



# eXperience WORKS

**A Convening of Business Leaders  
and Educators**

**June 27-28, 2017**

**DoubleTree by Hilton Hotel  
Richmond-Midlothian  
1021 Koger Center Boulevard  
Richmond, Virginia**

**Virginia Department of Education  
Office of Career, Technical, and Adult Education**





Special thanks to all of the educators,  
community leaders,  
and business and industry representatives  
for supporting career, technical, and adult education  
across the Commonwealth of Virginia.

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Business Leaders  
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Tuesday, June 27, 2017

7:15–9:00 a.m.	<b>Business and Industry Exhibit Set-Up</b> .....	James River Foyer
8:00–8:50 a.m.	<b>Registration</b> .....	James River Foyer
9:00–10:00 a.m.	<b>GENERAL SESSION I</b> .....	Parlor H

## Pledge of Allegiance

## Greetings

### Introduction of Featured Speakers

Tricia S. Jacobs, Ph.D.  
Coordinator, Curriculum and Instruction  
Office of Career, Technical, and Adult Education  
Virginia Department of Education

### What is the Power and Impact of Work-Based Learning (WBL) and the Need for Skilled Professionals?

Marcus Thompson  
Inspiration/Communications Manager  
Volvo Group Trucks Operations  
Americas Cab & Vehicle Assembly

10:00–10:15 a.m. **Introduction of Business and Industry Leaders**

10:15–11:35 a.m. **Learning from Business and Industry Leaders** ..... James River Foyer  
(Visit and interact with business and industry representatives)

### Culinary Institute of Virginia

Maria Jones, Freshman Admissions Presenter

Culinary Institute of Virginia (CIV), College of Culinary Arts of ECPI University, offers degree programs that reflect the dynamic nature of the hospitality industry, including Culinary Arts, Baking and Pastry Arts, Culinary Nutrition, and Food Service Management. CIV students complement their on-campus education with work-based learning through required externships.

### Electude USA

J. Harlan Wrenn, Training and Sales

Electude has revolutionized e-learning for career and technical education students by developing solutions that connect with various learning styles, integrating gaming principles, interactive animations, and simulations into a highly effective learning experience that keeps students engaged and motivated. With Electude, students can learn at their own pace and emerge better prepared for a successful career in the automotive industry.

### **Newport News Shipbuilding**

Pierrette Swan, Career Pathways Representative  
Shauntel Foster, Career Pathways Representative

Newport News Shipbuilding is the sole designer, builder, and refueler of U.S. Navy aircraft carriers and one of two providers of U.S. Navy submarines. With approximately \$4 billion in revenues and more than 20,000 employees, they are the largest industrial employer in Virginia and the largest shipbuilding company in the United States. Newport News Shipbuilding has built more than 800 ships, including both naval and commercial ships. Located in Newport News, Virginia, the facilities span more than 550 acres, strategically positioned in one of the great harbors of the East Coast.

### **Emergency Communications and Citizen Services**

Margie Hobbs, Recruiter

Virginia Beach Emergency Communications & Citizen Services operates two divisions: VB911 and VB311. VB911 receives residents' calls for service by police, fire, and Emergency Medical Services (EMS) personnel and coordinates those agencies' response. Calling 911 is specifically used for emergency situations where an immediate response is required from public safety personnel. Virginia Beach 911 public safety telecommunicators, or Public Safety Emergency Technicians (PSETs), work as a team by playing a critical role in protecting life and property. VB311 receives and responds to requests for general government information or service by multiple communication channels such as telephone, Internet, email, print, radio, and emergency notifications. Emergency Communications and Citizen Services will be hiring for the our fall 2017 PSET academy over the summer. Applicants can apply at [www.vbgov.com/careers](http://www.vbgov.com/careers).

### **Port of Virginia**

Shaune Thomas, Talent Acquisition Manager

The cargo carried by ships, trucks, and trains hold the lifeblood of Virginia's economy. The fifth-largest port in America, the Port of Virginia is a catalyst for commerce. A recent economic impact study found that over 374,000 jobs in Virginia – nearly 10 percent of Virginia's workforce – have ties to the port. Additionally, more than \$60 billion is spent on port-related goods and services each year. The Port of Virginia operates five marine terminals with a sixth under development, as well as an intermodal container transfer facility in Front Royal.

