

SPEAKER BIOGRAPHIES



Deon Clark is the owner and CEO of TCI Solutions, LLC; a certified minority owned business committed to providing the highest quality of consultation in three key areas: Workforce Talent Pipeline Development, Corporate Diversity & Inclusion Strategies, and Educational Development Services for Teachers & Students. He is also Chairman of the Board for The Legacy Initiative, a nonprofit organization whose student development programs have assisted over 5,000 students across 5 states with personal and academic excellence.

Mr. Clark spent over 8 years in the United States Navy as a Nuclear Plant Operator, Mechanic and Instructor. He then went on to obtain a Senior Nuclear Reactor Operator Instructor certification, and is one of few African Americans in the nation qualified to teach Nuclear Power Operations military and civilian personnel. He is the creator of the *Legacy I³* Workforce Transformation and Economic Development Model, a talent creation system that serves as an incubator for local, diverse, high quality workforce candidates.

Mr. Clark has developed robust talent development systems for major US companies such as Xcel Energy and Arizona Public Service Company. He has provided training to, and led numerous high level meetings and discussions around workforce and talent development for major organizations to include: The American Gas Association (AGA), The Center for Energy Workforce Development (CEWD), The Western Apprenticeship Coordinators Association (WACA), The Nuclear Energy Institute (NEI), The US Department of Energy (DOE), The American Association for Blacks in Energy (AABE), The United Way Worldwide, Minnesota State Colleges and University System (MnSCU), and countless others.

Mr. Clark earned his B.S. in Human Resource Management from the New School University in NY, NY. He earned his Senior Nuclear Reactor Operator Instructor Certification from the LaSalle Generating Station in IL.



Rochelle Daniels is an attorney and consultant who is considered a national expert in the area of workforce development and grant financial management. She has provided consulting services on every aspect of board, one stop operator, career services, youth program design, workforce system development, compliance and implementation for over thirty-five years.

Since the passage of the Workforce Innovation and Opportunity Act (WIOA) of 2014, Ms. Daniels has worked in over 14 states with more than 50 local areas, providing interpretation, education, implementation assistance

and training on WIOA. Since the issuance of the Uniform Guidance she has worked with local areas on procurement issues related to the one-stop operator and out of school youth program services, allowability of costs and required documents, written and updated, local board by-laws, joint powers / consortium agreements, and workforce development board / elected official agreements. Recently Ms. Daniels completed a book which was donated to and is distributed nationwide by the United States Conference of Mayors, (USCM), titled, *The Workforce Innovation and Opportunity Act of 2014, A Guide for Local Elected Officials and Local Boards*. Ms. Daniels has presented nationally on the duties and responsibilities of states, chief local elected officials, local boards and their administrative entities and written a companion article cross referencing all sections of the statute with the proposed USDOL WIOA regulations and which is currently being updated.

Ms. Daniels has provided training on behalf of the United States Department of Labor, USCM, State Associations, NAWB, individual workforce boards and their providers, and conducted national Webinars on WIOA, and the new Office of Management and Budget Super Circular. Ms. Daniels has a wealth of experience to share on the issues facing states, local boards and delivery systems.



Karen Francois has served in key leadership roles and has extensive public sector experience. Working in the Minneapolis Department of Civil Rights as the director of employment equity and director of contract compliance from January 2012 to May of 2016 where she founded the nationally recognized Urban Scholars program for college students from diverse racial and ethnic communities to address employment disparities in the region. Also, under her leadership women and minority business and workforce inclusion on City contracts increased significantly. She was also responsible for establishing the City's racial equity framework to address institutional and structural racism.

Prior to her work at the City, Francois served as the founder and managing director of a non-government organization in India serving women and children at risk of human trafficking. Before working in India, Francois was the associate director of Women & Philanthropy at UCLA and was director of program development for the Minnesota Department of Human Rights from where she was responsible for developing the State's Human Rights K-12 Curriculum.

She has a bachelor's degree in communications from Virginia Polytechnic Institute and State University in Blacksburg, Va., and a mini-MBA certificate in nonprofit management from the University of St. Thomas in St. Paul.

"Karen has a wealth of experience in addressing employment disparities and has a reputation for creating innovation solutions to complex problems," said former DEED Commissioner Katie Clark Sieben. "Her highly collaborative approach will be a strong addition to our management team, and will be highly effective in bringing key stakeholders together to work on addressing the state's most pressing issue."



Jeremy Hanson Willis was appointed Deputy Commissioner of Workforce Development for the Minnesota Department of Employment and Economic Development (DEED) on June 2, 2014. As Deputy Commissioner,

Jeremy is responsible for the strategic coordination of the department's varied workforce development efforts and aligning training and work readiness resources with the needs of Minnesota business. DEED's workforce programs include efforts to prepare youth and adults for careers with market demand, reduce employment disparities, provide economic support to those who are disabled and unemployed, and help employers build, recruit, and retain skilled workers.

