Anamosa State Penitentiary and has been instrumental on the team that set up the first apprenticeship programs and continues setting up programs through the Iowa Department of Corrections.

Patricia Gill

Patricia is currently the Senior Program Associate for the Center for Workforce Development and leads the professional development initiative of the National Collaborative on Workforce and Disability for Youth. She is also the National Director of the Ready to Achieve Mentoring Program (RAMP) a career-focused mentoring program for youth with and without disabilities currently involved in or at-risk of involvement in the juvenile justice system. Prior to this, Patricia was the Civic Justice Corps Program Director at The Corps Network, implementing a community service-based model for the effective reentry of formerly incarcerated and court-affiliated youth. Previously, Patricia led professional development and standards-based organizational capacity building efforts in the US and Haiti at The National Youth Employment Coalition. She also provided training and technical assistance for systems of youth worker professional development at The Academy for Educational Development. In addition to front line youth work experience directing programs in DC and Chicago, Patricia has created curriculum and facilitated courses for both adults and youth in: youth development, community mapping, mentoring, college prep, youth employment skills, conflict resolution, and positive discipline. Patricia has a BA in speech communication from the University of Maryland and a Juris Doctor from the Georgetown University Law Center.

Kyle Horn

Kyle Horn is Founder & Director of the Iowa Job Honor Awards (www.JobHonor.org). His passion is to equip disadvantaged job seekers with the tools required to win a second chance. Launched in 2014, his Iowa-based initiative is expanding nationally under the banner of “America’s Job Honor Awards”.

In addition to directing his nonprofit, Kyle created a training program entitled “Overcoming Red Flags in Your Background” which he presents to individuals with barriers to employment. He speaks to groups about the future of the Iowa workforce, and our need to engage America’s Great Untapped Workforce.

Emily Ide

Emily Ide has a Bachelor’s Degree in Administration. Her passion is giving aid to all kinds of people in need. She has worked in assisted living settings and nursing homes as well as taken care of individuals with intellectual disabilities. From this work she recognizes her strength and passion is helping all kinds of people to overcome their barriers, which is what made her transition into work in the youth program seamless. By helping the youth overcome their barriers she is committed to preventing them from becoming adults that face these same barriers later on in life and delaying the progress in their educational and working life success. Through programs such as the “Steer Your Career” package, she now has a vehicle to give youth the information necessary to make choices that can help them make a smooth transition into post-secondary education and or working life. Emily is one of the architects of the current “Steer Your Career” package and facilitates the training in schools throughout the region.

Jodie Sue Kelly

Jodie Sue Kelly began her career in workforce development as manager of a group home for delinquent youth in southwestern Pennsylvania. A few years later, she developed and expanded a local site for 70001 Ltd., at the time the nation’s largest employment program for low-income school dropouts. After doubling the size of the program, she was promoted to the 70001 national office in Washington DC. In 1984 she co-founded Cygnet Associates with Max Elsmann. She is the author of the handbooks, “Job Development Made (Much!) Easier” and “Keeping the Client: A Strategy for Program and Job Retention.” Her long experience and humorous touch make her a very popular trainer and speaker.

Dave Maxheimer

Dave Maxheimer is the Director of Human Resources for Hagie Manufacturing Company, a manufacturer of innovative crop production solutions. During his 13 years with Hagie, the Clarion, Iowa, company has experienced significant growth while also being named as a Top Iowa Workplace for three consecutive years from 2011-2013. Throughout his 23 year career in Human Resources, Dave has experienced numerous challenges in recruiting and retaining talent within the Transportation and Agricultural industries – until now! A recent innovative focus at Hagie uniquely positions employee happiness, engagement, and purpose before profitability. This nontraditional initiative has created a distinctive company culture that draws in and retains the right talent while also driving those who may not fit the culture to either adapt or leave. Although this family owned company has been rooted in tradition since 1947, Hagie is not your typical company in many ways, and the recruiting efforts are quite... “unconventional”! Delivering on Hagie’s commitment to support the community and create a superior quality of life for all, Dave currently serves on the City Council, Chamber of Commerce Leadership Committee, i2i Housing Board and is an active resident of the Clarion community. He is a 1989 graduate of the Iowa State University College of Business.

To learn more about Hagie Manufacturing Company’s employee first culture and family values, go to www.hagiecareers.com.

John Mellville

John Mellville is President and Co-Founder of Collaborative Economics, San Mateo, California and an advisor to civic leaders nationwide. Over the past 20 years, John and his partners have worked with public and private leaders in over 40 communities across the U.S. and abroad, helping them launch concrete, collaborative initiatives to improve regional innovation, economic development, and quality of life. John co-founded Collaborative Economics in July 1993 after a decade as a senior policy analyst with SRI International’s Center for Economic Competitiveness. He holds an A.B. with honors in political science from Stanford University.

Silver Rose

Silver Rose has been a much sought-after speaker in the Workforce Development world since 2009. She has become known for delivering content that audiences immediately apply to their work once they leave the conference. Silver takes her work seriously, but not herself. She learned this from doing over 100 standup comedy club presentations. Drawing on her vast experience, she approaches serious subjects with a light touch. She immediately connects with the audience, talking with them, not at them, in a relaxed, fun and easy style. You will leave feeling good about yourself, and upbeat.