### **United States Army**

Jerald Hunter, Senior Education Specialist

The Armed Services Vocational Aptitude Battery ASVAB Career Exploration Program was developed by the U.S. Department of Defense with input from a panel of career development experts. It is a career planning and exploration program that combines a multiple-aptitude test with an interest self-assessment and a wide range of career exploration tools. The ASVAB Program recently was redesigned to be helpful to all students, whether they are planning on immediate employment after high school in civilian or military occupations, or further education at a university, community college, or career and technical education institution.

### **Virginia Association of Surveyors**

John Palatiello, Executive Director

The Virginia Association of Surveyors (VAS) was established in 1948 to promote the interests and professional development of surveyors licensed in the Commonwealth. This is accomplished by participating in a wide range of activities, from continuing education and scholarship funding to advocacy and public affairs. VAS is also leading a workforce development effort to introduce young Virginians to careers as technicians or professionals in the rewarding field of surveying.



**Virginia Department of Labor and Industry**

Shannon Crooks, Apprenticeship Consultant

The Virginia Department of Labor and Industry helps employers develop job training opportunities and meet their needs for highly skilled workers through a proven, cost-effective system of registered apprenticeships. Employers provide on-the-job training, and participants spend four to six hours per week in related classroom instruction.

**Virginia Department of Transportation**

Queen T. Crittendon, Hampton Roads District Civil Rights Manager

Janice F. Curtis, Assistant Civil Rights Division Administrator

Rick Mason, Human Resources Division, Talent Program Coordinator

The Virginia Department of Transportation (VDOT) is responsible for building, maintaining, and operating the state's roads, bridges, and tunnels. Additionally, through the Commonwealth Transportation Board, it provides funding for airports, seaports, rail, and public transportation. Virginia has the third-largest state-maintained highway system in the country, behind Texas and North Carolina.

**Virginia Paving Company**

Brian W. Gawthrop, Plant Engineer, Division of The Lane Construction Corporation

Virginia Paving Company is one of Virginia's premier asphalt pavement producers and paving contractors, providing quality services for the construction and maintenance of transportation systems, commercial projects, and residential developments. The company consists of four branch offices, seven asphalt production facilities, and one road-building operation.

**Virginia Space Grant Consortium**

Mary L. Sandy, Director

The Virginia Space Grant Consortium (VSGC) coordinates and develops Science, Technology, Engineering and Mathematics (STEM) and aerospace-related educational and research efforts throughout the Commonwealth and connects Virginia's effort to a national community of shared interests. VSGC is part of NASA's National Space Grant College and Fellowship program and its members include the five Virginia Space Grant colleges and universities, Virginia Community College System, NASA Langley Research Center, NASA Wallops Flight Facility, Virginia education agencies, Virginia's Center for Innovative Technology, and other institutions representing diverse STEM education and research of interest to NASA.

VSGC manages and facilitates STEM programs to motivate students to pursue STEM careers and increase student retention in STEM. VSGC has provided professional development for over 25,000 STEM educators and school counselors. VSGC offers several precollege student programs including the Virginia Aerospace Science and Technology Scholars (VASTS) program, the Virginia Earth Systems Science (VESSS) program, the Virginia Space Coast Scholars (VSCS) program, and the Building Leaders for Advancing Science and Technology (BLAST) program.

