

A Grassroots Look at Workforce Development
Federal Reserve Bank of Philadelphia; Isles, Inc., Trenton; Hispanic Family Center of Southern New Jersey, Inc., Camden; Impact Services Corporation, Philadelphia; and New Community Corporation, Newark
Tuesday, February 28, 2012, 9:00 a.m. to 3:30 p.m., Trenton Marriott Downtown
Speakers' Biographies

Gail Brooks, principal of the Isles YouthBuild Institute, has more than 30 years of experience in public and higher education, as well as extensive experience with all student populations (including Abbott districts), and over a decade of experience in curriculum development and implementation. Her extensive education experience includes administrative positions such as director of curriculum for Camden City public schools; assistant superintendent, Monroe Township Schools; and superintendent of schools for the Pleasantville Board of Education. She is the president of the Brooks Firm, education consultants. Brooks holds a bachelor's degree in history/education from Hofstra University, in Hempstead, New York. She earned a master's degree and an Ed.D. in leadership in professional education from the University of Pennsylvania.

Elsa Candelario is executive director of the Hispanic Family Center of Southern New Jersey, Inc. (HFC), a 35-year-old multi-service human service agency that provides a wide range of social services and advocacy programs to 10,000 individuals annually in southern New Jersey. Prior to joining HFC in 1997, Candelario was a human services administrator in New York City. She is a licensed clinical social worker in New Jersey and serves as an adjunct instructor for the MSW program at Rutgers University School of Social Work. She serves as a board member and advocacy committee chairperson of the Centers for Nonprofits, a member of the Camden County Human Services Advisory Council, and a member of the Latino Action Network. She is a past president of the New Jersey Hispanic Directors Association. Candelario earned a bachelor's degree in psychology and communications from Rutgers University and a master's of science degree in social work from the Columbia University School of Social Work.

Altie Carrasquillo has served as program director of the Family Resource Center at the Hispanic Family Center of Southern New Jersey, Inc. (HFC) for over 10 years. In this capacity, she oversees all of HFC's workforce development programs and services. This includes implementing several state initiatives such as the Green Jobs and WomenBuild training programs. She also has extensive experience in working with people receiving Temporary Assistance for Needy Families and General Assistance. In earlier positions, Carrasquillo was an employment specialist/case manager and held another position in which she processed unemployment insurance benefits.

Aaron R. Fichtner, deputy commissioner in the New Jersey Department of Labor and Workforce Development (NJLWD), oversees workforce development, labor planning and analysis, income security, labor standards and safety enforcement, and information technology. Prior to assuming this position in January 2012, he served as NJLWD's assistant commissioner for Labor Planning and Analysis (LPA). Under his direction, LPA led the development of New Jersey's Talent Networks, which connect job seekers, educational institutions, and employers within the state's six key industries; established a new performance accountability unit to develop performance metrics for all NJLWD programs; and helped develop the Jobs4Jersey.com website and its "OnRamp" resume and job-matching tools.

Prior to joining NJLWD in 2010, he was the director of research and evaluation at Rutgers University's John J. Heldrich Center for Workforce Development. He has also worked in economic development in Jersey City, New Jersey, and Atlanta, Georgia. Fichtner earned a Ph.D. in planning and public policy at Rutgers University.

Martin Johnson, president of Isles, Inc., founded Isles in 1981 with two other Princeton University students. Since then, he and Isles have received national and international recognition for their sustainable development work. He is a founding director of the New Jersey Regional Coalition, the New Jersey Community Loan Fund (now New Jersey Community Capital), the Housing and Community Development Network of New Jersey, and the Success Measures Project, a national effort of the Development Leadership Network to re-think impact measures of community-building work. He is a former trustee and executive committee member of Princeton University. He taught at Princeton's Woodrow Wilson School of Public and International Affairs from 1996-97. He is a trustee of the Capital Health System, the Capital City Redevelopment Corporation, and National Housing Institute.

