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# CareerOneStop Workforce Advisory Group Overview and Membership Bios

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## CareerOneStop Workforce Advisory Group Overview

The CareerOneStop Workforce Advisory Group comprises volunteers with significant workforce and career development experience. Its inaugural meeting was held on October 18, 2011.

The purpose of the group is to provide feedback and make recommendations for CareerOneStop websites.

Prior to meetings, CareerOneStop staff emails members the upcoming meeting agenda and, if applicable, selected CareerOneStop relevant material for their review.

## Membership Demographics

- 11 members from California, Illinois, Indiana, Maryland, North Carolina, Texas, Virginia, Vermont, and Washington, DC
- Members represent career development in 2-year and 4-year higher education institutions, non-profits, and public and private workforce development
- Female: 5; Male: 6

## Members are Volunteers who:

- have extensive professional knowledge and expertise in workforce and career development
- understand the value of CareerOneStop and its websites
- are active CareerOneStop users (for example, career counselors, American Job Center counselors, veterans' reps, human resource professionals, and high school and college counselors working with students, and so on.)
- reflect a diverse community of workforce and career development professionals and user communities including:
  - professionals working in public, private, educational, non-profit, and community-based settings
  - geographic diversity, including urban and rural communities
  - professionals with diverse economic, cultural, and ethnic backgrounds
  - professionals serving diverse communities
- attend 1-hour, online webinar/conference call meetings several times throughout the year. Members may not be able to attend every meeting due to prior work commitments.

## Member Responsibilities

- Review materials sent in advance of meetings
- Attend meetings that include the following advisory group member activities:
  - providing feedback on selected content, resources, features, and website functionality
  - making recommendations for CareerOneStop enhancements
  - informing the advisory group of important trends and issues in the areas of workforce and career development and technology. Examples include:
    - relevant website content and online resources
    - use of emerging technologies
    - use of multi-media technologies, including video content
  - proposing new resources that would leverage new data sources, or require CareerOneStop to build new tools, site features, or functionality

## Member Bios

### Diana Bailey

#### Experience Overview

Ms. Bailey has spent more than 30 years as an accomplished career development and education professional recognized for contributions in the field of workforce development, career services and organizational development. She is proficient in the areas of youth and adult education programs, career placement, and occupational training. Ms. Bailey has an extensive background working with Labor Market Information, O\*NET, and WIA/WIOA. She is acknowledged for creating partnerships with State, Federal, and not-for-profit agencies. Her areas of expertise include: coaching and technical assistance; grant and program development; grant/project management; career advisement and training; staff training and teambuilding; facilitative leadership; capacity building; and grant financial management.

#### Relevant Project Experience

**Coach/Trainer/TA Specialist, Technical Assistance for the Youth Career Connect (YCC) Project, U.S. Department of Labor, 2014–Present.** As a part-time consultant with Performance Excellence Partners, Ms. Bailey provides technical assistance, coaching and training services to YCC grantees implementing youth programs that provide high school students with education and training that combines rigorous academic and career-focused curriculum with real-world work-based learning opportunities. She is assigned four State grantees (two county school systems, one state regional consortium and one county economic development corporation) who are in economically-challenged jurisdictions where the employer base is seeking future employees who are prepared for careers and college. Emphasis is placed on STEM and high demand career pathways in these programs. Stakeholders include the students, educators, parents, employers, postsecondary institutions, mentors, and the community at

large seeking to lower the level of poverty by increasing the Career and College readiness of students preparing for the workforce.

**Coach/Trainer/TA Specialist, Reentry Employment Opportunities (REO), U.S. Department of Labor Employment and Training Administration, 2012–Present.** As a part-time consultant with Coffey Consulting, LLC, Ms. Bailey provides technical assistance, coaching, and training services to DOLETA REO grantees approved to provide reentry services to adult and juvenile offenders preparing for education, training, and the workforce. She assists in the development of resource materials, including briefs and webinars that are provided to REO grantees to assist in implementing their reentry programs. While working for Coffey Consulting, worked with a team to develop topical bulletins and Reentry Tipsheets (2013).

**Independent Consultant, 2012–Present.** As an independent consultant, Ms. Bailey works with several clients to provide customized services related to career and workforce development, implementation of career pathways systems, development and provision of related technical assistance and training materials, as well as training session design. She interacts with Federal agency staff, grantees, consulting team members, WIOA partners, employers, parents, and other stakeholders engaged with each project. Ms. Bailey actively participates in team/contractor planning, development of project action plans and resources, adheres to stated timelines, and demonstrates a high degree of professionalism, communication skills and passion for the work to improve the lives of youth and adults.

