

Building Healthy Labour Markets in Newfoundland and Labrador

A Provincial Labour Market Symposium

SPEAKER PROFILES



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St. John's, NL

www.labourmarketcommittee.ca

The Labour Market Sub-Committee of the Strategic Partnership Initiative and the Department of Human Resources, Labour and Employment gratefully acknowledge financial support for this event from the Canada-Newfoundland and Labrador Labour Market Development Agreement.

Speakers	Session
<p>Hon. Paul Shelley Minister of Human Resources, Labour and Employment Minister Responsible for Labrador Affairs Minister Responsible for Newfoundland and Labrador Housing Member for Baie Verte</p> <p>Mr. Shelley was elected to represent the former Baie Verte-White Bay and the current Baie Verte districts in 1993, 1996, 1999 and 2003. He was sworn in as the Minister of Tourism, Culture and Recreation on November 6, 2003 and on March 11, 2005 responsibility for Labrador Affairs was added to his ministerial responsibilities. On November 8, 2005, he was sworn in as Minister of Human Resources, Labour and Employment, Minister Responsible for Labrador Affairs, and Minister Responsible for Newfoundland and Labrador Housing.</p> <p>Mr. Shelley has served as the Opposition critic for Works, Services and Transportation, Forest Resources and Agrifoods, Labrador Affairs, Post-secondary Education, Municipal and Provincial Affairs, Intergovernmental Affairs, and Mines and Energy. He also served as member of the Public Accounts Committee, Deputy House Leader, and Deputy Leader of the Opposition.</p> <p>Mr Shelley was born in Baie Verte in 1959. He graduated from Memorial University of Newfoundland with a conjoint Bachelor of Physical Education and Bachelor of Education degree. After graduating from Memorial, he served as Technical Director of the Newfoundland and Labrador Basketball Association in 1986-87. He worked as a teacher in Baie Verte from 1987 to 1989, served as Special Assistant to the Premier in 1989, and taught at R.T. Elementary in Baie Verte from 1989 to 1993.</p> <p>Mr. Shelley is married to Beverly Whitten and they have three children.</p>	<p>Welcome</p>
<p>Hon. Joan Burke Minister of Education Minister Responsible for the Status of Women Member for St. George's - Stephenville East</p> <p>Originally from Bishop's Falls, NL, Joan (Shea) Burke was first elected to the House of Assembly for the District of St. George's - Stephenville East in October 2003. A social worker by profession, Joan was first appointed as Minister of Human Resources, Labour and Employment and Minister Responsible for the Status of Women in November 2003. Joan's duties soon expanded to include the newly formed Labour Relations Agency, the Newfoundland and Labrador Housing Corporation, and the Workplace Health, Safety and Compensation Commission. She was also named lead Minister for Immigration in the Province.</p> <p>In November 2005, Joan was appointed Minister of Education and has retained her responsibilities for the Status of Women. An active member of many government led committees, Joan is a member of the Social Policy Committee and Treasury Board Committee. Joan is currently the 2005-2007 Chair of the Council of Ministers of Education, Canada (CMEC), an intergovernmental body composed of the ministers responsible for elementary, secondary, and advanced education from the provinces and territories.</p> <p>Joan and her husband Brian continue to reside in Stephenville with their twelve year old daughter, Jeanne.</p>	<p>Welcome</p>

Speakers	Session
<p>Hon. Kevin O'Brien Minister of Business</p> <p>Kevin O'Brien was sworn in as Minister of Business of the Government of Newfoundland and Labrador on July 5, 2006. He has been MHA for the District of Gander since November, 2003 and served as Parliamentary Assistant to the Premier from April 2005 until July 2006. He grew up in Ferryland and has lived in Gander for the past 30 years as a pharmacist and businessman. During his career, Mr. O'Brien has filled a number of roles relating to his community and professional interests, including serving on the boards of the national ARP pharmacy banner program, Medi-Plus Pharmacies, and the Gander Area Chamber of Commerce. He served as chair of the board of the Golden Legion Manor, a non-profit organization providing apartment housing to seniors. He has been presented with the National Commitment to Community Care Award by the Canadian Pharmaceutical Association, served as president of Aero Marine Products Ltd, and served in the Canadian Forces reserves for 16 years. He has been active in the Royal Canadian Legion and the Knights of Columbus. Mr. O'Brien is married to Rhonda and has three daughters.</p>	<p>Closing Remarks</p>
<p>Doug House Deputy Minister, Provincial Development Plan</p> <p>Dr. Doug House was appointed deputy minister responsible for the Provincial Development Plan in January 2006, following a two-year period serving as the Deputy Minister of the Department of Innovation, Trade and Rural Development. He has been a professor in the sociology department at Memorial University of Newfoundland since 1975. During his academic career, he has served as head of sociology, research director of the Institute of Social and Economic Research, and president of the Atlantic Association of Sociologists and Anthropologists.</p> <p>Dr. House holds the degrees of BA (Honours) from Memorial University, MA from Oxford University (which he attended as Newfoundland's Rhodes Scholar) and Ph.D. from McGill University. He is the author of six books and more than 100 articles, papers and reports. As president of Doug House Consultants, Dr. House has been involved in several applied research projects in various parts of Canada. He has served on three national boards involved in research and development on rural, coastal and community issues: Coasts Under Stress, the Community Economic Development Technical Assistance Program, and the Ocean Management Research Network.</p> <p>Doug House has had considerable public service experience. His positions have included chair of the Royal Commission on Employment and Unemployment (1985-86), chair of the Economic Recovery Commission (1989-96), chair of the Board of Enterprise Newfoundland and Labrador Corporation (1989-1993), and provincial co-chair of the Task Force on Community Economic Development (1994-95). He was a key contributor to <i>Building on Our Strengths: The Report of the Royal Commission on Employment and Unemployment (1986)</i>, <i>Change and Challenge: A Strategic Economic Plan for Newfoundland and Labrador (1992)</i>, and <i>Community Matters: The New Regional Economic Development in Newfoundland and Labrador-Report of the Task Force on Community Economic Development (1995)</i>.</p> <p>In 2001, Dr. Doug House was invested as a Member of the Order of Canada. He is married with three children and three grandchildren.</p>	<p>Greetings</p> <p>Concurrent Sessions B: Strategies for Success-Labour Market Partnerships</p>

Speakers	Session
<p>Rebecca Roome Deputy Minister, Department of Human Resources, Labour and Employment</p> <p>Rebecca Roome has been the Deputy Minister of Human Resources, Labour and Employment since February, 2004. She has held the positions of Assistant Secretary to Cabinet for Social Policy, Assistant Deputy Minister for the Province's Strategic Social Plan, and Assistant Deputy Minister (Policy and Planning) with the former Department of Human Resources and Employment, and has over 30 years of public sector experience in front-line service delivery, human resource management, social policy and planning, and public administration. She has held analytical, management and/or executive positions with the Province's Public Service Commission, Treasury Board Secretariat, the Department of Social Services, the Department of Human Resources and Employment, Cabinet Secretariat and the Department of Human Resources, Labour and Employment. She has also worked as a medical social worker at the General Hospital in St. John's.</p> <p>Rebecca has a B.A. (Sociology) and a B.S.W. and has completed courses at the master's level, all from Memorial University. She is a member of the board of directors of the Canadian Labour and Business Centre, chairs the Strategic Partnership Initiative Labour Market Sub-Committee and is provincial co-chair of the Canada/Newfoundland and Labrador Labour Market Development Agreement's Management Committee.</p>	<p>Greetings</p> <p>Concurrent Sessions B: Strategies for Success-Labour Market Partnerships</p>
<p>Graham Lowe President, The Graham Lowe Group</p> <p>Graham Lowe's international reputation as an expert on work and organizations is based on his successful 25-year academic career. Graham is President of The Graham Lowe Group Inc., a workplace consulting and research firm, and a partner in the newly-launched Great Place to Work Institute Canada, an affiliate of a US-based global consulting firm specializing in cultural transformation. Since receiving his doctorate in sociology from the University of Toronto in 1979, he has been a professor at the University of Alberta, as well as a visiting professor, lecturer and researcher at other universities in Canada, Europe, and Asia.</p>	<p>Symposium Program Overview</p> <p>Key Facilitator</p>
<p>Elizabeth Beale President and CEO, Atlantic Provinces Economic Council</p> <p>Ms. Beale is President and CEO of the Atlantic Provinces Economic Council, a position she has held since 1996. As President of APEC, Ms. Beale is an advisor to senior levels of government on regional planning and economic strategies for Atlantic Canada. Ms. Beale's policy and research interests cover a wide range of topics related to the economy of Atlantic Canada including labour market performance, innovation strategies and inter-provincial and external trade. Ms. Beale also works closely with the business community and other stakeholders around Atlantic Canada to identify new opportunities for growth in the region's economy.</p> <p>Ms. Beale resides in Halifax, Nova Scotia. She holds a B.A. from the University of Toronto and an M.A. in Economics from Dalhousie University. Ms. Beale has taken an active role in a number of professional and community organizations. Currently, she is a member of the National Statistics Council, Governor of Dalhousie University, Director of the Telecom Applications Research Alliance, Director of Transparency International Inc., and member of the Minister's Advisory Council on Science and Technology for Natural Resources Canada.</p>	<p>Plenary Panel Discussion 1: Setting the Context – Future Labour Market Outlook</p>

