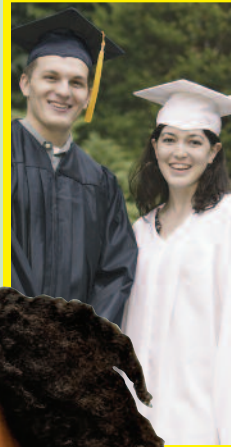




Tomorrow's Workforce:

Strategies for Appalachia's Future

October 22–23, 2008 • Tupelo, Mississippi



Conference Program



An Appalachian Regional Commission Conference
Hosted by the State of Mississippi

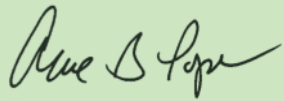
On behalf of the Appalachian Regional Commission (ARC) and the State of Mississippi, we welcome you to Tupelo and to the Tomorrow's Workforce: Strategies for Appalachia's Future conference.

We are pleased to be the co-hosts of this conference, which will examine opportunities associated with workforce preparation. Competing in today's global economy requires higher technological skill levels than ever before. This conference will help you create training and educational programs to ensure that Appalachia meets that challenge. Workforce development experts and professionals will guide you in exploring strategies to accommodate the changing business requirements and demographics in Appalachia and develop its workers' full potential.

We are confident that the conference will help you return to your communities with ideas and strategies to strengthen your workforce development training programs and safeguard Appalachia's jobs.

We hope you will enjoy your stay here in Tupelo and take time to enjoy its Southern charm, tourist attractions, and fine local restaurants.

We wish you a meaningful and enjoyable conference experience.



Anne B. Pope
ARC Federal Co-Chair



Haley Barbour
Mississippi Governor
2008 ARC States' Co-Chair

Welcome



Agenda

Wednesday October 22, 2008

Noon–5:00 p.m.

Registration Desk Open

*BancorpSouth Conference Center
Main Lobby*

5:00 p.m.–6:30 p.m.

Reception at the Tupelo Automobile Museum

The museum is adjacent to the BancorpSouth Conference Center, at 1 Otis Boulevard.

Dinner on your own.

7:00 p.m.–10:00 p.m.

Outdoor Concert at Fair Park/ City Hall

City Hall is located at 71 East Troy Street, across the street from the BancorpSouth Conference Center.

Thursday October 23, 2008

6:00 a.m.–7:30 a.m.

5K Fun Run/Walk

Participants will meet at 6:00 a.m. in the lobby of the Hilton Garden Inn Tupelo at 363 East Main Street.

7:00 a.m.–Noon

Registration Desk Open

*BancorpSouth Conference Center
Main Lobby*

7:30 a.m.–8:30 a.m.

Buffet Breakfast

*BancorpSouth Conference Center
Sweet Gum Room*

8:30 a.m.–9:15 a.m.

Welcome and Opening Remarks

*BancorpSouth Conference Center
Sweet Gum Room*

Mississippi Governor Haley Barbour
2008 ARC States' Co-Chair

Anne B. Pope
ARC Federal Co-Chair

Remarks

U.S. Senator Thad Cochran

9:15 a.m.–9:30 a.m.

Break

Press Conference

*BancorpSouth Conference Center
Oak/Mimosa Room*

9:30 a.m.–11:30 a.m.

Plenary Session

New Views for a New Appalachian Workforce

*BancorpSouth Conference Center
Sweet Gum Room*

The goal of an effective workforce system is to ensure that all students and workers complete workforce-training programs with the skills needed by employers. In this session, panelists from various facets of workforce development will discuss the approaches states, communities, and businesses are taking to increase

educational attainment levels for students and workers at all stages of their career development. Topics will include building workforce development partnerships between schools, government, and business; and identifying current and future worker and employer needs.

Moderator:

Michael Mulvihill

Interim Associate State Superintendent, Office of Vocational Education and Workforce Development, Mississippi Department of Education

Panelists:

Brian Noland

Chancellor, West Virginia Higher Education Policy Commission

Ronald E. Radcliff

Executive Director, WORKFORCE West Virginia

Tony Sarmiento

Executive Director, Senior Service America, Inc.

Elizabeth Williams

President and CEO, Roxbury Technology Corporation

11:30 a.m.–Noon

Break and Opportunity to Tour Mobile Welding Unit

The Mississippi Corridor Consortium's mobile welding unit will be parked outside the conference center and open for tours between 11:30 a.m. and 3:30 p.m.

Noon–1:30 p.m.

Lunch and Presentation

*BancorpSouth Conference Center
Sweet Gum Room*

The Role of the Workforce and Workforce Development in Site Selection

Dennis C. Cuneo, counsel at Arent Fox, LLP, and senior advisor to Toyota Motor North America, led the site selection for Toyota's new plants in Mississippi. Cuneo will discuss Toyota's decision to locate a new facility in northeast Mississippi and the role the region's workforce and workforce development system played in that decision.

