

# Inclusion and Industry 4.0

## Forging a High-Wage Future for Chicagoland

JUNE 6, 2018 | 9:00 AM - 3:00 PM

University of Illinois at Chicago, Student Center East | 750 South Halsted Street, Chicago, Illinois

Join the conversation online at #HighWageAmerica.

9:00 **REGISTRATION**

9:20 **OPENING REMARKS**

**Jeff Madrick**, Director, The Century Foundation's Bernard L. Schwartz Rediscovering Government Initiative @JeffMadrick

**Karin M. Norington-Reaves**, Chief Executive Officer, Chicago Cook Workforce Partnership @ChiCookWorks

**David Robinson**, Director of Communications and Organizing, Manufacturing Renaissance @MfgRenChicago

**Dr. Alice J. Palmer PhD**, Former state senator and retired educator

**Robert G. Reiter Jr.**, President, Chicago Federation of Labor @BobReiterJr

9:40 **KEYNOTE ADDRESS**

**Michael W. Frerichs**, Illinois State Treasurer @ILTreasurer

9:50 **RESEARCH PRESENTATION: A VISION FOR INDUSTRY AND INCLUSION IN CHICAGO**

Researchers will present findings about Chicago's progress in building a robust, inclusive manufacturing future, followed by key leaders giving their views on critical high-level priorities for action.

*Moderator:* **Andrea Kluger**, Director of Labor Partnerships, United Way of Metro Chicago - Chicago Federation of Labor @ChicagoAFLCIO

*Presenters:*

**Teresa Córdova, Ph.D.**, Director of the Great Cities Institute (GCI) and Professor of Urban Planning and Policy, University of Illinois at Chicago @TeresaLCordova

**Andrew Stettner**, Senior Fellow, The Century Foundation @pelhamprog

*Discussants:*

**Dan Swinney**, Executive Director, Manufacturing Renaissance @DanSwinney1

**Andrea Zopp**, President and CEO, World Business Chicago @worldbizchicago

10:35 **NETWORKING BREAK**

10:50 **PANEL I: BUILDING STRONG EDUCATIONAL PATHWAYS**

Industry leaders and activists will discuss promising approaches to linking communities and schools to skills-based training programs and how to scale them for broader impact.

*Moderator:* **Juan Salgado**, Chancellor, City Colleges of Chicago @Chancellor\_Juan

**Colin Cosgrove**, President, Laystrom Manufacturing Co. @laystrom

**Joe Costigan**, Executive Director, Chicago Federation of Labor Workforce and Community Initiative

**Mollie Dowling**, Executive Director, OAI, Inc. @MollieBD @oaisouthland

**Erica Swinney Staley**, Director of Operations, Manufacturing Renaissance @EricaSwinney, @MfgRenChicago

12:00 **LUNCH**

12:35 **PANEL II: REVITALIZING AND RETAINING MANUFACTURING JOBS**

This panel will review the broader strategies to retain and grow a more inclusive manufacturing sector. Topics will include layoff aversion, succession planning, capital reinvestment, and technological innovation.

*Moderator:* **Thomas Croft**, Executive Director, Steel Valley Authority

**Victor B. Dickson**, President & CEO, Safer Foundation @SaferFoundation

**Tony Garcia**, Legislative Director, United Auto Workers Region 4

**Patrick Osborne**, Vice President of Training and Education, Technology and Manufacturing Association @TMAInfo

**Lizabeth Stuck**, Director-Membership Engagement, UI LABS @LizabethStuck @UILABS\_

**Richard Wallace**, Illinois Campaign Director, Jobs to Move America @JobsMoveAmerica

1:30 **NEXT STEPS**

**Brad Markell**, Executive Director, Industrial Union Council - AFL-CIO @DetroitGearhead

1:45 **DESSERT RECEPTION**

3:00 **PROGRAM END**

## BIOGRAPHIES

**Teresa Córdova, PhD** @TeresaLCordova  
Director of the Great Cities Institute (GCI)  
Professor of Urban Planning and Policy  
University of Illinois at Chicago

Teresa Córdova, Ph.D. is the director of the Great Cities Institute (GCI) and professor of urban planning and policy at the University of Illinois at Chicago. Córdova has been an elected and appointed member and/or chair of national, regional, and local boards and government commissions and advisory boards, and has received multiple national awards, including the Sor Juana Legacy Award from the National Museum of Mexican Art. As director of the Great Cities Institute at the University of Illinois at Chicago, Teresa applies her years of experience and commitment towards addressing challenges facing cities and regions, while simultaneously advancing UIC's Great Cities Commitment. As an applied theorist, political economist, and community-based planner, Professor Córdova approaches her work as a scholarship of engagement in which research, pedagogy, and service are integrated.

