



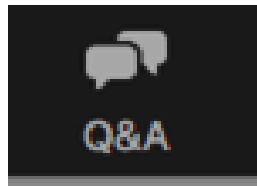
**WORKFORCE
LEADERSHIP
ACADEMIES**

 aspen institute

Albuquerque Workforce Leadership Academy

Applicant Information Webinar 2/14/25

Technology



You may ask questions at any time. Please type your questions into the **Q&A**, and we will address them at the end of the presentation.



Webinar is being recorded. We will share the video and slides for future playback.

Agenda

1. Introduce the Academy Partnership & Facilitation Team
2. What is a Workforce Leadership Academy?
3. Albuquerque Leadership Academy
 - Goals
 - Approach & Methods
 - Opportunity & Investment
 - Participant Qualifications
 - Application Process & Overview
 - Key Dates

Webinar Hosts for Today



Mary Silentwalker

Sr. Director, Work-
Based Learning
CNM



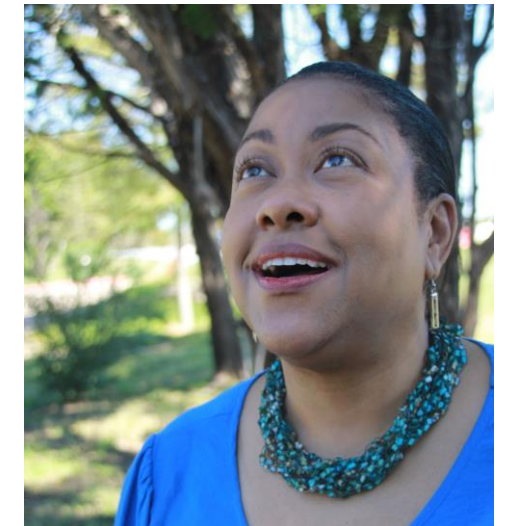
Rachel Snyder

Sr. Workforce Advisor
CABQ



Justin Hilliard

Workforce
Development Liaison
CABQ



Dee Wallace

Senior Fellow
The Aspen Institute

The Aspen Institute, *Economic Opportunities Program*
City of Albuquerque, *Economic Development Department*
Central New Mexico Community College
Local Advisory Council

- Celina Bussey
- Danielle Casey
- Tracy Hartzler
- Joe Hastings
- Shauna Kastle
- Art Martinez
- Monica Martinez
- Alicia Montoya
- Sarita Nair
- Rodney Prunty
- Kelly Roepke-Orth
- Kevin Sourisseau
- Ezra Spitzer
- Ian Stoker
- Ray Trujillo

Thank you to our sponsors...



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City of Albuquerque Workforce Programs



Reengaging Opportunity Youth Network



Central New Mexico Community College





Learn more at as.pn/eop

The Economic Opportunities Program (EOP) advances strategies, policies, and ideas to help low- and moderate-income people thrive in a changing economy. We recognize that race, gender, and place intersect with and intensify the challenge of economic inequality and we address these dynamics by advancing an inclusive vision of economic justice. For over 25 years, EOP has focused on expanding individuals' opportunities to connect to quality work, start businesses, and build economic stability that provides the freedom to pursue opportunity.