**11:45 a.m.–12:30 p.m. WORKING LUNCH.....Parlor H**  
**Networking and Sharing: Work-Based Learning Best Practices**

**Cybersecurity Panel**

Walter Dula  
Security Associate Manager  
Accenture Federal Services

Justin Graves  
Management & Program Analyst  
Information Technology Services Office  
United States Department of Homeland Security

Giles Ring  
IT Security Engineering Manager  
Virginia Credit Union

1:40–2:40 p.m. **WORKSHOPS – SESSION I**

**I.1 Dos and Don'ts of Clinical Rotations and Regulations, Laws and Ethics in Health and Medical Sciences – Clinical Experience** .....Parlor B - Upstairs

Charlette N. Ridout, RN, MS, CNE, Senior Nursing Education  
Consultant, Virginia Board of Nursing

Paula B. Saxby, RN, PhD, Deputy Executive Director, Virginia Board of Nursing

Clinical learning experiences provide students with an opportunity to apply learned theory to the clinical practice setting and begin the important process of developing clinical judgment and clinical reasoning. Clinical learning experiences should be planned based on program objectives and the student's learning needs. Clinical learning experiences must be developed as required in law and regulations. This session will review relevant laws and regulations and will address ethical considerations.

**I.2 Career Opportunities in Information Technology and Cybersecurity at the U.S. Department of Homeland Security – Internship, Job Shadowing, and Mentoring** ..... Parlor C - Upstairs

Justin Graves, Management & Program Analyst  
Information Technology Services, U.S. Department of Homeland Security

Participants will discover career opportunities currently available in the realm of information technology (IT) and cybersecurity at the Office of the Chief Information Officer within the U.S. Department of Homeland Security. Focus will be on opportunities that involve IT services, cybersecurity across the department, and many related engineering functions. A portion of the workshop will focus on work-based learning experiences such as the Pathways Internship Program, informal and formal job shadowing, mentoring, paid work, and volunteer opportunities that provide a pipeline to employment with the U.S. Department of Homeland Security.

**I.3 All Aspects of Cooperative Education** ..... Parlor D - Upstairs

Teresa Harrington, Instructor, Family and Consumer Sciences,  
Virginia Beach City Public Schools

The workshop will include a discussion of all aspects of cooperative education. These aspects include student placement, training plans and agreements, evaluations, site visits and coordination, training station acquisition, the role of Workplace Readiness Skills for the Commonwealth, course marketing, and planning for special guests and recognition programs.

**I.4 Virginia Bankers Association Bank Day Scholarship Program – Job Shadowing** . . . . . *Parlor E/F - Downstairs*

Monica McDearmon, Communications & Financial Literacy Coordinator  
Virginia Bankers Association

Jennifer Register, Vice President, Retail Lending Officer  
Old Point National Bank

Alicia Howard, Corporate Social Responsibility, Union Bank & Trust

Presenters in this session will discuss the Virginia Bankers Association (VBA) Bank Day Scholarship Program, a work-based learning opportunity. On Bank Day, Virginia high school seniors spend a day in banks across the Commonwealth shadowing a banker in their daily duties. This experience allows students to learn about banking, financial services, and the vital role banks play in their communities. From their experience, the students are required to write an essay; based on these, 12 scholarships are awarded to students. Presenters will share their experiences as hosts for Bank Day and describe what students and teachers should expect when involved in the program.

**I.5 Improving Student Outcomes with No Cost Technologies.** . . . . . *Parlor G - Downstairs*

Jerald Hunter, Senior Education Specialist, U.S. Army

Clara Sagoe, Education Services Specialist, U. S. Army

Sara Baumgarten, Education Services Specialist U. S. Army

The U.S. Army and Military Entrance Processing Command (MEPCOM) has a strategic interest in improving student achievement and outcomes with no-cost technologies for entry into postsecondary schools, programs, and the workforce. Learn about and explore how you can apply the March 2 Success and the ASVAB Career Exploration Programs to support individuals' successful transition to employment and/or postsecondary programs. By joining personnel and resources, the U.S. Army, MEPCOM, and school divisions can significantly impact student success and increase both student testing skills and career readiness. Find out about the free program that can make a difference in your school division.

**2:50–3:50 p.m. WORKSHOPS – SESSION II**

**II.1 School-to-Work, Work Adjustment Training Program** . . . . . *Parlor C - Upstairs*

John Dougherty, Vice President of Community Workforce,  
Goodwill of Central Virginia

Participants will learn about and explore how to apply the Goodwill of Central and Coastal Virginia (GCCVA) School-to-Work, Work Adjustment Training Program (WAT), to support the successful transition to employment for individuals with disabilities. GCCVA will share their one- to three-month training program using an integrated work setting designed for individuals with disabilities. Additionally, participants will learn specific strategies used to build physical stamina, emotional tolerance, and overall work behavior associated with entering/re-entering competitive employment or a supportive work environment.