## **Education**

Ph.D., ABD, School to Work/Transition Policy, George Washington University, Washington, D.C.

M.S., Administration and Supervision, Johns Hopkins University, Baltimore, MD

B.S., Special Education (K-12), Indiana University, Bloomington, IN

## **Certifications and Facilitator Experience**

- Certified 5 Steps to Rapid Employment Instructor (C5SI)
- Certified Global Career Development Facilitator (GCDF- I)
- Offender Workforce Development Specialist, Instructor and Master Trainer
- On-Line Coach for AARP: Life Reimagined
- Experienced educator K-12 system and adult learners
- Career and College Readiness Facilitator- State Leadership

## **Jason Broughton**

**Vermont State Librarian and Commissioner of Libraries**

Jason Broughton was appointed as Vermont's State Librarian and Commissioner of Libraries in April of 2019. Broad knowledge follows him; he has been Assistant State Librarian for Library Advancement and served as the Interim State Librarian in Vermont and previously a workforce development trainer and outreach coordinator at the South Carolina State Library. He has also been director of library support services, assistant director of public service, and interim library director at the Live Oaks Public Library in Savannah, Georgia. Prior to that, he spent over a decade as an educator and as an employment

specialist in Charleston County government in South Carolina. He supports the mission and vision of libraries as cultural and informational institutions that promote literacy, lifelong learning, and access for all.

## Jim Cassio

### Workforce Development Consultant

Jim is an experienced and trusted workforce development consultant. He helps clients and employers with research, analysis, coordination, project management, and communications in the areas of workforce and economic development, career pathways, industry sector partnerships, business services, work readiness, workforce needs/skill-gap analysis, program planning, and labor market information. He provides clients and employers with technical writing; career information tools and resources; expertise with proprietary economic and labor market information systems; and strategic planning. Jim has conducted over one hundred labor market studies and published a similar number of applied research reports for dozens of counties and regions, both inside and outside California. His clients include federal, state, and local public sector agencies, educational institutions, workforce development boards, economic development organizations, private corporations, and non-profit organizations.

Author of:

- Green Careers Resource Guide (eBook, 2008-2017)
- Green Careers: Choosing Work for a Sustainable Future (New Society, 2008)
- Career Pathways Handbook (Trafford, 2005)

Contributor to:

- What Color is Your Parachute for Teens (Ten Speed Press)

## Ron Elsdon

Ron Elsdon, PhD, is an author, founder of organizations in the career and workforce development fields, and community volunteer. His four books explore bringing work to life for those close to us, for ourselves, for our organizations, and for our communities. He is the author of *How to Build a Nontraditional Career Path: Embracing Economic Disruption* (Praeger, 2014), editor of *Business Behaving Well: Social Responsibility, from Learning to Doing* (Potomac Books, Inc., 2013), editor of *Building Workforce Strength: Creating Value through Workforce and Career Development* (Praeger, 2010), and the author of *Affiliation in the Workplace: Value Creation in the New Organization* (Praeger, 2003). He was a founder of Elsdon Organizational Renewal and New Beginnings Career and College Guidance. Ron also has many years of leadership experience at diverse organizations, and has been an adjunct faculty member at, or affiliated with, several universities. His social activism is expressed by support for various progressive causes. Ron and his co-author were awarded the Walker Prize by the Human Resource Planning Society for the paper that best advances state-of-the-art thinking or practices in human resources. Ron holds a doctorate in chemical engineering from Cambridge University, a master's in career development from John F. Kennedy University, and a first-class honors degree in chemical

engineering from Leeds University. He lives in Danville, California, and can be reached at [ronelsdon@gmail.com](mailto:ronelsdon@gmail.com).

## **Reginna Z. Ford**

**English Language Arts Teacher/Middle Grades  
Workforce Development Consultant**

Reginna Z. Ford, CWDP, has happily reentered the workforce and is currently employed by the Nash Rocky Mount School District as a Middle Grades English teacher at Tar River Academy. The small class sizes in this alternative school setting allow her to incorporate her years of Workforce Systems training and curriculum development into the school's instructional framework to better assist students in looking at life beyond the walls of their respective schools into the world of work. Reginna retired in 2016 from the Labor Economic Analysis Division (LEAD) of the NC Department of Commerce (formerly ESC/LMI) as a Workforce Information Specialist. In this capacity, she provided data and technical support to the workforce development boards and other workforce stakeholders. Prior to joining the former ESC/LMI Division in March 2006, she worked in the Raleigh Local Office as Job Training and Partnership Act and Workforce Investment Act (JTPA/WIA) Consultant and was the Career Center Employment Counselor. During this time Reginna shared her O\*NET and CareerOneStop knowledge through specifically-designed trainings through the NC Works Training Center and by presenting workshops on the local, state and national levels.

