

AGENDA

September 18-20, 2023
Denver, CO

Creating Post-Secondary CTE ecosystems that foster thriving and belonging; for learners, for our colleagues and ourselves.

MONDAY, SEPTEMBER 18, 2023

6 p.m.-7 p.m. **Welcome Reception**
Hilton Terrace

7 p.m.-9 p.m **Welcome Dinner**
Colorado Ballroom EF, Lower Level

- Remarks: Javier Flores, Professor & Artist, Front Range Community College

Javier Flores’ story, from his origins to his art, is a testimony to resilience.

At 19, the then-budding graffiti artist had an accident with a gun that left him with a bullet in his lower back. As a wheelchair user, he had to relearn how to live and grappled with anger, confusion and depression. He also had to rethink his approach to art.

“When I got injured, it just cemented how much I needed to be a part of the art world,” Flores said. “I couldn’t do graffiti in the same way anymore. I needed to find a new way to express myself, and that came through the world of fine art.”

That realization led Flores to Metropolitan State University of Denver, where the 2008 Fine Arts graduate found the supportive community he needed to flourish on his journey to becoming the successful artist, activist and educator he is today. Years later, after the injury changed his life, Flores discovered a sense of belonging at school. He remembers his time at MSU Denver as a transformative experience and describes the community among other Art students as foundational in shaping him as an artist. He continues to surround himself with the artists he worked with then and take inspiration from them.

TUESDAY, SEPTEMBER 19, 2023

8 a.m.-8:30 a.m. **Breakfast Buffet**
Colorado Ballroom EF, Lower Level

8:30 a.m.-9:15 a.m. **Opening Remarks & Keynote**
Colorado Ballroom EF, Lower Level

- Opening Remarks: Jacob Fraire, President, ECMC Foundation

- Keynote Speaker: Dr. Nicole Smith, Research Professor & Chief Economist, Georgetown University, Center on Education & the Workforce

The role of education and socioeconomic factors in intergenerational mobility. This is a discussion about the value of postsecondary education and differences in outcome by various demographic characteristics. Value is about real opportunity, financial security, marketability, the extent to which one can adequately measure returns to our investment in education. Most people have long recognized education as a public good with social benefits: social justice outcomes, lower public health expenditures (less stress on social services), better tax revenues at the local/state/federal levels with eventual impact on GDP. But education is indeed also a private good that benefits individuals. What you take matters. Where you take it also matters. Despite SCOTUS' decision to effectively strike down Affirmative Action in higher Ed. stark differences still exist by race/ethnicity, family income and geography. These differences stand to become more entrenched as income-based affirmative action fails to reproduce diversity that remotely resembles the face of the nation.

9:30 a.m.-10:30 a.m.

CONCURRENT SESSIONS (5 simultaneous sessions)

CONCURRENT 1: Data-Informed Change in Community Colleges: Leading through Clarity, Capacity-Building, Collaboration and Communication

- Dr. Carrie Klein, Associate Vice President, State Higher Education Executive Officers Association (SHEEO)

Leaders at community college institutions and systems are grappling with complex challenges as they work to support and improve student outcomes and state goals. The collection and use of data to better inform organizational insight and action have become central to those efforts. Ensuring effective use of data in community colleges is reliant on the development of data culture. By attending to organizational and technological capacity, data clarity, collaboration, and communication, leaders can more easily facilitate data-informed change on their campuses and in their systems. Dr. Carrie Klein, Associate Vice President at the State Higher Education Executive Officers association (SHEEO), will share examples of data-informed change at the community college level. Drawing on results from SHEEO's Strong Foundation survey on postsecondary student unit record system data, member presentations from SHEEO's Community of Practice convenings, and her research on organizational change and collaboration and in higher education institutions and postsecondary analytics adoption, she will share the leadership challenges and opportunities associated with data-informed change management. Examples and resources will be shared with participants.

Participants will leave the session with a better understanding of organizational change principles, concepts of data culture, examples of

postsecondary data-informed change management, and resources to inform their future work.

CONCURRENT 2: Fortifying our Pipeline: Community-Driven Apprenticeships

- M. Tamara Brummer, Founder & CEO, The Luminary Lab

Learn from expert labor organizer and strategist on how to shift the culture of apprenticeships to an environment of belonging for all demographics. Apprenticeships are a valuable and powerful tool in building a sustainable workforce. In fact, according to the Department of Labor, 92% of apprentices retain employment after completing a Registered Apprenticeship! Our apprenticeship programs are rigorous and challenging, allowing us to develop the smart and talented workforce we need. However, apprenticeship completion rates are below 35 percent. Are we missing something?