1:30 p.m.–1:45 p.m.

Break and Opportunity to Tour Mobile Welding Unit

1:45 p.m.–3:15 p.m.

Concurrent Sessions

Nuts and Bolts: A Practical Guide for Meeting Traditional and Emerging Workforce Training Needs

*BancorpSouth Conference Center
Magnolia Room*

Although many of the Appalachian Region's jobs are centered on new technologies and new industries that require high-tech skills, there is still a strong demand for traditional workforce skills. Many growing businesses, such as those in the energy and manufacturing fields, require a workforce with both skill sets, and communities must meet those needs. Presenters in this session will discuss successful workforce-training efforts in the energy field as examples of how to establish and sustain programs that meet the needs of traditional as well as emerging occupations.

Moderator:

Wanda Land
Workforce Specialist, Mississippi
Development Authority

Panelists:

Paul R. Brown
President, Zane State College

Allan M. Gentry
Chair, Technology Department,
Cleveland State Community College

Susan L. Rossman
Workforce Development Coordinator
for Generation and Construction,
Southern Company

Oguz A. Soysal
Chair, Department of Physics
and Engineering, Frostburg
State University

**Getting Students to Go—and
Stay: Raising Educational
Attainment Levels**
*Hilton Garden Inn Tupelo
Pecan/Walnut Room*

It's not just tomorrow's jobs that will require higher levels of educational attainment—many of today's jobs already do. In this session, panelists will discuss programs that are succeeding in increasing high school graduation rates as well as college-going and completion rates. Topics will include the importance of public, private, and business partnerships in creating and sustaining successful programs that raise levels of educational attainment.

Moderator:

Lewis Whitfield
Senior Vice President, CREATE
Foundation

Panelists:

Gary Casuccio
Vice President, RJ Lee Group

Cassius O. Johnson
Director, National and Federal Policy,
Jobs for the Future

Joni Webb Petschauer
Director, Western North Carolina
Network for Access and Success,
Appalachian State University

Michael R. Robinson
Co-Designer, Star Academy

**Divining the Needs of the
Workforce**

*BancorpSouth Conference Center
Oak/Mimosa Room*

Successful workforce development programs result in skilled workers ready for employers when and where they need them. Accomplishing this requires accurate and timely information on the current and future needs of employers, and the skills and abilities of the workforce. In this session, panelists from around the Appalachian Region will discuss the use of business-trend and labor-shed data, how to find key voices for advisory panels and planning committees, how to determine training needs, and how to place programs where they will be most effective.

Moderator:

Glenn L. McCullough Jr.
Principal, Ardillo, McCullough,
and Taggart, LLC

Panelists:

Phyllis Casavant
Director of Career and Workforce
Development, Southeast Tennessee
Development District

Domenico Parisi

Director, National Strategic Planning
and Analysis Research Center,
Mississippi State University

Sharon L. Phillips

Workforce Development Specialist,
WORKFORCE West Virginia

Terrance E. Suarez
President, Mountain Empire
Community College

3:15 p.m.–3:30 p.m.

**Break and Opportunity to Tour
Mobile Welding Unit**

3:30 p.m.–5:00 p.m.

Concurrent Sessions

**It's a Small World: The Realities
of a Diverse Workforce**

*BancorpSouth Conference Center
Magnolia Room*

Educators have long realized that trainees from different demographic groups often require different instructional methods. And, although most employers have workforce diversity goals, not all know how to attract workers to careers that they consider non-traditional. In this session, panelists will discuss the design and development of programs that address the recruiting and training needs of all members of today's diverse workforce, including older workers, members of cultural minorities, non- and limited-English speakers, and workers with varying educational backgrounds and physical abilities.

Moderator:

David C. Cole
President, Itawamba Community
College

Panelists:

Vyrone Cravanas
Manager of Employee Relations and
Diversity Development, Tennessee
Valley Authority

Bobbie L. Krause

Director, Even Start/Migrant Even
Start Family Literacy Program; Title I
Family Literacy System Level
Coordinator, Gainesville City School
System

Tony Sarmiento

Executive Director, Senior Service
America, Inc.

Diane Spokus

Faculty Member, College of Health
and Human Development,
Pennsylvania State University

**Getting Students to Go—and
Stay: Raising Educational
Attainment Levels**

*Hilton Garden Inn Tupelo
Pecan/Walnut Room*

(Repeat of previous session)

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Joni Webb Petschauer
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**Divining the Needs of the
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Moderator:

Glenn L. McCullough Jr.
Principal, Ardillo, McCullough, and
Taggart, LLC

Panelists:

Phyllis Casavant
Director of Career and Workforce
Development, Southeast Tennessee
Development District

Domenico Parisi

Director, National Strategic Planning
and Analysis Research Center,
Mississippi State University

Sharon L. Phillips

Workforce Development Specialist,
WORKFORCE West Virginia

Terrance E. Suarez

President, Mountain Empire
Community College

5:00 p.m.

