

— + 2025 + —

APPRENTICESHIPNC

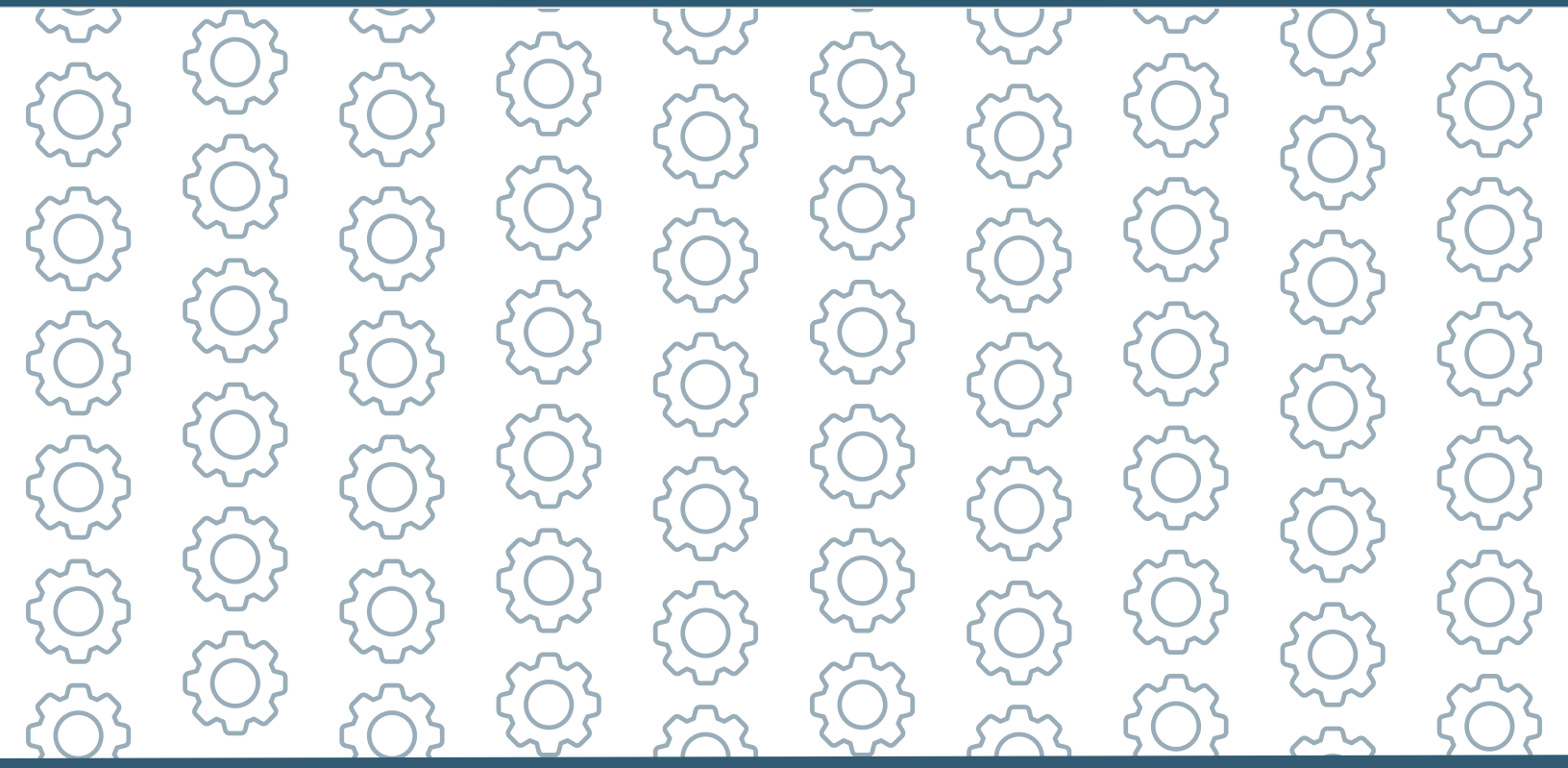
Conference

REGISTRATION. RESPONSIBILITY. SUPPORT. EXPANSION.

WASHINGTON DUKE INN & GOLF CLUB
DURHAM, NORTH CAROLINA

MARCH 10-11

CONFERENCE REGISTRATION FEE: \$350



AGENDA: Monday, March 10, 2025

8:00 a.m. - 9:15 a.m.

Registration

9:15 a.m. - 10:45 a.m.

Welcome from ApprenticeshipNC (President's Ballroom)

Get to know the ApprenticeshipNC Team during the opening session of the 2025 ApprenticeshipNC Conference! After team/attendee introductions, Dr. Chris Harrington, Director, ApprenticeshipNC will lead a discussion on the Registered Apprenticeship Ecosystem and Communities of Practice.

- **Dr. Chris Harrington**, State Director, ApprenticeshipNC

10:45 a.m. - 10:50 a.m.

Morning Snack Break

10:50 a.m. - 11:30 a.m.

Apprenticeship Randolph Spotlight (President's Ballroom)

Apprenticeship Randolph (AR) is a consortium recognized both nationally and statewide for its impact. Launched in 2017, Apprenticeship Randolph has been instrumental in transforming the workforce landscape in Randolph County—providing opportunities for skill-building, career advancement, and economic growth. Listen in as we discuss and learn from the key elements that have made AR a success.

- **Stacey Miller**, Director of Apprenticeships, Randolph Community College
- **Terence Franklin**, Chairman, Apprenticeship Randolph
- **Kevin Cox**, Vice Chairman, Apprenticeship Randolph
- **Courtney McGowan**, CTE Coordinator, Asheboro City Schools
- **Brandon Lopez**, Mold Technician, Atalys
- **Caleb Baudoin**, Journeyworker/Quality Technician Apprentice, Hubbell Industrial Controls
- **Katie Newsom**, 3rd Year Apprentice, Post Consumer Brands

11:40 a.m. - 11:55 a.m.