**II.2 Learning Program and Talent Management Outreach Efforts for Students - Internship** . . . . . *Parlor D - Upstairs*

Pamela Koger, Training Program Consultant Supervisor, Talent Management Program, Human Resources Division, Virginia Department of Transportation

Rick Mason, Talent Program Coordinator, Talent Management Program, Human Resources Division, Virginia Department of Transportation

Queen Crittendon, Hampton Roads District Civil Rights Manager,  
Virginia Department of Transportation

Presenters will introduce student opportunities through the Virginia Department of Transportation (VDOT) Learning Program and Talent Management Outreach. In addition to learning about internship and developmental programs, participants will learn about career paths for students, in-demand skills in the industry, and career development. This workshop will offer general information that can be shared with students rather than information specific to one particular organization such as VDOT. VDOT hopes to continue its relationship with instructors, coordinators, CTE administrators, school counselors, and career coaches to explore, develop, and strengthen strategies around work-based learning experiences for students as well as to create pathways to the job opportunities available to them.

**II.3 Information Security/Cybersecurity in the World of Finance . . . . Parlor E/F - Downstairs**  
 Giles Ring, IT Security Engineering Manager, Virginia Credit Union

Participants will gain insight into the ever-growing cybersecurity skills gap that faces the information security/cybersecurity industry. Learn about how those interested in a career path related to information security can further that interest. Topics of interest will include the National Initiative for Cybersecurity Education (NICE), the National Initiative for Cybersecurity Careers and Studies (NICCS), as well as National Centers of Academic Excellence in Cyber Defense (CAE-CD).

**II.4 Equation for Success: Student Achievement+ Hands-On Service Learning Experiences = Success . . . . .Parlor G - Downstairs**  
 Cynthia Lucero-Chavez, Community Involvement Specialist,  
 Stafford County Public Schools

The presenter will offer a comprehensive overview of the five-tiered service-learning approach, I.P.A.R.D., and see its relevance as a strategy to engage all students in real-life experiences. This workshop will highlight K-12 service-learning standards student voice as a way to make a choice, connecting curriculum to real-world needs, partnership development, career connections, ways to incorporate service-learning into all content areas K-12, and resources to support service-learning.

**II.5 Cyber: Connect the Dots . . . . .Parlor H**  
 Walter D. Dula, Security Associate Manager, Accenture Federal Services

Participants learn about the necessary building blocks for a Capable and Ready Cybersecurity workforce; see how Cloud adoption is imperative; and discuss and share their views about being connected.



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Wednesday, June 28, 2017

7:30–8:30 a.m. **Breakfast Buffet** ..... Corridor/Parlor H

8:30–11:30 a.m. **GENERAL SESSION III** ..... Parlor H

## Introduction of Speakers

Sharon Acuff, Specialist  
Marketing and Related Clusters  
Office of Career, Technical, and Adult Education  
Virginia Department of Education

## School-to-Career Youth Registered Apprenticeship Panel

Patricia Morrison, Director  
Division of Registered Apprenticeship  
Virginia Department of Labor and Industry

Kathleen E. Eddington, Assistant Director  
Division of Registered Apprenticeship  
Virginia Department of Labor and Industry

Dr. Thomas W. Cecere, Apprenticeship-Related Instruction Specialist  
Division of Registered Apprenticeship  
Virginia Department of Labor and Industry

## How Do State and Federal Labor Laws Impact Work-Based Learning?

Robert G. Armstrong, Operations Manager  
Labor and Employment Law Division  
Virginia Department of Labor and Industry

Timothy J. Trivett, Senior Investigator  
Wage and Hour Division  
U. S. Department of Labor

11:40 a.m.–12:20 p.m. **WORKING LUNCH** ..... Corridor/Parlor H  
**Networking and sharing: Overcoming WBL Challenges**

12:30–12:45 p.m. **Board Buses and Depart for Industry Tours** ..... James River Foyer

**INDUSTRY TOURS**

Find out how on-site work-based learning enhances students' knowledge and skills and increases career opportunities.

