

The National Academies of **SCIENCES • ENGINEERING • MEDICINE**

MEETING REGIONAL STEM WORKFORCE NEEDS IN THE WAKE OF COVID-19: A VIRTUAL WORKSHOP SERIES

Boston Workshop - Speaker Biographies

Christine Abrams is the President and CEO of the Commonwealth Corporation. She has more than 30 years of experience in strategic business planning, competitive market analysis, training, and process optimization. Previously, Abrams served as the Senior Director of Sales, National Accounts, Americas and Australia for Instant Ticketing at IGT. Abrams also served as the Senior Vice President of Sales and Management at a startup, Signature Bread and as Director of Sales at General Mills Inc. Abrams was elected by her peers as the Chair of the Northeast Network of Executive Women. She served on the board for the Garden of Peace and was elected to the Garden's Advisory Committee. Abrams also serves as Vice President of DOVE's Board of Directors. Abrams is been an ESC Consultant. Her ESC clients include The Grimes King Foundation, Open Table and the Family Nurturing Center. Abrams holds a B.S. in Marketing from Boston College's Carroll School of Management.

Tyra Anderson-Montina is an experienced nonprofit leader with a demonstrated history of creating programming and effectively connecting employment and higher education opportunities with young adults to meet their professional and educational goals for over 15 years. She believes Closing the Opportunity that exists for our youth is what will make for a better future and this will continue to be her life's work. Currently serving as the Site Director for Year Up – Boston, she leads and manages a team of 50 staff members, supporting 400+ students and interns yearly. Anderson-Montina holds a M.Ed. in Curriculum and Instruction from Lesley University, a B.A. in Arts, Entertainment, and Media Management from University of Tulsa, and a certificate in Nonprofit Management from Tufts University's Institute for Nonprofit Practice.

Kaitlyn Bean is the Senior Program Officer for SkillWorks. She manages the entirety of the SkillWorks initiative strategy and day-to-day operations. Bean represents SkillWorks on various external partnerships and coalitions, including the National Fund for Workforce Solutions, Boston Healthcare Careers Consortium, and the Workforce Solutions Group. She has nearly 10 years of experience in workforce development, spending the majority of that time managing the SkillWorks workforce development funder collaborative at The Boston Foundation. Bean began her career in workforce development at Root Cause, as a social innovation researcher focused on best practices in youth and adult workforce development. Bean graduated from Northeastern University with a Dual Bachelor's degree in Political Science and International Affairs.

Peter Q. Blair is an Assistant Professor at the Harvard Graduate School of Education where he co-directs the Project on Workforce. He serves as a faculty research fellow of the National Bureau of Economic Research (NBER) and is the principal investigator of the BE-Lab, a research group with partners from Harvard University, Clemson University, and University of Illinois Urbana-Champaign. His group's research focuses on the link between the future of work and the future of education, labor market discrimination, occupational licensing, and residential segregation. Blair got his start understanding markets by selling fruit and vegetables in the Bahamas in the Nassau Straw Market with his brothers. Blair received his Ph.D. in Applied Economics from the Wharton School at the University of Pennsylvania, his M.Sc. in Theoretical Physics from Harvard University, and his B.Sc. in Physics and Mathematics from Duke University.

Karilyn Crockett is the City of Boston's first Chief of Equity, a Cabinet-level position established to embed equity and racial justice into all City planning, operations, and work. Crockett has an extensive background in urban studies and planning with a lens on addressing inequities; leadership as a published author and lecturer at the Massachusetts Institute of Technology (MIT); and insight on municipal government from her time as Director of Economic Policy and Research, and Director of Small Business Development for the City of Boston. She previously worked in the City of Boston's Office of Economic Development, where she was tasked with creating an equity-driven policy framework for guiding job creation, small business development, neighborhood revitalization and public procurement strategies.

Prior to her current role, Crockett worked as a Lecturer of Public Policy & Urban Planning at MIT. Crockett's research focused on large-scale land use changes in twentieth century American cities and examined the social and geographic implications of structural poverty. She is the author of "People before Highways: Boston Activists, Urban Planners, and a New Movement for City Making," a book that investigates a 1960s era grassroots movement to halt urban extension of the U.S. interstate highway system and the geographic and political change in Boston that resulted. Crockett was the co-founder of Multicultural Youth Tour of What's Now (MYTOWN), an award-winning, Boston-based, education nonprofit organization. During its nearly 15 years of operation, MYTOWN created jobs for more than 300 low and moderate-income teenagers. In a White House ceremony, the National Endowment for the Humanities cited MYTOWN as "One of the ten best Youth Humanities Programs in America." Crockett holds a Ph.D. in American Studies from Yale University, an M.S. in Geography from the London School of Economics, and an M.A. in Religion from Yale Divinity School.