**Colin Cosgrove** @laystrom  
President  
Laystrom Manufacturing Co.

Colin Cosgrove is President of Laystrom Manufacturing Co. ([www.laystrom.com](http://www.laystrom.com)), a Chicago-based provider of sheet metal fabrications and component parts to large OEMs. After emigrating to the U.S. from Ireland in 1994, Cosgrove began his career in Chicago as a press brake operator on the factory floor. He moved on to roles in production management, engineering, and sales before becoming President of Laystrom in 2014. Cosgrove has a degree in Psychology from Northwestern University and serves as co-chair of the Chicago Manufacturing Renaissance Council's Executive Committee.

**Joe Costigan**  
Executive Director  
Chicago Federation of Labor Workforce and Community Initiative

Joseph Costigan is the Executive director of the The Chicago Federation of Labor Workforce and Community Initiative. The initiative provides job search and training solutions to veterans, low-income communities and the unemployed and works with businesses and unions to assist them with finding and preparing a workforce that can meet the technological advances and help them remain competitive in the 21st century. Joe was the Illinois Director of Labor from 2011-2015, appointed to the position by former Illinois Governor Pat Quinn (D) in 2011. Costigan served as Chicago secretary-treasurer of Workers United, an affiliate of the Service Employees International Union. Costigan has also served as vice president of the Illinois State AFL-CIO, and was on the staff of former Illinois House Speaker William Redmond.

**Thomas Croft**  
Executive Director  
Steel Valley Authority

Thomas Croft is the executive director of the Steel Valley Authority (SVA), a regional development authority with five offices in Pennsylvania focused on retaining, restoring, and creating manufacturing jobs. The SVA

manages the most successful business turnaround/layoff aversion program in the United States, averting or deferring the loss of over 1,300 firms and 24,000 jobs since the early 1990s. He is also managing director of Heartland Capital Strategies (HCS), a national network of responsible investors who seek to rebuild our cities, renew the industrial commons, and grow the clean economy. He is the co-author (along with Annie Malhotra) of *The Responsible Investor Handbook* (Routledge/Greenleaf Publishing, 2016), *Up from Wall Street* (Cosimo Books, 2009), and other articles, chapters, and reports on building a sustainable economy.

**Victor B. Dickson** @SaferFoundation  
President & CEO  
Safer Foundation

Victor B. Dickson is the president/CEO of the Safer Foundation in Chicago. The Safer Foundation is a national leader in the fields of community corrections, reentry, workforce development, and criminal justice reform policy and advocacy.

Mr. Dickson's experience includes more than twenty years in the corporate sector with AT&T and Sprint, where he was national vice president of sales support; infrastructure services. In this role Victor led a team of more than 3,500 network systems engineers, software developers, and technical account consultants, supporting national and multinational business clients. His team was responsible for maintaining an \$11 billion revenue stream.

Victor is a member of the Chicago advisory council of the Federal Reserve Bank and of the Illinois human services commission, the Illinois workforce investment opportunity board, and the Cook County commission on social innovation. Mr. Dickson is also a board member of the Chicago Social Enterprise Alliance and Manufacturing Renaissance, and served as a member of the City of Chicago police accountability task force.

Mr. Dickson is a graduate of Roosevelt University in Chicago.