This session will increase attendees' understanding of the internal barriers and missed opportunities that can hinder the success of our apprenticeship programs; Uplift strategies on navigating these challenges with the use of innovative and creative community and labor partnerships; Create space for attendees to begin to develop their own strategies to develop deep, transformative partnerships in service of their apprenticeship programs.

CONCURRENT 3: Leveraging Professional Development Learning in Advancing Equity Focused Change

- Dr. Rebecca Vasquez Ortiz, Santa Ana College, California

Participants will be asked to engage personal experiences in higher education as a means of building community and belonging. Discussion and interactions will include an examination of humanistic and intelligence theory through both a historic and modern approach. After examining patterns of systematic marginalization, participants will deconstruct positionality and deficit models. Key takeaways will center on building collaborative college networks as a way to step beyond empowerment and towards community wealth models centering student success.

Participants will recall and reflect upon higher education access through a personal lens, apply and interrogate classic psychological constructs and community, integrate personal biases and system biases in higher education access for marginalized communities and evaluate models of community wealth and empowerment.

CONCURRENT 4: Activating Research to Advance Change in Post Secondary CTE

- Dr. Scott Solberg, Center for Future Readiness, Boston University

This session describes five key evidence-based elements for designing ecosystem strategies for incorporating a career readiness infrastructure into postsecondary ecosystem efforts to improve CTE outcomes. These elements include: (a) Using data, evidence-based practices, and sharing stories of hope, (b) transforming staff, faculty, employers, and families into an “army” of career mentors, (c) creating opportunities for students to develop awareness of their cultural capital and emerging talent, (d) Using industry network intermediaries and career specialists to connect learning to the world of work and expand work-based learning opportunities, and (e) using individualized career plans to facilitate student engagement.

CONCURRENT 5: Informing Postsecondary CTE with Real-Time Employer Insight

- Niki DaSilva, US Chamber of Commerce Foundation

Communities across the U.S. are applying the Talent Pipeline Management (TPM) framework to their most pressing workforce challenges. The result? Scalable, sustainable talent supply chains that create shared value for all. Whether you're an employer, educator, community partner or workforce leader, TPM is for you. Join us to learn how TPM can help develop employer-led, demand-driven solutions to your community's greatest struggles. This session will provide attendees with a foundational knowledge of the Talent Pipeline Management (TPM) approach to address workforce problems, share examples from practitioners in the field that have been able to implement the framework successfully, help them identify a starting place in the framework for focusing in on a pain point and who from their community needs to be involved to build a sustainable solution.

10:30 a.m. - 10:50 a.m. Networking Break

10:50 a.m. - 11:50 a.m. CONCURRENT SESSIONS (4 simultaneous sessions)

CONCURRENT 1: Strategies to Address CTE Faculty Shortage

- James Bartlett, Old Dominion University
- Michael Connet, ACTE
- Michelle Bartlett, Old Dominion University

Strategies to Address CTE Faculty Shortage Recent research suggests that the CTE faculty shortage continues to be—and is expected to grow as—one of the major challenges facing the offering of high-quality postsecondary CTE programs. Efforts to address the deficit of qualified instructors are expanding

into new strategies aimed at retaining those already in the profession, as well as those considering recruiting those seeking a career shift from industry to education. This session will explore how research can influence the development of promising practices that respond to the shortage. Participants will be introduced to a repository of resources designed to provide proven solutions to tackle the crisis.

CONCURRENT 2: Enhancing Postsecondary CTE for Students With Intellectual Disabilities

- Drew Andrews, Florida Center for Students with Unique Abilities (FCSUA), Think College Network - CTE Collaborative Workgroup Lead, University of Central Florida
- Christian Zimmerman, Technical Assistance Coordinator, Florida Center for Students with Unique Abilities

Comprehensive transition and postsecondary programs were established through the Higher Education Opportunity Act (2008) to provide equity to students with intellectual disabilities through access to postsecondary education in an inclusive environment. There are approximately 319 inclusive postsecondary education programs in the United States. However, there is a significant underrepresentation of career and technical education programs. We know that CTE programs support the exploration of real career opportunities, development of career skills, provides students with industry credentials and certification, and employers with a skilled workforce. For students with intellectual disabilities currently enrolled, inclusive postsecondary CTE programs offer a fulfilling future in a career pathway of their choice, the opportunity to earn a meaningful credential, and the chance to meet their full career potential. This presentation will provide information on established programs, credentials and certifications being earned, student success stories, and supports available to establish a new program.