Prior to joining DEED, Jeremy spent nine years in various roles with the City of Minneapolis. Most recently, Jeremy was Executive Director of the Department of Community Planning and Economic Development, which manages the City's business development, workforce development, housing, land use planning, and building code inspections. Previously, Jeremy was Chief of Staff to Mayor R.T. Rybak, where he led the Mayor's Office staff and collaborated with City leadership to implement Mayor Rybak's agenda to improve the City of Minneapolis, with a focus on economic growth and workforce development. Prior to that role, he was Mayor Rybak's Communications Director and Press Secretary, where he was responsible for coordinating media relations, speech writing, social media, and overall communications strategy.

Before entering city government, Jeremy was a communications consultant at Tunheim Partners where he supported public advocacy campaigns for business and nonprofit clients involving communications strategy, media relations, coalition building and grassroots advocacy. Previously, Jeremy spent nearly ten years in nonprofit issue and legislative advocacy, including advancing the statewide public policy agendas of the Minnesota Smoke-Free Coalition and the Minnesota AIDS Project.

Jeremy grew up on a farm in rural Ada, MN, is a graduate of Macalester College (Saint Paul, MN) and has lived in Minneapolis since 1998. He currently resides in Uptown Minneapolis with his husband Samuel.

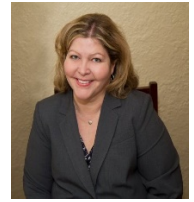


Governor's Workforce Development Board
Policy Solutions that Work for Minnesota

Connie Ireland has been the Executive Director for Minnesota's Governor's Workforce Development Board for nearly three years. During the past few years and the passing of new federal legislation, Connie has led the board including a new board structure through the implementation of the law. Connie has established the new board, committees, and task force(s) to respond to Minnesota's business and industry needs and the needs of individuals. Connie has well over twenty years of experience in the public and non-profit sector. Her background includes extensive financial and development in affordable housing with the Southwest Minnesota Housing Partnership. During her tenure at the Minnesota Department of Employment and Economic Development, she held a number of positions which represents the broad depth in community and economic development, broadband development, small business export program director, and workforce development. Connie directed special projects during her tenure with Minnesota Technology now Enterprise Minnesota which included statewide workforce development for the manufacturing sector and broadband development. Throughout Connie's career she has developed and authored numerous grants and provided oversight and management of funded initiatives. Connie has a strong passion for initiatives assisting individuals resulting in self-sufficiency and successful employment outcomes.



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Kay Kammen is Assistant Director of the Governor's Workforce Development Board. She spent most of her career in the private sector before going through a career transition in 2008, which led to her being hired by a Northeast Minneapolis nonprofit organization, AccessAbility. As Development Officer, she secured funding for a transitional work program for immigrants, refugees, veterans who were having difficulty re-entering the civilian workforce, homeless individuals and those with a history of incarceration. She worked very closely with the philanthropy community -- primarily corporate and private foundations, and the Greater Twin Cities United Way. Her experiences there led to a passion for workforce development, especially for jobseekers with significant barriers to employment. She holds a Bachelor of Arts degree in Journalism from the University of North Dakota and a Master of Public Affairs degree from the University of Minnesota's Humphrey School of Public Affairs.

WELLS FARGO



Philomena Morrissey Satre is an Organizational Effectiveness Development (OED) Consultant in the Talent Acceleration Organizational Effectiveness team. In that role, she supports a Pacific Midwest region with OED and Diversity and Inclusion.

Satre has a long history of HR/Diversity and Inclusion experience at Wells Fargo.

Prior to that role she supported the Mountain Midwest region. She worked with 72 Diversity and Inclusion networks and five diversity councils in 15 states. Satre served as Diversity and Inclusion leader for Wells Fargo's Great Lakes region. During that time, she led the Middle East Fellows project, in partnership with Hamline University and the U.S. State Department, and traveled to the Middle East as a part of the peace and economic development project.

Satre serves on advisory board for Goodwill Easter Seals and is Board Chair for SHIFT and leads the Leadership Council for Honoring Women World Wide. She is also a member of the Twin Cities Diversity Roundtable and serves on the Steering Committee and recently co led the 2020 Women on Boards event for the Twin Cities. Satre recently joined the Minneapolis Workforce Council.

Satre holds a degree in public administration and political science from the University of Wisconsin - La Crosse and a Master of Arts degree in organizational leadership from St. Catherine University in St. Paul, Minnesota. Satre is an Adjunct Professor at the University of St Catherine in the Master of Organizational Leadership Graduate Program.

She has been recognized by the *Minneapolis-St. Paul Business Journal* as a Woman Change Maker and Minority Advocate. Satre was also named as one of the Minnesota Business Real Power 50 and received The Lifetrack Shining Star award for her efforts championing work life and wellness education at Wells Fargo.