**Mollie Dowling** @MollieBD @oaisouthland  
Executive Director  
OAI, Inc.

Mollie Dowling, executive director of OAI, Inc., holds a MA in community development and has a passion for creative social change that has grown over fifteen-plus years of experience leading large-scale employment and training programs. Dowling has managed a variety of complex federal, state, and private workforce development initiatives serving employers as well as disadvantaged adults and youth, including the successful Calumet Green Manufacturing Partnership. She launched High Bridge, L3C as a social enterprise of OAI, aimed at creating employment opportunities through the installation and maintenance of green infrastructure. She is responsible for all operational oversight at OAI, Inc., including core business and functional disciplines of both OAI and High Bridge. Dowling serves on the board of directors of the Chicago Jobs Council and the Muslim Women's Resource Center, in addition to the Chicago Wisdom Project. She is a beekeeper, an avid runner, and vegetarian home cook.

**Michael W. Frerichs** @ILTreasurer  
Illinois State Treasurer

A certified public finance officer, former Champaign County auditor, and former state senator representing East Central Illinois, Treasurer Michael Frerichs is committed to restoring integrity and transparency to state government. As the state's chief investment officer, Treasurer Frerichs will leverage our investments to not only earn strong returns for taxpayers, but also create good-paying jobs that help families and communities rebuild the American Dream.

**Andrea Kluger** @ChicagoAFLCIO  
Director of Labor Partnerships  
United Way of Metro Chicago - Chicago Federation of Labor

Andrea manages United Way's relationships with Chicago's labor unions, focusing on community engagement and developing opportunities for underserved Chicago communities to access union careers. In 2017, Andrea worked with United Way and the Chicago Federation of Labor to launch Access United, a workforce development program that seeks to increase the number of qualified minority applicants entering union construction careers. Under Andrea's leadership, Access United has grown to include ten community partners across Chicago that provide job-seekers the guidance and resources needed to compete for and succeed in an apprenticeship. Andrea previously lived in New York City, working most recently as a union organizer, for a New York City Council member, and for a union-side lobbying firm. Andrea has a master's degree in public policy and administration from Northwestern University and a bachelor's degree in political science from Vanderbilt University.

**Reverend Anthony Haynes**  
Chairman  
Ministers for Manufacturing  
Chicagoland Manufacturing Renaissance Council

Rev. Haynes is one of the founding members of the Ministers for Manufacturing, which consists of a group clergy and community leaders who advocate for training in precision manufacturing. The Ministers for Manufacturing also support towards job placement and ownership. Rev. Haynes has a bachelor's degree in technical management with a concentration sales and marketing from DeVry University. He has a master's degree in project management from Keller Graduate School of Management, and an honorary doctorate degree in divinity for his work accomplished in the ministry. Rev. Haynes belongs to the River Jordan Ministries in Chicago, Illinois, where Gerald T. Sconyers is the pastor.

**Jeff Madrick** @JeffMadrick  
Director  
The Century Foundation's Bernard L. Schwartz Rediscovering Government Initiative

Jeff Madrick is a fellow at The Century Foundation and director of the Bernard L. Schwartz Rediscovering Government Initiative. He is editor of *Challenge Magazine*, visiting professor of humanities at The Cooper Union, and director of policy research at the Schwartz Center for Economic Policy Analysis, The New School. He is a regular contributor to the *New York Review of Books*, and a former economics columnist for the *New York Times*. Madrick's most recent book, *Seven Bad Ideas: How Mainstream Economists Have Damaged America and the World* (Knopf), was published in 2014 and makes a comprehensive case against

prevailing mainstream economic thinking. He is the author of several books, including *Taking America* (Bantam) and *The End of Affluence* (Random House), both of which were *New York Times* Notable Books of the Year. *Taking America* also was chosen by *Business Week* as one of the ten best books of the year. He edited a book of public policy essays, *Unconventional Wisdom* (Century Foundation) and also authored the book *Why Economies Grow* (Basic Books/Century).

He has written many public policy papers and has written for many other publications, including the *Washington Post*, the *Los Angeles Times*, *Institutional Investor*, *The Nation*, *American Prospect*, the *Boston Globe*, *Newsday*, and the business, op-ed, and magazine sections of the *New York Times*. He has appeared on Charlie Rose, The Lehrer News Hour, Now With Bill Moyers, Frontline, CNN, CNBC, CBS, and NPR. He was formerly finance editor of *Business Week Magazine* and an NBC News reporter and commentator. His awards include an Emmy and a Page One Award. He was educated at New York University and Harvard University, and was a Shorenstein Fellow at Harvard. He is currently at work on a biographical history of the American economy, to be published by Alfred A. Knopf, and a brief work on the purposes of government, to be published by Princeton University Press.