CONCURRENT 3: Meeting the Moment: AI Automation and the Opportunities within Career and Technical Education

- Tiffany Hsieh, Director of innovation programs at JFF Labs at Jobs for the Future

AI will not only transform how we learn and work in the future, but the very jobs we pursue - and as these tools become ever more powerful and accessible, these shifts will accelerate dramatically. Join us for an overview of artificial intelligence's impact on the workforce and education ecosystem, and a discussion to share how we are using or thinking about using AI in CTE. Participants will: - Understand what AI is and the impacts of AI on the education and workforce ecosystem - Contribute their perceptions and experiences with AI - Understand opportunities for AI to be leveraged in CTE and for economic advancement.

CONCURRENT 4: Win-Win: How Employers and Community Colleges are Building the Diverse Future Workforce

- Crystal Davidson, Vice President, iBuild

iBUILD USA supports over 400 commercial contractors throughout Florida to identify talent. To build a more robust pipeline of workers, Davidson is working to develop pre-apprenticeship programs at six different sites to help people returning from incarceration develop the skills needed to enter apprenticeship programs sponsored by Florida contractors. She is partnering with local technical and community colleges that serve as trainers and collaborated with three types of institutions to identify talent: two Department of Corrections institutions, two juvenile justice centers, and two pre-release programs. As Davidson points out, “Hiring returning citizens from prison is a win-win situation for both the individuals themselves and society as a whole. It provides opportunities for those who may otherwise struggle to find employment, reduces recidivism rates, and can be cost-effective for employers.”

CONCURRENT 5: FAFSA Changes & Opportunities

- Zenia Henderson, Chief Program Officer, National College Attainment Network (NCAN)

Participants will learn about the new opportunity to address postsecondary attainment gaps and increase access through the upcoming FAFSA improvements.

The FAFSA Simplification Act is the first major redesign of the FAFSA system in over 40 years. The 2024-25 Free Application for Federal Student Aid (FAFSA), branded as the "Better FAFSA," includes the biggest changes to the form and process in decades. When the 2024-25 application opens in December 2023, it will incorporate the greatest changes to the postsecondary financial aid application process since the FAFSA went online in 1997. The Better FAFSA will translate to a shorter and simpler form, increased eligibility for Pell Grants, and a reduction in verification, allowing more students access to the financial aid they need to attend college.

In this session, participants will be oriented to a high-level overview of the changes to the "Better FAFSA" to understand how these changes aim to provide a shorter and simpler form, increase eligibility for Pell Grants and reduce verification, and enhance support for those in greatest need. Participants will: 1) identify where there may be opportunities for students traditionally locked out of higher education 2) consider the unintended consequences these changes will bring and 3) learn what policies are helping to increase access to financial aid and look at practices from exemplars leading in this work.

12 p.m.-1 p.m.

Individual Fellowship Time

1 p.m.-2 p.m.

Lunch Buffet

2:10 p.m.-3:10 p.m.

WORKSHOPS (4 simultaneous)

WORKSHOP 1: Charting the Course: Your Life, Your Career, Your Way

- Jolea Payne, Founder & CEO Inspire Consulting

A transformative workshop designed to guide you toward a career and life journey that resonates deeply with your core values. In this engaging session, we will embark on an insightful conversation that will encourage you to access the compass within - your values - and set intentions that align with your future self. Imagine a life where every step you take is purposefully aligned with who you are and what truly matters to you.

Throughout this workshop, we will navigate the process of identifying your core values, then, we'll dive into the art of setting intentions. You'll leave with strategies to cultivate relationships that uplift, inspire, and propel you forward. Whether you're starting a new chapter, seeking clarity, or looking to enhance your current path, "Charting the Course" will inspire you to design a life and career that uniquely reflects your values, intentions, and aspirations.