Keynote Address by Governor Stein (President's Ballroom)

Governor Josh Stein was called to public service by his faith and his family. His faith teaches him that we are all called to make a difference, and his parents raised his brother, sister, and him to try to do what is right, like they did, and grounded them in our shared values of freedom and opportunity for everyone. As Attorney General, Josh and his team have cleared the nation's largest backlog of untested rape kits, tackled the opioid and fentanyl crises, and defended people's fundamental freedoms. As Governor, Josh will bring people together to help western North Carolina recover from Hurricane Helene, create economic opportunity for all North Carolinians, invest in public schools, and keep people safe. Josh and his wife Anna live in Raleigh and are members of Temple Beth Or. They are the proud parents of Sam, Adam, and Leah, who all attended North Carolina public schools, just like they did.

12:00 p.m. - 1:00 p.m.

Lunch (President's Ballroom)

1:00 p.m. - 1:50 p.m.

Youth Apprenticeship: Engaging with Career Development Coordinators Breakout Session (President's Ballroom)

Dive into the dynamic world of Youth Apprenticeships! Join seasoned Career Development Coordinators, an industry employer, and a representative from DPI as they explore how Youth Apprenticeship jumpstarts careers while contributing to tomorrow's workforce. This session will give you an insider's look at effective career development strategies, successful workforce-school partnerships, and more steps to get started. Don't miss this chance to learn how today's youth can make an impact now — and how you can help shape their future!

- **Misty Bruner**, Career Development Coordinator, Surry County Schools
- **Courtney McGowan**, CTE Coordinator, Asheboro City Schools
- **Jeanne Turner**, Work-Based Learning Consultant, NC DPI
- **Tina Beasley**, Director of Foundation & Volunteer Services, Northern Regional Hospital

1:00 p.m. - 1:50 p.m.

Community College Check-In Breakout Session (Ambassador's Ballroom)

For Community Colleges Only: Join ApprenticeshipNC Community College Liaison Jill Hendrix, SPHR-SCP, SPHR, for the latest updates from ApprenticeshipNC. Kristie Sauls, Director of Apprenticeships, Wayne Community College will share best practices to help enhance your Registered Apprenticeship Programs and drive success. This will also be a great in-person opportunity for Community College Apprenticeship leaders to meet their counter parts from across the Great 58.

- **Jill Hendrix**, Community College Liaison, ApprenticeshipNC
- **Kristie Sauls**, Executive Director of Apprenticeships and Career Development, Wayne Community College

2:00 p.m. - 2:50 p.m.

Mentorship Best Practices Breakout Session (President's Ballroom)

Apprentice mentorship is fundamental to a successful Registered Apprenticeship Program. In this session, hear from experienced mentors as they share their proven techniques for guiding Apprentices through on-the-job learning, building strong, trust-based relationships, and maintaining open lines of communication. Our panel will discuss common challenges in mentorship, how they've overcome them, and the role mentorship plays in both skill development and retention. Whether you're a seasoned mentor or new to the Apprenticeship model, you'll leave with practical insights and strategies to enhance your own mentorship practices.

- **Tamera Edwards**, Chief Administrative Officer and EEO Officer, MB HAYNES Corporation, Asheville NC
- **Jennifer Coulombe**, Vice President of Industry Partnerships and Continuous Innovation, Forsyth Technical Community College

2:00 p.m. - 2:50 p.m.

Best Practices for Tracking On-the-Job Learning and Supplemental Education Breakout Session

(Ambassador's Ballroom)

Tracking on-the-job learning and supplemental education (formerly related instruction) are two essential responsibilities of the employer/sponsor. This session will cover practical strategies for accurately documenting apprentices' progress in both hands-on training and classroom learning, including leveraging technology to simplify record-keeping and reporting. Attendees also will learn how to align on-the-job learning with educational goals, establish clear performance milestones, and improve communication with mentors, instructors, and apprentices to track development effectively.

- **Cassandra Townsend**, Apprenticeship Coordinator, Blue Ridge Community College
- **Deidre McMahon**, Workforce Initiatives Senior Manager, Early Years

2:50 p.m. - 3:00 p.m.

Afternoon Snack Break

3:00 p.m. - 3:50 p.m.

What am I Responsible For? Group Program Sponsors Breakout Session

(President's Ballroom)

In this session, we will explore the essential reporting responsibilities for Group Programs—focusing on compliance, data collection, and best practices for effective reporting. This session will address common challenges and provide strategies for overcoming them to ensure that Apprenticeships meet all necessary legal and regulatory standards.

- **Deb Lazenby**, Director of Customized Training & Business Services, Mitchell Community College
- **Lori McKay**, Business Services Coordinator, Mitchell Community College
- **Joy Morrow**, Director of Apprenticeship and Work-Based Learning, Gaston College

3:00 p.m. - 3:50 p.m.

What am I Responsible For? Employers Breakout Session

(Ambassador's Ballroom)

In this session, we will explore the essential reporting responsibilities for employers—focusing on compliance, data collection, and best practices for effective reporting. This session will address common challenges and provide strategies for overcoming them to ensure that Apprenticeships meet all necessary legal and regulatory standards.

- **David Bennett**, Training Manager, Ascendum Machinery
- **Tyrone Alexander**, Facilities Engineer, Daimler Truck North America, Mt. Holly NC

4:00 p.m. - 4:50 p.m.

Industry Spotlight Panel (President's Ballroom)

Registered Apprenticeship Programs are not limited to traditionally apprenticeable occupations; they can and do also serve a variety of high demand industries and career pathways, including healthcare, IT, education, and local and state governments. Hear from industry experts as they discuss how they have used Registered Apprenticeship to fill their workforce needs.

- **Ja'Queta Gatling**, Workforce Development Coordinator, Roanoke Chowan Community Health Center
- **Coranetta Cunningham**, Talent Acquisition Consultant II, People and Culture Department, City of Greensboro
- **Wanda Ramos-McPherson**, Registered Apprenticeship Consultant, ApprenticeshipNC

5:30 p.m. - 7:30 p.m.

Networking Reception (President's Ballroom)

AGENDA: Tuesday, March 11, 2025

7:45 a.m. - 8:30 a.m.

Breakfast (President's Ballroom)

8:45 a.m. - 9:30 a.m.