**Brad Markell** @DetroitGearhead  
Executive Director  
Industrial Union Council - AFL-CIO

Brad Markell is the executive director of the AFL-CIO Industrial Union Council (IUC) and chairs the AFL-CIO energy task force. The Industrial Union Council is comprised of eleven unions with over two million members, including nearly one million directly employed in the manufacturing sector. The IUC works to build and advance policy frameworks that support manufacturing in the United States.

Prior to joining the staff of the AFL-CIO, Brad was an international representative with the United Automobile Workers (UAW) in Detroit for fifteen years, where his duties included helping develop and advance the union's positions on energy and environmental policy, and performing costing and financial analysis for bargaining. Brad's board and committee service on behalf of the labor movement has been across a broad array of organizations, including the MIT Lean Aerospace Initiative, the Manufacturing Skills Standards Council, the Coalition for Justice in the Maquiladoras, the Michigan Climate Action Council, the Energy Future Coalition, and many others. Brad has degrees from the University of Michigan and Wayne State University. He joined the UAW in 1976 and is a member of Local 14 in Toledo, Ohio.

**Karin M. Norington-Reaves** @ChiCookWorks  
Chief Executive Officer  
Chicago Cook Workforce Partnership

Karin M. Norington-Reaves is a lifelong public servant with more than twenty-five years of experience in education, law, advocacy, and community and workforce development. In 2012, Karin became the founding chief executive officer of the Chicago Cook Workforce Partnership (The Partnership) upon her appointment by Chicago mayor Rahm Emanuel and Cook County board president Toni Preckwinkle. As CEO and change agent, she led the merger and restructuring of three diverse workforce systems into what is now the nation's most extensive workforce system managed by a non-profit administrative agency.

Karin's recognitions include: the 2016 Excellence in Public Service award by the Civic Federation of Chicago and the Motorola Solutions Foundation; the 2017 Woman of Excellence award from the *Chicago Defender*; the 2018 List of People Shaping Retail's Future Giver award from the National Retail Federation Foundation; and the 2018 Outstanding Achievement in Workforce & Labor award from Illinois state

treasurer Michael Frerichs. Karin holds a JD from Southern Methodist University School of Law in Dallas, Texas and a BA in Spanish Language and Literature from Northwestern University in Evanston, Illinois.

**Patrick Osborne @TMAInfo**

Vice President of Training and Education  
Technology and Manufacturing Association

For nearly seven years, Patrick Osborne has directed the Technology and Manufacturing Association's (TMA) Education Department. During this time, the program has experienced unprecedented growth, increasing both student enrollment and course offerings to its nearly 1,000 member companies. Most notably, Patrick resurrected TMA's storied Related Theory Apprentice Training program, which now has over 150 apprentices enrolled. He also helped to develop TMA's state-of-the-art training lab at its new Schaumburg headquarters. The lab features new CNC equipment, and is an accredited training program by the National Institute for Metalworking Skills (NIMS). He also serves on the NIMS board of directors.

**Dr. Alice J. Palmer PhD**

Former state senator and retired educator  
Co-Chair of the Legislative Committee of the Chicagoland Manufacturing Renaissance Council (CMRC)  
Co-Director, People Programme

Alice J. Palmer is an American educator and politician, and a former Democratic member of the Illinois Senate. Known as a longtime progressive activist, Palmer represented the state's 13th Senate District from June 6, 1991 until January 8, 1997. At the time, the district spanned an economically diverse area and included the Chicago communities of Hyde Park, South Shore, and Englewood. She received her master's degree from Roosevelt University and her Ph.D. from Northwestern University in educational administration, where she co-authored two books and tutored in the Black House. Palmer remained at Northwestern University to serve as associate dean and director of African American student affairs for the next five years.