Amy B. Lempert joined the Federal Reserve Bank of Philadelphia in 2005 and is currently a community development advisor and outreach coordinator in the Community Development Studies and Education Department. Lempert works with a team led by the Bank's senior management to expand the Bank's outreach efforts to federal and state legislative staffs, in addition to community development bankers, developers, advocates, and government representatives. Prior to joining the Fed, Lempert was vice president and territory manager of PNC Bank's community development banking group for Philadelphia, central Pennsylvania, southern New Jersey, and Delaware. Before that, she spent 10 years with the Local Initiatives Support Corporation's affiliate, LIMAC, and its successor, CDT, a community development REIT, where she led the effort to create a secondary market for affordable multifamily housing loans originated by banks, CDFIs, and state housing finance agencies. Lempert is a Phi Beta Kappa graduate of Douglass College at Rutgers University and has a master's degree in city and regional planning from Rutgers University. She was a founding trustee of the New Jersey Community Loan Fund (now New Jersey Community Capital).

Monsignor William J. Linder is the founder, president, and CEO of New Community Corporation, a community development corporation established in 1968 after the Newark riots to help rebuild the local housing stock and revitalize the local economy. Its mission is helping residents of inner cities improve the quality of their lives to reflect individual dignity and personal achievement. Under Linder's leadership, New Community has become one of the largest and most comprehensive community development organizations in the United States, providing thousands of urban residents annually with affordable housing, transitional housing for the homeless, child care, education, social services, job training/employment, recreation, a credit union, nursing care, community arts, and mental health services. Its job training programs include a highly regarded school of practical nursing, a culinary arts specialist program, and an automotive technician training program that is supported by the Ford Motor Company. Linder has received numerous honorary degrees and awards, including the McArthur Foundation Fellows Award and a Lifetime Achievement Award from the New Jersey Housing and Mortgage Finance Agency.

John MacDonald, president and CEO of Impact Services Corporation, developed Impact Services Corporation from a Ford Foundation demonstration project employing five individuals to a nationally recognized agency employing over 150 people helping needy Philadelphians to achieve high degrees of self-sufficiency. Since its founding in 1974, Impact has assisted over 24,000 low-income Philadelphians enter the workforce and has helped over 3,500 earn their GEDs or high school diplomas. Almost 3,000 women have used Impact to leave the welfare rolls and enter the workforce. In 2005, Impact's work with ex-offenders won the Annie E. Casey Foundation's Family Strengthening Award for work done in the Fathers at Work Initiative.

Impact has started numerous economic development projects to combat the loss of area jobs and put abandoned factories back into productive use. Over 400,000 square feet of real estate have been reclaimed by Impact's economic development enterprises, which have included Impact Archives; Impact Science Kits; a child care center; training programs; Impact Copy; a 50-unit housing development for first-time

homebuyers; and Aramingo Crossings, a 25-acre retail development. MacDonald organized a loan fund to improve small businesses' access to capital and has been deeply involved in fostering the growth of three area business associations. He currently serves as president of the Kensington and Allegheny Business Association and is secretary of the Aramingo Business Association, president of the First Philadelphia Charter School for Literacy, and treasurer of the Tacony Charter School.

Jeanne Oswald is director of the Isles Center for Energy and Environmental Training, which was established in 2009 to provide green job training and placement opportunities for unemployed and underemployed New Jersey residents and to assist in meeting the training needs of workers in energy and environmental fields. Oswald received a doctorate from Rutgers University and worked in education for 29 years before assuming her role at Isles, Inc. She served as executive director of the New Jersey Commission on Higher Education after holding the position of deputy executive director for several years. Prior to the establishment of the commission, Oswald was executive director of board affairs and government relations in the New Jersey Department of Higher Education. She also worked for the Department of Education as director of the Office of Legislative Services. Oswald is a former chairwoman of the board of directors of Special Olympics New Jersey.

