STATE BOARD OF COMMUNITY COLLEGES

ApprenticeshipNC Council Appointments

Request: The State Board of Community Colleges is asked to approve the ApprenticeshipNC Council Appointments.

Background and Rationale: Pursuant to North Carolina General Statute §115D-11.6, the State Board of Community Colleges shall appoint an Apprenticeship Council composed of the following:

- Four Representatives from Employer Organizations
- Four Representatives from Employee Organizations
- Three Representatives from the Public at Large
- Ex Officio member from the NC Department of Public Instruction
- Ex Officio member from the NC Department of Commerce

Terms have been realigned from three to two years with alternating end dates to provide for better continuity of the council.

The chair, which shall be appointed annually, is proposed to be Mr. Roger Collins.

Contact(s):

Mr. John Loyack
Vice President, Economic Development

Dr. Chris Harrington,
State Director, ApprenticeshipNC

ApprenticeshipNC Council Membership

Name	Company	Title	Role	Term
Tammy Simmons tammy@machspec.com	Machine Specialties, Inc.	VP of Marketing and Culture Representative of GAP	Employer Representative	05/01/2024 to 06/30/2026
Danielle Street-Swain danielle.swain@nutrien.com	Nutrien	Employee Development Specialist	Employer Representative	07/01/2025 to 06/30/2027
Janice Hill janice.hill@caromonthealth.org	CaroMont Health	Director Nursing Workforce Transition Program	Employer Representative	05/01/2024 to 06/30/2026
Jeff Bass jeffrey.bass@toyota.com	Toyota Battery Manufacturing	General Manager, Manufacturing Skills Development	Employer Representative	07/01/2025 to 06/30/2027
Denise Schnell denise@carolinaseti.com	Carolinas Electrical Training Institute-Charlotte JATC	Training Director	Employee Representative	07/01/2025 to 06/30/2027
Tyrone Barry Alexander tyrone.alexander@daimlertruck.com	Daimler Trucks	Technical and Process Training Specialist	Employee Representative	07/01/2025 to 06/30/2026
Robert Wilhelmy iueclocal80rw@gmail.com	Local 80 Elevator Constructors JAC	Business Representative	Employee Representative	07/01/2025 to 06/30/2027
Evelio Martinez evelio@local421.org	Mechanical Trades Carolina	Training Director	Employee Representative	07/01/2025 to 06/30/2026
Caroline Sullivan caroline.sullivan@nc.gov	North Carolina Business Committee for Education (NCBCE)	Executive Director	Public at Large	05/01/2024 to 06/30/2026
Amy Dulin dulin@clevelandcc.edu	Cleveland Community College	Dean of Workforce Development	Public at Large	07/01/2025 to 06/30/2027
Roger Collins roger.collins@cushwake.com	Cushman & Wakefield	Workforce & Apprenticeship Training Specialist	Public at Large Chair	07/01/2025 to 06/30/2027
Jenni Harris jenni.harris@commerce.nc.gov	North Carolina Department of Commerce DWS	Executive Director of Business Services	Commerce Ex Officio	05/01/2024 to 06/30/2026
Nancy Cross nancy.cross@dpi.nc.gov	North Carolina Department of Public Instruction	Assistant Director, Career & Technical Education	DPI Ex Officio	07/01/2025 to 06/30/2027

DRAFT

2025 ApprenticeshipNC Council Members

Employer Representative: Tammy Simmons, Machine Specialties, Inc. (Guilford County)

Industry Sector: Machine Manufacturing

Tammy Simmons is Vice President of Marketing & Culture at Machine Specialties Inc. (MSI) in Greensboro NC, a producer of machined parts for the Aerospace, Medical, Military, Commercial and Energy Industries.

Tammy has been instrumental in designing and implementing Guilford Apprenticeship Partners (GAP) in Guilford County, NC and RockAtop in Rockingham County, NC. Her company also participates in CAP, Carrer Accelerator Program, in Alamance County. She uses apprenticeships in her business to hire and train for highly skilled advanced manufacturing positions. Her company currently has over eighty registered youth apprentices. Tammy is currently serving on the board for the NC Works Commission. In this role she is working with the Governor's office, DAC - Department of Adult Corrections in helping to start an apprenticeship program for incarcerated and newly released paroled individuals. She is an original member of the Triad Workforce Solutions Collaborative where she also served as Chair.

Simmons has also spoken throughout the country promoting apprenticeships and advising other apprenticeship programs. She has served as a panelist nationally for Apprenticeships for the Aspen Institute, Jobs for the Future, New America Institute, and has spoken to the U.S. Congress in 2017 and 2018 on behalf of apprenticeships.