Utilizing the Apprenticeship Ecosystem Breakout Session (President's Ballroom)

Explore key challenges sponsors face in managing Registered Apprenticeship Programs, including lack of community support, funding obstacles, apprentice transportation options, and the tension between class schedules and work responsibilities. We'll discuss strategies to overcome these barriers, tackle negative stigmas surrounding apprenticeships, and foster a stronger, more sustainable Apprenticeship model.

- **Mandy Melton**, Executive Director Career & Technical Education, Stanly County Schools
- **Sandie Brundin**, Curriculum Instructional Management Coordinator, Stanly County Schools
- **Candice Lowder**, Associate Vice President - Career Connections, Stanly Community College

8:45 a.m. - 9:30 a.m.

How Can the Skilled Trades Attract Youth Apprentices/Pre-Apprentices? Breakout Session

(Ambassador's Allen/McGhee/Page)

Join a panel of skilled trades professionals and Registered Apprenticeship experts as they share effective strategies for attracting youth to Apprenticeship and Pre-Apprenticeships Programs. Discover ways to break stereotypes, foster relationships with your local Apprenticeship ecosystem, and market the trades in ways that resonate with young people.

- **Missy Akin**, Director of Workforce Partnerships, Brady Services
- **Seth Rhinehart**, Director of Talent Management, Anderson Automotive Group
- **Kale Hallman**, Workforce Developer, McGee Brother's Company
- **Rhonda High**, Director of Corporate Training & Apprenticeship Programs, Nash Community College

8:45 a.m. - 9:30 a.m.

Expanding Your Recruiting Network Breakout Session

(Ambassador's Duke)

Employers face challenges in filling vacancies with qualified talent due to the tight labor market. As a result, they need to get creative with their recruitment strategies. Registered Apprenticeship Programs offer a solution, allowing business and industry to be intentional in expanding their recruitment pool by reaching out to often overlooked groups like individuals with intellectual and developmental disabilities (IDD), justice-involved individuals, military veterans, and others. Join us to learn how programs have successfully partnered with community organizations to connect employers with untapped talent.

- **Jon Gibbs**, Business and Industry Services Liaison, Catawba Valley Community College
- **Lindsay Tipton**, Associate Director of Pathways and Partnerships for Access to Achievement, North Carolina Community College System
- **Lakeshia Jones**, Community Work Program Administrator, NC Dept of Adult Correction

9:45 a.m. - 10:30 a.m.

Getting to Know Your Partners Breakout Sessions

Attendees will be grouped by geographic region to meet with their Apprenticeship Consultants for focused, region-specific discussions. This is an opportunity to address local challenges, share best practices, and receive tailored advice. Participants will also connect with other program sponsors in their area to exchange insights and build regional networks.

- **Group A (President's Ballroom):** Alexander, Alleghany, Ashe, Avery, Buncombe, Burke, Caldwell, Catawba, Cherokee, Clay, Cleveland, Gaston, Graham, Haywood, Henderson, Jackson, Lincoln, Macon, Madison, McDowell, Mitchell, Polk, Rutherford, Swain, Transylvania, Watauga, Wilkes, Yancey
- **Group B (Ambassador's Allen/McGhee/Page):** Alamance, Chatham, Caswell, Davidson, Davie, Forsyth, Guilford, Harnett, Lee, Person, Randolph, Rockingham, Stokes, Surry, Yadkin
- **Group C (Ambassador's Duke):** Cabarrus, Iredell, Mecklenburg, Montgomery, Rowan, Stanly
- **Group D (President's Gallery):** Anson, Beaufort, Bertie, Bladen, Brunswick, Camden, Carteret, Chowan, Columbus, Craven, Cumberland, Currituck, Dare, Duplin, Durham, Edgecombe, Franklin, Gates, Granville, Greene, Halifax, Hertford, Hoke, Hyde, Johnston, Jones, Lenoir, Martin, Moore, Nash, New Hanover, Northampton, Onslow, Orange, Pamlico, Pasquotank, Pender, Perquimans, Pitt, Richmond, Robeson, Sampson, Scotland, Union, Vance, Wake, Warren, Washington, Wayne, Wilson,

10:45 a.m. - 11:30 a.m.

Apprenticeship in Focus: Examining Economic Impact and Key Trends (President's Ballroom)

Employers face challenges in filling vacancies with qualified talent due to the tight labor market. As a result, they need to get creative with their recruitment strategies. Registered Apprenticeship Programs offer a solution, allowing business and industry to be intentional in expanding their recruitment pool by reaching out to often overlooked groups like individuals with intellectual and developmental disabilities (IDD), justice-involved individuals, military veterans, and others. Join us to learn how programs have successfully partnered with community organizations to connect employers with untapped talent.

- **Andrew Berger-Gross**, Senior Economist, North Carolina Department of Commerce

11:45 a.m. - 1:30 p.m.

Lunch / Awards Ceremony (President's Ballroom)

1:45 p.m. - 2:30 p.m.

ApprenticeshipNC Website Walk-Through (President's Ballroom)

The wait is almost over — the newly designed ApprenticeshipNC is nearing completion, and it's packed with powerful tools designed to support Registered Apprenticeship group programs and employers! Join ApprenticeshipNC leadership for an exciting walk-through of all the innovative features, including Apprenticeship data dashboards and an updated Apprenticeship Directory. Discover how the new website will be your go-to resource for the latest Registered Apprenticeship information across North Carolina.

- **Amy Davis-Moore**, Communications Director, ApprenticeshipNC
- **Margaret Spainhour**, Communications Assistant, ApprenticeshipNC

2:30 p.m.