Jen Faigel is a co-founder and Executive Director of CommonWealth Kitchen (CWK), formerly CropCircle Kitchen. Faigel is responsible for setting organizational strategy, raising funds, managing staff and businesses, and developing and managing strategic partnerships. She has a background in real estate and community economic development. Faigel was the lead real estate consultant for the \$15 million Pearl project, which is now home to CWK's flagship kitchen operation. In her career, Faigel has developed more than 400 affordable homes and over 225,000 square feet of commercial real estate, worth over \$200 million, as a means to create jobs and economic opportunity. Faigel has a B.A. in Political Science from the University of Michigan and certificates in Non-Profit Practice and Management from Boston University.

Maria Flynn is president and CEO of Jobs for the Future (JFF), a national nonprofit that drives transformation in the American workforce and education systems. Flynn is a national authority on the future of work, the role of technology in the labor market, career pathways for underserved individuals, and employer engagement. In 2018, Flynn launched JFF Labs within JFF to bridge the traditional education and workforce systems with innovative approaches and technology-enabled solutions. Before becoming CEO in 2016, Flynn was JFF's senior vice president and led the Building Economic Opportunity Group, helping entry-level workers advance to family-supporting careers while enabling employers to build and sustain a productive workforce. She also led JFF's federal policy and advocacy strategies, which focus on advancing the educational needs of underserved Americans and developing a skilled workforce.

Before joining JFF in 2007, Flynn was a member of the federal government's Senior Executive Service in the U.S. Department of Labor, where she held several high-level positions involving employment, training, and research. At the DOL's Employment and Training Administration, she oversaw the development of policies for training programs serving both young people and adults, supervised the agency's research and evaluation strategy, and managed its \$12 billion annual budget. She was a key

driver of the Workforce Investment Act of 1998, the National School-to-Work initiative, and the Secretary's Commission on Achieving Necessary Skills initiative. Flynn received her B.A. from Saint Joseph's University and her M.G.A. from the University of Pennsylvania.

Lane A. Glenn is President of Northern Essex Community College (NECC), with campuses in Haverhill and Lawrence, Massachusetts. Glenn is focused on student success and is passionate about finding ways to help students achieve their educational goals, especially students who are underprepared for college. In addition, he is a strong advocate for colleges and universities as engines of economic and workforce development, particularly in Massachusetts Gateway Cities. Glenn has been responsible for significant expansion of NECC's Lawrence campus, including the opening of the college's new \$27 million El Hefni Allied Health and Technology Center, NECC Riverwalk, iHealth@NECC, "The Hub," and expansion of partnerships with area high schools and four-year colleges and universities to expand educational opportunities in downtown Lawrence. He was the visionary and founding board chair for the "Lawrence Partnership," a coalition of businesses and organizations committed to economic development in the city of Lawrence. In its first few years, the partnership has launched a multi-million-dollar venture loan fund for small businesses, formed a training consortium to improve workforce development, created a "revolving test kitchen" for aspiring restaurateurs, and developed a citywide leadership program with the Harvard Business School.

As a researcher, author and consultant, Glenn has also helped advance community colleges through his involvement on numerous regional and national boards. He is the chairman of the Massachusetts Department of Higher Education's Task Force on Statewide Assessment; was appointed to the STEM Advisory Council by the Massachusetts governor; and chairs the International Advisory Board of the Chair Academy, an organization that provides leadership development programs for college and university leaders around the world. Glenn holds a Ph.D. in Theater from Michigan State University, an M.A. in Speech from Oklahoma State University, and a B.A. in English and Speech/Theater from Northeastern State University. Glenn started his education at Rose State College, a community college in Midwest City, Oklahoma.

