



STRATEGIES FOR INCLUDING PEOPLE WITH DISABILITIES IN THE GREEN JOBS TALENT PIPELINE

Co-sponsored by the U.S. Department of Labor,
Office of Disability Employment Policy
and the NTAR Leadership Center

December 16, 2009
Washington, DC

Speaker Bios

Christopher Button, Ph.D.

**Supervisory Policy Advisor, Workforce Systems Policy
US Department of Labor Office of Disability Employment Policy**

Christopher Button, PhD, is Supervisory Policy Advisor, Workforce Systems Policy Team at the U.S. Department of Labor's Office of Disability Employment Policy. This team focuses on removal of structural, policy, and other workforce barriers to employment for people with disabilities. Dr. Button leads team activities in policy analysis, research, and program design and implementation to identify and develop policy directions, develop and expand best practices, and secure stakeholder collaboration.

Dr. Button's 35-year career in the disability arena includes work as a legislative aide on disability issues in the U.S. Senate and as senior management within a private national disability nonprofit organization. She has also worked as a special education teacher, school administrator, and university instructor.

Joseph M. Carbone
President and Chief Executive Officer
The WorkPlace, Inc.
Southwestern Connecticut's Workforce Development Board

Joe Carbone leads The WorkPlace, Inc., an innovative workforce development board which helps people prepare for careers and develops the workforce for employers in Southwestern Connecticut. The WorkPlace, Inc. serves more than 22,000 people and 200 businesses a year in a 20-town region bridging Fairfield and New Haven counties.

With his leadership, The WorkPlace, Inc. has combined the passion of a private not-for-profit with the accountability, innovation, and competitive spirit of a business in order to design and fund expanded services. This drive has resulted in new "value-added" revenue streams (from competitive federal grants, private contributions, and a fee-for-service division) and has led to numerous "R&D" initiatives (national demonstration projects and pilots), expanding the state of the art in workforce development.

Joe is a champion for regional workforce and economic development initiatives (such as WIRED). He emphasizes creating value added through broader collaboration, ensuring that the system invests its resources to serve new constituencies (such as low-wage workers, immigrants, youth, and older workers) and to create an enduring impact.

Joe's unique perspective grows from his experience working in the private sector (Manager of Government Relations for both Textron and the Allied Signal Corporation.), government (Assistant to the Mayor of New Haven during a decade of major urban redevelopment), and non-profits (The WorkPlace, Inc. since 1996, including its network of partners).

Joe has a B.S. in Economics from Quinnipiac University and lives in New Haven.

Jennifer Cleary
Senior Project Manager
John J. Heldrich Center for Workforce Development

Jennifer Cleary performs a variety of research and capacity-building activities. Her current work is focused on developing industry-based intelligence and assisting policymakers to develop and implement workforce and employer engagement strategies that promote economic growth. She managed New Jersey's Ready for the Job initiative for several years, a project to ensure New Jersey educates qualified workers for the state's key industries that is now an active part of *Governor Corzine's Economic Growth Strategy for the State of New Jersey (2007)*. In addition, Cleary has evaluated adult literacy and dislocated worker programs, managed customer satisfaction surveys for several states, and coordinated work on the New Jersey Consumer Report Card System, an interactive directory of training providers. Cleary also co-authored *Helping Jobseekers Who Have Limited Basic Skills: A Guide for Workforce Development Professionals*, a handbook designed to provide practical advice to One-Stop Center staff regarding how to improve services.

Cleary has over 10 years of experience managing social service programs and spent 5 years coordinating events and projects for nonprofit organizations. Her previous experience includes working as the executive director for a shelter for homeless families in New Jersey. She also served as an events coordinator for the Robert Wood Johnson University Hospital Foundation. Cleary earned her master's degree from the Edward J. Bloustein School of Planning and Public Policy at Rutgers University and is currently enrolled in the Ph.D. program at the same school.

Aaron Fichtner, Ph.D.
Director of Research and Evaluation
John J. Heldrich Center for Workforce Development

Aaron Fichtner, Director of Research and Evaluation at the Heldrich Center for Workforce Development at Rutgers University, manages the Center's economic research, workforce needs research, performance metrics development and program evaluations. At the core of his work is the harnessing of data and information to inform the design and refinement of workforce, education and economic development programs.