Committed to continuous professional development, Reginna is a member of the International Association of Workforce Professionals/North Carolina Association of Workforce Professionals (IAWP/NCAWP); the North Carolina Education and Training Association (NCETA); the Southeastern Employment and Training Association (SETA), and the National Association of Workforce Development Professionals (NAWDP). She served two terms as the North Carolina State Director to NAWDP National Board of Directors, during which time she supported and chaired several committees.

Reginna believes that the mark of a TRUE professional is his or her ability to treat every person they encounter with genuine dignity and respect.

## **Surabhi Jain**

**Senior Director, Adult Education and Workforce Development, UnidosUS**

Surabhi Jain is the Senior Director of Adult Education and Workforce Development at UnidosUS. She has been with UnidosUS since 2006 and has held multiple roles while there. She started her career conducting labor market research to design education and training programs for limited skilled individuals. Since then, she has progressed to designing award-winning and innovative workforce development programs, conducted program evaluations, and developed toolkits and curricula. Her focus the last few years has been on building the capacity of workforce-development-focused non-profits so they can implement cutting-edge training programs and help individuals access high-wage jobs

in the middle-skills sector. Ms. Jain currently manages a portfolio of nearly \$5 million annually and three staff members.

Ms. Jain has been on the board of Chicago Women in Trades, the alumni board of Heller School of Social Policy at Brandeis University, and is currently on the US Department of Labor's One Stop Career Center's Advisory Board. Ms. Jain has a Masters in Sustainable International Development from Brandeis University and a Bachelors in Economics from Purdue University.

## **David S. Lipnick**

### **Federal Workforce Information (LMI) Project Officer / ETA E-Tools Specialist**

David Lipnick is a 28-year veteran of ETA's Dallas Regional Office. His primary duties include development, coordination, and training for various Labor Market and Occupational Information program, technology, and economic/demographic research initiatives. Joint work between Mr. Lipnick and the Dallas Regional BLS Office earned the Federal Executive Board's Interagency Cooperation Award in 2000. David is a six-time winner of the Secretary of Labor's Exceptional Achievement Award for systems automation, workforce resource tools, and technical assistance/training projects. In 2007, Mr. Lipnick received the national LMI Training Institute's "Charles Benefield Award" for lifetime achievement in the advancement of Labor Market Information.

Prior to ETA, David spent 12 years in the private sector working in the varied fields of Engineering Economics and Customer Relations Management. David earned a Bachelor's of Science Degree in Economics from the University of Texas system and is a member of the National Association for Business Economics (NABE), DFW Association for Business Economists (DABE), and other professional organizations. David is also a Communications and Social Media Specialist for American Coaster Enthusiasts (ACE), an organization of more than 6,000 people worldwide dedicated to the promotion of the amusement industry and preservation of historic roller coasters. David has ridden more than 1,000 roller coasters around the world and his family's passion has led to appearances on The Discovery Channel, A&E, Travel Channel, the Fine Living Network, as well as numerous radio, newspaper, and magazine interviews. David's work in ACE has led to a decade of charity fundraising for Give Kids The Work Village, raising more than \$500,000 through Coasting For Kids charity events at amusement parks across the U.S., including more than \$137,500 in 2019.

## **Jim McAtee**

### **Assistant Vice President**

### **Executive Director for Career and Professional Development**

### **Ball State University**

As AVP for Career and Professional Development at Ball State University, Jim leads a comprehensive career services office as well as career and professional development activities across the campus. He served on two National Association of Colleges and Employers (NACE) committees, and his team earned the 2017 Career Services Excellence Award. With more than 19 years of experience in the employment

business including corporate and higher education, Jim has led offices through periods of change and growth. He is the recipient of the 2012 and 2013 Excellence in MBA teaching award for leading a case based MBA course for executives and other working professionals. Jim is published in the summer 2012 edition of *Stepping up to Stepping Out: Helping Students Prepare for Life After College*, and has presented at NACE, Southern Association of Colleges and Employers (SOACE), North Carolina Association of Colleges and Employers (NCACE), and Career Development Professionals of Indiana (CDPI), and is the recipient of the 2017 Midwest Association of Colleges and Employers (MWACE) President's Award. Jim holds the Career Development Facilitator (CDF) designation, an Institutional Effectiveness Certificate. He earned his M.B.A. from East Carolina University in Greenville, NC, and runs the blog, "Grey-Space" focusing on industry and higher education collaboration.