Speakers	Session
<p>Ken Hicks Senior Economist, Economics & Statistics, Department of Finance</p> <p>Ken Hicks grew up in Port Hope Simpson, Labrador. He graduated from Memorial University of Newfoundland in 1992 with a Bachelor of Arts (honours) specializing in Economics and Statistics. Ken also holds a degree in Physical Education.</p> <p>Ken has worked with the Economic Research and Analysis Division, Department of Finance since graduating. He has held the position of Manager of Economic Forecasting and Technical Analysis since 1998.</p> <p>Ken has written numerous documents in support of publications such as <i>The Economy</i>, as well as economic information for presentations to bond rating agencies and financial institutions.</p>	<p>Plenary Panel Discussion 1: Setting the Context – Future Labour Market Outlook</p>
<p>Dr. Doug May Professor of Economics at Memorial University of Newfoundland with cross-appointments in the Faculty of Business Administration and the Division of Community Health in the Faculty of Medicine</p> <p>Dr. May is Professor of Economics at Memorial University of Newfoundland with cross-appointments in the Faculty of Business Administration and the Division of Community Health in the Faculty of Medicine. He holds a Doctor of Philosophy from the University of York in England, as well as a Bachelor of Commerce from Queen’s University. Dr. May is a former Head of Department and Past-President of the Atlantic Canada Economics Association. He is currently a member of the National Accounts Advisory Committee of Statistics Canada and a member of the Canadian Index of Well-Being (CIW) National Working Group chaired by Roy Romanow for the Atkinson Foundation.</p> <p>Over the years, Professor May has carried out and published a great deal of research in applied research related to labour markets in Newfoundland and Labrador. His first efforts dealt with the labour market impacts of Hibernia development. He then wrote a report on <i>The Causes of Unemployment for the Royal Commission on Employment and Unemployment</i>. In 1996, Dr. May published a book titled <i>The Rock in a Hard Place: Atlantic Canada and the UI Trap</i>, along with Alton Hollett of the Newfoundland and Labrador Statistics Agency. More recently he has worked closely with the Department of Human Resources, Labour and Employment and the newly formed Labour Market Development Unit on their <i>Understanding the Labour Market Landscape in Newfoundland and Labrador: A Baseline Report</i>, their regional consultations, and the development of a skills forecasting model.</p>	<p>Plenary Panel Discussion 1: Setting the Context – Future Labour Market Outlook</p>

Speakers

Session

Dr. Andrew Sharpe
Founder and Executive Director of the Centre for the Study of Living Standards (CSLS)

Andrew Sharpe is founder and Executive Director of the Ottawa-based Centre for the Study of Living Standards (CSLS), a national, independent, non-profit economic research organization which studies the trends and determinants of productivity, living standards, and economic well-being to improve the lives of Canadians. Prior to this, Dr. Sharpe has held a variety of positions, including Head of Research at the Canadian Labour Market & Productivity Centre and Chief of Business Sector Analysis at the Department of Finance. He currently holds the position of Adjunct Professor of Economics at the University of Ottawa. He is also Executive Director of the International Association for Research on Income and Wealth.

Dr. Sharpe holds a M.A. and Ph.D. in economics from McGill University, a maitrise in urban geography from the Université de Paris-Sorbonne, and a B.A. from the University of Toronto. He is currently the chair of Statistics Canada's Advisory Committee on Service Sector Statistics and a member of many additional advisory committees. He is also a Fellow of the World Academy of Productivity Sciences, a Distinguished Research Fellow of the International Society for Quality of Life Studies, and an Honourary Member of the Canadian Association for Business Economics. For a time, he served as President of the Canadian Association for Business Economics (1992-94) and President of the Ottawa Economics Association (1988-90).

Dr. Sharpe has sound knowledge of and experience in the productivity field based on over 25 years of work in the area. He has served as a consultant on productivity issues at both the national and international level. He has also published many papers and books on productivity, including the 900 page edited volume (with Someshar Rao) *Productivity Issues in Canada*. He has written extensively on labour market, productivity, and living standard issues, and has published articles in many notable journals. In addition, he is a founder and past editor of the journal *Canadian Business Economics* (1992-98), founder and editor (since 2000) of *International Productivity Monitor*, and founder and co-editor of the *Review of Economic Performance and Social Progress*.

Dr. Sharpe is married and has two children, Sandra and Brendan.

Jim Milway
Executive Director, Institute for Competitiveness and Prosperity

Jim Milway is the Executive Director of the Institute for Competitiveness and Prosperity, an independent, not-for-profit organization with a mandate to deepen public understanding of macro and microeconomic factors behind Ontario's economic progress.

Jim brings more than 30 years business and public policy experience to the Institute. He began his career in marketing management with General Foods (now Kraft) and Unilever. For most of his career he has consulted to senior decision makers in areas of business strategy as a partner in The Canada Consulting Group and The Boston Consulting Group, and in his own firm. Along the way, Jim served as CEO of a specialized insurance firm.

In the public policy area Jim has advised the Government of Ontario in its technology centre program, assessed the potential impact of Canada/US Free Trade in services, and advised central agencies and line ministries on management and accountability issues. At the federal level Jim's work was primarily in the areas of culture and communications.

Jim graduated from the University of Toronto, St Michael's College with a bachelor's degree in Political Economy and the University of Western Ontario with an MBA (Dean's List).

Plenary Panel Discussion 2: Defining Success – Perspectives on Healthy Labour Markets

Plenary Panel Discussion 2: Defining Success – Perspectives on Healthy Labour Markets

Speakers	Session
<p>Michael C. McCracken Co-Founder, Informetrica Limited</p> <p>Mike McCracken is one of the founders of Informetrica Limited (1972), a Canadian-based economic research and information company, providing long-term national, provincial, and industrial forecasts to companies, governments, and other organizations across Canada and abroad.</p> <p>He has served as President of the Canadian Association for Business Economics (1979-81 and 1988-90) and Chair of the US Conference of Business Economists (1994).</p> <p>He is Treasurer of the Canadian Employment Research Forum (CERF), a member of the National Accounts Advisory Committee, and the Trade Statistics Advisory Committee at Statistics Canada. Recently, he was a member of the Advisory Group on Rural Issues to the Minister of State for Rural Development.</p> <p>Mike was born in Tulsa, Oklahoma and educated at Rice University in Houston, Texas (BA) and Southern Methodist University in Dallas (MA and continuing studies).</p> <p>He worked at the Economic Council of Canada from 1965-67 and from 1970-72 as the first Director of the CANDIDE Project. From 1967-70 he was in the US government. Since 1972 he has been with Informetrica Limited. He also had a tour as Director General, Chemicals and Bio Industries, Industry Canada through the Executive Exchange Program in the early 1990s. His current research interests include large economic models, long-term healthcare, economic development of rural areas, aboriginal economic development, and the old standbys of macroeconomic and energy policy.</p>	<p>Plenary Panel Discussion 3: Increasing Participation – Overcoming the Barriers</p>
<p>Ron Saunders Director of the Work Network, Canadian Policy Research Networks</p> <p>Ron Saunders has been Director of the Work Network at Canadian Policy Research Networks since January, 2003. Ron is formerly the Assistant Deputy Minister, Policy, Communications, and Labour Management Services Division at the Ontario Ministry of Labour, where he served in a number of policy positions since 1986. He has a Ph.D. in Economics from Harvard University, specializing in industrial organization and international trade. Ron taught for some years at the University of Toronto before joining the Ontario Public Service and more recently taught at the Queen’s University School of Policy Studies (2001-2002). Ron has worked on a wide range of labour market issues and has served on committees at the International Labour Organization and in federal-provincial initiatives. His publications at CPRN include <i>Lifting the Boats: Policies to Make Work Pay and Risk</i> and <i>Opportunity: Creating Options for Vulnerable Workers</i>.</p>	<p>Plenary Panel Discussion 3: Increasing Participation – Overcoming the Barriers</p>
<p>Ray McIssac President, Newfoundland and Labrador Association for Community Living and Manager, Bay St. George Community Employment Corporation</p> <p>For over 20 years, Ray McIsaac has been involved in the equality rights struggle for persons with disabilities at the national, provincial, and local community levels. He has been employed as the Manager of the Bay St. George Community Employment Corporation for the past 21 years, supporting the employment of persons with developmental disabilities. He also served 7 years on the Canadian Labour Force Development Board Reference Group, with two of these years spent as a representative on behalf of 26 national groups of persons with disabilities. Mr. McIsaac has a long history of leadership involvement with regional economic development, including executive positions with development boards and the Bay St. George Chamber of Commerce. He is also the current President of the Newfoundland and Labrador Association for Community Living.</p> <p>Mr. McIsaac and his wife Kathy have four adult children, two of whom have autism but have participated in post-secondary education and are now successfully employed.</p>	<p>Plenary Panel Discussion 3: Increasing Participation – Overcoming the Barriers</p>