Employer Representative: Danielle Swain, Nutrien (Beaufort County)

Industry Sector: Construction Sand and Gravel Mining

Danielle Swain is a dedicated advocate for workforce development and skills training who is committed to expanding apprenticeship opportunities in North Carolina. She has a strong background in workforce programs and experience in private industry training and brings valuable insights to the ApprenticeshipNC Council. Danielle is eager to contribute to shaping policies and initiatives that strengthen the state's talent pipeline that ensure a thriving, skilled workforce.

A resident of Beaufort County, NC, Danielle has served as an Employee Development Specialist at Nutrien for the past 8.5 years. In this role, she facilitates three registered NC Apprenticeship programs—Pre-Apprenticeship, Apprenticeship, and Master Craftsman—helping employees advance their careers through structured learning and hands-on experience. She also oversees training facilitation, tracks progress, and ensures compliance with many regulatory guidelines, all while supporting employees in achieving their professional aspirations.

Swain's career has been deeply rooted in workforce development, and she finds great fulfillment in helping individuals reach their goals. Passionate about North Carolina apprenticeships, she enthusiastically shares information about the opportunities available through ApprenticeshipNC.

As a council member, Danielle is committed to expanding access to apprenticeships across the state, championing employer engagement, and enhancing pathways for individuals seeking skilled careers.

Employer Representative: Janice Hill, CaroMont Health (Gaston County)

Industry Sector: Healthcare

Janice Hill, PhD, RN, NE-BC is Director of the Nursing Workforce Transition Program at CaroMont Regional Medical Center in Gastonia, NC. Janice graduated from Nursing School in 1986 and has held progressive leadership roles for most of her career. However, it was when serving as an adjunct clinical instructor with Gaston College that she fell in love with the student experience. The role inspired her to seek a PhD in Nursing Education, with her dissertation research focused on the employee commitment of the millennial newly registered nurse. The research participants, from the fifty states and nine countries, overwhelmingly voiced that their commitment was aligned with opportunities for growth.

Once graduated, Janice was able to build a grassroots initiative for her organization, and in late 2021, CHAMP was born. CHAMP- CaroMont Health Apprenticeship and Mentoring Program - focuses on the development of established employees. Gaston County, compared to State and Nation, has a higher unemployment rate, higher poverty rate, and lower number of individuals aged 25 years and above with a bachelor's degree or higher. It was recognized that the organization employed individuals who had the academic ability to attend College, the motivation to attend College, but did not have the financial or environment support. Janice works primarily with first-generation College students; she is also from a similar background. CHAMP has expanded beyond nursing, creating healthcare-related Apprenticeships to meet the critical needs of the organization.

In 2023, the NC Association of Community Colleges named Gaston College and CaroMont Health (CHAMP) as recipients of the Distinguished Partners in Excellence Award. In both 2023 and 2024, Gaston College and CaroMont Health (CHAMP) were a top 10 national finalists for the Bellwether Award (Community College Futures Assembly). The first entry-level Apprenticeship was introduced to CaroMont Health in 2019; there are now thirteen healthcare-related programs either opened or in process. Several hundred employees have enrolled in Apprenticeship programs, and more than 85% of those individuals remain employed with CaroMont Health.

Employer Representative: Jeff Bass, Toyota Battery Manufacturing (Randolph County)

Industry Sector: Clean Energy / Manufacturing

Jeffrey (Jeff) Bass was appointed General Manager of Manufacturing Skills Development at Toyota North Carolina (TBMNC) in June 2024. Located in Liberty, N.C., TBMNC represents

Toyota's first battery manufacturing facility outside of Japan. With a significant investment of $13.9 billion, the plant is projected to employ 5,100 team members operating 14 production lines to deliver hybrid electric, plug-in hybrid electric, and battery electric lithium-ion batteries upon full site buildout by 2034.

In his current role, Jeff leads the construction and ongoing operations of Toyota's first global Center of Excellence (CoE). This facility serves as the central hub for developing critical skills in the Toyota Production System, workforce development, leadership training, and battery manufacturing training, enhancing capabilities for Toyota team members worldwide.

Jeff's automotive career began with Toyota Motor Engineering and Manufacturing North America in 2006. Since then, he has consistently driven strategic innovation, operational excellence, and sustainable growth. Notably, in 2012, Jeff was assigned to Toyota's global headquarters in Japan before returning to Toyota Motor North America, where he held multiple leadership positions within the production strategy department.