Rachel Lipson is the inaugural Project Director of the Project on Workforce at Harvard University's Malcolm Wiener Center for Social Policy. Launched in 2019, the Project on Workforce is a cross-school, interdisciplinary Harvard initiative focused on policy and research at the intersection of education and labor markets, and is a collaboration with the Harvard Business School Managing the Future of Work Project and the Harvard Graduate School of Education. In this role, Lipson leads the Cross-Harvard Study Group on Future of Work and spearheads practitioner-focused research and convening initiatives that bring together perspectives from policy, business, and education. Prior to joining the Wiener Center, Lipson was Director of Special Projects at Year Up, a social enterprise and workforce training provider that connects young adults without four-year degrees to meaningful careers in some of America's most successful companies. She has previously worked on strategy for JPMorgan Chase's philanthropic investments in workforce training, on small business growth and effective governance at the World Bank, on community college research in California, and in training and organizing on President Obama's re-election campaign. Rachel is an alum of Harvard College and the joint MBA/MPP program with Harvard Business School and Kennedy School of Government.

Sonia Moin is Senior Director of Urban Business Initiatives at Initiative for a Competitive Inner City (ICIC), where she manages ICIC's partnership with the Goldman Sachs 10,000 Small Businesses and Santander Bank's Cultivate Small Business programs. Prior to joining ICIC, Moin worked at the International Finance Corporation (IFC, World Bank Group) driving business development and knowledge management

programs. With a passion for growing the entrepreneurial ecosystem for small businesses, Moin's past experiences also include bringing business advisory services to social entrepreneurs through local economic development organizations. Moin holds a B.S. in Business & Technology Management from Polytechnic University and an M.S. in Energy Management from New York Institute of Technology.

Trinh Nguyen is the Director of the Mayor's Office of Workforce Development (OWD), an affiliated division of the Boston Planning & Development Agency. Prior to her role at OWD, Nguyen was the Chief of Staff at the Boston Housing Authority. She has nearly 20 years of experience in operations, programs, resource, and budget management. She has worked for the Urban League of Massachusetts, the Boston Women's Fund, the Mayor's Office of New Bostonians, and University of Massachusetts Boston. She is currently Chair of the Neighborhood Jobs Trust, a board member of the U.S. Conference of Mayors Workforce Development Council, and a board member of the Boston Educational Development Fund (BEDF). As Director of OWD, she has helped launch such recent initiatives as Boston Saves (the city's children savings account program), the Tuition-Free Community College Plan, and the Greater Boston American Apprenticeship Initiative. Nguyen holds dual graduate degrees and an M.B.A. from Massachusetts Institute of Technology (MIT), Sloan School of Management and was a community fellow at MIT's Department of Urban Planning.

Joanne Pokaski is the Senior Director of Workforce Development and Community Relations at Beth Israel Deaconess Medical Center (BIDMC). Under Pokaski's leadership, BIDMC has launched programs that sponsor employees' training and promotion to hard-to-fill occupations as well as free career and academic counseling, ESOL classes, and on-site pre-college and college-level science courses. Prior to BIDMC, Pokaski served as director of Boston Career Link, a one-stop career center based at Morgan Memorial Goodwill Industries. Before that, she worked at the Boston Redevelopment Authority, the Clinton White House, and as Special Assistant to the Administrator of the Medicare and Medicaid programs. Pokaski is the Chair of the Massachusetts Workforce Board. She also co-chairs the Greater Boston Chamber of Commerce's Talent Development and Retention Leadership Council and serves on the board of the National Fund for Workforce Solutions. Pokaski earned a Bachelor's degree in Government from Harvard College and a Master's degree in Public Affairs from Princeton University.

Deeneaus "D" Polk is currently a Bosch Fellow at the Robert Bosch Foundation. Through this fellowship, Polk is studying Germany's apprenticeship model, which allows trainees to combine vocational training with on-the-job experience. Polk will use this fellowship experience to inform his startup, 3LEVATE, which aims to bridge skills gaps and make the U.S. workforce more competitive and more equitable, centering on people of color and women. He plans to pilot 3LEVATE in the US. Polk was previously an Adrian Cheng Fellow with the Social Innovation + Change Initiative. Prior to joining the graduate program at Harvard Kennedy School, Polk served as the Director of the Mississippi Apprenticeship Program (MAP), a registered apprenticeship initiative seeking to better link industry and education. His chief responsibility was operating as an ambassador of vocational education within Mississippi, highlighting the benefits of apprenticeship while also positioning MAP as a strategic partner for companies. This role was directly connected to research he undertook as a German Chancellor Fellow, where he researched the German vocational system in Bonn, Germany. Polk earned an M.P.P. in Public Policy from the Harvard Kennedy School, a B.A. in International Studies from University of Mississippi, and an A.A. in General Studies from Mississippi Gulf Coast Community College.