Palmer was appointed to the Illinois State Senate in June 1991 to fill the remainder of the term of longtime state senator Richard J. Newhouse, Jr., who had retired. She successfully ran for election in 1992 and served a four-year term that ended on January 8, 1997. While in the Illinois State Senate, Palmer initially served on the committee for appropriations, commerce and economic development and the committee for elementary and secondary education and higher education, rising to vice chairperson of commerce and economic development. Palmer was replaced by Barack Obama in the state senate. In 1996, Palmer was hired by the University of Illinois at Chicago as an associate professor in the College of Urban Planning and Public Affairs.

**Robert G. Reiter Jr. @BobReiterJr**

President  
Chicago Federation of Labor

Bob Reiter is the President of the Chicago Federation of Labor, the third largest central labor council of the national AFL-CIO. He previously served two terms as Secretary-Treasurer of the CFL from July 2010 to May 2018. Bob is a third-generation member of the International Union of Operating Engineers Local 150. Bob holds a bachelor's and master's degree in political science from Eastern Illinois University, and a Juris Doctor degree from IIT Chicago-Kent College of Law.



**David Robinson** @MfgRenChicago  
Director of Communications and Organizing  
Manufacturing Renaissance

Prior to joining Manufacturing Renaissance in 2016, David teamed up with the late Henry L. English as the communications director/senior program officer of the Black United Fund of Illinois. While there, Robinson played a leading role in designing and implementing numerous initiatives, including the Safe Passage School Safety program now in use citywide by the Chicago Public School system; the Construction Trades Pre-Apprenticeship Program, which prepared community members for careers in the construction trades; several social entrepreneur business models; and a service and outreach-driven violence abatement program that Chicago Police leadership credited with reducing violent crime in the target area by 33 percent.

David is a proud Morehouse College man with credentials from a DePaul University Egan Center executive management seminar series. He is also a certified conflict resolution specialist and holds a TV studio production certificate from CANTV.

**Juan Salgado** @Chancellor\_Juan  
Chancellor  
City Colleges of Chicago

City Colleges of Chicago Chancellor Juan Salgado has focused his more than twenty-year career on improving education and economic opportunities for residents in low-income communities. As chancellor, he oversees Chicago's community college system, serving more than 80,000 students across seven colleges. From 2001 to 2017, he served as CEO of Instituto del Progreso Latino, where he worked to empower residents of Chicago's Southwest Side through education, citizenship, and skill-building programs that led to sustainable employment and economic stability.

Chancellor Salgado is a community college graduate himself, earning an associate degree from Moraine Valley Community College, prior to earning a bachelor's degree from Illinois Wesleyan University and a masters degree in urban planning from the University of Illinois at Urbana-Champaign. Chancellor Salgado has been nationally recognized for his work, most recently as a 2015 MacArthur Fellow, one of the most prestigious innovation prizes in the United States.

**Andrew Stettner** @pelhamprog  
Senior Fellow  
The Century Foundation

Andrew Stettner is a senior fellow at The Century Foundation. His career as a non-profit leader spans twenty years of experience modernizing workforce protections and social insurance programs at every level, including community organizing, research, policy, and program development. At the National Employment Law Project (NELP), he spearheaded a decade-long effort to realign the unemployment insurance safety net with the needs of the modern workforce that culminated with a multi-billion dollar package of reforms enacted in the Recovery Act in 2009. In 2010, he was elected to the National Academy of Social Insurance in recognition of his leadership in the field and received the Jewish Funds for Justice Cornerstone Award for outstanding contribution to social justice by leaders under the age of forty. After working at NELP, he put his research on the low take-up of social insurance into action, designing and implementing multi-million dollar benefits enrollment initiatives first at Seedco and then at Single Stop USA.



He has published dozens of policy reports and has been frequently cited in media outlets across the country.

He is a graduate of Columbia University where he earned a BA in psychology, and also holds an M.P.P. in public policy from Georgetown University.