Conference Sessions Adjourn

5:45 p.m. and 6:00 p.m.

**Shuttles depart from conference
hotels for the evening events
at the Elvis Presley Birthplace
and Museum.**

6:00 p.m.–8:00 p.m.

**Evening at the Elvis Presley
Birthplace and Museum**

The evening's events will include a barbecue and catfish dinner on the grounds of the Elvis Presley Birthplace and Museum and a tour of Elvis Presley's childhood home. Participants may also choose to visit the Elvis Presley Museum at the site for a small fee.

7:30 p.m. and 8:00 p.m.

**Shuttles return to the
conference hotels.**

Speakers, Moderators, and Panelists

Speakers

Mississippi Governor Haley Barbour

Haley Barbour has served as Mississippi's governor since 2003. His first election marked the largest voter turnout in Mississippi gubernatorial history, and he was re-elected by almost a 60 percent majority in 2007. As governor, Barbour's priorities have included job creation, education, health care, energy, and community safety. During his first term, he succeeded in balancing the state budget without raising taxes; enacted comprehensive tort reform, restoring balance for plaintiffs and defendants in the state's civil justice system; secured record funding increases for education; and achieved across-the-board public education reforms geared toward improved teacher and school performance, reduced state bureaucracy, and strengthened discipline.



Barbour also implemented the "Momentum Mississippi" economic development strategy, to bring new investments, jobs, and quality education to the state. Under his leadership, Mississippi has seen a net increase of more than 50,000 new jobs and an increase in personal income of nearly 20 percent. The state is also pursuing new ways to use its abundant resources and develop alternative, affordable, and sustainable energy sources. Approximately \$10.5 billion in energy projects involving biofuels, liquefied natural gas, clean coal and coal-to-liquid technology, and nuclear power have been announced during Barbour's administration.

Barbour created the Governor's Commission on Recovery, Rebuilding, and Renewal to develop a broad vision for opportunities to help south Mississippi rebuild after Hurricane Katrina in 2005. For his leadership after Katrina, he was awarded the Thomas Jefferson Freedom Award by the American Legislative Exchange Council.

A native of Yazoo City, Mississippi, Barbour received a law degree from the University of Mississippi in 1973. He served as an attorney with the law firm Henry, Barbour, and DeCell from 1973 until 1985, and in 1986 founded the government-relations firm Barbour, Griffith, and Rogers, of which he served as chairman and CEO until 2003. He served as director of the White House Office of Political Affairs for two years under President Ronald Reagan and was chair of the Republican National Committee from 1993 until 1997.

ARC Federal Co-Chair Anne B. Pope

Anne B. Pope serves as the tenth federal co-chair of the Appalachian Regional Commission (ARC), an economic development partnership between the federal government and the governors of 13 states. Established by an act of Congress in 1965, ARC initiates economic and community development programs and serves as a key advocate for the 23 million people in the Appalachian Region. The Commission also oversees work on the 3,090-mile Appalachian Development Highway System, designed to connect the Region to the nation's transportation grid.



Pope's nomination by President George W. Bush received unanimous confirmation from the U.S. Senate, and she was sworn into office on February 3, 2003.

Pope served in the cabinet of Tennessee Governor Don Sundquist as commissioner of the Tennessee Department of Commerce and Insurance, a state regulatory agency with broad responsibilities for licensing and regulation of over 97 professions and commercial activities; and as the executive director of the Tennessee Film, Entertainment, and Music Commission, which supports development of the state's music recording and film industries.

In the private sector, Pope has served as president of Proffitt's of the Tri-Cities, Inc., a division of Saks, Inc., and prior to that as president/chief executive officer for the Parks-Belk Company, a department store group located in north-eastern Tennessee.

A graduate of Vanderbilt University and the Cumberland School of Law at Samford University, Pope is admitted to practice law in Tennessee and the District of Columbia. She grew up in Kingsport, Tennessee.

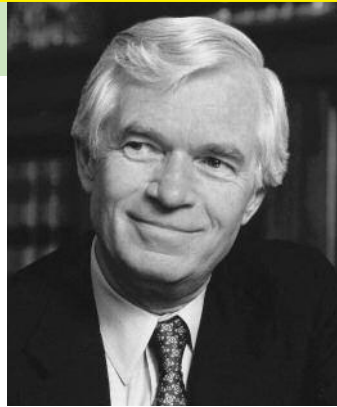
Following law school, Pope clerked for U.S. District Judge James D. Todd in Jackson, Tennessee, and was an associate attorney with Webster, Chamberlain, and Bean in Washington, D.C.