Throughout his tenure, Jeff has significantly contributed to capacity expansions, localization initiatives, and feasibility studies, resulting in cost savings exceeding $1 billion. Known for cross-functional leadership, effective governance, and mentorship, Jeff fosters strategic consensus, implements data-driven decisions, and consistently achieves measurable improvements in productivity, quality, and competitive positioning.

Jeff holds a mathematics degree from Morehouse College and is actively involved in workforce development initiatives, community engagement, and fostering inclusive, diverse talent pipelines to shape future automotive industry leaders. He resides with his wife and children in Liberty, N.C.

Employee Representative: Denise Schnell, Carolinas Electrical Training Institute-Charlotte JATC (Mecklenburg County)

Industry Sector: Trade Union

Denise Schnell has served as the Director of the Apprenticeship at the Charlotte Joint Apprenticeship and Training Committee (JATC) since 2022, overseeing all aspects of the registered electrical apprenticeship and training programs. With a deep commitment to workforce development, the electrical apprenticeship program has doubled in size— reflecting a strong commitment to industry standards, and community engagement.

With a passion for shaping the next generation of electricians, Denise has been an active presence at numerous career days and educational outreach events. These efforts have not only increased awareness of the electrical trade but also strengthened partnerships with local schools, community organizations, and industry stakeholders.

Employee Representative: Tyrone Barry Alexander, Daimler Trucks NC (Gaston County)

Industry Sector: Automotive Manufacturing

Tyron Alexander is the Facilities Engineer for Daimler Trucks, Mt Holly TMP. Mr. Alexander is an experienced Facilities Engineer and training supervisor with a demonstrated history of working in the automotive industry. With more than 30 years of experience in project management and Maintenance.

Mr. Alexander has a proven track record of planning projects and utilizing cross-functional teams to establish and achieve objectives that reduced costs, increased productivity, and enhanced quality of the manufacturing process. Mr. Alexander has a Bachelor of Science in mechanical engineering from N.C. Agricultural and Technical State University.

Employee Representative: Robert Wilhelmy, Local 80 Elevator Constructors JAC (Wake County)

Industry Sector: Trade Union

Robert Wilhelmy is currently the business representative for the I.U.E.C Local 80 and a veteran of the elevator industry with over thirty-three years of hands-on experience. Throughout his career, he has worked with major companies such as OTIS, KONE, Republic, Godwin, and Arista.

Robert serves as a NEIEP instructor and recruiting interviewer, each for the past seven years, helping train and guide the next generation of elevator mechanics. He also serves on the Joint Apprentice Committee (JAC), a role he's held for five years. In addition, he sits on the Executive Board of the I.U.E.C and has spent the last four years helping shape the future of the industry.

Robert is a passionate advocate for vocational education and holds a wide range of credentials that reflect his dedication to safety and workforce training. He has earned a Master Certificate in Classroom Instruction from Roger Williams University. He is also an OSHA Outreach Instructor for both general industry and construction, CPR and First Aid Instructor, and Certified Forklift and Aerial Platform Operator and Instructor. Additionally, he is a 3G and 4G Certified Welder and a Signaling and Rigging Instructor.

Employee Representative: Evelio Martinez, Mechanical Trades Carolina (Cabarrus & Onslow Counties)

Industry Sector: Trade Union

A long-time associate of Registered Apprenticeship, Evelio Martinez is a 24-year member of The United Association of Journeyman and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada where he graduated from their Instructor Training program as a certified instructor and training director.

Evelio is a Pipefitter/Welder by trade and worked in the heavy Commercial, Nuclear and Power generating Industries. Mr. Martinez taught evening and Saturday apprenticeship classes for his Local as well as OSHA 10/30 safety con ed classes. He currently serves as the Training Director of the LU 421 Registered Apprenticeship and Welding pre-apprenticeship programs, overseeing daily administrative duties as well as compliance of registered program standards. He oversees

four training centers in North and South Carolina & their authorized pipe weld testing facilities, supervises 15 instructors, four certified welding inspectors, 296 current apprentices and the admin staff.

Mr. Martinez provides administrative support for the registered pre-apprenticeship VIP program at Camp Lejeune, coordinating training for Journey workers as well as job related certification programs. Additionally, he works with community college partners to register continuing education classes, coordinating recruiting events, job fairs, and offering employment opportunities to current apprentices. He resides in Mooresville, NC with his wife and three children.

Public at Large: Caroline Sullivan, NC Business Committee for Education (Wake County)

Industry: Nonprofit / Education

Caroline Sullivan has 30 years of experience and leadership in local, state, and federal government and nonprofit management. She currently serves as the Executive Director of the North Carolina Business Committee for Education, the business-led education and workforce nonprofit in the Governor's Office. Through this work, Ms. Sullivan focuses on work-based learning, educator professional development, credential attainment, youth apprenticeships, and autism employment programs. Prior to this appointment, she was elected to a four-year term on the Wake County Board of Commissioners where she served as Vice Chair of the Board and Chair of the Education Committee.