**Lizabeth Stuck**

Director-Membership Engagement  
UI LABS @LizabethStuck @UILABS\_

Lizabeth Stuck is the director of membership engagement at UI LABS. In this role, Lizabeth has oversight of the development and execution of the organization's partner engagement strategy, including partner relations, event management, and the development of partner initiatives. Prior to joining UI LABS in April 2015, Lizabeth was the deputy director of the office of advisory committees at the U.S. Department of Commerce. She has also held roles at the U.S. Department of Energy, the U.S. Office of Management and Budget, and the White House Office of Legislative Affairs. Lizabeth has a master's in business from DePaul University and a bachelor's degree in journalism from Indiana University.

**Dan Swinney** @DanSwinney1 @MfgRenChicago  
Executive Director  
Manufacturing Renaissance

Dan founded Manufacturing Renaissance (MR) in 1982 in response to plant closures in the Chicago area. Prior to founding MR, Dan worked for thirteen years as a machinist in the region. He organized Steelworker Local 8787 at G+W Taylor Forge in Cicero, Illinois and served as vice president. Taylor Forge closed in 1983. MR is a not-for-profit consulting and research organization that specializes in developing innovative and effective approaches to community development, business ownership, advanced manufacturing, and education.

Dan went to the University of Wisconsin, graduating with a BA in history in 1967. He writes and speaks regularly for associations, universities and colleges, community development networks, unions, and others interested in promoting advanced manufacturing and its intersection with public interests.

**Erica Swinney Staley** @EricaSwinney @MfgRenChicago  
Director of Operations  
Manufacturing Renaissance

For the last twenty years, Erica has worked serving communities, youth, and social and environmental justice efforts. her most prominent role has been through working with Manufacturing Renaissance (MR) since 2008 to develop, manage, and expand the Manufacturing Connect (MC) program. MC has provided nearly 500 work experiences (internships, job shadows, and summer jobs) in manufacturing for youth on the west and south sides of Chicago. Through MC, youth and young adults have earned nearly 300 nationally-recognized industry credentials and secured 100 full-time jobs, with 80 percent of placements reaching a minimum of ninety days on the job with an overall average retention of ten months. Before joining MR, she worked in California serving low-income communities of color as an organizer and project manager engaging youth and grassroots leadership to address environmental, social, and economic justice

issues. After completing her BA at the University of California Berkeley, Erica served two years in the Peace Corps, Paraguay, and eighteen months in the Americorps. She later earned her MA degree in ecology from San Francisco State University.

**Richard Wallace** @JobsMoveAmerica  
Illinois Campaign Director  
Jobs to Move America

Richard Wallace is a Chicago native and dually an organizer and artist in the fight to end economic violence, in all of its forms. Richard comes to Jobs to Move America with a rich history in grassroots community and labor sector organizing. He gained recognition in Chicago by developing strategic campaigns to build power for Black communities and move decision makers to support policies that build equity for Black and marginalized Chicagoans.

Richard is a graduate of Roosevelt University, where he received their prestigious Matthew Freeman Social Justice Award and where he founded the university's student chapter of the Stop Mass Incarceration Network. He has received many honors throughout his young career, most recently by Atlantic Philanthropies, who inducted him into the Atlantic Fellows for Racial Equity, their inaugural cohort of Atlantic Fellows (2018–2019).

Over the past decade Richard has led numerous campaigns, ranging from public health initiatives to policy reform efforts, to change the conditions of the people most affected by social inequality in Chicago. Richard looks forward to bringing that same energy and determination to the JMA team as the Illinois campaign director.

**Andrea Zopp** @worldbizchicago  
President and CEO  
World Business Chicago

Andrea is the president and CEO of World Business Chicago, where she leads the organization's mission of fostering inclusive economic growth, supporting businesses, and promoting Chicago as a leading global city. Most recently, she served as deputy mayor, chief neighborhood development officer for the City of Chicago. Andrea also served in the U.S. Attorney's office and was the first woman and African American to serve as the first assistant in the Cook County state attorney's office. Additionally, she has held executive leadership positions at several Fortune 500 companies, including Sara Lee, Sears Holdings, and Exelon. As the former president and CEO of the Chicago Urban League, she led the nationally-recognized organization's focus on expanding economic opportunity in underserved communities. Andrea has also held multiple board, civic, and business appointments throughout her career.