2025 ApprenticeshipNC Conference Concludes

Speaker Information



Amy Davis-Moore, Communications Director, ApprenticeshipNC

Amy Davis-Moore joined ApprenticeshipNC as the Communications Director in January 2023. She has over 16 years of experience with NC Community Colleges at the local college level. Amy began working with Nash Community College by teaching a continuing education course in Radio Broadcasting. She later joined Nash Community College full-time serving as a Special Projects/Communications Specialist where she led an effort to acquire an FCC license and build/operate a licensed FM student run radio station at the College and managed the College's deployment of EBS FCC licensed spectrum. She was also a part-time English faculty member. Following Nash Community College, she worked with the NC Community College EBS Consortium as Director of Spectrum Development. Amy continues to serve in a consultant role for the NCCC EBS Consortium. In 2010, Amy joined Forsyth Technical Community College to launch the Broadcasting and Production Technology Program. She served as Program Coordinator, faculty advisor, and as an instructor in the program. Amy is an Associate of Arts graduate of Nash Community College and received her B.A. in English and Communications at Atlantic Christian (Barton) College. She maintains numerous professional industry credentials and has pursued graduate work in education and media at N.C. State and Ft. Hays State University. Prior to her community college career, Amy worked for 13 years in commercial radio and 3 years in a full-service advertising agency. Amy has a diverse private sector industry background in media including sales, marketing, on-air promotions/events, public relations, management, and ownership. Connect with Amy via her email: davis-moorea@nccommunitycolleges.edu.



Andrew Berger-Gross, Senior Economist, N.C Department of Commerce

Andrew Berger-Gross is the Senior Economist at the North Carolina Department of Commerce. Andrew is passionate about using data to help improve the economic well-being of all North Carolinians. Andrew has a master's degree in Public Policy Analysis from New York University and a background in labor economics. A native of New York City, Andrew has lived and worked in North Carolina for over a decade.



Brandon Lopez, Mold Technician, Atalys

Brandon Lopez is a current senior at Southwestern Randolph High School in Asheboro, North Carolina. He is also an Apprenticeship Randolph apprentice with Atalys, employed as a Mold Technician. He attends Randolph Community College in the Computer Integrated Machining associate degree program with an expected graduation date of May 2027.



Caleb Baudoin, Quality Technician Apprentice, Hubbell Industrial Controls

Caleb Baudoin graduated from Trinity High School in 2019 and at the last minute, applied for Apprenticeship Randolph. He was selected and entered Apprenticeship Randolph as a Quality Technician Apprentice with Hubbell Industrial Controls in Archdale, North Carolina. In 2023, he graduated debt-free from Randolph Community College with an Associate of Applied Science degree in Manufacturing Technology-Mechatronics, his ApprenticeshipNC certificate, and his Journeyworker credential. Caleb is currently pursuing his Industrial Engineering bachelor's degree at Liberty University and gives back to Apprenticeship Randolph by serving as a guest speaker at local schools.



Candice Lowder, Associate Vice President - Career Connections, Stanly Community College

Candice joined the Stanly Community College team in June 2024 with support from a Title III grant which will enhance career and workforce services and expand work-based learning and registered apprenticeship opportunities in Stanly County. Prior to joining SCC, she was employed by the County of Stanly for over 17 years and served as department head for three service areas, most recently as the Director of the Stanly County Economic Development Commission. An active board member of the Centralina Workforce Development Board, Centralina Economic Development District, Stanly County Chamber of Commerce, Visit Stanly, and the Stanly County United Way, she enjoys collaborating with other economic and workforce development partners to support local employers and improve the quality of life for Stanly County citizens. A Beaufort County native, she graduated in 2000 from East Carolina University and currently resides in Albemarle.



Cassandra Townsend, Apprenticeship Coordinator, Blue Ridge Community College

Cassandra Townsend, Apprenticeship Coordinator, Blue Ridge Community College, holds dual BAs in Spanish and International Studies from Western Carolina University. With experience in both education and industry—formerly as a high school Spanish teacher and a General Manager/Regional Trainer at Cracker Barrel—she has a strong track record of talent development. Passionate about building the workforce of tomorrow, she enjoys collaborating with businesses to close skills gaps and mentoring apprentices to support their career growth.



Dr. Chris Harrington, State Director, ApprenticeshipNC

Dr. Chris Harrington is ApprenticeshipNC's State Director. He has more than 40 years of experience leading organizations through hypergrowth and aiding them through challenges. He has worked in consumer-packaged goods, safety devices, textile, and medical devices industries throughout the U.S. and internationally. His roles have included Chief Operating Officer and General Manager, Elastic Therapy LLC; Head of North American Operations, Draeger Safety; Vice President of Operations, Sony DADC; Director of Operations and General Manager, Technicolor; and various logistics roles in the U.S. Army. He also taught organizational behavior and leadership as Professor of the Practice at High Point University. In addition to starting Elastic Therapy's Registered Apprenticeship Programs, Dr. Harrington was one of the founding leaders of Apprenticeship Randolph, Randolph County's apprenticeship consortium. He has also served on various economic, workforce development, and community boards. Dr. Harrington's PhD is from North Carolina A&T State University where he studied leadership and completed his research on factors influencing whether a firm would engage with apprenticeship. He also holds an MBA from the University of Tennessee.



Coranetta Cunningham, Talent Acquisition Consultant II, People and Culture Department, City of Greensboro

Coranetta's mission is to connect passionate, skilled professionals with meaningful careers that make a difference in our communities. It's about connecting people with opportunities that allow them to thrive and make a real impact in our community where every person feels valued.



Courtney McGowan, CTE Coordinator, Asheboro City Schools

Courtney McGowan is the CTE Coordinator for Asheboro City Schools and has worked in North Carolina Career & Technical Education for 25 years. Courtney has worked with the Apprenticeship Randolph program since its inception in 2017, and NC FAME since its inception in 2022. She recently received her Master of Arts Degree from Lenoir Rhyne and is a die-hard Steelers fan.



David Bennett, Training Manager, Ascendum Machinery

Training Manager: Ascendum Machinery Inc. Apr 2022 - Present · 2 yr. 10 months Concord, NC. Technical Training Manager: Nordex/Acciona Windpower Jan 2017 - Apr 2022 · 5 yrs. 4 months West Branch, IA. Program Director: Kirkwood Community College Feb 2011 - Sep 2015 · 4 yrs. 8 months Cedar Rapids, IA. Special Projects and Technical Training Manager: Clipper Windpower Jun 2007 - Feb 2011 · 3 yrs. 9 months Cedar Rapids, IA. Territory Account Manager: Evergreen Packaging Nov 2002 - Jun 2007 · 4 yrs. 8 months Cedar Rapids, IA.