## **David Petrovay**

### **David Petrovay Coaching**

My 19 years' experience working in a variety of settings including schools, public government agencies, non-profit agencies, and private practice has enabled me to help over a thousand individuals identify career goals, create resumes to reflect their skills and accomplishments, prepare for interviews, and learn ways to effectively communicate. I currently run my own private coaching practice, David Petrovay Coaching. I am certified as a Global Career Development Facilitator through NCDA.

I hold a Master's degree in Counseling and Guidance and a Doctorate in Education with a focus on career development, both from the University of Arizona, and I am certified to administer and interpret Steps I and II of the MBTI®. I actively participate in the [California Career Development Association](#) and the [Bay Area Association for Psychological Type](#). Professional presentations and workshops include job related topics to groups such as Phase2Careers and Santa Clara University. I am a regular guest on KFAX radio speaking on career-related topics. I have served on the CareerOneStop Advisory Group since 2013.

## **Gibson Scheid, MBA, PhD**

### **John F. Kennedy University, Professor**

I suppose I had at least a dozen careers before I was 10, which is probably why I am now a career counselor!

For the first quarter (or so) of my working life, I did the "corporate gig"—working in finance, investments and marketing and receiving an MBA in Finance from San Francisco State University. My last position—before leaving to attend Fielding Graduate University—was Vice President of Institutional Marketing at Charles Schwab. At Fielding, I earned a M.A. in Human & Organizational Systems and a Ph.D. in Human Development. My dissertation, *Career Exchange: Trading in a Corporate Career for New Options*®, explored mid-life career transitions and offered a model for understanding the process.

For the past 15 years I have provided career counseling services to private clients and the MBA students at San Francisco State University.

I am interested in how people can effectively navigate career transitions and researching how higher education and “work” will transform in the next decade.

## **Janet Wall**

Dr. Janet Wall is an award-winning career development professional and consultant with interests and documented expertise in assessment, evaluation, writing, teaching, labor market information, occupational information, career development, certification, and technology. She is a certified Career Development Facilitator Instructor and a National Board of Certified Counselors Approved Continuing Education Provider.

As Founder and Director of Professional Development for [CEUonestop.com](http://CEUonestop.com), Dr. Wall works with professionals in the career development field to create online courses, certifications, and webinars for the upskilling of career development and career counseling specialists. The clock hours associated with these continuing education opportunities earn clock hours for various certifications such as the Global Career Development Facilitator.

Her past careers included heading the creation and maintenance of the ASVAB Career Exploration Program for the Department of Defense, Executive Director of the ACT Educational Technology Center, and Deputy Director of the Center for Executive Education for the Naval Postgraduate School, among others.

She has written hundreds of reports, articles, and blogs on education, career development, and assessment, and has presented at countless professional conferences. She is author of several ASVAB test preparation books and books on education, assessment, and technology.

Her many awards include Fellow of the National Career Development Association, the Carl Perkins Government Relations Award from the American Counseling Association, and various awards from the Association for Career and Technical Education, Association for Assessment in Counseling, Association for Counselors and Educators in Government, American Association for Career Education, Mid-Atlantic Career Counseling Association and the President’s Lifetime Service Award from the Corporation for National Service and the White House. She can be reached at [careerfacilitator@janetwall.net](mailto:careerfacilitator@janetwall.net).

## **Aracelly Watts**

### **Assistant Principal and Technology Academy Director at the Carlos Rosario Public Charter School**

Aracelly Watts has served as the Vice Principal and Director, Technology Academy, at the Carlos Rosario Public Charter School since 2007. While earning her MBA at Maryville University, Ms. Watts worked in the university Advising and Career Center with international students and was also selected by the university president to serve as a member of the Task Force on Diversity. In the past 25 years, she has held various positions for private corporations and universities in Panama and United States. She is a member of the National Society of Hispanic MBAs and the Greater Washington Hispanic Chamber of

Commerce. She is also auditor leader for the international quality standard ISO 9001:2000 and has been awarded as a top ten finalist for best business plan by the Junior Chamber International-Panama.