Valerie R. Roberson is the President of Roxbury Community College (RCC), a public institution with a diverse student population in an urban environment. She has over 35 years of administrative experience in community colleges. Roberson served as President, Olive Harvey College of Chicago, Illinois, for six

years and has served in several senior-level administrative roles. She has served as executive committee member for the Boston Workforce Private Industry Council, A Better City, and the Massachusetts Women's Forum. Roberson earned her Ph.D. Higher Education Administration from Illinois State University. She holds a master's degree in Adult Education: Employee Training and Development from Roosevelt University and a B.S. in Psychology from Bradley University.

Jerry Rubin is President and Chief Executive Officer of Jewish Vocational Service (JVS), where he is responsible for the overall direction and management of the organization. Prior to joining JVS, Rubin was Vice President of Building Economic Opportunities at Jobs for the Future (JFF), a national workforce development and education policy, research, and consulting organization. Rubin founded and was Executive Director of two non-profit organizations: the Greater Boston Manufacturing Partnership, a training and consulting organization, and the Coalition for a Better Acre, a community development corporation based in Lowell, Massachusetts. Rubin also spent ten years in the administration of Boston Mayor Raymond L. Flynn, leading several housing, economic development and workforce development initiatives. He is the author of numerous book chapters, articles, and monographs on housing, economic development and workforce development issues. Rubin is a member of the Boston Federal Reserve Bank's Community Development Advisory Council (CDAC), and a board member of the Economic Empowerment Trust Fund of the Commonwealth of Massachusetts, the Hyde Square Task Force, and MIRA. Rubin is a member of the 2019 Class of Barr Fellows. Rubin holds a B.A. in Government from Clark University and a Masters in City Planning from the Massachusetts Institute of Technology.

Robert Schwartz is Professor Emeritus at the Harvard Graduate School of Education and co-leads the Pathways to Prosperity Network. At HGSE, Schwartz served, successively, as lecturer, professor of practice, academic dean, Francis Keppel Professor in Educational Policy and Administration, and senior research fellow. Prior to joining the HGSE faculty, Schwartz served in a variety of roles in education: high school teacher and principal; education advisor to the mayor of Boston and the governor of Massachusetts; assistant director of the National Institute of Education; executive director of The Boston Compact; and education program director at The Pew Charitable Trusts. From 1997–2002, Schwartz served as founding president of Achieve, Inc., a nonprofit organization created by governors and corporate leaders to help improve performance in US schools. Schwartz co-edited *Career Pathways in Action: Case Studies from the Field* (2019) with Amy Loyd. He has also authored or contributed to several other Harvard Education Press volumes, including *Vocational Education and Training for a Global Economy: Lessons from Four Countries* (2019) and *Learning for Careers: The Pathways to Prosperity Network* (2017). In 2011, he co-authored an influential report calling for more attention to career and technical education, *Pathways to Prosperity: Meeting the Challenge of Preparing Young Americans for the 21st Century*. Pathways to Prosperity, a national network of states and regions, was formed in 2012 to act upon the analysis and recommendations outlined in the Pathways report.

David Delmar Senties is the Founder and Executive Director of Resilient Coders, a highly competitive, free, nonprofit coding bootcamp that trains people of color for high growth careers as software engineers, and connects them with full-time jobs. He's a workforce equity activist, passionate about democratizing access to the high growth careers that are automation resilient. Delmar Senties looks forward to a day when Boston's innovation landscape is led, not by the smartest among the "luckiest," but by the smartest. Delmar Senties is also an artist who combines his love of history with his interest in comic book culture. His Red Cloud Series seeks to present historical heroes in a visual vocabulary inspired by comic book culture. Delmar Senties has a B.A. in Fine Arts from Boston University.