Deb Lazenby, Director of Customized Training & Business Services, Mitchell Community College

Deb Lazenby is the Director of Customized Training and Business Services at Mitchell Community College. She began her journey at Mitchell eight years ago as a Business Services Coordinator, where she played a key role in managing the NC Manufacturing Institute. In 2020, she transitioned into her current role, overseeing customized training initiatives to support workforce development. With over 30 years of experience in both industry and retail, Deb is passionate about fostering strong relationships, building strategic partnerships, and delivering high-quality training programs. She is a firm advocate for apprenticeships as a vital component of Mitchell's Workforce Toolbox, helping bridge the gap between education and industry needs. A proud graduate of Mitchell Community College, Deb went on to earn her Bachelor of Business Administration from Catawba College in Salisbury, NC. Outside of work, she enjoys spending time with her family and caring for her beloved rescue animals — five cats and three dogs.



Deidre McMahon, Workforce Initiatives Senior Manager, Early Years

Deidre joined the TEACH Early Childhood® National Center team in September of 2024. With over 25 years of experience in early childhood education, she has held various system level roles from Child Care Statewide Resource and Referral Director to Assistant Director of an early education non-profit in Western North Carolina. Deidre now serves as the Workforce Initiatives Senior Manager for the Center and works directly with the team to support Apprenticeship programs and additional TEACH related projects. Deidre is currently collaborating with statewide partners to implement Early Years- NC's Early Childhood Educator Apprenticeship Program.



Ja'Queta Gatling, Workforce Development Coordinator, Roanoke Chowan Community Health Center

Ja'Queta Gatling is the Workforce Development Coordinator at Roanoke Chowan Community Health Center (RCCHC), where she oversees apprenticeship and internship programs, coordinates workforce initiatives, and facilitates in-house professional development. With a "Grow Our Own" approach, she focuses on creating career pathways that equip local talent with the skills to serve their communities. Through workforce development strategies and partnerships, she works to expand opportunities in rural and underserved areas while strengthening RCCHC's healthcare workforce. With a background in workforce development through education, Ja'Queta is committed to fostering growth, retention, and equitable access to healthcare careers, ensuring a strong and sustainable talent pipeline.



Jeanne Turner, Work-Based Learning Consultant, NC DPI

Jeanne Turner, with over 25 years of education experience, is a vital member of the North Carolina Department of Public Instruction (NC DPI). Her diverse background includes roles at Hickory Public Schools, from CTE Marketing Teacher to District CTE Coordinator. As NC DPI's Work-Based Learning Consultant, Ms. Turner leads professional development initiatives statewide, ensures relevant curriculum and assessments for work-based learning courses, and fosters collaboration among education, government, and business sectors. In her role, Ms. Turner manages program implementation and provides technical assistance to enrich work-based learning for students in grades 6-12. Her mission is to be an accessible resource, advancing education and workforce development in North Carolina. Ms. Turner aims to cultivate a thriving community that enhances the state's work-based learning ecosystem.



Jennifer Coulombe, Vice President of Industry Partnerships and Continuous Innovation, Forsyth Technical Community College

Jennifer Coulombe serves as the Vice President of Industry Partnerships and Continuous Innovation at Forsyth Technical Community College in Winston-Salem, NC. She leads the Education to Business (E2B) Team, facilitating connections between the college and employers through workforce development and economic development initiatives. With over 25 years of experience in workforce and corporate training and development, Jennifer is a certified facilitator with Achieve Global, Development Dimensions International, and DiSC. She serves the local and regional business community by fostering collaborative and strategic partnerships between the college and local businesses, industries, and entrepreneurs to promote long-term economic development, growth, and innovation. As a Six Sigma Black Belt, Jennifer also provides expertise in Process Design/Redesign, Change Management, and Strategic Planning to enhance business effectiveness. Before her tenure in higher education, Jennifer held positions in Quality and Leadership within the private sector and served in non-profit leadership. She actively contributes to the community through various volunteer roles with Leadership Winston-Salem and Greater Winston-Salem, Inc. Additionally, she is a Board-Certified Health Coach, Group Exercise Instructor, avid reader, podcast enthusiast, dancer, and mother of two boys. Jennifer is a native of Winston-Salem and a graduate of Wake Forest University and The University of North Carolina at Greensboro.



Jon Gibbs, Business and Industry Services Liaison, Catawba Valley Community College

Jon currently serves as the Business and Industry Liaison at Catawba Valley Community College. Over his 13-year career at CVCC, he has served students through testing services, academic advising and registration, student records, and most recently the Associate Dean of Enrollment. Being a community college graduate himself, Jon is uniquely aware of the challenges that face many of our students both in and out of the classroom. "The only way I can pay back those who have helped me along the way is to pay it forward to someone else."



Josh Stein, Governor, North Carolina

Governor Josh Stein was called to public service by his faith and his family. His faith teaches him that we are all called to make a difference, and his parents raised his brother, sister, and him to try to do what is right, like they did, and grounded them in our shared values of freedom and opportunity for everyone. As Attorney General, Josh and his team have cleared the nation's largest backlog of untested rape kits, tackled the opioid and fentanyl crises, and defended people's fundamental freedoms. As Governor, Josh will bring people together to help western North Carolina recover from Hurricane Helene, create economic opportunity for all North Carolinians, invest in public schools, and keep people safe. Josh and his wife Anna live in Raleigh and are members of Temple Beth Or. They are the proud parents of Sam, Adam, and Leah, who all attended North Carolina public schools, just like they did.



Joy Morrow, Director of Apprenticeship and Work-Based Learning, Gaston College

Joy Morrow is the Director of Apprenticeships and Work-Based Learning at Gaston College. Joy has worked for Gaston College for 20 years. She started as a Recruiter for the Life Skills Department and was housed at the Job Link Career Center. After five years, Joy transitioned to Work-Based Learning where she worked 14 years as the Coordinator of Work-Based Learning and Placement. Joy has a passion to serve others, and loves being part of the Gaston College family. Joy has been instrumental in growing the Apprenticeship 321 Pre-apprenticeship program over the past year and looks forward to continuing to cultivate the close relationships that have been built through Gaston College Apprenticeship 321 partners. Prior to coming to Gaston College, she held positions as a Career Development Specialist with Goodwill Job Connection and Case Manager with Gaston Community Action. Joy has a Bachelor of Science Degree from Western Carolina University.