Governor Sundquist appointed Pope to his Council on Excellence in Higher Education and his Commission on Practical Government. She was chairman of the 1997 Junior Achievement Business Hall of Fame for Tri-Cities Tennessee/Virginia.

Speakers

U.S. Senator Thad Cochran

Thad Cochran, senior United States senator from the State of Mississippi, was first elected to the U.S. Senate in 1978 and has been re-elected four times. He had previously served three terms in the House of Representatives, representing Mississippi's Fourth Congressional District. Cochran is the ranking member of the Senate Committee on Appropriations and its Subcommittee on Homeland Security. He also serves as a member of the Committees on Agriculture, Nutrition, and Forestry; and Rules and Administration; as well as the appropriations subcommittees on defense, energy and water development, and interior, environment, and related agencies.



Cochran counts among the highlights of his legislative record his contributions to the National Missile Defense Act of 1999; the 2002 campaign finance reform act; the farm bills of 1985, 1990, and 1996; and the National Education Goals Panel. He has also written legislation supporting programs related to teacher training, vocational education, libraries, and educational television. Cochran authored the Mississippi Wilderness Act, which is the first federal legislation ever passed for the perpetual protection of lands in the State of Mississippi, and the Wildlife Habitat Incentives Program. He has received conservation achievement awards from both the Nature Conservancy and the National Wildlife Federation.

Cochran has served on the U.S. Air Force Academy Board of Visitors and as chairman of the board of the United States Military Academy at West Point. He is now a member of the Board of Visitors of the United States Naval Academy. He also serves on the Smithsonian Institution's Board of Regents.

Before his election to Congress, Cochran practiced law in Jackson, Mississippi, and served as an officer in the U.S. Navy.

Dennis C. Cuneo

Dennis C. Cuneo serves as counsel to the Washington, D.C., law firm Arent Fox, LLP, and is a senior advisor to Toyota Motor North America on site selection and other issues. He was formerly senior vice president of Toyota Motor North America.



Cuneo's career with Toyota spanned more than 22 years and included responsibility for administration, corporate advertising, legal affairs, public relations, investor relations, government relations, philanthropy, planning, and research. He was instrumental in the launch of the company's first assembly plant in the United States and was also a member of the start-up team for Toyota's North American manufacturing headquarters.

For most of the past decade, Cuneo was in charge of site selection for Toyota and several of its affiliated companies. His projects included over 20 new plants, facilities, and expansions in North America, with a cumulative investment of over \$9 billion. In Mississippi, he led the site selection teams for Toyota's new assembly plant in Blue Springs, the Toyota Auto Body plant in Tupelo, and the Toyota Boshoku plant in Fulton.

Cuneo sits on the boards of AK Steel, the National Stock Exchange, Loyola University, and Kettering University, and he is on the visiting committee of the University of Chicago's Division of the Physical Sciences. He has served as chair of the Cincinnati Branch Office of the Federal Reserve Bank of Cleveland and was on the executive committee of the National Association of Manufacturers. He has also held gubernatorial appointments in California and Kentucky.

In 2004 and again in 2007, Cuneo was named one of the top ten people who have influenced economic development in the South by *Southern Business and Development* magazine.

Moderators and Panelists

Paul R. Brown

Paul R. Brown has served as president of Zane State College (formerly Muskingum Area Technical College) since January 2004. During his tenure, the institution has increased its enrollment each year for five consecutive years and received a MetLife Foundation Best-Practice College award for exemplary performance in student retention. Brown had previously served as dean of the Findlay Campus of Owens Community College in Ohio and held several senior administrative positions at the Community College of the Air Force. He began his career in higher education at the United States Air Force Academy, where he was an assistant professor of behavioral sciences and assistant director of the academy's counseling center.

Phyllis Casavant

Phyllis Casavant serves as the director of career and workforce development for the Southeast Tennessee Development District. She also serves as the agency's deputy director. She is responsible for general agency administration as well as leadership of Local Workforce Investment Area V, with oversight of career centers, the Workforce Investment Board, the Tri-State Regional Workforce Alliance, fund development, and other initiatives designed to directly impact talent development in the region. Formerly the director of the Southeast Tennessee Area Agency on Aging and Disability and the Southeast Tennessee Region IV Ryan White Consortium, Casavant continues to be involved in both the aging and disability communities. She has served on the boards of a number of community groups and committees, including the Chattanooga Homeless Coalition.

Gary Casuccio

Gary Casuccio is a vice president at RJ Lee Group, an independent laboratory and consulting group that provides technical consulting, laboratory services, and software innovation. Since joining the company in 1980, Casuccio has been responsible for hundreds of projects related to environmental and materials analysis. He conceived and implemented RJ Lee Group's educational outreach program, which has evolved over the past ten years into *RJLeeEducation*, and has been actively promoting educational outreach under the banner of the *RJLeeEducation's* Schoolhouse Project. Based on the principle that science, math, engineering, and technology education should occur in concert with real-world activities in research and industry, *RJLeeEducation* develops educational products and services based on access to contemporary analytical instrumentation.