Keith Rolland is community development advisor in the Community Development Studies and Education Department of the Federal Reserve Bank of Philadelphia. He is managing editor of *Cascade*, the Bank's community development publication, and organizes events for nonprofits, financial institutions, and government agencies. Since he joined the Philadelphia Fed in 1986, he has developed community profiles and other publications and organized many regional events on foreclosure prevention, financial education, small business lending, and other subjects. Before joining the Philadelphia Fed in 1986, he created and operated a clearinghouse on community development investments for church investors affiliated with the Interfaith Center on Corporate Responsibility. Earlier, he worked as a newspaper reporter for six years in Canada, Colombia, S.A., and New York City. In Colombia, he carried out a project on adult education with a reporting fellowship. In New York City, he reported for the *American Banker* and wrote news and analytic articles on the Community Reinvestment Act.

Peter W. Rose is managing director of Isles Community Enterprises. In this role, he has established comprehensive micro-business training and lending services, expanded the department's housing services to include foreclosure assistance, helped Isles develop a social enterprise weatherization business (Isles E4), and has developed a behavior-change-based money management and credit-building finance product for low- and moderate-income workers.

Eldar Shafir is the William Stewart Tod Professor of Psychology and Public Affairs at Princeton University and co-founder and scientific director at ideas42, a social science R&D lab. He conducts empirical studies of decision-making and is interested in the tension between normative assumptions and people's actual behaviors. His current research focuses on decision-making in the context of poverty and the application of behavioral research to policy. He is past president of the Society for Judgment and Decision Making, a member of the Russell Sage Foundation Behavioral Economics Roundtable, and a Fellow of the Filene Institute and of the Canadian Institute for Advanced Research. He has held a number of visiting positions, including positions at the University of Chicago's Graduate School of Business, the Kennedy School of Government, the Russell Sage Foundation, the Hebrew University Institute for Advanced Studies, and Pompeu Fabra University in Spain, among others. He has received several awards, most recently a Guggenheim Fellowship. Earlier this year, President Barack Obama appointed him to the President's Advisory Council on Financial Capability. He received a B.A. from Brown University and a Ph.D. from the Massachusetts Institute of Technology.

Milissa M. Tadeo is senior vice president of Corporate Affairs at the Philadelphia Fed. In this role, she oversees the Community Development Studies and Education, Financial Institutions Relations, and Public Affairs departments and guides the Bank's outreach efforts to banking, business, legislative, and community groups, including the Bank's Economic Advisory Council and its Community Depository Institutions Advisory Council.

Tadeo joined the Bank as an analyst in 1982 after two years with the Buffalo Branch of the Federal Reserve Bank of New York. She was promoted to vice president in 1990 and to senior vice president in 1996. She has been responsible for various functions in the Bank, including Treasury and Cash Services, Business Planning, Human Resources, Customer Relations, Wholesale Payments, and Facilities. In 2001, Tadeo participated in an interchange program at the Board of Governors in Washington, D.C., as acting assistant director for the Cash and Fiscal Agency function. She currently serves on the Federal Reserve System's Leadership Initiative advisory group. Active in the community, Tadeo currently serves on the Board of Trustees for St. Joseph's Preparatory School and on the Dean's Advisory Council of the Villanova University School of Business. Previously, she served on the boards of the Forum of Executive Women in Philadelphia and the Girl Scouts of Southeastern Pennsylvania. Tadeo is a Phi Beta Kappa graduate of Pennsylvania State University and has an M.B.A. from Villanova University. She is also a member of Beta Gamma Sigma.

Keith Wardrip joined the Federal Reserve Bank of Philadelphia's Community Development Studies and Education Department in 2011. As a community development research specialist, Wardrip focuses primarily on affordable housing, access to credit and credit usage, and workforce development issues in low- and moderate-income communities. Before joining the Federal Reserve Bank of Philadelphia, Wardrip spent six years in Washington, D.C., conducting affordable housing research at the Center for Housing Policy and the National Low Income Housing Coalition. He earned an M.A. in geography at the University of Colorado, with an emphasis in urban studies and affordable housing, and holds a B.A. in geography from the University of Kentucky.