Speakers	Session
<p>Laurell Ritchie National Representative, Canadian Autoworkers Union - Canada (CAW)</p> <p>Laurell Ritchie has worked in the labour movement since 1972, for many years with immigrant women in both the manufacturing and service sectors. She has been a National Representative in the Canadian Auto Workers’ Work Organization and Training Department since 1992.</p> <p>Laurell’s responsibilities at the CAW include:</p> <ul style="list-style-type: none"> • workforce adjustment programs • unemployment insurance and E.I. training supports • employment standards legislation • literacy and basic skills programs • member of Canadian Labour Congress (CLC) Training & Technology Committee • research for CAW’s hotel, restaurant and gaming locals and Canadian workers’ delegate to International Labour Organization meetings concerning working conditions in the tourism sector • for a number of years, CAW representative on various sector councils • member of Ontario Federation of Labour & CLC Work Group on Adjustment currently dealing with Ontario’s new Labour Market Development Agreement and pending Labour Market Partnership Agreement. <p>Laurell has also been active in the women’s movement since the early 1970s. She was a co-founder of the Ontario Equal Pay Coalition and co-chair of the Women and Economy Work Group with the National Action Committee on the Status of Women.</p>	<p>Plenary Panel Discussion 3: Increasing Participation – Overcoming the Barriers</p>
<p>Douglas Watt Senior Research Associate in the Organizational Effectiveness and Learning Group, Conference Board of Canada</p> <p>Doug is a Senior Research Associate in the Organizational Effectiveness and Learning Group at the Conference Board of Canada—a private, not-for-profit applied research organization.</p> <p>Some current research initiatives that Doug has either managed or worked on include: Building a National Credit Review Service which looks at four models of workplace learning recognition; The Skills Factor in Productivity and Competitiveness which examines how Canada’s national sector councils address the skills and labour needs of employers in different sectors of the economy; Tackling Canada’s Future Prosperity–New Directions for Success (OECD conference proceedings), Strengthening Canada–The Socio-Economic Benefits of Sport Participation in Canada and, the Forest Science Policy Forum on Transformative Technologies.</p> <p>Recent past work includes: Immigration Policies and Programs: Towards a Co-operative Action Plan for Federal, Provincial and Municipal Governments; Solving Canada’s Innovation Conundrum–How Public Education Can Help; Exploring the Learning Recognition Gap in Canada–The Economic Costs of Not Recognizing Learning and Learning Credentials in Canada; The Innovation Skills Profile; Literacy and Lifelong Learning in the High Tech Sector; Employability, Leadership and Social and Economic Regeneration; and Employability Skills 2000+.</p> <p>Doug has managed a number of applied research councils and forums at the Board including: The Business-Education Partnerships Forum and the Employability Skills Forum. He is currently overseeing the development of the Business Leaders’ Roundtable on Immigration. Before joining the Conference Board Doug worked as a regional planner in the Ottawa Valley and taught in Japan’s public school system. Mr. Watt is a graduate of Queen’s University (M.Pl.) Urban and Regional Planning, and Bishop’s University (BA) Geography and Economics.</p>	<p>Plenary Panel Discussion 4: Strategic Investments – Education, Skills Training and Lifelong Learning</p>

Speakers	Session
<p>Beverlie Cook Project Manager for the “Skilled Trades – A Career You Can Build On” campaign.- a joint initiative of the Canadian Apprenticeship Forum – forum canadienne sur l’apprentissage and Skills Compétences Canada</p> <p>Beverlie is the Project Manager for the “Skilled Trades – A Career You Can Build On” campaign. This project is a joint initiative between the Canadian Apprenticeship Forum – forum canadienne sur l’apprentissage and Skills Compétences Canada. The campaign aims to develop a more positive image of careers in the trades with young people, parents, educators, and employers.</p> <p>Prior to joining the Career Promotion Project, Bev served as Vice-President of the Automotive Industries Association of Canada. AIA is the national trade association representing over 1,300 suppliers, distributors, wholesalers and retailers of automotive parts, accessories, tools, and equipment.</p> <p>Mrs. Cook is a former member of the Board of Directors of Operation Go Home, an organization dedicated to reuniting runaway teens with their families. She is a former President of the Ottawa Chapter of the Canadian Society of Association Executives and a former national director of CSAE.</p> <p>Mrs. Cook has a Master of Business Administration from Athabasca University and is a Certified Association Executive. She has over 25 years experience in association management. Bev runs her own consulting firm, JBC Management Services, from her home office in rural Metcalfe, Ontario.</p>	<p>Plenary Panel Discussion 4: Strategic Investments – Education, Skills Training and Lifelong Learning</p>
<p>Rob Shea Assistant Professor (Post Secondary and Adult Education), Faculty of Education, Memorial University of Newfoundland and Labrador President, Canadian Education and Research Institute for Counselling (Ceric) President, Canadian Association of College and University Student Services Member, Government of Newfoundland and Labrador Skills Task Force</p> <p>Rob Shea is the Founding Editor of the Canadian Journal of Career Development. The journal is the first national peer reviewed academic journal devoted entirely to issues of career development in Canada with 2,117 individual subscribers.</p> <p>Rob is an assistant professor (post secondary and adult education) in the Faculty of Education at Memorial University of Newfoundland and Labrador</p> <p>His current voluntary leadership positions include:</p> <p>President, Canadian Education and Research Institute for Counselling (CERIC) President, Canadian Association of College and University Student Services Member - Government of Newfoundland & Labrador Skills Task Force</p> <p>Rob has been recognized for his voluntary leadership through the presentation of the:</p> <p>St. John’s Citizen of the Year Award Governor General’s Caring Canadian Award Ontario College Counsellors National Award for leadership in the field of career research in Canada National Outstanding Achievement Award, Canadian Association of Career Educators and Employers Honourary Inspector, Royal Newfoundland Constabulary Queens Golden Jubilee Medal for community service</p> <p>Rob is married with three children - Kathleen, Ryan and John.</p>	<p>Plenary Panel Discussion 4: Strategic Investments – Education, Skills Training and Lifelong Learning</p> <p>Concurrent Sessions A: Strategies for Success - Achieving Excellence in Student Learning</p>

Speakers	Session
<p>Martha Friendly Senior Research Associate and Coordinator of the Childcare Resource and Research Unit (CRRU), University of Toronto</p> <p>Martha Friendly has worked on early learning and childcare research since she was involved in one of the first evaluations of the American Head Start program in the 1960s. She is Senior Research Associate and Coordinator of the Childcare Resource and Research Unit (CRRU) at the University of Toronto. Established by Martha in the early 1980s, CRRU is a policy research facility that specializes in early learning and childcare and family policy. It maintains a circulating library resource collection, a comprehensive web site, publishes a working paper series and other documents, engages in research, and takes an active role in ELCC policy analysis and development at the local, provincial, and national levels. Over the years, CRRU has become recognized as a key research institute in this area. Martha has written many popular and scholarly publications on early learning and child care. She works closely with community, advocacy and other civil society groups as well as with other researchers and government policy makers, supporting formation of a universal system of early learning and childcare for all children. Born in New York City and educated in the United States, she immigrated to Canada in 1971 and has two adult children, both of whom attended community-based childcare from an early age.</p>	<p>Plenary Panel Discussion 4: Strategic Investments – Education, Skills Training and Lifelong Learning</p>
<p>Bonnie Kennedy Executive Director, Canadian Association for Prior Learning Assessment</p> <p>Bonnie Kennedy has been an adult educator for most of her professional life. She began teaching adults at night school at Fleming College in the mid 1970’s and later worked as a coordinator in Continuing Education, Women’s Programs, and Labour Adjustment. After many years as a member of the teaching faculty, she became the College’s Prior Learning Assessment (PLA) Coordinator in 1991. As part of that role, Bonnie advocated for and advised adult learners, was responsible for the development and promotion of PLA through policies, procedures, marketing strategies, and training, as well as for the facilitation of portfolio development courses. She initiated a number of articulation agreements and Prior Learning Assessment and Recognition (PLAR) pilot projects with local school boards, government and the private sector.</p> <p>Bonnie left the College in 1998 to assume the lead for PLAR at the Canadian Labour Force Development Board (CLFDB) in Ottawa. After the CLFDB closed, Bonnie became the Interim National Coordinator for the Canadian Information Centre for International Credentials (CICIC). In the summer of 2000, she took on new responsibilities associated with the first joint conference on prior learning assessment and qualification recognition in Halifax. In 2002, she became the Executive Director of the Canadian Association for Prior Learning Assessment, an organization dedicated to adult learning, recognition, and assessment.</p> <p>Bonnie has been an active volunteer in her community and was elected as a public school trustee for five consecutive terms. In the 1990’s she received a Woman of the Year award from the Peterborough YWCA as well as the Governor General of Canada Commemorative Medal.</p> <p>Bonnie has three adult children, one grandchild and lives in rural Ontario with her husband, Dale.</p>	<p>Plenary Panel Discussion 5: Strategic Investments – Work and the Workplace</p>

Speakers	Session
<p>Andrew Cardozo Executive Director, The Alliance of Sector Councils (TASC)</p> <p>Andrew Cardozo is Executive Director of The Alliance of Sector Councils (TASC), an alliance of organizations that addresses skills development issues in key sectors of the Canadian economy. The issues TASC addresses include labour market information, standards, and certification in various industries, recognition of international credentials, apprenticeship and trades training, and career promotion by specific sectors.</p> <p>Andrew also teaches a media policy course at Carleton University in Ottawa and is a columnist for the Ottawa-based Hill Times and Broadcast Dialogue magazine.</p> <p>Before beginning his current position with TASC in September 2005, he was a consultant in communications policy and diversity issues before which he was a Commissioner at the Canadian Radio-television and Telecommunications Commission (CRTC) for six years.</p> <p>Andrew chairs the board of the New Canada Institute a think-tank which addresses issues of dynamic change in Canada and is a board member of the Vancouver-based Institute on Media, Policy, and Civil Society (IMPACS) and the Ottawa-based Catholic Immigration Centre.</p> <p>TASC website: www.councils.org</p>	<p>Plenary Panel Discussion 5: Strategic Investments – Work and the Workplace</p>
<p>David Robertson Director of Work Organization and Training, Canadian Auto Workers Union (CAW)</p> <p>David Robertson is Director of Work Organization and Training at the CAW, responsible for the Workplace Training Program, the CAW Literacy Project, the Skilled Trades Union Education Program, the CAW-McMaster University Labour Studies Certificate, and the union’s labour adjustment and retraining initiatives.</p> <p>David has authored/co-authored a number of articles and studies on training, technology and work organization issues. He is co-author of the book <i>Just Another Car Factory: Lean Production and its Discontents</i>.</p> <p>David is on the Executive Committee of the Council for Automotive Human Resources and the Steering Committee of the Work and Learning Knowledge Centre.</p> <p>David received his M.A.Sc, from the University of Waterloo.</p>	<p>Plenary Panel Discussion 5: Strategic Investments – Work and the Workplace</p>

Speakers

Session

Lynne Toupin

Executive Director, Human Resources Council for the Voluntary/Non-Profit Sector

Lynne Toupin is the Executive Director of a new, pan-Canadian non-profit organization called the Human Resources Council for the Voluntary/Non-Profit Sector. The goal of this organization is to bring together employers, employees, and other stakeholders to address issues of paid employment in the voluntary/non-profit sector.