David C. Cole

David C. Cole became the president of Itawamba Community College in January 1993, after having served for nearly two decades as superintendent of schools in Batesville, Mississippi. The college, with campuses in Fulton and Tupelo, provides education and training to over 50,000 adults annually in the college's five-county service area of northeast Mississippi. As a Mississippi school administrator, Cole has been a leader both in economic development and in raising educational standards in the state. He was chair of the Mississippi Commission on School Accreditation during development and implementation of the state's performance-based accreditation model, and he served on the Mississippi Community College Presidents' Association Legislative Committee during the development and passage of the 1994 Workforce Education Act.

Vyrone Cravanas

Vyrone Cravanas is manager of employee relations and diversity development (ER&D) for the Tennessee Valley Authority. He develops corporate-level strategy for TVA's initiatives on affirmative employment and managing diversity, manages ER&D business support systems, and is involved in the day-to-day operations of labor relations as it relates to policies, programmatic planning, and strategies for TVA. During his TVA career, Cravanas has also served as a labor relations specialist, an integrated staffing program manager, and manager of TVA's Employee Service Center. He joined TVA in 1996, following a 17-year career as a field attorney and trial specialist with the National Labor Relations Board. Cravanas is certified in the State of Tennessee as a Rule 31 civil and domestic relations alternative dispute resolution mediator.

Allan M. Gentry

Allan M. Gentry is an instructor, the interim dean of the Division of Business and Technology, and chair of the Technology Department at Cleveland State Community College (CSCC). He is also administrator for CSCC's Energy Efficient Residential Construction Program Grant, which will allow the college to provide training in the use of newly developed energy-efficient residential construction materials and systems. Prior to joining CSCC, Gentry worked for almost 30 years in industry, including at the Tennessee Valley Authority. His experience includes power plant and system design, construction, engineering, operation, and maintenance. He has held a number of management and specialist positions providing technical support for functions including recruiting, training, organizational development, quality management, and strategic planning.

Moderators and Panelists

Cassius O. Johnson

Cassius O. Johnson is the program director for national and federal policy development and advocacy at Jobs for the Future. His work includes efforts to improve educational options and outcomes for low-income youths and adults struggling in today's economy. Prior to joining Jobs for the Future, Johnson was chief of staff for a member of the Texas House of Representatives, handling legislation focused on enhancing student disciplinary laws, improving alternative education programs, and addressing the overall quality of education available to out-of-school youths in Texas. Johnson worked to build a diverse coalition of stakeholders to frame and pursue legislative and policy solutions, including organizing a statewide legislative summit to launch reform efforts.

Bobbie L. Krause

Bobbie L. Krause is the director of the Even Start/Migrant Even Start Family Literacy Program and the Title I Family Literacy System Level coordinator for the Gainesville City School System in Gainesville, Georgia. She was previously director of assessment and special projects at Pioneer Regional Education Service Agency, in Cleveland, Georgia; and educator in residence for the Georgia Professional Standards Commission. Krause also served ten years in the classroom as an elementary and middle school teacher for Fort Wayne Community Schools, in Indiana, and 13 years as an assistant principal and principal for the Conroe Independent School District in Texas and Fayette County Schools in Georgia. She designed, developed, and implemented the Fayette County Evening High School, which offers academic and technical career courses.

Wanda Land

Wanda Land is a workforce specialist for the Mississippi Development Authority, the state's lead economic development agency. She has also served as the director of the Office of Grant Management at the Mississippi Department of Employment Security and the director of the Mississippi Development Authority's Employment Training Division. In these posts, she oversaw many of the state's responsibilities related to the implementation and operation of the Workforce Investment Act, as well as discretionary programs such as the \$95 million Hurricane Katrina National Emergency Grant. Land was a key participant in the development of the application process for the state's Momentum WIRED (Workforce Innovation in Regional Economic Development) initiative, which aims to transform the workforce system by making it more responsive to the needs of businesses. She is also a Certified Grants Manager.

Glenn L. McCullough Jr.

Glenn L. McCullough Jr. is a principal of Ardillo, McCullough, and Taggart, LLC, a business development and executive counsel firm in Madison, Mississippi. He was named chair of the Tennessee Valley Authority (TVA) Board of Directors by President George W. Bush in July 2001 and served in that post until May 2005. He had served on the board since 1999. Under McCullough's leadership, TVA achieved record economic and community development, reaching new goals for capital investment, job and income growth, and debt reduction. Prior to his work at TVA, McCullough served as mayor of Tupelo, Mississippi. He was also director of the Appalachian Regional Commission program in the office of Governor Kirk Fordice. In that role, he enhanced the state's commitment to technical skills training, physical infrastructure improvements, and industrial-park development.