**State Public Health Lab: Division of Consolidated Lab Services****Tour Facilitators:**

Dr. Christopher Retarides, Lead Scientist, Biomonitoring/  
Environmental Laboratory Response Network

Dr. Christopher Waggener, Lead Scientist, Food Emergency Response Network  
Brittany Stone, Newborn Screening Scientist

Participants will tour the Division of Consolidated Lab Services, the state laboratory for Virginia. The lab provides analytical testing services for Virginia agencies, local government, federal agencies, and other states. The lab tests gasoline, animal feeds and fertilizers, lottery tickets, and blood specimens from all Virginia infants. Every year, over 6 million laboratory tests are performed using 650 different testing methods.

**Targeted Clusters:**

- Agriculture, Food & Natural Resources (expected growth in jobs in Virginia of -1 percent by 2024, but a 12 percent growth is expected in the Environmental Service Systems pathway)
- Government & Public Administration (expected growth in jobs in Virginia of 9 percent by 2024, with the highest growth of 13 percent in the Planning pathway)
- Health Sciences (expected growth in jobs in Virginia of 21 percent by 2024, with the highest growth of 22 percent in the Therapeutic Services pathway)
- Law, Public Safety, Corrections, and Security (expected growth in jobs in Virginia of 11 percent by 2024, with the highest growth of 16 percent in the Emergency & Fire Management Services pathway)
- Science, Technology, Engineering & Mathematics (expected growth in jobs in Virginia of 6 percent by 2024, with the highest growth of 9 percent in Science & Mathematics pathway)

**NBC12 WWBT****Tour Facilitator:**

Kym Grinnage, Vice President & General Manager

Participants will tour behind the scenes at NBC12 including the studios, sub-control, the newsroom, and the sales department. Participants will meet a member of the talent team and hear from a news director and director of marketing, who will give information on careers in broadcasting.

**Targeted Clusters:**

- Arts, A/V Technology & Communications (expected growth in jobs in Virginia of 2 percent by 2024, with the highest growth of 7 percent in both the Journalism & Broadcasting and Visual & Performing Arts pathways)
- Business Management & Administration (expected growth in jobs in Virginia of 11 percent by 2024, with the highest growth of 20 percent in the Business Information pathway)
- Finance (expected growth in jobs in Virginia of 9 percent by 2024, with the highest growth of 22 percent in the Securities & Investments pathway)
- Information Technology (expected growth in jobs in Virginia of 17 percent by 2024, with the highest growth of 28 percent in the Web & Digital Communications pathway)
- Marketing (expected growth in jobs in Virginia of 7 percent by 2024, with the highest growth of 22 percent in the Marketing Research pathway)

## **Lewis Ginter Botanical Garden**

### **Tour Facilitators:**

Mitra Bryant, Program Developer  
Heather Veneziano, Horticulturist

Lewis Ginter Botanical Garden connects people to better communities through plants. Participants will tour the conservatory, community kitchen, garden, apiary, and children's garden. They will learn about the many programs available for children, youth, and adults. From hospitality to environmental education, facilitators will discuss the many career and service learning opportunities available at public gardens and in the green industry.

### **Targeted Clusters:**

- Agriculture, Food & Natural Resources (expected growth in jobs in Virginia of -1 percent by 2024, but a 12 percent growth in the Environmental Service Systems pathway)
- Education & Training (expected growth in jobs in Virginia of 13 percent by 2024, with the highest growth of 15 percent growth in the Professional Support Services pathway)
- Health Sciences (expected growth in jobs in Virginia of 21 percent by 2024, with the highest growth of 22 percent in the Therapeutic Services pathway)
- Hospitality & Tourism (expected growth in jobs in Virginia of 10 percent by 2024, with the highest growth of 14 percent in the Recreation, Amusements & Attractions pathway)
- Marketing (expected growth in jobs in Virginia of 7 percent by 2024, with the highest growth of 22 percent in the Marketing Research pathway)
- Science, Technology, Engineering & Mathematics (expected growth in jobs in Virginia of 6 percent by 2024, with the highest growth of 9 percent in the Science & Mathematics pathway)