Lynne has managed a number of national non-profit organizations over the last 15 years. She was CEO of the Canadian Co-operative Association, Executive Director of the National Anti-Poverty Organization and Assistant Director of la Fédération des communautés francophones et acadienne.

She was also co-chair for the Accord Table as part of the Voluntary Sector Initiative, which led to a written agreement between the Government of Canada and the Voluntary Sector. She served as a member of the MacKay Task Force on the Future of the Financial Services Sector in Canada. Lynne is currently co-chair of the Voluntary Sector Forum, and co-chair of Vartana, a pan-Canadian initiative to develop a financial institution which will focus exclusively on the needs of charities and non-profits.

Prior to working in the non-profit and voluntary sector, Lynne worked in the field of education in Manitoba, as a teacher, school principal, curriculum consultant, and Special Assistant to the Minister of Education. She holds an M.Ed from l'Université de Montreal and a B.A. from the University of Winnipeg.

Concurrent Sessions A: Strategies for Success-Sector Strategies

Dr. Rob Greenwood

Founding Director, The Leslie Harris Centre of Regional Policy and Development

Rob is the founding director of The Leslie Harris Centre of Regional Policy and Development, which was launched on October 1st, 2004. The Harris Centre's mandate is to coordinate and facilitate the Memorial University's educational, research, and outreach activities in the areas of regional policy and development. He is cross-appointed with Memorial's Faculty of Business Administration.

Rob has operated his own consulting business and has served as a Director and Assistant Deputy Minister of Policy in Economic Development departments in Newfoundland and Labrador and in Saskatchewan. He was Vice-President, Corporate Development, Information Services Corporation of Saskatchewan, and was founding Director of the Sustainable Communities Initiative, a partnership of the University of Regina, the City of Regina, and the National Research Council of Canada.

In Saskatchewan, he led the development of the provincial economic strategy. In Newfoundland and Labrador, he was Director of Research and Principal Author of the 1995 Report of the Newfoundland Task Force on Community Economic Development, entitled *Community Matters: The New Regional Economic Development*. He then led the process to establish Regional Economic Development Boards in 20 Economic Zones, based upon the recommendations of the Task Force. Rob also led the development and co-authored *A Strategy for Small-Scale Manufacturing in Newfoundland and Labrador*, which was launched in 1999.

Rob holds a Ph.D. in Industrial and Business Studies from the University of Warwick, England, which he attended as a Commonwealth Scholar and an Institute of Social and Economic Research Doctoral Fellow. He was Newfoundland's representative on the International Advisory Board of the North Atlantic Islands Program and co-edited *Competing Strategies of Socio-Economic Development for Small Islands*, published in 1998. He has taught, consulted, published and presented extensively on community economic and regional development, strategic economic planning, sectoral, and cluster development. He is President of the Canadian Rural Revitalization Foundation and is Chair of the National Rural Research Network.

Rob is married to Jackie and has two children Kate and Luke.

Concurrent Sessions A: Strategies for Success-Labour Market Partnerships

Speakers	Session
<p>Beverley Kirby Director and Founding Member, Community Education Network (CEN)</p> <p>Beverley Kirby is the Director and founding member of the Community Education Network (CEN), a community-based agency operating in Western Newfoundland since 1991. CEN subscribes to the international principles and definition of community education - a process whereby learning is used for both individual and community betterment; characterized by involvement of people of all ages, the use of community learning, resources and research to bring about community change. Beverley has provided leadership within the organization which has grown from one employee to 200 in fifteen years. The collective work of CEN manifests itself in prevention and early intervention initiatives; family resource programs and other early and inter-generational learning opportunities; community literacy and leadership; career development and employment. Asset building and community engagement underpin all of their work. Beverley holds a Masters Degrees - Historic Germanic Linguistics from Memorial University and Adult Education from St. Francis Xavier University.</p>	<p>Concurrent Sessions A: Strategies for Success - Labour Market Partnerships</p>
<p>Carolyn Lavers Economic Development Officer in the Red Ochre Region, Department of Innovation, Trade and Rural Development</p> <p>Carolyn Lavers, born, raised and now lives in Port au Choix on the Great Northern Peninsula. She graduated from Memorial University with a Bachelor of Science, holds a Hotel/Motel Management Certificate and a Cosmetology Diploma. She worked several years in management with private sector in St. John's, Halifax and Toronto. Carolyn returned to Newfoundland and went to work with an organization called the Women's Enterprise Bureau on the Northern Peninsula promoting women in business. After returning to the Northern Peninsula, she served as a volunteer on various community groups for economic and social development as well as municipal councils. Presently she is working with the Department of Innovation, Trade and Rural Development as an Economic Development Officer in the Red Ochre Region.</p>	<p>Concurrent Sessions A: Strategies for Success - Labour Market Partnerships</p>
<p>Dr. B. Allan Quigley Professor, Adult Education, Department of Adult Education, St. Francis Xavier University</p> <p>Allan Quigley is Professor of Adult Education in the Department of Adult Education at St. Francis Xavier University, Nova Scotia. For those unfamiliar with StFX, it was established in 1853 and has been ranked in first place for small liberal arts universities in Canada by Macleans magazine for four consecutive years, including 2005-2006.</p> <p>Allan received both his Masters and Bachelors of Arts degrees from the University of Regina with a major in English. His doctorate in Adult and Continuing Education is from Northern Illinois University with specialization in adult literacy and policy studies. For almost 40 years, his primary interest has been adult literacy education. Besides teaching and working in management positions in both higher education and with the provincial government in Saskatchewan, he taught at Penn State University for ten years before returning to Canada. He has published widely in refereed journals. In 1997 he was awarded the Cyril O. Houle Award - the highest award in the field - for his book <i>Rethinking Literacy Education</i>. He has been awarded the Kenneth J. Mattran Award for Leadership in Literacy by the U.S. Commission on Adult Basic Education, the Award for Academic Excellence from Penn State University, and, in 2004, he was selected by the Canadian Education Association as one of Canada's Leading Literacy Researchers. His most recent book, <i>Building Professional Pride in Literacy</i> was published in September, 2006 by Krieger Publishing.</p> <p>Allan is currently conducting research on Authenticity in Teaching with a SSHRC grant, is co-chair of the Adult Working Group for the Health and Learning Knowledge Centre out of the University of Victoria, and has conducted research for various governments, most recently for the Government of New Zealand. He was invited to conduct a speaking tour of Australia during International Learners' Week in 2004 and, shortly after Hurricane Katrina hit New Orleans, he was invited to join a Mayor's Reconstruction Committee to help rebuild New Orleans with the help of adult literacy.</p>	<p>Concurrent Sessions A: Strategies for Success - Education, Skills Development and Lifelong Learning</p>

Speakers	Session
<p>Kim Gillard Executive Director, Literacy Newfoundland and Labrador</p> <p>Kim Gillard is the Executive Director, Literacy Newfoundland and Labrador. She has been involved in the field of literacy and lifelong learning for well over a decade. Her first “formal” involvement was as Literacy Coordinator for LIFE Inc., (Learning Information for Everyone) in the Twillingate, New World Island and Change Islands area. However, she developed a keen awareness of literacy issues long before this in her work as an Employment Counsellor and with the Regional Community College (Adult Basic Education, Occupational Exploratory Training and Communications Instructor) in the same geographical area. Trained as a high school teacher through a B.ED. Program at Memorial University, the community-based work to follow broadened Kim’s interest in, and views of, effective learning.</p> <p>More recently, Kim has been directly involved in efforts to enhance collaboration and networking within the literacy field on a more provincial level. As Project Coordinator with the Newfoundland and Labrador Association for Adult Education (NLAAE), she coordinated phases of their ‘Common Threads’ project. In December 2003, Kim joined the Literacy Development Council as Executive Director. Subsequent to the dismantling of the LDC, Kim was hired by the Literacy Network Adhoc Group (LNAG), a group of community-based literacy practitioners from around the province working to establish a strong and responsive community-based literacy network for Newfoundland and Labrador. This work continued throughout 2005 and Kim is now delighted to be leading the work of the province’s new literacy network – Literacy Newfoundland and Labrador!</p>	<p>Concurrent Sessions A: Strategies for Success - Education, Skills Development and Lifelong Learning</p>
<p>Christine McLean Child Care Services Program Consultant, Department of Health and Community Services</p> <p>Christine McLean is a Child Care Services Program Consultant in the Department of Health and Community Services. She has been involved in the child care community in this province since 1988 as a Director of a Child Care Program, an ECE instructor, private consultant and Registrar of Certification for Child Care Services. She has been involved with the child care scene nationally as chairperson of the Child Care Advocacy Association of Canada and is currently on the executive of the Child Care Human Resources Sector Council. She has a degree in Child Study from Mount St. Vincent University, a degree in Education from Acadia University and a Master’s degree in Early Childhood Education from the University of Cincinnati.</p> <p>Christine is a parent of two children (13 and 16 years old) and, therefore, is in a continual state of lifelong learning as she attempts to keep up with the challenges and joys of living with teenagers.</p>	<p>Concurrent Sessions A: Strategies for Success - Education, Skills Development and Lifelong Learning</p>
<p>Jocelyn Greene Executive Director, Stella Burry Community Services</p> <p>Jocelyn Greene, MSW, RSW, has 30 years of experience as a social worker in the fields of corrections and mental health. She is the Executive Director of the Stella Burry Community Services, a community-based organization that provides residential and counseling services for persons living in poverty and in need of support. Under Ms. Greene’s leadership, Stella Burry has emerged as a leader in the development of affordable long-term housing and is currently purchasing and developing downtown properties for rental and home ownership for low income earners. SBCS is also developing social enterprises that will provide training and employment opportunities for its participants.</p> <p>Jocelyn is Past President and current Executive Member of Raising the Roof, an organization focused on long-term solutions to homelessness. She is a recipient of the YMCA Peace Medal and the NLASW Distinguished Service Award.</p>	<p>Concurrent Sessions A: Strategies for Success - Sector Strategies</p>