Kale Hallman, Workforce Developer, McGee Brother's Company

Kale began his masonry career at McGee Brothers at 16 years old, just two weeks after graduating from homeschool. He progressed through the ranks from Mason Tender to Mason, Assistant Foreman, and eventually Foreman, where he managed a crew of 6-8 craftsmen completing residential masonry projects. Around three years ago, Kale transitioned into a Workforce Developer role at McGee Brothers, the first of its kind within the company. In this role, he focuses on recruiting and developing high-quality employees, maintaining ongoing support and communication throughout their careers, this includes working alongside them during their first week. Outside of work, Kale enjoys aviation, building relationships, and contributing to humanitarian efforts in the community.



Katie Newsom, 3rd Year Apprentice, Post Consumer Brands

Katie Newsom is presently in her third year of Apprenticeship at the Post Consumer Brands Asheboro N.C. facility. Katie graduated from Uwharrie Charter Academy in 2022 and is enrolled in the Mechatronics Curriculum at Randolph County Community College. As an apprentice at Post, she works with the maintenance technicians maintaining and troubleshooting production equipment.



Kevin Cox, Vice Chairman, Apprenticeship Randolph

Kevin Cox is a Tooling Engineer and Tool shop supervisor with Atalys as well as Apprenticeship Randolph's Vice Chairman. Atalys is a Medical Device Manufacturing Company where he has been employed for 7 years and has worked in the Injection Mold building trade for 31 years. Kevin has manufacturing experiences from several advanced manufacturing sectors including Medical, Automotive, Packaging and Fixturing. He has completed an Apprenticeship program with ICS and has Mold Maker credentials with the state of NC. Being in the manufacturing field, he also uses his skills and talents to build Offroad vehicles, custom trailers and has appeared in several Offroad magazines with his builds.



Kristie Sauls, Executive Director of Apprenticeships and Career Development, Wayne Community College

Kristie J. Sauls is a dedicated leader in workforce development and higher education with over a decade of experience in student success, apprenticeship programs, and work-based learning initiatives. As the Executive Director Apprenticeships and Career Development, at Wayne Community College, she has played a pivotal role in expanding registered apprenticeships, creating career pathways in high-demand industries, and fostering partnerships between education and business sectors. Her expertise spans program development, student recruitment and retention, economic growth strategies, and industry collaboration, all focused on bridging the gap between education and workforce needs. Previously, as the Southeast Regional Apprenticeship Coordinator for the North Carolina Community College System, Kristie worked across multiple counties to establish and scale

apprenticeship programs, ensuring compliance with state and federal standards while aligning training with employer demands. Kristie is a nationally recognized expert in work-based learning. She has presented at major conferences such as the National Career Pathways Network and the Bellwether Workforce Development Awards. Her leadership has earned accolades, including recognition the NC Community College System Workforce Development Pinnacle Award (2024), American Association of Community Colleges Finalist (2023 & 2024) and Bellwether Workforce Development Finalist (2022). Currently pursuing her Doctor of Education in Educational Leadership at East Carolina University (anticipated 2025), Kristie holds master's degrees in Higher Education and Strategic Communications from Regent University and a Bachelor of Arts in Communications from Peace College. Passionate about empowering students and strengthening workforce pipelines, Kristie actively serves on various advisory boards, workforce committees, and community initiatives. She remains committed to creating innovative, scalable solutions that connect learners with meaningful careers and drive economic prosperity.



LaKeshia Jones, Community Work Program Administrator, NC Dept of Adult Correction

LaKeshia Jones' dedication to serving governmental agencies for nearly three decades reflects her strong commitment to making a positive impact. Her work, particularly in her current role in NC Department of Adult Correction as the Administrator of Community Work Programs and Apprenticeships, is invaluable in promoting the growth of the incarcerated individuals' opportunities to turn their lives around. By offering a pathway to specialized certifications (via apprenticeships and educational programs) and meaningful employment (via Work Release Program), LaKeshia understands that these valued reentry programs greatly help to set them up for success once they reintegrate into society as well as while still incarcerated. Her accomplishment of earning a master's degree while working with NCDPS speaks to her determination and ability to balance personal and professional growth. Her journey exemplifies how one can blend passion for service with a focus on family, by promoting jobs, programs, activities, and services, to better equip the incarcerated individuals to become and remain law-abiding citizens thereby making this a safer place for all to live.



Lindsay Tipton, Associate Director of Pathways and Partnerships for Access to Achievement, North Carolina Community College System

Lindsay Tipton serves as the Associate Director of Pathways and Partnerships for the Access to Achievement initiative with the NC Community College System. Prior to this role, Lindsay worked as the Director of Career Pathways for the Title II Program at the System Office. Her prior experience included directing YouthBuild, a federally funded grant program at Central Carolina Community College as well as working with individuals with disabilities in a variety of capacities. She eagerly joined the Access to Achievement team as a way to combine her passions and experiences to better the opportunities for students with IDD across North Carolina. Lindsay holds a bachelor's degree in Special Education from LeMoyne College in Syracuse, NY and a master's degree in Higher Education Leadership from Appalachian State University. In her spare time, she enjoys adventures with her husband and 3 children, cooking or just curling up with a good book.



Lori McKay, Business Services Coordinator, Mitchell Community College

Lori McKay is the Business Services Coordinator at Mitchell Community College, bringing a wealth of experience from her previous role as an HR Director in the healthcare sector. A Certified HR Professional (SHRM-CP), Lori holds a Bachelor's degree from Western Carolina University. She is an active member of the Iredell Human Resource Association, having served as chapter president for 2022 and 2023, and continues to contribute on the executive board as Past President. Lori serves on the Greater Statesville Chamber Education and Workforce Development Committee. With a strong foundation in Human Resources, Lori's unique skill set fosters effective partnerships between Mitchell Community College, employers, students, and ApprenticeshipNC. Her collaborative approach ensures success for all stakeholders. Lori is excited to continue strengthening engagement with ApprenticeshipNC and Mitchell Community College throughout Iredell County, further enhancing local workforce development.