WORKSHOP 2: Funding Postsecondary CTE Innovation

- Kierra Goosby, Founder & CEO, GoldenRod Consultants

Learn how to fund your postsecondary CTE programs during this interactive conversation with your fellow colleagues and Kierra Goosby, PMP. Ms. Goosby draws on her experience of over eight years in nonprofit and grant administration to provide real world examples of strong grant proposals and untapped sources of funding to support CTE programming.

WORKSHOP 3: Working With State Legislatures to Advance Postsecondary CTE Policy and Drive Local Change

- Sunny Deye, Associate Director, Education- National Conference of State Legislatures (NCSL)
- Andrew Smalley, Policy Specialist, Education- National Conference of State Legislatures (NCSL)

State policymakers continue to support and expand postsecondary CTE programs to meet education and workforce needs in their states. Attendees will learn the state policy landscape nationwide and engage about work in their own states. This session will provide attendees with an overview of state legislative action and state policy issues related to postsecondary CTE issues. The session will provide an interactive opportunity to engage in discussions about work happening in states across the country.

WORKSHOP 4: Overcoming Uncomfortable Truths: How to Have Difficult Conversations and Maintain Professional Momentum

- Gianina Baker, Assistant Director, Office of Community College Research and Leadership, Education Policy, Organization and Leadership, University of Illinois, Urbana-Champaign

In this session, attendees will be presented with issues often considered "difficult", both broadly and specific to postsecondary education, for discussion and personal reflection. Attendees will leave with tools and resources to take on "difficult" issues head-on while trying to preserve relationships, both professional and personal.

Attendees will be aware of the need to engage in important, yet oftentimes difficult, conversations to create a thriving ecosystem for its learners. Attendees will leave the session with either participating in and/or listening in on a meaningful conversation on how to engage in difficult conversations. This space will allow attendees a space to discuss and/or reflect on crucial topics/issues, both broadly and specific to the field of education. Attendees will have the opportunity to reflect on the considerations needed in conducting such conversations in connection to their personal and professional relationships.

3:20 p.m.-4:50 p.m.

ACTION LEARNING SESSIONS (4 simultaneous)

- Sherazade Langlade-Hunter, Chief Executive Officer, Workforce Professionals Training Institute
- Najmah Ahmad, Founder & CEO of The Chisholm Group
- Sabeen Pirani, Chief Learning Officer, Workforce Professionals Training Institute
- Cynthia Oliver, Head of US Market, MagnoliaTree

Action Learning is a process that involves a small group working on real problems, taking action, and learning as individuals, as a team, and as an organization. It helps organizations develop creative, flexible and successful strategies to pressing problems.

6 p.m.-8:30 p.m.

Offsite Dinner Reception

Guests will enjoy a reception-style dinner at Denver's iconic Union Station.

WEDNESDAY, SEPTEMBER 20, 2023

8 a.m.-8:30 a.m.

Breakfast

8:30 a.m.-9:30 a.m.

Plenary Session: Open Futures: Education, Workforce, and the Power of Community, Open Systems and Career Connected Learning

- Joe Garcia, Chancellor, Colorado Community College System
- Landon Mascareñaz, Chair, Colorado Community College Board

9:30 a.m.-10:50 a.m.

Fellow Showcase

- Emcee:
 - Michael Connet, ACTE
- Fellows:
 - Sophie McGuinness, NCSU, Doctoral Candidate, Vanderbilt University
 - Nzingha Williams, ACTE, Lead Program Manager-Early Careers, Wells Fargo
 - David Tobenkin, ICS, Freelance Journalist Leader's Edge Magazine
 - Chandra Bozelko, ICS Columnist, Citizens and Scholars Higher Education Reporting Fellow, The National Memo
 - Nichole Fehrenbach, Harvard SDP, Director, Learning Assessment, Valencia College
 - Tony Perry, NCSU, Assistant Professor, Assistant Professor
 - Yolanda Flores, Advance CTE, Administrative Director, Collier County Public Schools
 - Mia Kennedy, NCSU, Doctoral Student, North Carolina State University

10:50 a.m.-11:15 a.m.	Evaluation & Closing Reflections
11:15 a.m.-11:45 a.m.	Grab & Go Snacks and Hotel Check-out
11:45 a.m.-12:30 p.m.	Bus Loading and Transit to Community College of Aurora
12:30 p.m.-3 p.m.	Site Visit: Community College of Aurora