Neil Sullivan is the executive director of the Boston Private Industry Council, known locally as the PIC. The PIC is Boston's MassHire Workforce Board and school-to-career intermediary organization. As Boston's workforce development board, the PIC charters the city's two career centers and oversees federal workforce training dollars, in collaboration with the Mayor's Office of Workforce Development. As a nonprofit organization, the PIC deploys a frontline staff that focuses on youth employment, work-based learning, dropout reduction, postsecondary completion, and school-to-career transitions. Before joining the PIC in 1992, Sullivan served as chief policy advisor to Boston Mayor Ray Flynn and policy director for the City of Boston for nine years, as a community organizer and policy strategist for Massachusetts Fair Share for six years, and as a high school teacher in the Chicago area for three years. Sullivan holds a M.A. in Teaching from Northwestern University and a bachelor's degree from Amherst College.

Michelle R. Weise is Senior Advisor and Entrepreneur-In-Residence at Imaginable Futures. In this role, she incubates, develops, and nurtures new ideas, products or ventures. Prior to joining Imaginable Futures, Weise was the Senior Vice President of Workforce Strategies for Strada Education Network and served as Chief Innovation Officer for the Strada Institute for the Future of Work. Weise's research focused on the future of the workforce and how to connect learners more directly to meaningful employment pathways throughout their working lives. She is a senior adviser to Entangled Solutions and serves on the Commission on Digital Innovation and Lifelong Learning for Massachusetts Gov. Charlie Baker, the Commission on the Future of Higher Education for the American Academy of Arts and Sciences, and the education advisory board for Village Capital. Previously, Weise designed and led the Sandbox COLLABorative, the innovation lab of Southern New Hampshire University. Earlier in her career, Weise was the senior research fellow in higher education at the Clayton Christensen Institute for Disruptive Innovation, vice president of academic affairs at Fidelis Education, and taught at Skidmore College and Stanford University. Her book, *Hire Education: Mastery, Modularization, and the Workforce Revolution*, co-authored with Christensen, describes the disruptive potential of online competency-based education aligned to workforce needs. Weise's commentaries and research have been featured in *The Economist*, *The Wall Street Journal*, *Harvard Business Review*, *Bloomberg Businessweek*, *The Boston Globe*, *Inside HigherEd*, *The Chronicle of Higher Education*, and *PBS Newshour*. Weise is a former Fulbright Scholar and earned her B.A. from Harvard University and a Ph.D. in English from Stanford University.

Lee Wellington is the Founding Executive Director of the Urban Manufacturing Alliance (UMA), a national nonprofit that builds robust, inclusive manufacturing sectors in more than 250 cities across the United States. Through a mix of collaborative research and ecosystem building and under Wellington's leadership, UMA has become nationally recognized for knowledge transfer across public agencies and community-based organizations. She has led the UMA team in building national learning communities on a range of issues including access to capital, community-embedded workforce programming, and mission driven industrial real estate development. In 2018, Wellington guided UMA's flagship research project, the State of Urban Manufacturing, a six-city study on small-scale manufacturing involving multiple Federal Reserve Banks, research universities, and hundreds of local manufacturing practitioners. Wellington is a frequent presenter on urban manufacturing at conferences nationally and internationally, including Berlin's Urban Tech Summit, The White House's National Week of Making, the International Business Innovation Association's Conference on Business Incubation, and the National League of Cities' City Summit.

Prior to UMA, Wellington worked in the public sector at the NYC Mayor's Office of Industrial and Manufacturing Businesses and the New York City Council, at nonprofit planning organizations including

the Pratt Center for Community Development and the Waterfront Alliance, and at legal services organizations including the Urban Justice Center's Street Vendor Project and South Brooklyn Legal Services. Wellington holds a J.D. from Brooklyn Law School, an M.S. in City and Regional Planning from Pratt Institute, and a B.S. in Economics from the Stern School of Business at New York University.

Cecilia Wessinger is an entrepreneurial ecosystem builder and founder of Mass Collaboration. Her current role supporting ecosystem building practitioners as a consultant with the Kauffman Foundation unites her dedication to empowerment and equity, with her love of community culture. As a certified Cultural Competency and Unconscious Bias facilitator, she moves conversations beyond diversity and inclusion to connecting, engaging, and belonging. Her entrepreneurship path led to winning start-up competitions, and she also served as a former lead organizer of the Kauffman Foundation's 1 Million Cups, SXSW Pitch Advisory Member and a multiple year US delegate to the Global Entrepreneurship Congress. In addition, she co-founded the Future Agro Challenge USA. Wessinger has a B.S. in Communication Design from New York Technical College.