He has managed the Center's efforts over the past ten years to understand the changing workforce and skill needs of industries and to assist education institutions and workforce development organizations to use this information to inform curricula, training and program decisions and to help individuals obtain employment. He has conducted research on a wide variety of industries, including green jobs, biotechnology/ pharmaceuticals, and financial services. Dr. Fichtner is currently leading a statewide collaborative effort of more than 30 educational institutions, Workforce Investment Boards and employers to create the New Jersey Transportation, Logistics, and Distribution Talent Network. This network is working to build lasting connections between employers, educational institutions, One Stop Career Centers and current and future industry employees throughout the state.

Dr. Fichtner also manages the Center's evaluation and performance management efforts. He oversaw the implementation of the Eligible Training Provider List (ETPL) in New Jersey and the development of a consumer report card (CRC) for training programs (njtrainingsystems.org). He is currently leading the team that is designing and implementing a metric system and quarterly dashboard for the Bio-1 WIRED region.

He earned his Ph.D. from the Department of Urban Planning and Policy Development at Rutgers University and earned a Master's degree in Urban Planning from the Georgia Institute of Technology. He earned a Bachelor's Degree in History from Vassar College.

Maria Heidkamp
Senior Project Manager
John J. Heldrich Center for Workforce Development

Maria Heidkamp, a Senior Project Manager at the John J. Heldrich Center for Workforce Development, is currently managing the NTAR Leadership Center's State Leaders Innovation Institute pilot project, working with the states of Connecticut, Maryland, and Minnesota, as well as providing support to the NTAR State Peer Leaders Network. She is also involved in research and technical assistance projects on older workers and dislocated workers. She recently completed a best practices study of state layoff "Rapid Response" systems under the Workforce Investment Act. She also co-authored with Carl Van Horn two Issue Briefs (*Older and Out of Work: Trends in Older Worker Displacement* and *Older and Out of Work: Employer, Government, and Non-Profit Assistance*) for the Sloan Center on Aging and Work at Boston College. Before joining the Heldrich Center, Ms. Heidkamp worked overseas for the U.S. Department of Labor

and the U.S. Agency for International Development as the director of the Labor Market Transition Project in Hungary and served as a technical advisor on dislocated workers, customized training and economic development in transition economies. She has worked as a policy analyst for the National Governors Association covering a range of workforce issues and served as director of the Wisconsin Labor-Management Council. She has a degree in government from Cornell University and was awarded the first Random House Publishing Studies fellowship at New York University, where she attended graduate school.

Kathy Krepcio
Executive Director
John J. Heldrich Center for Workforce Development

Kathy Krepcio is the executive director of the Center, responsible for executive management and day-to-day oversight of administration, research, technical assistance, client service, and project operations. Krepcio brings to the Heldrich Center an exceptional track record in government and nonprofit executive leadership, policy and program development. Prior to joining the Center, she served as chief of staff in the New Jersey State Office of Information Technology managing the key business activities of the state's central information technology organization, and as the Director for Policy and Planning at the New Jersey Department of Human Services where she was responsible for providing policy research, development and analysis on a wide range of human services areas, including development of state welfare reform efforts.

Krepcio appears frequently as a speaker at conferences and public meetings, and played a lead role in managing the Center's intensive technical assistance and program design work for the September 11th Fund's \$78 million employment assistance program for dislocated workers in the greater New York/New Jersey region.

In addition to her responsibilities as Executive Director, Kathy leads the Center's disability and employment work and currently serves as the Project Director of the National Technical Assistance and Research Leadership Center to Promote Employment and Economic Independence for Adults with Disabilities (NTAR Leadership Center) - a new workforce consortium sponsored by the US Department of Labor's Office of Disability Employment Policy and based at the Heldrich Center - whose mission is to build capacity and leadership at the federal, state and local levels to enable change across workforce development and disability-specific systems that will increase employment for adults with disabilities (www.ntarcenter.org).

She earned a Master of Arts from the Eagleton Institute of Politics at Rutgers and a Bachelor of Arts from the Maxwell School at Syracuse University.