Speakers	Session
<p>Andrew Wells Manager of Health Human Resource Planning, Department of Health and Community Services</p> <p>Andrew Wells worked in the shipbuilding industry as a technologist in Naval Architecture for five years before returning to school in 1994. Andrew earned an undergraduate degree in Industrial Engineering in 1997 from the Technical University of Nova Scotia and returned to St. John's to work as a management engineer with the Health Care Corporation of St. John's.</p> <p>In 1999 he coordinated the Y2K project for provincial Health Boards and then moved into the area of health human resources in 2000. Andrew currently works as the Manager of Health Human Resource Planning at the Department of Health and Community Services.</p>	<p>Concurrent Sessions A: Strategies for Success - Sector Strategies</p>
<p>David Gale Deputy Minister, Public Service Secretariat</p> <p>Mr. Gale received his Bachelor of Arts Degree (Political Science) and Master of Business Administration from Memorial University of Newfoundland and Labrador.</p> <p>Mr. Gale worked for the provincial government in the human resource management field in a variety of increasingly responsible positions. In addition, he was the Executive Director of the Provincial Information and Library Resources Board. Currently he is the Deputy Minister of the Public Service Secretariat and Assistant Secretary to Treasury Board responsible for strategic human resource management in the public service, including workforce planning.</p>	<p>Concurrent Sessions A: Strategies for Success - Sector Strategies</p>
<p>Rhonda Neary Executive Director, Canadian Home Builders' Association, NL</p> <p>Rhonda is employed as Chief Executive Officer of Canadian Home Builders' Association - Newfoundland and Labrador, Canadian Home Builders' Association - Eastern Newfoundland, and she is the R-2000 Regional Manager for Newfoundland and Labrador.</p> <p>Rhonda has been involved with the Association and R-2000 Program for over 6 years. She is responsible for the administration of the Association, support planning, organization and coordination of the Association activities and staff. Functions include establishing contact with officials at the municipal level and maintaining a liaison with government officials and media with matters regarding the housing industry.</p> <p>Ms. Neary's most recent accomplishments include being awarded the Dave Stupart Award of Honour by the Canadian Home Builders' Association (CHBA). CHBA honoured excellence and achievement among its membership in all parts of the country with the presentation of its Annual Awards at CHBA's 62nd National Conference held in St. John's in March 2005. This revered Executive Officer of the Year award recognizes the highest level of dedication, professionalism, and competence in organization management by an Executive Officer at the local and provincial levels of the Association across the county. In addition, Rhonda was awarded the Susan Chambers Award of Recognition in 2002 and in 2003 for initiation and development of non-due sources of revenue. Other accomplishments include 2 Association awards from Canadian Home Builders' Association for her development of New Homes Month campaigns.</p> <p>In addition, Rhonda has an active role in many of CHBA's National Committees and Councils. She currently serves as Chair of the Executive Officers Council for the CHBA and was appointed as a director of the Provincial Apprenticeship and Certification Board (PACB) by Joan Burke, Minister of Education. Rhonda was born, educated and resides in St. John's.</p>	<p>Concurrent Sessions A: Strategies for Success - Sector Strategies</p>

Speakers	Session
<p>Ann-Marie Anonsen Community Development Coordinator, Women in Resource Development</p> <p>Anne Marie Anonsen has been working with Women in Resource Development for the past 4 years as the Community Development Coordinator in the Avalon region. She was active in community and economic development in the province throughout her career. She holds a Bachelor of Science Degree in the Management of Information Decision Systems. Anne Marie enjoys the challenges of creating opportunities for the economic advancement of women. She has served on the St. John's Status of Women Council/Women's Centre, was the provincial consultant for Women In Trades and Technology, National Network, and Councillor for the Town of Pouch Cove.</p>	<p>Concurrent Sessions A: Strategies for Success - Maximizing Workforce Participation</p>
<p>Rhonda Tulk-Lane Executive Director, Futures in Newfoundland and Labrador's Youth (FINALY!)</p> <p>Currently the Executive Director of Futures in Newfoundland and Labrador's Youth (FINALY!), Rhonda has accepted the responsibility of empowering youth of our province.</p> <p>Prior to assuming her current position, Rhonda has been actively involved in a number of capacities with youth as well as secondary educational systems.</p> <p>Rhonda graduated from St. Mary's University with a Bachelors of Arts, majoring in psychology and continued to do a graduate program at the College of the North Atlantic in Applied Business Information Technology. She believes that education is a lifelong journey and is back at school where she plans to continue her Masters in Counselling Psychology.</p> <p>Rhonda's community involvement includes: Vice-President of the Positive Thinkers Club, volunteering for a number of organizations such as John Howard Society, Newfoundland and Labrador Laubach Literacy Council, Community Income Tax Program, and Junior Achievement. She is also an active citizen in her home community of Holyrood, NL.</p> <p>Her message to youth of Newfoundland and Labrador is to stay positive and have an "I CAN ATTITUDE".</p>	<p>Concurrent Sessions A: Strategies for Success - Maximizing Workforce Participation</p>
<p>Nellie Burke Director, Immigration Policy, Department of Human Resources, Labour and Employment</p> <p>From 1975 to 1987, Nellie was a Business Education instructor at the District Vocational School in Gander, NL.</p> <p>Since 1988, Nellie has worked with the Government of Newfoundland and Labrador in various positions including Program Consultant for community college business programs for the province; Program Consultant regulating private training institutions; Director of Federal/Provincial Agreements; and Director of Social and Fiscal Policy, Intergovernmental Affairs Secretariat. In December, 2004, she was assigned responsibility for Immigration Policy and Planning, and has been actively involved in the development of a provincial immigration strategy.</p> <p>Nellie holds a Bachelor of Vocational Education degree, Memorial University of Newfoundland and Labrador and a Masters in Educational Administration, University of Ottawa.</p>	<p>Concurrent Sessions A: Strategies for Success - Maximizing Workforce Participation</p>

Speakers	Session
<p>Marie White Senior Research and Evaluation Consultant, Goss Gilroy Inc.</p> <p>Marie White is a senior research and evaluation consultant, and an associate of Goss Gilroy Inc., who for the past several years has assisted in the successful completion of several projects for local, provincial, and national non-profit and voluntary organizations, and the public sector.</p> <p>Marie has been actively involved in a variety of local, provincial and national organizations mandated to work with and on behalf of persons with disabilities. She has been the Chairperson of the Council of Canadians with Disabilities for the past three years and is the current President of the Coalition of Persons with Disabilities of NL.</p> <p>She has a degree in Education and worked for several years as a teacher in elementary and junior high school. Additionally she served as a member of the St. John’s City Council for eight years.</p>	<p>Concurrent Sessions A: Strategies for Success - Maximizing Workforce Participation</p>
<p>Dr. Ray Gosine Dean of Engineering, Memorial University of Newfoundland and Labrador</p> <p>Following completion of an undergraduate degree in Electrical Engineering at Memorial University of Newfoundland, Dr Gosine attended Cambridge University in England where he completed a Ph.D. in robotics.</p> <p>Subsequently he held teaching and research positions at Cambridge University, the University of British Columbia (UBC) and Memorial University of Newfoundland and Labrador. These appointments included an NSERC Chair in Industrial Automation at UBC and the J.I. Clark of Intelligent Systems for Operations in Harsh Environments at Memorial University. He is current Professor of Electrical and Computer Engineering at Memorial University.</p> <p>His teaching activities cover a range of electrical and mechanical engineering topics including electric circuit concepts, kinematics and dynamics, robotics, and engineering design projects. Dr Gosine also teaches graduate courses in the area of robotics and automation, computer vision, and adaptive pattern recognition.</p> <p>Currently Dr Gosine’s research is in the areas of telerobotics, machine vision and pattern recognition for applications in the resource industries (i.e. mining, oil & gas, aquaculture and fisheries, and forestry). Recent project collaborators include C-CORE, INCO Ltd., the European Space Agency, Baader-Canpolar, Petro-Canada, the Department of Fisheries and Oceans, the Canadian Space Agency, PRECARN Associates, the anadian Centre for Fisheries Innovation, the University of British Columbia, Ecole Polytechnique, the University of Toronto, and the University of Waterloo.</p> <p>From August 2002 - September 2003 Dr Gosine was the Interim Associate Dean (Graduate Studies and Research) in the Faculty of Engineering and Applied Science at Memorial University. Since October 2003 he has been Dean of Engineering at Memorial.</p> <p>Dr Gosine serves on the Board of Directors for a number of organizations and companies involving technology development, and he serves on the Council for the Professional Engineers and Geoscientists of Newfoundland and Labrador (PEG-NL).</p>	<p>Concurrent Sessions A: Strategies for Success - Achieving Excellence in Student Learning</p>