## **Rolls-Royce Crosspointe**

### **Tour Facilitator:**

Loren Sodell, Manufacturing Executive

Participants will learn about advanced manufacturing opportunities in the civil aerospace business at Rolls-Royce in Prince George County. Learn how Rolls-Royce is building a pipeline of computer numerical control (CNC) precision machinists from high school internships to registered apprenticeships. The tour will include the turbines and rotatives businesses, where attendees will see engine components being produced for Boeing and Airbus with jobs in manufacturing engineering, conventional and nonconventional CNC precision machining, nondestructive testing, inspection, and process operations.

### **Targeted Clusters:**

- Manufacturing (expected growth in jobs in Virginia of 1 percent by 2024, with the highest growth of 9 percent in the Maintenance, Installation & Repair pathway)
- Science, Technology, Engineering & Mathematics (expected growth in jobs in Virginia of 6 percent by 2024, with the highest growth of 9 percent in Science & Mathematics pathway)



## Fort Lee Virginia – Home of the Combined Arms Support Command Tour Facilitators:

Capt. Steve Quinzel, Senior Trial Counsel

Tonjia Mccolum, Child and Youth Services Administrator

Lt. Col. Paul J. Kassebaum, Commander Kenner Army Health Clinic

Cpt. John Roeleveld, Training Officer

Lt. Col. Samuel S. Miller, Chief of the Transportation Prepotency Office

Jean Grim, Guidance Counselor

Raymond Beu, Director of Training, Joint Culinary Center of Excellence

Staff Sgt. Nicha K. Monhollen, MWD Plans NCO, 544th MP Detachment

Kimberly Evans, Family Services Program Manager

Participants will learn aspects of the functions that allow a military facility to operate. Army community service provides financial, employment, special needs, sexual assault, child abuse, domestic violence, deployment, volunteer, survivor outreach, new parent support, and relocation services. The military police and K-9 units will be involved in a demonstration. The Kenner Army Health Center delivers exceptional and compassionate patient-centered care. Transportation and logistics services include local commercial transportation, motor pool, and post shuttles. The education center promotes lifelong learning opportunities by providing and managing quality self-development programs and services. The Child, Youth, and School Services program reduces the conflict between soldiers' parental responsibilities and their on-the-job mission requirements. Culinary arts is integrated in the everyday operation of the base.

### Targeted Clusters:

- Education & Training (expected growth in jobs in Virginia of 13 percent by 2024, with the highest growth of 15 percent growth in the Professional Support Services pathway)
- Health Science (expected growth in jobs in Virginia of 21 percent by 2024, with the highest growth of 22 percent in the Therapeutic Services pathway)
- Hospitality & Tourism (expected growth in jobs in Virginia of 10 percent by 2024, with the highest growth of 14 percent in the Recreation, Amusements & Attractions pathway)
- Human Services (expected growth in jobs in Virginia of 16 percent by 2024, with the highest growth of 18 percent in both the Counseling & Mental Health Services and Personal Care Services pathways)
- Government & Public Administration (expected growth in jobs in Virginia of 9 percent by 2024, with the highest growth of 13 percent in the Planning pathway)
- Transportation, Distribution, & Logistics (expected growth in jobs in Virginia of 7 percent by 2024, with the highest growth of 15 percent in the Sales & Service pathway)

## **ept inc.**

### **Tour Facilitator:**

Joseph S. Svetina, Director, Automotive Programs

Participants will learn about opportunities in the automotive supply chain industry. Additionally, they will tour the advanced manufacturing facility, witnessing German-designed, high-volume, automated assembly machines.