Kathleen Martinez
Assistant Secretary of Labor
Office of Disability Employment Policy

Kathleen Martinez was nominated by President Barack Obama to be the third Assistant Secretary for Disability Employment Policy and was confirmed by the U.S. Senate on June 25, 2009. As head of the U.S. Department of Labor's Office of Disability Employment Policy (ODEP), Ms. Martinez advises the Secretary of Labor and works with all DOL agencies to lead a comprehensive and coordinated national policy regarding the employment of people with disabilities.

Blind since birth, Ms. Martinez comes to ODEP with a background as an internationally recognized disability rights leader specializing in employment, asset building, independent living, international development, diversity and gender issues.

She was appointed Executive Director of the [World Institute on Disability \(WID\)](#), based in Oakland, California, in 2005. Ms. Martinez directed [Proyecto Visión](#), WID's National Technical Assistance Center to increase employment opportunities for Latinos with disabilities in the United States, and [Access to Assets](#), an asset-building project to help reduce poverty among people with disabilities. At WID, she also led the team that produced the acclaimed international webzine [DisabilityWorld](#) in English and Spanish.

In 2007, she was appointed a member of the board of the [U.S. Institute of Peace](#), a Congressionally-created agency dedicated to research and projects in conflict management. In 2005, Secretary of State Condoleezza Rice appointed her as one of eight public members of the newly-established State Department advisory committee on disability and foreign policy.

In 2002, she was appointed by President Bush as one of 15 members of the [National Council on Disability](#), an independent federal agency advising the President and Congress on disability policy.

Karen Jane McCulloh
Executive Director
disabilityworks

Karen McCulloh is the first executive director of **disabilityworks**, www.disabilityworks.org which was founded at the Chicagoland Chamber of Commerce in June 2005. Karen is a registered nurse who has had extensive clinical experience in emergency room, neurosurgical intensive care and community health nursing. After becoming disabled, Karen returned to and graduated from Loyola University of Chicago. As a result of not being able to find employment after graduation, Karen set up her own for-profit small consulting firm in private practice as an RN and ran this business for 15 years (1990-2005). She created a new field of nursing, Community Health Disability Education. Karen's passion towards the mission of **disabilityworks** was a driving force in her accepting the executive director's position. The mission is to increase the economic and employment opportunities of people with disabilities through the development of collaborative partnerships with both the public and private sectors. Disabilityworks is an Illinois state wide initiative where a centralized system was set up for the Navigators and staff cover 46 comprehensive One Stop Centers. The Secretary of the US Dept. of Labor presented **disabilityworks** with a *New Freedom Initiative Award* in 2006. Karen served as a DOL Federal Appointee beginning in 2006 to the National Job Corps Advisory Committee where she served as the Chair of the Disability Subcommittee. She resigned in November 2008 in order to join President-elect Barack Obama's Transition Team. Karen serves on the NTAR Advisory Panel and has been working on the national level with the Justice for All Employment Committee. In 2003 Karen co-founded the National Organization of Nurses with Disabilities, www.nond.org.

Jane Oates
Assistant Secretary of Labor,
Employment and Training Administration

Jane Oates was nominated by President Barack Obama to join Secretary of Labor Hilda L. Solis' leadership team at the Department of Labor in April, 2009. Confirmed as Assistant Secretary for Employment and Training on June 19, 2009, she now leads the Employment and Training Administration (ETA) in its mission to design and deliver high-quality training and employment programs for our nation's workers. Working with States and territories, municipalities, labor management organizations, employers,

educational institutions, fellow Federal agencies, and other partners, ETA strives to assist workers in gaining the skills and credentials needed to enter careers that pay family supporting wages and offer opportunities for advancement. With a nationwide reach and focus on good jobs in promising industries, ETA programs are designed to serve every American who aspires to career success. Prior to her appointment, Ms. Oates served as Executive Director of the New Jersey Commission on Higher Education and Senior Advisor to Governor Jon S. Corzine. In that position Oates worked to strengthen the connections among high school, post-secondary education and the workforce. Ms. Oates served for nearly a decade as Senior Policy Advisor for Massachusetts Senator Edward M. Kennedy. She worked closely with the Senator on a variety of education, workforce and national service legislative initiatives, including the Workforce Investment Act of 1998. Ms. Oates began her career as a teacher in the Boston and Philadelphia public schools and later as a field researcher at Temple University's Center for Research in Human Development and Education. She received her BA in Education from Boston College, and an M.Ed in Reading from Arcadia University.