Speakers	Session
<p>Colin Forward Dean of Industrial Trades, College of the North Atlantic</p> <p>Colin Forward is the Dean of Industrial Trades for College of the North Atlantic. As such he has responsibility for the School of Industrial Trades which includes 31 programs across the 17 campuses of the College located throughout Newfoundland and Labrador. There are approximately 1,000 students enrolled in regular industrial trades programming. As well, over 100 faculty and staff are directly involved in their education and training.</p> <p>Colin holds a degree in civil engineering together with an undergraduate degree in education and a graduate degree in Postsecondary Education. He has worked in the mining industry in Labrador West and in Baie Verte. Prior to joining the college in 1989 as an academic instructor, he taught high school math and science. Colin has held administrative positions with the college as Campus Administrator in Baie Verte, District Administrator for Central Newfoundland, and District Administrator for St. John's.</p> <p>He has also been active in community economic development activities having chaired the Emerald Zone Development Board, been a member of the Central Steering Committee for the Strategic Social Plan, and an executive member of the Emerald Business Development Corporation.</p>	<p>Concurrent Sessions A: Strategies for Success - Achieving Excellence in Student Learning</p>
<p>Larry Slaney Training Coordinator, U.A. Training Centre</p> <p>Larry Slaney has worked for the last ten years as the Training Coordinator for the United Association Local 740 in St John's, with responsibility for operation of the UA Training Centre, which is a government registered Private Training Institute (PTI) for Apprenticeship and Postjourneyperson programs. He has Interprovincial Red Seal certification both as a Steamfitter-Pipefitter and Plumber Journeyperson, and provincial certifications as a High Pressure Welder and Gas Installer. He has in excess of 30 years in the piping industry with work experience across Canada in refineries, offshore oil platforms, piping fabrication facilities, shipyards, and pulp and paper mills. He is certified as a Post-Secondary Education Instructor, and has graduated from Michigan University as a United Association Certified Instructor. He was a past chair of the Steamfitter/Pipefitter, Plumber, and Sprinkler Systems Installer Provincial Advisory Committees, and was a member of the Provincial Apprenticeship Board for Newfoundland and Labrador.</p>	<p>Concurrent Sessions A: Strategies for Success - Achieving Excellence in Student Learning</p>

Speakers	Session
<p>Gus Doyle Executive Secretary Treasurer, Newfoundland and Labrador Regional Council of Carpenters, Millwrights, and Allied Workers</p> <p>First and foremost Gus Doyle is a skilled tradesperson committed to improving his province. In 1986 he completed the carpentry apprenticeship program and became a journeyman carpenter. He has over 16 years of experience in the residential, commercial, and industrial sectors of the construction industry. Gus has also taught his trade as an instructional assistant for the Cabot Institute and has studied Labour and Industrial Relations at Memorial University of Newfoundland and Labrador</p> <p>In 1999, Gus became the President of the provincial union representing carpenters and joiners. He is also the Executive Secretary Treasurer for the Newfoundland and Labrador Regional Council of Carpenters, Millwrights and Allied Worker for the province with the International United Brotherhood of Carpenters and Joiners of America.</p> <p>Gus is active on a number of professional committees and boards including the Provincial Apprenticeship and Certification Board, Province of Newfoundland and Labrador Skills Task Force, NL Building and Construction Trades Council, Carpenters Millwrights College Trust Committee, NL Federation of Labour, National President of the Canada Council of Carpenters and Millwrights, NL Construction Safety Association and Chair of the 2006 NL Juvenile Diabetic Fundraising Campaign.</p> <p>Through his education, work, and union experiences Gus Doyle administers one of the most proactive labour and training organizations in the province and his strategically-minded leadership is felt on the provincial, national and international level. He is very committed to ensuring that Newfoundlanders and Labradorians are preparing today for the future.</p>	<p>Concurrent Sessions A: Strategies for Success-Human Resource Strategies, Apprenticeship and Workplace Training</p>
<p>Denise Hanrahan Director of Institutional and Industrial Education, Department of Education</p> <p>Denise Hanrahan was appointed Director of Institutional and Industrial Education in December 2005. As part of the Advanced Studies branch of the Department of Education, the division provides support to the post secondary education system. Responsibilities include administration of the provincial apprenticeship system, support for the Provincial Apprenticeship and Certification Board, regulation of registered private training institutions and representation on various industry and sector organizations. Ms. Hanrahan is a member of the Canadian Council of Directors of Apprenticeship, which is committed to the development of a skilled labour force and the facilitation of labour mobility throughout Canada.</p> <p>Prior to joining this department, Ms. Hanrahan was the Director of Financial Operations with the Department of Transportation and Works. During her tenure with this department, she had overall responsibility for the department's financial and administrative operations, including budget preparation and management reporting. She has over ten years of experience in the private sector, including senior management positions in retail, wholesale, manufacturing and non for profit organizations.</p> <p>Ms. Hanrahan's academic credentials include a Masters of Business Administration degree and a Bachelor of Commerce degree from Memorial University. She holds a CMA professional accounting designation and a Certificate in Project Management from York University.</p>	<p>Concurrent Sessions A: Strategies for Success -Human Resource Strategies, Apprenticeship and Workplace Training</p>

Speakers	Session
<p>Bob Marshall Superintendent, Training and Employee Development, Voisey's Bay Nickel Company Limited (VBNC)</p> <p>Bob Marshall is the Superintendent, Training and Employee Development for Voisey's Bay Nickel Company Limited (VBNC). His association with VBNC began in October 2002 when he assumed the position to concentrate on the training and development of aboriginal people in Labrador to meet the company's skill needs and IBA commitments to Innu Nation and the Labrador Inuit Association.</p> <p>In his current role, Mr. Marshall is responsible for ensuring the training and employee development needs are met to operate the Hydrometallurgical Demonstration Plant in Argentina. Also, his focus is to meet the same needs for the full production commercial facility scheduled for 2011.</p> <p>Prior to joining VBNC Mr. Marshall was Superintendent of Training for Canada's first diamond mine in the North West Territories, BHPBilliton Diamonds Inc. Mr. Marshall's career encompasses working in many facets of the mining industry including responsibilities for operation and training within the mining industry in Iran and Indonesia.</p> <p>Born in Port Aux Basques, Newfoundland in 1956, Mr. Marshall was raised in Wabush, Labrador and graduated from high school at J. R. Smallwood Collegiate. He graduated from Memorial University of Newfoundland with a Bachelor of Science degree in 1979 and returned to Labrador to take up a position with the Iron Ore Company of Canada.</p> <p>Mr. Marshall is a past director of Skills Canada in Yellowknife and as worked closely with the Government of the North West Territories to create the Mill Operator Occupation Standards now being used in the Territories. He has also worked closely with the Territorial Apprenticeship branch to manage the training of apprentice employees.</p>	<p>Concurrent Sessions B: Strategies for Success -Human Resource Strategies, Apprenticeship and Workplace Training</p>
<p>Reg Anstey President, Newfoundland and Labrador Federation of Labour</p> <p>Reg Anstey is the current President of the Newfoundland and Labrador Federation of Labour. In addition, he has participated on several notable boards, including Chairman of the Board for GrowthWorks Atlantic Venture Fund Limited and as a member for the Newfoundland and Labrador Workplace Health, Safety and Compensation Commission and the Advisory Board of the Leslie Harris Centre of Regional Policy and Development. Prior to his role as President of the provincial Federation of Labour, Mr. Anstey was a former Secretary-Treasurer for Fish, Food and Allied Workers (FFAW/CAW).</p> <p>Mr. Anstey is married and has three children.</p>	<p>Concurrent Sessions B: Strategies for Success- Labour Market Partnerships</p>