#### Targeted Clusters:

- Manufacturing (expected growth in jobs in Virginia of 1 percent by 2024, with the highest growth of 9 percent in the Maintenance, Installation & Repair pathway)
- Science, Technology, Engineering & Mathematics (expected growth in jobs in Virginia of 6 percent by 2024, with the highest growth of 9 percent in Science & Mathematics pathway)

## **Richmond International Raceway**

### **Tour Facilitators:**

Dennis Bickmeier, President

Denise Shafer, Manager of Community Affairs

Participants will start in the TORQUE Club (premier entertainment venue overlooking the racetrack) for a speakers' series, followed by a facility tour, primarily of the track's infield. The speakers will provide insight on the track's day-to-day business, race weekend track operations and promoting the raceway and its events through public relations. The infield track tour will consist of visiting the media center, the NASCAR garage, and Pit Road.

#### Targeted Clusters:

- Business Management & Administration (expected growth in jobs in Virginia of 11 percent by 2024, with the highest growth of 20 percent in the Business Information pathway)
- Finance (expected growth in jobs in Virginia of 9 percent by 2024, with the highest growth of 22 percent in the Securities & Investments pathway)
- Hospitality & Tourism (expected growth in jobs in Virginia of 10 percent by 2024, with the highest growth of 14 percent in the Recreation, Amusements & Attractions pathway)
- Information Technology (expected growth in jobs in Virginia of 17 by 2024, with the highest growth of 28 percent in the Web & Digital Communications pathway)
- Marketing (expected growth in jobs in Virginia of 7 percent by 2024, with the highest growth of 22 percent in the Marketing Research pathway)
- Science, Technology, Engineering & Mathematics (expected growth in jobs in Virginia of 6 percent by 2024, with the highest growth of 9 percent in Science & Mathematics pathway)
- Transportation, Distribution, & Logistics (expected growth in jobs in Virginia of 7 percent by 2024, with the highest growth of 15 percent in the Sales & Service pathway)

**3:45–4:30 p.m. Board Buses and Return to Hotel**

# Featured Presenters

## GENERAL SESSION I

**Marcus Thompson** is the inspiration and communications manager for Volvo Trucks' New River Valley Plant in Dublin, Virginia. As a member of the plant's leadership team, his work includes internal and external communication, ensuring all voices are heard equally and fairly to promote a proactive, engaged workforce.



Thompson began his career driving a forklift, followed by seven years in production jobs. His knowledge of mankind, understanding of education principles, and entertaining style offers a fun, high-energy perspective of manufacturing here in the Commonwealth of Virginia. He is uniquely qualified with a PhD in workforce communication and serves the interests of the company, its 2,350 employees, and the region with humility.

## GENERAL SESSION II

**Walter D. Dula** is an employee of Accenture Federal Services, where he provides information security and assurance on security architecture, vulnerability management, and cloud adoption. He is a security associate manager, assigned as a client services delivery lead, within the Health & Public Directorate.



For more than 20 years, Dula has been an industry-leading professional in the areas of IT and cybersecurity and networking, providing clients with solutions to their most complex technology and security challenges. Dula holds a bachelor's degree in information systems and decision sciences with a minor in computer networking from Virginia State University, and an MBA in management with emphasis in technology from American Intercontinental University. He is currently pursuing a PhD in applied management and decision sciences with research in cybersecurity.

**Justin Graves** has served in the U.S. Department of Homeland Security for 10 years. Starting as a seasonal student intern at the age of 17, Graves returned to the department throughout his time at Virginia Tech while earning his bachelor's and master's degrees. In September 2014, Graves accepted a full-time position as the human resources (HR) lead for the



Information Technology Services Office. Here, Graves manages the HR needs for more than 200 employees, each of whom are integral to the security and integrity of our leaders' mobile devices, internet connections, and other cybersecurity matters. Graves leverages his master's in educational leadership and policy studies as he manages employees' professional development, hiring, on-boarding and orientation, promotions, tenure, time-off requirements, and work-life balance programs, among many other HR matters.

**Giles Ring** is the IT security engineering manager for Virginia Credit Union in Richmond. He leads a team of passionate IT security professionals, primarily focused on technical aspects of information security/cybersecurity. Ring has a wide range of IT experience spanning a 17-year career, working in areas such as mainframe operations, end-user services, server support



and application delivery, and networking. For the past eight years, he has worked in IT security, an area where he has a wide range of experience, to include security engineering and analysis, architecture, engagement in compliance audits and risk assessments, as well as contributions to policy development and end-user security awareness. He is a member of a number of security and professional organizations, to include InfraGard, Information Systems Audit and Control Association (ISACA), the Virginia Cybersecurity Partnership (VCSP), and is a member of FS-ISAC's Credit Union Council Advisory Group.