Linda Rouse

Linda Rouse is a native of San Diego, California. She enlisted in the United States Marine Corps out of high school and honorably served 20 years active duty serving at various bases in California, Tennessee, and Okinawa. After her career in the Marines, she worked at a local bank as a teller. In 2006, she joined the Veteran Representative team with Iowa Workforce Development. Her team in Ottumwa was awarded the Mark Sanders award for exceptional services to disabled Veterans. In 2011, Linda was selected to be the Operations Manager for Region 15 in Ottumwa. As the Operations Manager for Region 15, she leads a team of 25 members and managed numerous workforce programs. In summer of 2013, she was selected to be Iowa Workforce Development's project manager for the Home Base Iowa initiative. In January 2015, Linda became the Veteran Program Manager for Iowa. Linda has her BA from National University in psychology and an internship away from earning her MA in Vocational Rehabilitation Counseling. Her and her husband Jim have been married for 32 years and have three beautiful daughters.

Cabrielle Rutledge

Cabrielle Rutledge graduated from Buena Vista University with a double major in Business Administration and Management with a Human Resource emphasis. She has worked with the public for the last five years starting in the banking field, then assisting low income mothers before working with young adults in the WIA youth program. In working with young mothers and teenagers she became acutely aware of the struggle they may encounter when faced with reality of life after high school. She was an architect of the "Steer Your Career" package and uses the "Steer Your Career" curriculum to assist students who are faced with these decisions to provide them guidance about the whole spectrum of career opportunities that exist so they can make informed decisions about work, training, and understanding expectations of employers as far as work readiness.

Pat Steele

Pat Steele is the Site Director for Central Iowa Works, a position he has held since July 2013. He has over 37 years of experience in employment services for people with barriers to employment, including people with disabilities. Over his career he has worked as an employment specialist, case manager, project manager, executive director and employment services director. He has held positions with Goodwill Industries of the Heartland, Options of Linn County, the Iowa Division of Vocational Rehabilitation Services, the University of Iowa Law Health Policy and Disability Center, Mainstream Living, and Optima Life Services.

Stephanie Steffens

Stephanie Steffens is the Director of the Colorado Workforce Development Council (CWDC), a business-led collaboration of industry, state agencies, and their local system partners that strive to align education, training, and workforce development efforts to meet the needs of Colorado's economy. Prior to this, she worked for the Colorado Office of Economic Development & International Trade as head of the State's Business Retention & Expansion Program (BRE), where her work has been critical as Coloradans manage and meet the challenges of a changing economy. As part of the BRE program, Stephanie brought communities and business together to create and implement Colorado Companies to Watch, a program that recognizes and supports growth companies. A Colorado native, business and community service have always been a way of life for Stephanie. She grew up on a family farm in rural Colorado, learning the value of hard work and the strength of community as a young girl. She earned her business degree from Adams State University and experienced the practical, day-to-day realities of managing a business first by running a rapidly expanding company in three states, and then by starting, owning, and managing two businesses in Colorado.

In her role as Director of CWDC, Stephanie appreciates the opportunity to work with great volunteers and business leaders throughout Colorado in implementing solutions for our future. The vision of the CWDC is that every Colorado business has access to a skilled workforce and every Coloradan has access to meaningful employment, resulting in statewide economic markets, and convening these collaborative partnerships is the role of the CWDC.

Lindsey Woolsey

Lindsey Woolsey is the President of The Woolsey Group, LLC. The Woolsey Group is a research and technical assistance firm that works with state and city policy leaders and local programs to better connect their educational training to the needs of industry. The Woolsey Group's mission is to get people the right education and training at the right time for jobs that exist now. This work involves regional economic development strategies; industry engagement; community partnership building among multiple education and economic institutions; research on advancing jobseekers through education and economic institutions; and research on advancing jobseekers through education into jobs. Ms. Woolsey is the primary consultant for the Woolsey Group. She brings national expertise in the field of industry sector and cluster of strategies. For a decade she has studied the policy and program elements of successful industry strategies, including engaging industry; the role of intermediaries; coordination of programs to support employers and workers (including industry-relevant career pathway systems across multiple education institutions); industry clusters; rural economies; and evaluation and benchmarking models. She is published in each of these areas. Ms. Woolsey has worked with industry partnerships at both statewide and regional levels in healthcare, manufacturing, energy, technology, agriculture, tourism, bioscience, aerospace, and the creative industries. She has worked in 14 different states, with over a dozen industries, and is a frequent speaker at national events. For more information and publications, visit www.woolseygroup.com.

Virginia Wells

As an executive coach and facilitator, Virginia Wells has designed, conducted and implemented strategic planning sessions that provided board members and executives with tools to take their ideas from vision to reality. Incorporating keys to effective delegation into her training, Virginia has helped participants learn the importance of this leadership tool and the need for delegation as they implement their vision and grow their business.

Virginia has created and conducted over 1,200 customized workshops, seminars and board retreats on topics ranging from influential leadership to communication skills and leadership agility. She has provided business training in leadership and management development, finance, marketing and operations. Also included in Virginia's portfolio are keynote speeches on change management and keys to jumpstarting a successful business.

See www.iaworkforcepartners.org/professional-development/speaker-bios for expanded biographies.



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