Speakers	Session
<p>Denis Mahoney Partner, McInnes Cooper Law Firm Chair of the Board of the Newfoundland and Labrador Employers' Council</p> <p>Denis is a partner with McInnes Cooper where he is a member of the Labour and Employment practice group. Following his graduation from Queen's University Law School, Denis was admitted to the Newfoundland Bar in 1994.</p> <p>Denis assists private and public sector employers in a wide range of matters including collective bargaining, occupational health and safety, human rights, arbitration, labour and employment strategy, employment contracts, human resource policy, and pension matters.</p> <p>Denis develops and presents numerous educational workshops and seminars to assist employers in related topics such as discipline, occupational health and safety, and human rights.</p> <p>Denis is a part-time faculty member at Memorial University's School of Business and Memorial's Centre for Management Development.</p> <p>Denis serves on the Executive and Board of Directors of the Newfoundland and Labrador Employers' Council, is Chair of the Business Caucus with SPI, and a Director of the Board for McInnes Cooper.</p>	<p>Concurrent Sessions B: Strategies for Success-Labour Market Partnerships</p>
<p>Michael Alexander Regional Executive Head, Service Canada</p> <p>Michael Alexander is the Regional Executive Head for Service Canada in Newfoundland and Labrador.</p> <p>Mr. Alexander has held executive and management level positions in several federal departments, including Human Resources Development Canada, Fisheries and Oceans Canada, the Privy Council Office, and the Department of Finance. He has a range of policy and operational experience in employment programs and income support, Aboriginal relations, fisheries management and governance, industrial and labour market adjustment, tax policy, international trade, and federal-provincial relations.</p> <p>Mr. Alexander holds a Bachelor's degree from the University of Ottawa and a Master's degree from Harvard University.</p>	<p>Concurrent Sessions B: Strategies for Success-Labour Market Partnerships</p>
<p>Wayne Penney Deputy Minister (Acting), Department of Human Resources, Labour and Employment</p> <p>Wayne Penney has been Deputy Minister (Acting) for the Department of Human Resources, Labour and Employment since January 2006. In this time he has also maintained his role as Assistant Deputy Minister (ADM), Labour Market and Client Services Branch, primarily responsible for a wide range of labour market related programs in the areas of Income Support; Career, Employment and Youth Services; Labour Market Development; co-management of the Canada-NL Labour Market Development Agreement; and the development of an Immigration Strategy for the province.</p> <p>Wayne assumed the role of Assistant Deputy Minister with the Department in April 2002. He has been employed with the Provincial Government for over 32 years, having begun his career as a Social Worker. He has served in various management positions throughout the Province since that time, including Regional Manager for Labrador and Eastern Regions, and Director of Income Support. Labour Market and Client Services Branch.</p> <p>Mr. Penney is a graduate of Memorial University of Newfoundland and Labrador having received a Bachelor degree of Arts in 1973 and a Bachelor degree of Social Work in 1979. Wayne and his wife, Barbara have two children. He and Barbara live in Holyrood, NL.</p>	<p>Concurrent Sessions B: Strategies for Success-Labour Market Partnerships</p>

Speakers	Session
<p>Sandi Howell Provincial Coordinator, Prior Learning and Assessment Recognition (PLAR) and Essential Skills for Competitiveness, Training, and Trades</p> <p>Sandi Howell is the Provincial Coordinator of PLAR and Essential Skills (ES) for Competitiveness, Training and Trades. Sandi has a background of 20 years as a consultant developing workplace curricula and implementation of workplace training with a focus on Essential Skills, English as a Second Language, training systems and PLAR-related projects. In her current position at Industry Training Partnerships, Sandi also co-ordinates industry-related PLAR and ES projects.</p> <p>Prior to her current position, Sandi worked for the Dept. of National Defence in the development of training materials, including paper-based, web and multimedia, serving both as an instructional designer and editor. She continues to provide editorial services on international educational projects and written materials.</p> <p>Ms. Howell has an M.Ed. in Curriculum from the University of Manitoba and is currently working on a degree in Fine Arts.</p>	<p>Concurrent Sessions B: Strategies for Success-Education, Skills Development and Lifelong Learning</p>
<p>Deanne Howe Essential Skills Coordinator, College of the North Atlantic/Canadian Manufacturers and Exporters</p> <p>Deanne Howe is the Essential Skills Coordinator with College of the North Atlantic. She is currently working on a joint Essential Skills initiative with the Canadian Manufacturers and Exporters, Newfoundland and Labrador Division that promotes the importance of Essential Skills in the workplace with a focus on document use, reading text and numeracy. She works with employers who see the importance of building and developing Essential Skills in the workplace as a positive investment in their organizations workforce and competitive edge.</p> <p>Deanne is a former educator with experience from primary to post-secondary, and a former consultant and master facilitator for Franklin Covey, the global leader in effectiveness training, productivity tools, and assessment services. Deanne has worked with many organizations across Canada to assess organizational and professional development needs, identify gaps, and provide appropriate interventions. She was also responsible for delivery of all 7 Habits of Highly Effective People® Train-the-Trainer Education programs across Canada.</p> <p>Deanne has also worked in the non-profit sector developing a new community leadership program, as a corporate planner for the aerospace industry, a counselor for HRSDC, and has been involved with career preparation. Consistent key areas of interest to Deanne throughout these responsibilities in working with individuals and teams across all sectors have been skill development, leadership and effectiveness; ensuring individuals and groups achieve results as they respond to the challenges in today's ever changing environment.</p>	<p>Concurrent Sessions B: Strategies for Success-Education, Skills Development and Lifelong Learning</p>

Speakers	Session
<p>Nancy Healey Executive Director of Hospitality Newfoundland and Labrador (HNL) Nancy Healey is the Executive Director of Hospitality Newfoundland and Labrador, the largest industry association in the province with almost 800 members. HNL is dedicated to the development and promotion of the tourism/hospitality industry throughout this province and focuses on advocacy and the professional development of the industry.</p> <p>Nancy is a graduate of Memorial University of Newfoundland (Bachelor of Arts) and the University of King's College (Bachelor of Journalism).</p> <p>Nancy has worked as a legislative assistant to a Member of Parliament in Ottawa and the office of Alumni Affairs at Memorial University. For eight years she worked at the Board of Trade in a variety of capacities from Manager of Member Services and Communications to Manager of Government Affairs and Assistant General Manager.</p> <p>Nancy worked briefly as a communications director with the provincial Department of Education, and helped established a private consulting firm, Corporate Communications Limited in St. John's before taking up her current position with HNL.</p> <p>Nancy has served as the Chair of UNICEF Newfoundland and has volunteered with several organizations including the Canadian Cancer Society, The Heart & Stroke Foundation and Saint John Ambulance.</p>	<p>Concurrent Sessions B: Strategies for Success-Sector Strategies</p>
<p>Wayne Scott Manager of Human Resources, Voisey's Bay Nickel Company Limited</p> <p>Wayne Scott is currently Manager of Human Resources for Voisey's Bay Nickel Company Limited, a subsidiary of Inco Limited. Wayne holds a Masters of Business Administration from Memorial University of Newfoundland and Labrador and has completed courses in Labour Arbitration and Industrial Relations from Queen's University. Since graduating from Memorial University with his Bachelor of Commerce, he has held various senior management positions in the Human Resources Field in both the private and public sectors.</p> <p>Wayne is currently a member of the Newfoundland and Labrador Chapter of the International Personnel Management Association and is presently on the Board of Directors for Junior Achievement Newfoundland and Labrador, a position he has held since 2002.</p>	<p>Concurrent Sessions B: Strategies for Success-Sector Strategies</p>

Speakers

Session

Captain Rick Strong

Marine Services Manager, Seabase/Maersk; Marine Careers Secretariat

Captain Rick Strong began his career in 1983 as a Navigation Officer with Husky Marine Services Ltd. on Supply Vessels servicing East Coast Canada. Following this, he served as a Navigation Officer with Upper Lakes Shipping Ltd. on Bulk Cargo Ships servicing the Great Lakes and St. Lawrence Seaway. In 1990, he became an instructor at the Fisheries and Marine Institute's School of Maritime Studies where he developed the first credit course issued to a Marine Training Institute by the Ministry of Transport Canada for Certification of Deck Officers. From 1995 to 2001, he served as a Captain with Seabase/Maersk on Maersk Supply Vessels servicing East Coast Canada and the North Sea. Since that time, he has been working as a Marine Services Manager with Seabase/Maersk dealing with operational responsibilities in a number of diverse areas, including Human Resources, Safety, Health, Environment, and Security.

Captain Strong has a Diploma of Technology, Nautical Science (Merchant Marine) from the Fisheries and Marine Institute as well as a Bachelor of Vocational Education from Memorial University. In addition, he holds a Technical and Vocational Instructors Teaching Certificate from the Newfoundland and Labrador Department of Education and a Master Mariner Certificate of Competency from Transport Canada, Ottawa. He has also been certified as a Safety Critical Instructor by Transport Canada.

Captain Strong has served as a member on several notable committees, including the Advisory Committee to the Marine Careers Secretariat and the Advisory Committee for Pilotage Risk Management Methodology Reviewing the Marine Pilotage Act (on which he was a representative for the Canadian Supply Ship Companies). In addition, he was a member of the Canadian Association of Petroleum Producers Training and Qualifications Committee as a representative for Supply Vessel Operations in 2005-06. Captain Strong has also conducted a number of presentations at various activities and events, among them presentations on Iceberg Operations, Supply Vessel Operations in the Orphan Basin, Supply Vessel Operations in a Harsh Environment, and Human Resourcing related to Supply Vessel Operations.

Concurrent Sessions B: Strategies for Success-Sector Strategies

Paul Barnes

Petroleum Industry Human Resource Committee and the Canadian Association of Petroleum Producers

Paul Barnes is Manager - Atlantic Canada, for the Canadian Association of Petroleum Producers (CAPP) based in their St. John's, Newfoundland and Labrador office. Paul has over 16 years experience in the oil and gas industry. Prior to joining CAPP, he was employed with the Canada-Newfoundland Offshore Petroleum Board (C-NOPB) as Analyst and Deputy Registrar. He currently serves on a number of industry and community related Boards:

Board Member- One Ocean,
 Advisory Board Member - Atlantic Business Magazine
 Advisory Board Member - Petroleum Research Atlantic Canada
 Member - St. John's Board of Trade, Halifax Chamber of Commerce Vice-chair - Environmental Studies Research Fund Management Board

Mr. Barnes holds a Bachelor of Commerce (Honours) and a Master of Business Administration from Memorial University of Newfoundland.