Michael Mulvihill

Michael Mulvihill is the interim associate state superintendent in the Mississippi Department of Education's Office of Vocational Education and Workforce Development, which develops and implements research-based instructional programs that meet the needs of the state's changing workforce and promote economic development. He was previously the director of the Office of Compliance and Reporting, which provides technical assistance to school districts and other divisions of the Office of Vocational Education and Workforce Development. He had also served as the division director for purchasing and food distribution in the Office of Child Nutrition. In all, Mulvihill has 19 years of experience with the Department of Education. He holds a Certified Professional Public Buyer accreditation from the National Institute of Governmental Purchasing.

Brian Noland

Brian Noland was appointed chancellor of the West Virginia Higher Education Policy Commission (WVHEPC) in May 2006. The commission is charged with oversight of West Virginia's higher-education institutions to ensure they are accomplishing their missions and implementing the provisions set by state statute. Noland's professional career has been focused primarily on higher education and higher education policy. Prior to joining WVHEPC's staff, he served as the associate executive director for the Tennessee Higher Education Commission and was a faculty member in the Peabody College of Education at Vanderbilt University. His scholarly focus has been in the areas of access, accountability, and governance, with articles published in the *Journal of College Orientation and Transition*, *Social Indicators Research*, and the *Handbook of Political Science Literature on Interest Groups*.

Moderators and Panelists

Domenico Parisi

Domenico Parisi is director of the National Strategic Planning and Analysis Research Center and professor of sociology in the Department of Sociology, Anthropology, and Social Work at Mississippi State University. He is also in charge of the Mississippi Integrated Workforce Performance System. He has dedicated a substantial part of his career to finding practical solutions and ideas for improving the workforce of the future. Much of his research focuses on workforce and economic development, spatial economic analysis, community sustainable development, and public welfare policy. His recent work has examined spatial concentration of poverty, new destinations of Hispanic immigrants, and welfare and family economic security. His work appears in journals such as *Demography*, *Rural Sociology*, and *Social Science Quarterly*.

Joni Webb Petschauer

Joni Webb Petschauer is director of the Western North Carolina Network for Access and Success housed on the campus of Appalachian State University. The network supports educational partnerships between Appalachian State University, the University of North Carolina at Asheville, Western Carolina University, and area high schools seeking to increase college readiness and enrollment. Petschauer serves as director of Freshman Learning Communities in General Studies at Appalachian State University and as a co-coordinator of the McGraw-Hill Institute for Student Success and Academic Change. She has taught Freshman Seminar since 1991 and co-leads an annual week-long training program for new course instructors. Additionally, she has consulted with campuses in the United States and Asia about improving access to higher education and developing and improving comprehensive first-year programs.

Sharon L. Phillips

Sharon L. Phillips is a workforce development specialist/manager with WORKFORCE West Virginia, a division of the West Virginia Department of Commerce that coordinates state and federal training resources. She has 30 years of experience in workforce development and is an active member of the West Virginia Economic Development Council. Phillips is a graduate of the University of Oklahoma's Economic Development Institute, where she earned her certification as a Professional Community and Economic Developer through the Community Development Council. She also completed the Organizational Leadership program at West Virginia's Mountain State University. Phillips has been accredited through the National Association of Workforce Development Professionals as a Certified Workforce Development Specialist.

Ronald E. Radcliff

Ronald E. Radcliff has been executive director of WORKFORCE West Virginia—a division of the West Virginia Department of Commerce that coordinates state and federal training resources—since 2005. A native of Marion County, Radcliff's career has included work for the United States Department of Defense in Washington, D.C.; consulting with local governments, small businesses, and private colleges; and ownership and/or management of businesses in retailing, recreation, industrial contracting, and consulting. He is a past chamber of commerce director and Rotary president and has served on boards and committees for the Red Cross and the local board of education. He has also been a member of the West Virginia Advisory Council for the Education of Exceptional Children.

Michael R. Robinson

Michael R. Robinson is a co-designer of the Star Academy, a dropout prevention and acceleration model used in South Carolina, California, Missouri, Florida, and Alabama. He recently headed teams evaluating the effectiveness of career technical education in districts and of the Education and Economic Development Act's implementation for the South Carolina Department of Education. Robinson is also a consultant with Princeton Assessment and Training Systems, a New Jersey firm he co-founded in 1981. He is the developer of PerformancePath, an efficient approach to conducting job-task analyses, performance test design, and on-the-job training program design in business and industry. In addition, Robinson is executive director of the research and development group Technological Fluency Institute.