Mandy Melton, Executive Director Career & Technical Education, Stanly County Schools

Mandy Melton has served as the Executive Director of Career & Technical Education for Stanly County Schools for the past four years. Mandy has worked in public education for 25 years. Previously, she taught Business and Marketing Education for 14 years, served as the county-wide CIMC for five years, and the Director of School Nutrition for two years.



Margaret Spainhour, Communications Assistant, ApprenticeshipNC

Margaret Spainhour is the Communications Assistant at ApprenticeshipNC. Margaret develops content for ANC's social media platforms, writes news advisories and releases, coordinates events, and supports ANC outreach efforts. She also creates ApprenticeshipNC's newsletter and other collateral materials that support the work of the ANC staff and external stakeholders. Prior to joining the ANC team, Margaret worked for Carroll Signs & Advertising as an office administrative assistant and interned as a sales and marketing assistant for W.W. Norton's London Office. Margaret graduated with highest distinction from UNC-Chapel Hill. She has a Bachelor of Arts in English and Comparative Literature and a Bachelor of Arts in Communications Studies. In her free time, she enjoys reading, playing with her two cats, and doing pottery.



Missy Akin, Director of Workforce Partnerships, Brady Services

Missy Akin, a North Carolina native, has been a driving force in workforce development since joining Brady Services in 2019 as a corporate recruiter. In 2022, she transitioned into her current role as Director of Workforce Partnerships, where she is dedicated to building strategic relationships with community colleges, trades schools, military organizations, and apprenticeship programs. Missy's work focuses on developing and expanding workforce initiatives that bridge the gap between education and industry. She has led numerous efforts to strengthen talent pipelines, including launching the NC Community College Instructors Conference in 2019 to provide a platform for educators to collaborate and share industry insights. Under her leadership, the conference has grown significantly, celebrating its fifth annual event in October 2024. In addition to her role at Brady, Missy serves on several community college HVAC program advisory boards, the Guilford County Schools CTE

Business Advisory Board, and the Business Advisory Board for Vernon Malone College and Career Academy in Raleigh. An advocate for apprenticeship programs, Missy and Brady Services became active partners in Guilford Apprenticeship Partners after its first year, and she remains deeply involved. She currently serves as the Chairperson for North Carolina Triangle Apprenticeship Partners (NCTAP), continuing her work to expand opportunities for individuals to develop in-demand skills and build a workforce that meets industry needs.



Misty Bruner, Career Development Coordinator, Surry County Schools

My name is Misty Bruner and I graduated from Gardner Webb University in 1997 with a Health Education major and an Athletic Training minor. I received my teaching certification from Winston-Salem State University in 2001. I taught Health and Physical Education for 18 years and Health Science for three and a half all at East Surry High School. I transitioned to the Career Development Coordinator in 2021 to serve Pilot Mountain Middle School, East Surry High School, and Surry Online Magnet School. During my teaching career, I have held roles as a certified athletic trainer, head volleyball coach, JV volleyball coach, School Improvement Team Chair, and Instruction Coach. I have also led county-wide Professional Development and other leadership responsibilities within the school and district. My goal as a CDC is to bridge the gap between where the students are and where they want to be when they graduate from high school. Also, to connect them to local businesses and industries to explore future internships, pre-apprenticeships, and career options.



Rhonda High, Director of Corporate Training & Apprenticeship Programs, Nash Community College

Mrs. Rhonda L. High is a Texas native, who graduated from Sam Houston State University in 1998 with a Bachelor of Business Administration in Accounting. In 2012, Mrs. High later became a graduate of Strayer University with a Master's in Business Administration, concentrating in Management. She is a certified Working Smart (soft skills) Facilitator, a certified Ice House Entrepreneurial Facilitator, a certified Leading at All Levels Facilitator and an Ethical Decision Making Trainer. Mrs. High has over 15 years of experience as an Auditor (Contractual/Governmental/Financial) for both the Texas Department of Criminal Justice and the North Carolina Department of Revenue. Mrs. High pivoted her Audit career to become a Trainer and Outreach Officer for the Department for over 5 years where she taught

Tax Law through the Small Business Centers at local Community Colleges and to the public. She continued her new passion for training and teaching by becoming the Customized Training Director for Halifax Community College in 2019 where she proactively developed customized training programs to meet the needs of the local business community. Mrs. High was also selected as the Program Administrator for the North Carolina Clean Energy Pre-Apprenticeship Program where she spear-headed this Governor Recognized, one of a kind program partnering with universities, colleges, high schools, and local governmental entities. Transitioning into her current role in 2022, she now serves as the Director of Corporate Training & Apprenticeship Programs at Nash Community College and oversees programs that have garnered Presidential and Congressional recognition. Mrs. High is also an active member of the Rocky Mount Alumnae Chapter of Delta Sigma Theta Sorority, Inc. and is co-founder of The High Educational & Athletic Foundation, Inc. where she proudly serves her surrounding community. She has been married, to her husband Tony, for over 25 years sharing 2 beautiful children, Christopher and Lacy



Sandie Brundin, Curriculum Instructional Management Coordinator, Stanly County Schools

Sandie Brundin has 26 years of experience in education in Stanly County. These years include the positions of Classroom Teacher, Building Administration, Testing and Career Readiness Coordinator and CTE Curriculum & Instructional Management Coordinator. Sandy also served as an instructional mentor and coach at the district, regional and state levels.



Seth Rhinehart, Director of Talent Management, Anderson Automotive Group

Seth began his career at Anderson Automotive Group a little over seven years ago. He started working in the service department at Toyota of Asheville as a Service Greeter. Later he was promoted to Service Advisor. In late 2019, Seth was offered a position in HR as a Talent Acquisition Specialist. Since that time, Seth has experience with recruiting, employee relations, acquisitions, talent management, COVID policy, benefits, apprenticeship programs, and many other HR-related programs. Seth has grown Anderson Automotive Group's apprenticeship program from having no state-registered automotive apprentices to currently having over 40 current apprentices and apprentice graduates. Seth has become a trusted member of the HR team. Seth believes that through being relatable,

being dedicated, and being prepared, he adds value as an HR professional with AAG. Prior to working with Anderson Automotive Group, Seth was a professional musician and fly-fishing guide. Seth is an accomplished banjo player that has toured with many well-known bluegrass artists. Seth graduated from UNCA in December of 2017 majoring in Psychology and minoring in Management. He continued with his graduate studies at Western Carolina University and graduated in May of 2024 with his Master's Degree in Human Resources Management. Seth lives in Fairview, North Carolina with his wife Savannah and their boxer dog, Max. He enjoys spending time outdoors with his wife who is also an avid fly fisherman. They have both had the opportunity to fly fish all over the world catching rare species of trout. Seth also continues to play music with an Asheville-based bluegrass band that performs an average of 100 shows every year.