Caroline currently serves on many national and statewide education and workforce advisory boards and committees. In 2022, she received a Presidential Appointment to the National Board of Education Sciences. She serves on the Duke Center for Autism and Brain Development's Advisory Council, the Triangle Family Services Board, the North Carolina Center for the Advancement of Teaching, the NC Workforce Credentials Advisory Council, and the NC Careers Advisory Board. She is a former chair of the NC Interagency Coordinating Council for Children with Disabilities and served on the Board of Alliance Behavioral Healthcare. She is a Charlotte native and graduated with Honors from UNC-Chapel Hill.

Public at Large: Amy Dulin, Cleveland Community College (Cleveland County)

Industry: Education

Amy Dulin currently serves as the Dean of Workforce Development at Cleveland Community College. Amy has served various roles in higher education for over 20 years, including assisting with starting Apprenticeship Cleveland. Her educational background includes an Associate of Applied Science in Business Administration from Cleveland Community College, Bachelor of Science in Business Administration from Gardner-Webb University, and a Master of Arts in Community College and University Leadership from Appalachian State University.

Amy currently serves on the Pinnacle Classical Academy School Board and the Albemarle Community Advisory Panel. Amy is passionate about workforce development and the

importance of preparing students to enter the workforce. She hopes to offer exposure to the numerous pathways available to students during and after graduation.

Public at Large and Council Chair: Roger Collins, Cushman & Wakefield (Randolph County)

Industry: Commercial Real Estate Services and Building Management

Roger Collins is the Senior Workforce Planning and Apprenticeship Specialist for Cushman & Wakefield, a global commercial real estate services company. He specializes in all things apprenticeship at C&W and is responsible for planning and management of apprenticeships to fill the pipeline of their skilled workforce.

He is the former manager of apprenticeships at Siemens Energy and responsible for the technical training of more than 1,400 employees at the advanced manufacturing facility. Roger is a graduate of The Apprentice School at Newport News Shipbuilding, a Journeyman Machinist, and formerly served on the Charlotte Works Board of Directors. He is the former Chairman of the North Carolina Apprenticeship Council and former co-chair of the State Apprenticeship Council Alliance, an advisory group to the U.S. Department of Labor, Office of Apprenticeship.

Department of Commerce Ex Officio: Dr. Jenni Harris (Brunswick County)

Dr. Jenni Harris has served as the Executive Director of Business Services at the NC Department of Commerce's Division of Workforce Solutions since May 2018, providing executive level strategy and leadership for the state's alignment of economic and workforce development. In her role, she also oversees the management of multiple federally regulated and funded business programs, as well as the accountability of their $15M - $25M annual grants.

Previously, Jenni worked with Economic Development Partnership of North Carolina and UNC-Wilmington as Assistant to the Chancellor for Community Partnerships, strategically aligning industry, government and education initiatives.

Currently, Harris sits on the NC Governor's State Council for Sector Strategies, the state's NC TOWERS off-shore wind energy workforce strategies committee, the NC Manufacturing Extension Program's Advisory Council and NC Manufacturing Policy team, the NC Electric Vehicle Workforce Strategies Committee, the NC Economic Development Association's Legislative committee, and serves as the subject matter expert for the Employer Leadership and Engagement committee of the NCWorks Commission (state workforce board).

She received her Bachelor of Arts from UNC Wilmington, Master's in Public Administration from NC Central University, and received her doctorate in Public Policy and Administration from West Chester University where her research allowed her to examine the role of public universities in economic development and community engagement.

Department of Public Instruction Ex Officio: Nancy Cross, (Randolph County)

Dr. Nancy Cross resides in Randolph County where she has lived for 34 years.

Dr. Cross served as a math and science teacher, instructional lead teacher, early college liaison, and CTE director in Randolph and Guilford Counties prior to joining the Office of Career and Technical Education with the North Carolina Department of Public Instruction in 2021. During her tenure in Randolph County, Dr. Cross collaborated with industry partners, the community college, and workforce intermediaries to establish a youth apprenticeship program, Apprenticeship Randolph, in 2016.

Since 2024, she's served as Assistant Director for CTE Regional and Support. Nancy is passionate about using data to support the CTE narrative, to create high-quality CTE programs that are accessible, and to increase awareness of the positive impact CTE can have on all students.