Susan L. Rossman

Susan L. Rossman is a workforce development coordinator representing generation and construction for Atlanta-based energy firm Southern Company. She has 25 years of experience in technical training processes, group facilitation, testing, labor relations, talent development, and performance improvement interventions. Throughout her career, Rossman has served on community and education councils promoting technical high schools and educating the public on the importance of skilled craft professional training programs. She is active with a number of state and regional councils, consortiums, and alliances that seek to develop a skilled craft workforce for today and the future. Rossman is a member of the Southern Company Workforce Development Council; the Florida Energy Workforce Consortium; and the Georgia, Alabama, and Mississippi Energy and Industrial Construction Consortiums.

Moderators and Panelists

Tony Sarmiento

Tony Sarmiento is executive director of the nonprofit Senior Service America, Inc. (SSAI), which provides civic engagement and employment opportunities for adults over 55 who wish to re-enter the workforce. With funding from the U.S. Department of Labor, SSAI operates the Senior Community Service Employment Program in 16 states, including Alabama, Maryland, Mississippi, New York, North Carolina, Ohio, Pennsylvania, and Tennessee. Sarmiento's 35-year career in workforce and community development has included senior positions with the AFL-CIO and the District of Columbia Department of Labor. He currently serves on the boards of directors of the American Society on Aging, the Poverty and Race Research Action Council, the American Youth Policy Forum, the Council for the Advancement of Adult Literacy, and the Asian Pacific American Labor Alliance.

Oguz A. Soysal

Oguz A. Soysal is chair of and associate professor in the Department of Physics and Engineering at Maryland's Frostburg State University. Prior to joining the college in 1998, Soysal taught at Turkey's Istanbul University and at Bucknell University in Pennsylvania. His early career included work as a research and development engineer at ABB-ESAS Power Transformer Company in Istanbul. He has co-directed projects including the Construction of a Hybrid Residential Demonstration System, sponsored by the Maryland Energy Administration; and the Wind and Solar Energy Certified Education Program, sponsored by the Appalachian Regional Commission. Currently he is co-director of the Sustainable Energy Research Facility Construction Project, sponsored by the U.S. Department of Energy, and he is establishing the Renewable Energy Center at Frostburg State.

Diane Spokus

Diane Spokus is a faculty member in the College of Health and Human Development at Pennsylvania State University. She is concurrently a health educator for the Southcentral Pennsylvania Area Health Education Center, where she has worked as a coordinator of community-based diabetes train-the-trainer programs. Her areas of research interest are older-worker training and factors influencing older workers' intent to continue working. Spokus also has experience in career development counseling. She co-authored the book *Working Longer: New Strategies for Managing, Training and Retaining Older Employees* and was a member of an advisory board that worked with the Pennsylvania Department of Aging, Experience Works, and Corporation for a Skilled Workforce to develop an employer toolkit on recruiting and retaining older health-care workers.

Terrance E. Suarez

Terrance E. Suarez became president of Mountain Empire Community College in Big Stone Gap, Virginia, in January 2002. The college, one of 23 in the Virginia Community College System, serves the residents of Lee, Scott, Wise, and Dickenson Counties, as well as the City of Norton. Suarez has 35 years of experience with the Virginia Community College System, beginning as a founding faculty member at J. Sargeant Reynolds Community College, in Richmond, where he taught chemistry. He moved to Wytheville Community College as division chair of allied health and science programs in 1979, where he helped develop programs in dental hygiene and physical therapy, and became dean of instruction and student services at the college in 1994. Suarez also served as acting president at Wytheville for the fall 1999 term.

Lewis Whitfield

Lewis Whitfield is senior vice president of CREATE Foundation, a regional development organization that works with donors, nonprofits, and communities in northeast Mississippi to build philanthropy. In 2004, Whitfield retired from a 32-year banking career, having served as president of four banks in Tupelo. He has served as board chair for the Mississippi Economic Council, Community Development Foundation, Good Samaritan Health Services, Yocona Area Council of Boy Scouts of America, and North Mississippi Health Services. He is founder and past president of the Association for Excellence in Education and past president of the Rotary Club of Tupelo. Whitfield's career also includes service as an Army intelligence officer, a management consultant with KPMG, and a U.S. Senate aide.

Elizabeth Williams

Elizabeth Williams has been the CEO, president, and owner of family firm Roxbury Technology Corporation, a fast-growing eco-friendly, full-service remanufacturer and distributor of recycled toner and ink cartridges, since 2002. She served as the catalyst to Roxbury Technology's successful transition from being solely a distributor of toner cartridges to becoming a manufacturer of them. Today, Roxbury is a strategic partner for Staples, Inc., in its supplier-diversity program and is Staples' preferred "Diversity Supplier" for remanufactured toner and ink imaging supplies. The company received the Initiative for a Competitive Inner City/Inc. Magazine 2008 Inner City 100 Award for Excellence in Urban Business. Williams was previously director of business diversity for Blue Cross and Blue Shield of Massachusetts and Raytheon Company's minority business liaison officer for its Missile Systems division.

