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### Areas of Expertise

- Research to practice.
- Building and maintaining external and internal strategic partnerships.
- Strategic planning for non-profits for sustainability, partnerships and talent management.
- Coaching and technical assistance for non-profits.
- Relationship management (foundations, non-profits, business firms, government).
- Organizational audits for talent management.

### JarrettWagner Group LLC and Biztiks ©

2014-Current

The JarrettWagner Group LLC specializes in strategy development and implementation for issues such as workforce research and writing, nonprofit strategic planning and implementation, philanthropic relationship management, alignment of regional workforce and economic development strategies, planning and execution of organizational systems change, coaching and technical assistance for non-profits, and business research and benchmarking for talent management. JWG LLC clients include:

- Indiana University-commissioned study on manufacturing workforce policy (2020)
- Workcred to research credential quality in small manufacturing firms (2019-2020)
- IAAR for development of a systems auditor registered apprenticeship. (2018-2020)
- National Fund for research, coaching and technical assistance to place-based collaborations. (2008-2020)
- WRTP/BIG STEP for strategic planning and implementation. (2018)
- Workforce Central Manufacturers Peer Group to provide Biztiks benchmarking for the region's small manufacturers, and metrics for companies' workforce processes. (2017)
- Partners for a Competitive Workforce to provide Biztiks to one of their small manufacturers. (2016)
- U.S. Department of Commerce/EDA with New York University and Jobs for the Future to identify and align economic development programs across federal agencies and revise CEDS grant requirements to include workforce development. (2016-2017)
- East Alabama Workforce Investment Network in strategic planning for a regional expansion of administrative oversight of Alabama's Regional Workforce Councils. (2016)

- National Skills Coalition for research and writing regarding workforce policy. (2016)
- U.S. Department of Labor/ETA/OA to provide coaching assistance to Maryland's Department of Labor, Licensing and Regulation to support statewide apprenticeships and sector initiatives. (2015-2016)
- The Hitachi Foundation to provide strategic planning facilitation. (2015)
- GE to provide blogs on manufacturing and workforce development for GE's Ideas Lab. (2015)

**Manufacturing Extension Partnership, U.S. Department of Commerce** **2011 - 2014**

- Devised and executed a strategy for integrating workforce development as a critical business strategy for small and medium-sized manufacturers to be deployed by MEP Centers.
- Created a cloud-based software program analyzing the alignment between a business' operational goals and its workforce investments.
- Participated in Secretary Pritzker's workforce policy team.
- Represented the Department of Commerce on the American Council for Apprenticeship.
- Authored the workforce chapter in "Remaking America" a 2013 publication of the Alliance for American Manufacturing describing policies that support advanced manufacturing in the 21<sup>st</sup> century.
- Presented at MIT and TEDX Richmond on the future of the manufacturing workforce.
- Regular MEP blog contributor.

**JarrettWagner Group LLC** **2008 - 2011**

- Assessed the regional mechanisms, protocols, plans and policies in rural and urban regions that have facilitated or constrained the region's economic growth.
- Devised strategies for job creation and skills development, including recommendations on how to build strong regional partnerships for growth and employment.
- Regional site coach for National Fund for Workforce Solutions focused on community prosperity.
- Developed community workforce strategy for global company ARAMARK.
- Author of multiple reports on workforce development, including one for Corporate Voices for Working Families on the return on investment that corporations can realize from entry-level worker training and "earn and learn" internships.

**National Association of Manufacturers' Center for Workforce Success** **2002 - 2008**

- Responsible for the Center's strategic planning and for its research and programs, as well as the creation and implementation of products and services, such as the NAM's veteran-hiring initiative with RecruitMilitary, the Filling America's Jobs series of workforce how-to guides, and its seminar series on industry sector workforce development.

- Managed relations with federal and private philanthropic funders.
- Contributed technical assistance to the Center’s grant-funded initiatives, including the Workforce Innovation Networks, Building Sector Strategies for Employer Engagement, Community Development Partnerships, Business Champions for a 21st Century Workforce, and the Dream It Do It manufacturing careers campaign.

**American Society for Training and Development**

**1990s**

- Led a consortium of global companies to research their training practices and provide them with networking and learning opportunities to benchmark best practices, including human resources and workforce development systems, companies’ use of employment and training providers, and corporate social responsibility initiatives.

**Education and Professional Membership**

- M.S. in Industrial/Organizational Psychology from Capella University in Minneapolis, MN.
- Executive Certificate in Corporate Social Responsibility from Harvard Business School in Boston, MA.
- Graduate work in Organizational Development at George Washington University in Washington, DC.
- B.A. in International Relations from American University in Washington, DC.
- Member, PSI CHI International Honor Society for Psychology
- Member, American Psychological Association
- Member, Society for Industrial and Organizational Psychologists

*References:*

Dr. Mary McCain, Vice President, TechVision21

Barbara Dyer, President, Hitachi Foundation (now at MIT Sloan)

Dr. Pamela Howze, Director, American Apprenticeship Center

Ron Dickson, Senior Learning Specialist, Honeywell Aerospace

Jennifer Riggenbach, Director of Workforce Central (now a consultant)

Phyllis Eisen, Vice President, National Association of Manufacturers (retired)

For a list of all publications see <http://www.jarrettwagnergroup.com/publications-media/>