## GENERAL SESSION III

**Patricia (Trish) Morrison** rejoined the Virginia Department of Labor and Industry in June 2016. From March 2007 to December 2012, she was the assistant director in the division. In the 3½ years in between, she worked as the manager of the Dispute Resolution Unit for Consumer Protection within the Office of the Attorney General. Morrison graduated

from Virginia Commonwealth University with a degree in conflict resolution and in human resource management. Originally from Illinois, Morrison attended Southern Illinois University in Carbondale. One of her main focuses is to broaden the reach and utilization of registered apprenticeships throughout different industries and business models. A registered apprenticeship commitment creates an environment for collaboration between economic development, K-12 administrators, parents, local government, and workforce development practitioners.



**Kathleen E. Eddington**, the assistant director of the Division of Registered Apprenticeship, joined the Virginia Department of Labor and Industry in January 2014. Previously, Eddington served the state of New Hampshire (NH) for 13 years. She was a federal compliance officer for NH Department of Transportation and a labor inspector with NH

Department of Labor, educating and enforcing state and federal regulations. In her present position, she serves the Commonwealth by promoting Registered Apprenticeship and working with employers building their future workforce. Eddington has a bachelor's of science degree from the University of New Hampshire, Granite State College, and a graduate certificate in job development from the University of Massachusetts.



**Dr. Thomas W. Cecere**, an apprenticeship-related instruction specialist, joined the Department of Labor and Industry's Registered Apprenticeship Division in June 2015. Previously, Cecere held similar responsibilities for the Virginia Community College Workforce Services from 2004 – 2015. Cecere has served in vocational education for over 35 years



at secondary and college levels. In addition, he has held positions in business and industry in marketing and administration and has provided consulting in management and technology. In his present position, he serves the Commonwealth by supporting the needs of employers, educators and workforce professionals. His undergraduate degree in industrial education is from the State University of New York (SUNY) at Oswego, and he holds a master's in education from Rochester Institute of Technology and a doctorate in instructional technology from Indiana University.

**Timothy J. Trivett** is a senior federal investigator with the U.S. Department of Labor (DOL), Wage and Hour Division's Richmond District Office and has been with the agency since July 2010. Prior to working for DOL, Trivett was in the Uniform Police Division of the U.S. Department of Defense and reached the rank of field police lieutenant,



where he was involved in implementing the training program and supervising the Patrol Division. Trivett transferred to the Investigative Division, where he conducted criminal investigations for nine years. During Trivett's tenure with DOL he has conducted investigations involving the Fair Labor Standards Act, Child Labor, Davis Bacon, Family Medical Leave Act, H-2A, H-1B, H-2B, Migrant Seasonal Protection Act, and various other federal laws. As a senior investigator, Trivett participates in outreach events each year and trains and mentors new investigators.

# VIRGINIA DEPARTMENT OF EDUCATION

**Dr. Steven R. Staples**  
Superintendent of Public Instruction

**Dr. Steven Constantino**  
Chief Academic Officer/Assistant Superintendent for Instruction

## Career and Technical Education

**Lolita B. Hall** . . . . . *Director*  
**George R. Willcox** . . . . . *Associate Director*  
**Tricia S. Jacobs, Ph.D.** . . . . . *CTE Coordinator of Curriculum & Instruction*  
**William Hatch, M.A., J.D.,** . . . *Coordinator, CTE Planning, Administration & Accountability*  
**Sharon Acuff.** . . . . . *Specialist, Marketing and Related Clusters*  
**Lynn Basham, Ph.D.** . . . . . *Specialist, Technology Education and Related Clusters*  
**Rachel Blanton** . . . . . *CTE Senior Budget & Grants Manager*  
**Ashley Brown** . . . . . *Administrative Support*  
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