Special Events

Reception at the Tupelo Automobile Museum

Join your conference colleagues Wednesday evening for a reception (including entertainment by “Elvis”) and tour at the Tupelo Automobile Museum. Featuring 120,000 square feet of automobile displays and open-viewing restoration bays, the museum holds more than 100 antique, classic, and collectible automobiles. Your self-guided tour begins with an 1886 Benz representing the birth of the automobile and culminates with a never-driven 1994 Dodge Viper. The collection includes a rare Tucker, a Lincoln owned by Elvis Presley, Hispano-Suizas, a Duesenberg, and many more rare brands and favorites.

Outdoor Concert at Fair Park/City Hall

Enjoy singer/songwriter Jimbo Mathus’s unique blend of blues, country, gospel, and soul music at Wednesday evening’s outdoor concert at Fair Park/City Hall. City Hall is located at 71 East Troy Street, across the street from the BancorpSouth Conference Center. The concert is sponsored by BancorpSouth Bank, Renasant Bank, the Tupelo Convention and Visitors Bureau, the Mississippi Hills Heritage Area Alliance, M&F Bank, BNA Bank, and the Downtown Tupelo Main Street Association.

5K Fun Run/Walk

Start Thursday the active way by joining in the 5K Fun Run/Walk! Hosts from the Tupelo Running Club will lead a 3.1-mile run through downtown Tupelo. Participants will meet at 6:00 a.m. in the lobby of the Hilton Garden Inn Tupelo hotel at 363 East Main Street.

Evening at the Elvis Presley Birthplace and Museum

On Thursday evening, see where the King of Rock and Roll began his musical journey at the Elvis Presley Birthplace and Museum in Tupelo. After enjoying a delicious barbecue and catfish dinner, participants can tour the house where the young Elvis lived and may choose to visit the museum and gift shop. (Museum tickets are \$8.00 and can be purchased onsite.) Shuttle transportation between the conference hotels and the Elvis Presley Birthplace and Museum will be provided. Parking at the site is limited.

Exhibit

Mississippi Corridor Consortium’s Mobile Welding Unit



The Mississippi Corridor Consortium’s mobile welding unit will be parked outside the conference center and open for tours Thursday from 11:30 a.m. to 3:30 p.m.

Conference attendees will have the opportunity to tour a mobile welding unit purchased by the Mississippi Corridor Consortium (whose members include Itawamba Community College, East Mississippi Community College, Northeast Mississippi Community College, and Northwest Mississippi Community College) to serve residents of 27 counties in north Mississippi. The unit, which includes seven welding stations, can provide training in the areas of metal inert gas (MIG) welding; tungsten inert gas (TIG) welding; shielded metal arc, or “stick,” welding; and flux-cored arc welding. It is transported to training sites by students in the consortium colleges’ truck-driving programs. This mobility allows it to provide training to students in rural or remote locations and to benefit the consortium’s entire service area. The unit’s cost was approximately \$200,000; funding was provided by the Mississippi Partnership Local Workforce Investment Area/Three Rivers Planning and Development District and the Appalachian Regional Commission.

For more information about training through the mobile welding unit, contact Nadara Cole, vice president of workforce training and economic development at Northeast Mississippi Community College and executive director of the Mississippi Corridor Consortium, at (662) 720-7327 or nlcole@nemcc.edu.

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- BancorpSouth Bank
- Renasant Bank
- Tupelo Convention and Visitors Bureau
- Mississippi Hills Heritage Area Alliance
- M&F Bank
- BNA Bank
- Downtown Tupelo Main Street Association
- Tennessee Valley Authority
- The Six Planning and Development Districts in Appalachian Mississippi
- Mississippi Appalachian Regional Commission Office



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Tomorrow's Workforce:

Strategies for Appalachia's Future

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Program Addendum

Nick P. Ardillo Jr.

Nick P. Ardillo Jr. is a principal of Ardillo, McCullough, and Taggart, LLC, a business development and executive counsel firm in Madison, Mississippi. He is also the principal of NPA, LLC, currently providing business development, government relations, and marketing services for engineering and architectural firms. Ardillo was previously executive director of the Golden Triangle Regional Airport in Columbus, Mississippi. He has served as representative to the Tennessee Tombigbee Waterway Development Authority for both Governor Haley Barbour and Governor Kirk Fordice. He was also Fordice's deputy chief of staff and alternate to the Appalachian Regional Commission. Ardillo retired from the U.S. Air Force with the rank of colonel and chaired the Columbus Air Force Base 2020 Committee during the 2005 base realignment and closure process, helping Columbus retain the 14th Flying Training Wing.