Stacey Miller, Director of Apprenticeships, Randolph Community College

Stacey is a graduate of High Point University earning a bachelor's degree in English: Communications. She started her career (1993-2016) and enjoyed 23 years working as the Membership & Events Director for the Asheville/Randolph Chamber of Commerce. During her chamber career, Stacey graduated from Leadership Randolph, began the Student Leadership (LIFT) Program, graduated from the Institute for Organization Management at the University of Georgia and participated in the Rotary Group Study Exchange to Germany, as well as served on multiple committees and boards. In 2010, she was selected as High Point University's Alumnus of the Year for her dedication to students and alumni engagement. In 2017, Stacey launched her second career at Randolph Community College (RCC) as the Director of Apprenticeships, where she worked with the newly established youth consortium Apprenticeship Randolph. Since then, the program has continued to grow

and evolve, with adult apprenticeships also expanding. In 2022, Apprenticeship Randolph was in the inaugural group to be awarded the designation of Apprenticeship Ambassador by the U.S. Dept. of Labor. Stacey was one of 60 delegates across the nation to visit the White House and hear from our nation's Secretary of Commerce, Secretary of Labor, and First Lady Dr. Jill Biden. In April of 2024, the Office of the Governor reached out to Stacey to invite her, Apprenticeship Randolph officers and apprentices, and RCC officials to a closed event with Gov. Roy Cooper and First Lady Dr. Jill Biden at GTCC. In October of 2024, Stacey was invited back to the White House for a celebration of the U.S. Dept. of Labor's Apprenticeship Ambassadors who met or exceeded their goals. Her greatest accomplishment in life is her marriage to Rodney and their 16-year-old son, Davis.



Tamera Edwards, Chief Administrative Officer and EEO Officer, MB HAYNES Corporation, Asheville NC

Tamera Edwards is the Chief Administrative Officer and EEO Officer for MB HAYNES Corporation in Asheville, North Carolina. MB HAYNES Corporation is a multi-disciplined, 100% Employee-Owned construction company that has been in business serving the community since 1921. A graduate of Appalachian State University, Ms. Edwards has been with MB HAYNES Corporation since 1995 serving in both the Electric Utility and Electric Construction groups in Administration before assuming the roles of Human Resources Director in 2012, Vice President – Human Resources in 2018 and Chief Administrative Officer in 2024. Ms. Edwards is a member of WCI's HR Roundtable, served as Past -President of the Carolinas Chapter of the ESOP Association serves as the Past-Chair of Carolinas Association of General Contractors Human Resources Committee for North and South Carolina. She holds her Professional in Human Resources (PHR) Certification, is a certified practitioner in MBTI, DiSC, EQ-I and DiSC/Motivators.



Terence Franklin, Chairman, Apprenticeship Randolph

Terence Franklin is presently the Maintenance Reliability Manager at the Post Consumer Brands Asheboro N.C. facility. Terence earned his BSEE from North Carolina A&T State University. He is certified as a Six Sigma Black Belt as well as a Certified Maintenance Reliability Professional (CRMP). His professional experience has been in implementing technology in the design, programming, troubleshooting, maintenance, and improvement of manufacturing equipment and processes. Terence has been involved with the apprenticeship program for the past eight (8) years and presently serves as the Chairman of Apprenticeship Randolph.



Tina Beasley, Director of Foundation & Volunteer Services, Northern Regional Hospital

Tina Beasley is the Director of Foundation & Volunteer Services at Northern Regional Hospital, where she has been employed for 26 years in various roles. She holds an Associate's Degree from Surry Community College and is nearing completion of her Bachelor's Degree in Healthcare Administration with a concentration in Leadership at Capella University. In addition to her work at the hospital, Tina serves as a HOSA Advisor at Surry Early College High School and is a member of the Competitive Events Team for NC HOSA. Tina enjoys spending time with her husband, Brian, their six children and four grandchildren.



Tyrone Alexander, Facilities Engineer, Daimler Truck North America, Mt. Holly NC

Tyrone is a seasoned engineering professional with over 40 years of experience in engineering, project management and maintenance. He currently serves as the Facilities Engineer for Daimler Trucks, Mt Holly TMP, where he has been a key contributor since joining the company in 2011. Over the years, he has held multiple roles, including Facilities Engineer, Maintenance Supervisor and Training Supervisor, demonstrating versatility and leadership across various operational areas. He holds a Bachelor of Science in Mechanical Engineering from North Carolina A&T State University and has been actively involved in Daimler's apprenticeship program since 2014, mentoring and developing next generation of skilled professionals. • Beyond his work at Daimler, Tyrone is a dedicated advocate for workforce development. He is member of the ApprenticeshipNC Council and the Gaston College CTE Advisory Board, where he contributes to shaping apprenticeship and technical education initiatives.

The ApprenticeshipNC Team would like to thank Clarence Scott, Roger Collins, and Tammy Simmons for serving as moderators for the conference panels. We also appreciate the Apprenticeship Council for acting as judges for this year's ApprenticeshipNC Awards and Thomas Palombo for providing AV/Tech support. A special thank you to Governor Stein for his continued support of Registered Apprenticeship and for delivering the keynote address.

About ApprenticeshipNC: Recognized by the Office of Apprenticeship to act on behalf of the U.S. Department of Labor, ApprenticeshipNC is the State Apprenticeship Agency authorized to register apprenticeship programs tailored to meet employers' needs— providing structured on-the-job learning, supplemental education, and a progressive wage scale.

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