Ann Randazzo
Executive Director
Center for Energy Workforce Development

Ann Randazzo is the Executive Director of the Center for Energy Workforce Development. She assumed this position when the organization was incorporated in March, 2006. The Center is a consortium of national energy associations, electric and natural gas energy companies and is solely focused on addressing the workforce needs of the energy industry.

Ann is a former employee of the Georgia Power Company, a Southern Company and spent 22 years in a variety of positions in IT, Finance, Customer Operations and the Southern Company College. Ann is the President of Randazzo Consulting, LLC. Prior to becoming Director of CEWD, she spent 12 years providing strategic planning consulting to electric utilities, concentrating on Human Resources, Training and Development, and Organization Effectiveness.

Ann lives in Arlington, VA with her husband and two teenage children.

Elizabeth Reynoso
Coordinator of Planning & Community Partnerships New Careers
Project
New Jersey Institute for Social Justice

After beginning her career in advocacy at Human Rights Watch, Elizabeth Reynoso produced documentary films for ABC News and PBS/Frontline. Covering subjects such as US drug policy and the reentry journey of former prisoners led to her desire to work directly with families and communities beleaguered by the criminal justice system.

Elizabeth's commitment to healthier communities in New Jersey extends to promoting food and environmental justice through her work with Genesis Farm and Purple Dragon Co-op. In 2007 she was a co-chair for Newark's Green Futures Summit and was selected as a Green For All Academy Fellow.

Elizabeth received her BA from Wellesley College and studied film and journalism at the New School for Social Research and Columbia University, respectively. She is currently a Leadership Newark Fellow.

Jeff Rickert
Director, AFL-CIO Center for Green Jobs
Assistant Director, AFL-CIO Working for America Institute

Jeff Rickert comes to the AFL-CIO Working for America's new Center on Green Jobs after almost 15 years of working to get America on the economic and environmental high road. Most recently, Jeff provided consulting services and public policy advice on climate change and energy policy to the clients of Helios Strategies, a government relations firm. Prior to that he served as the Senior Vice President and Chief of Staff for the Apollo Alliance, a clean energy coalition of more than 300 labor, business, environmental, and community-based organizations dedicated to a public investment agenda for achieving energy independence through clean energy and good jobs. In those roles, Jeff developed expertise in all aspects of energy policy, including renewable energy development, oil savings, carbon reduction, cap-and-trade, and energy efficiency policy and implementation.

Jeff is actually returning to the AFL-CIO Working for America Institute, where for 4 years he served as an economic analyst providing assistance to AFL-CIO affiliates, their

signatory employers and to labor central bodies across the country. He holds a Masters of Science in Economic Sociology from the University of Wisconsin-Madison, where he also worked at the Center on Wisconsin Strategy (COWS). He has done extensive study of manufacturing, hospitality, health care, media, and technology.

Dennis Torbett
Vice President for Workforce Training and Employment
Home Builders Institute, the Workforce Development Arm of the
National Association of Home Builders

Mr. Torbett has over 30 years of experience in the employment and training and workforce development fields. Over the years, he has directed residential construction apprenticeship and pre-apprenticeship training programs at over 100 sites nationwide, including programs for 50 state and local home builder associations, which represent over 40,000 builder members and employers. As a senior executive staff person with the Home Builders Institute (HBI), Mr. Torbett communicates regularly with industry, government and non-profit officials at the highest levels, including Boards of Directors for both HBI and the National Association of Home Builders (NAHB). He is directly responsible for the operation of HBI's Workforce Training & Employment Department with a budget of over \$5 million and 50 national and local staff. Mr. Torbett recognizes the contributions and power of a cohesive and dedicated staff. He attributes HBI's success in promoting and advancing careers in the home building industry to the commitment of staff.

As the Project Director for numerous public and private sector funded training initiatives, Mr. Torbett oversees operations for grants and contracts with the U.S. Departments of Labor, Justice, Education and Housing and Urban Development, Florida Department of Juvenile Justice, ComCor, Inc. (Colorado Springs, CO), Mississippi Department of Employment Security, Illinois Department of Corrections, Jefferson Parish (LA) Workforce Investment Board, and others. His current responsibility includes oversight of national training initiatives for Hurricane Katrina relief, youth, older workers, people with disabilities, juvenile and adult offenders, homeless adults, veterans, women, youth mentoring and the certification of industry training. Early in his career he placed over 700 Job Corps graduates in career-progressive employment or apprenticeship programs in the home building industry.