Concurrent Sessions B: Strategies for Success-Sector Strategies

Speakers	Session
<p>Dr. Cecilia Moloney Professor of Electrical and Computer Engineering, Memorial University of Newfoundland and the NSERC/Petro-Canada Chair for Women in Science and Engineering for the Atlantic Region</p> <p>Dr. Cecilia Moloney is a Professor of Electrical and Computer Engineering at Memorial University of Newfoundland and the NSERC/Petro-Canada Chair for Women in Science and Engineering for the Atlantic Region. As one of five regional NSERC Chairs for Women in Science and Engineering across Canada, Dr. Moloney has a mandate to work for the increased participation of women in science and engineering, both as students and as professionals. Since starting her term as Chair in July 2004, Dr. Moloney has initiated a program of activities towards realizing her mandate. These activities include: seminars, workshops, and summer programs for students; mentoring; presentations about women in science and engineering; travel in the Atlantic region and elsewhere to meet and work together with students, professors, professional and community organizations, and others interested in the goals of her Chair; and research into the under-representation of women in science and engineering.</p>	<p>Concurrent Sessions B: Strategies for Success-Maximizing Workforce Participation</p>
<p>Michelle Brown Random North Development Association</p> <p>Michelle Brown resides in Musgravetown, Newfoundland and Labrador with her husband, Tony and little boy Stephen. Michelle has been working in the community economic development field for 16 years and has been working with Random North Development Association since 1993. Michelle has committed her professional training and career to workplace education and life long learning. In collaboration with community partners, she designed and facilitated the Bridging the Gap: From Education to Employment Model in 6 different economic zones and with 12 private business partners. Michelle just recently researched and wrote a Human Resource User Guide, The Sky's the Limit. This guide was distributed to all employment service offices in the province. In 2005, Michelle was invited to participate and represent workplace learning on the National Adult Literacy Database Board of Directors. In 2001, Michelle and Random North Development Association were the recipients for the Community Economic Development Award for Innovations in Education and in 2004 she was the recipient of the National Canada Post Educator Award. Michelle continues to present at conferences/forums both on a provincial and national level. She loves her work and continuously strives to think "outside of the box", exploring new and innovative approaches to enhance social and economic growth in our province.</p>	<p>Concurrent Sessions B: Strategies for Success-Maximizing Workforce Participation</p>
<p>Margie Hancock Literacy and Workplace Training Coordinator, Newfoundland and Labrador Federation of Labour and Member of the Provincial Skills Task Force</p> <p>Margie Hancock is currently employed with the Newfoundland and Labrador Federation of Labour as Literacy and Workplace Training Coordinator. She has been active in the labour movement for the past 20 years. She has worked to achieve progressive legislative changes to the Workplace, Health, Safety and Compensation Act and the Labour Standards Act. She is past Vice President of the Newfoundland and Labrador Federation of Labour and past steering committee member of the Strategic Partnership Initiative. She is a member of the Safety Net Advisory Council and currently holds a labour seat as a member of the Red Tape Reduction Task Force.</p> <p>Margie recently took part in the Workplace Partners Panel and is currently a member of the Provincial Skills Task Force. Through her work involving the use of workplace training opportunities to address the skill set needs of workers, Margie is involved in many forums with stakeholders at both the provincial and national level that involve discussion and work around labour market issues.</p>	<p>Concurrent Sessions B: Strategies for Success-Maximizing Workforce Participation</p>

Speakers	Session
<p>Marion Fushell Assistant Deputy Minister, Primary, Elementary, Secondary Branch, Department of Education</p> <p>Biography not available.</p>	<p>Concurrent Sessions B: Strategies for Success-Achieving Excellence in Student Learning</p>
<p>Eldred Barnes Director, Program Development, Department of Education</p> <p>Eldred Barnes is currently the Director of Program Development with the Department of Education, having also served as Director of Planning and Research and Program Development Specialist for English Language Arts. Prior to joining the Department of Education, Eldred was a Program Coordinator for English Language Arts for five years at the Avalon Consolidated School Board. Since joining the teaching profession in 1978, Eldred has held the positions of Vice-Principal, Department Head of English, Guidance Counsellor, and teacher of English, social studies, mathematics, religious education and career education. In his current position, Eldred oversees the development and initiation of curriculum for the province's K-12 schools, including the development of a new Skilled Trades and Technology program at high school. Eldred has also served on numerous provincial, regional, and national education committees and organizations.</p>	<p>Concurrent Sessions B: Strategies for Success-Achieving Excellence in Student Learning</p>
<p>Gerard McDonald, C.M.C. Vice-President, Human Resources and Organizational Effectiveness, Newfoundland and Labrador Hydro</p> <p>Gerard McDonald obtained his Bachelor of Commerce from Memorial University in 1977 with a major in Management/Industrial Relations. Following this, he completed a Masters of Business Administration through Dalhousie University (1982). In 1998, he obtained his CMC designation with the Canadian Association of Management Consultants. Since 2000, Mr. McDonald has also completed an accredited Lead Auditor Training Program, as well as the Ivey Executive Program (University of Western Ontario).</p> <p>Early in his career, Mr. McDonald worked in senior positions with the provincial government's Treasury Board Secretariat and with Carling O'Keefe Breweries of Canada. Following this, he was president of McDonald Human Resources and a principal with KPMG Consulting. In 1997, he worked with the Hibernia Management and Development Company where he served in a senior human resources capacity. In 2001, he assumed the role of Director of Human Resources at Memorial University for several years. Since 2006, he has served as Vice-President, Human Resources & Organizational Effectiveness, with Newfoundland and Labrador Hydro.</p> <p>Mr. McDonald is a former president of the St. John's Board of Trade (1994) and has been involved in the community through his previous work as a volunteer on the board of directors with the YM-YWCA. Over the years, he has served the community in a variety of capacities, including as: a member of the Special Committee on Labour Relations Reform for the Advisory Council on the Economy; a member of the Advisory Board of Memorial's Faculty of Business Administration; a member of the executive for the Memorial University Alumni Association; chairman of the St. John's Airport Planning Group; a member on the Y Enterprise Advisory Board; a member of the Workers' Compensation Appeal Tribunal; and as a member on the Newfoundland Labour Relations Board. Mr. McDonald has also taught as a part-time faculty member in Memorial's Faculty of Business Administration. More recently, he has been active as a member of the Provincial Skills Task Force which was established in early 2006 to identify and develop strategies to ensure responsive training, education and supports to meet industry demands.</p>	<p>Concurrent Sessions B: Strategies for Success-Human Resource Strategies, Apprenticeship and Workplace Training</p>

Speakers	Session
<p>Cathy Bennett Owner/Operator, Bennett Restaurants</p> <p>Cathy Bennett is the Owner/Operator of nine St. John's area McDonald's Restaurants, where she started her career as crewperson in 1981.</p> <p>Along with Cathy's very hands on approach as Franchisee, she is advisor and consultant for a number of organizations. In addition to her position as Senior Vice President, St. John's Board of Trade, Cathy's professional affiliations include Co- Chair, McDonald's Technology Leadership Board; Member of McDonald's National Business Forum; Director, Janeway Hospital Foundation and Director with Newfoundland & Labrador Foodservice and Restaurant Association. In addition, she recently tenured positions including Member of the McDonald's National Marketing Forum; Director, St. John's Clean and Beautiful and Member, Red Tape Reduction Task Force, Government of Newfoundland and Labrador.</p> <p>Cathy's most rewarding position is residing in St. John's with her husband, Doug and two sons, Cameron, 7 and Liam, 3.</p>	<p>Concurrent Sessions B: Strategies for Success-Human Resource Strategies, Apprenticeship and Workplace Training</p>
<p>Bob Ridgley M.H.A., St. John's North and Co-Chair of the Skills Task Force</p> <p>Bob Ridgley was born and raised in St. John's. He graduated from St. Patrick's Hall School, after which he obtained a B.A. from Iona College in New York. He later obtained a B.Ed. and a Graduate Diploma in Education Administration from Memorial University. After 18 years as a teacher, principal and school board supervisor, Bob pursued a career in business for 13 years. In 2000, Bob was appointed Executive Assistant to St. John's East M.P. Norman Doyle. Currently, Bob is co-chair of the Skills Task Force.</p> <p>Bob has had extensive experience in public life, having served 8 years as a Town Councillor in Torbay. He is a Life Member of the Kinsmen Club of Canada and has served on the Board of Directors of the Kinsmen Manor for Seniors. He has received national recognition for his writing and public speaking abilities.</p> <p>Bob is married to Elizabeth (Manning) and they have two daughters, Carolyn and Erin.</p> <p>He was sworn in as the Member for St. John's North on November 12, 2003.</p>	<p>Plenary Panel Discussion 6: Skills Task Force</p>
<p>Rachelle Cochrane Assistant Deputy Minister, Post-Secondary Education, Department of Education</p> <p>Rachelle Cochrane is the Department of Education's Assistant Deputy Minister for Advanced Studies. Prior to this appointment, Rachelle was Assistant Deputy Minister, Human Resources and Employment (2001-2002), Assistant Deputy Minister, Intergovernmental Affairs, Executive Council (1999-2001) and Executive Director with Labour (1998-1999).</p> <p>Rachelle is a graduate of Memorial University with a Bachelor of Arts with a major Economics and a minor in Business. She also holds a Teaching Certificate in Vocational Education and an Accounting Diploma from the former College of Trades and Technology.</p>	<p>Plenary Panel Discussion 6: Skills Task Force</p>