Mr. Torbett's contributions to the workforce development field are notable. He has participated in national events and task forces. From a recent invitation of The Aspen Institute and its Workforce Strategies Initiative, he offered advice and information on "Construction Pre-Apprenticeship Programs" for a national survey.

The DOL Office of Disability Employment Policy (ODEP) and the Institute for Educational Leadership has included Mr. Torbett on a review panel to examine an issue paper and toolkit on how youth with disabilities can access apprenticeship opportunities to aid their transition to the workplace. He chaired the DOL and U.S. Department Justice sponsored "Task Force on Employment and Training for Juvenile Offenders and High Risk Youth". His advocacy for systems-level changes in the juvenile justice arena was instrumental in facilitating federal regulations and funding for the DOL "Youth Offender Demonstration Program".

For his entire career, Mr. Torbett has championed training and employment/career opportunities for the most disenfranchised and disadvantaged. Mr. Torbett has been the motivating force for successful and innovative industry-based, workforce development initiatives, Projects TRADE, CRAFT, HEART and HOPE, Operation Reconstruct programs for adult ex-offenders, adjudicated youth, homeless individuals, people with disabilities, and hurricane relief, respectfully. He continues to seek solutions for helping people "build a better life" in the home building industry. Mr. Torbett has a B.S. in Business and Management from the University of Maryland

Anastasia L. Urtz
Executive Director
Cornell University Cooperative Extension of Onondaga County

Anastasia L. Urtz brings 15 years of higher education leadership experience as an attorney and administrator to the Association, most recently serving Syracuse University as Associate Vice President and Dean of Students. Her focus is in the areas of community relations, strategic planning, policy development, organizational development, risk management, and legal compliance.

Urtz holds a Juris Doctorate from the University of Michigan; a Bachelor's Degree in Political Science from American University; and certification from the Harvard

University Graduate School of Education's Management Development Program. She is a member of the New York State Bar; a member of Congressman Maffei's Advisory Committee on Agriculture and Rural Development; a member of the Syracuse Mayor-Elect's Transition Team for Sustainability and the Environment; serves on the Outreach Committee of the Onondaga Lake Partnership, as well as the Town of Cazenovia Planning Board; and, is the immediate past President of the Board of Directors of the Cazenovia Children's House, a not-for-profit early education and childcare center.

She is a native of Lee Center, New York, with a farming background that spans several generations.

Carl E. Van Horn, Ph.D.

Director

John J. Heldrich Center for Workforce Development

Carl Van Horn, professor and director, is a widely recognized expert on workforce, human resources, and employment policy issues with extensive experience in public and private sector policymaking. Van Horn is the founding director of the Heldrich Center for Workforce Development. At Rutgers, he is a member of the graduate faculties of public policy and planning, political science, management and labor relations, and education. Since 2006, he has also been the Chair of the Board of Directors of the New Jersey Economic Development Authority, a position he was appointed to by Governor Jon Corzine.

His publishing credits include more than 90 articles and 14 books, including *No One Left Behind: Economic Change and the American Worker* and *A Nation at Work: The Heldrich Guide to the American Workforce*. His status makes him a noted speaker at national and regional conferences, as well as a frequent source on labor, workforce, and economic issues for the national media.

Prior to founding the Heldrich Center, Van Horn held several senior-level positions in government and higher education, including those with policymaking responsibility. He has been director of policy for the State of New Jersey, senior economist at the Joint Economic Committee of the U.S. Congress, and chair of the Public Policy Department at the Bloustein School of Planning and Public Policy. Van Horn has advised the National Science Foundation and was appointed by President Clinton to a Presidential Emergency Board to mediate disputes between labor and management in the railroad industry.

He has advised and consulted with a myriad of public and private organizations on human resource, training, education, and management issues including the U.S. Departments of Labor and Education, the National Commission for Employment, and the National Science Foundation. In 2005, he was awarded an honorary doctorate in public service from Muskingum College. In 2008, he was appointed as a Research Fellow at the Sloan Center on Aging and Work at Boston College.