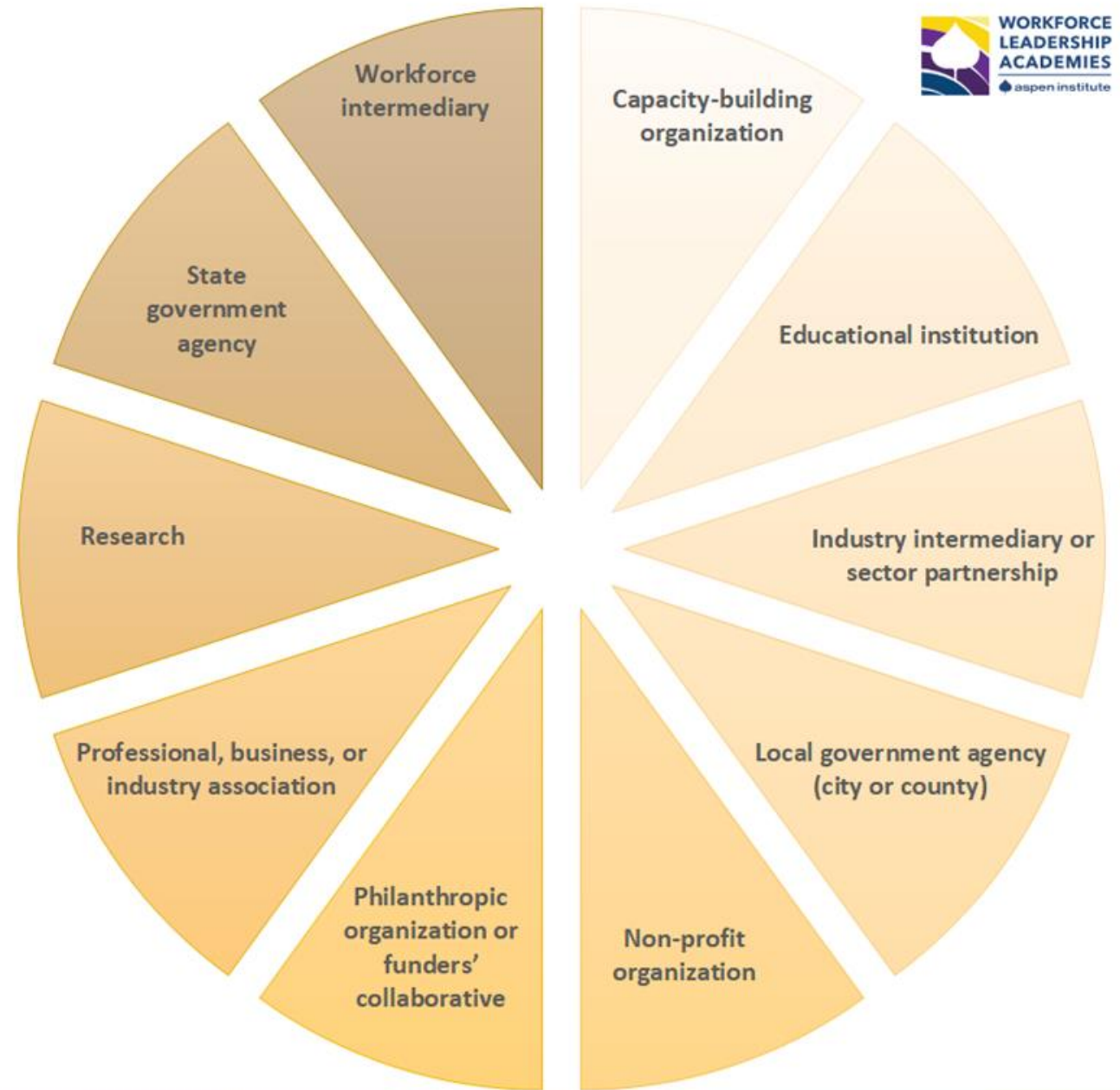


<https://www.aspeninstitute.org/programs/economic-opportunities-program/workforce-leadership-academies/>

What is WLA?

Academies bring together leaders from across the **local workforce ecosystem** into a 10-month Fellowship to deepen networks, strengthen systems leadership skills, apply a race, equity, and systems change framework to leaders' work, and deepen understanding of effective strategies and programs.

Academies provide a forum for local leaders to work collaboratively to identify local and regional systems-based challenges and create shared solutions. In this new set of Academies, Fellows and local delivery Partners will also contribute to the advancement of skills-first talent strategies that increase equity and mobility in local ecosystems and in their own organizations.



Goals

The Academy engages leaders in a ten-month peer learning cohort to:

- expand and deepen **professional networks and partnerships**;
- strengthen organizational and systems **leadership skills**;
- apply a **race and equity lens** to assess and improve workforce services and strategies;
- apply **systems change framework** to Fellows' work; and
- deepen understanding of **effective strategies and programs**.



Approaches

Connections
to other local
leaders

“Away Time”
for reflection
and networks
building

Collaborative
Learning Lab
around local
systems
issues

National Guest
Faculty who
share hard-won
lessons


Organizational
Assessments and
planning

Case studies
of innovative
approaches

360
leadership
development

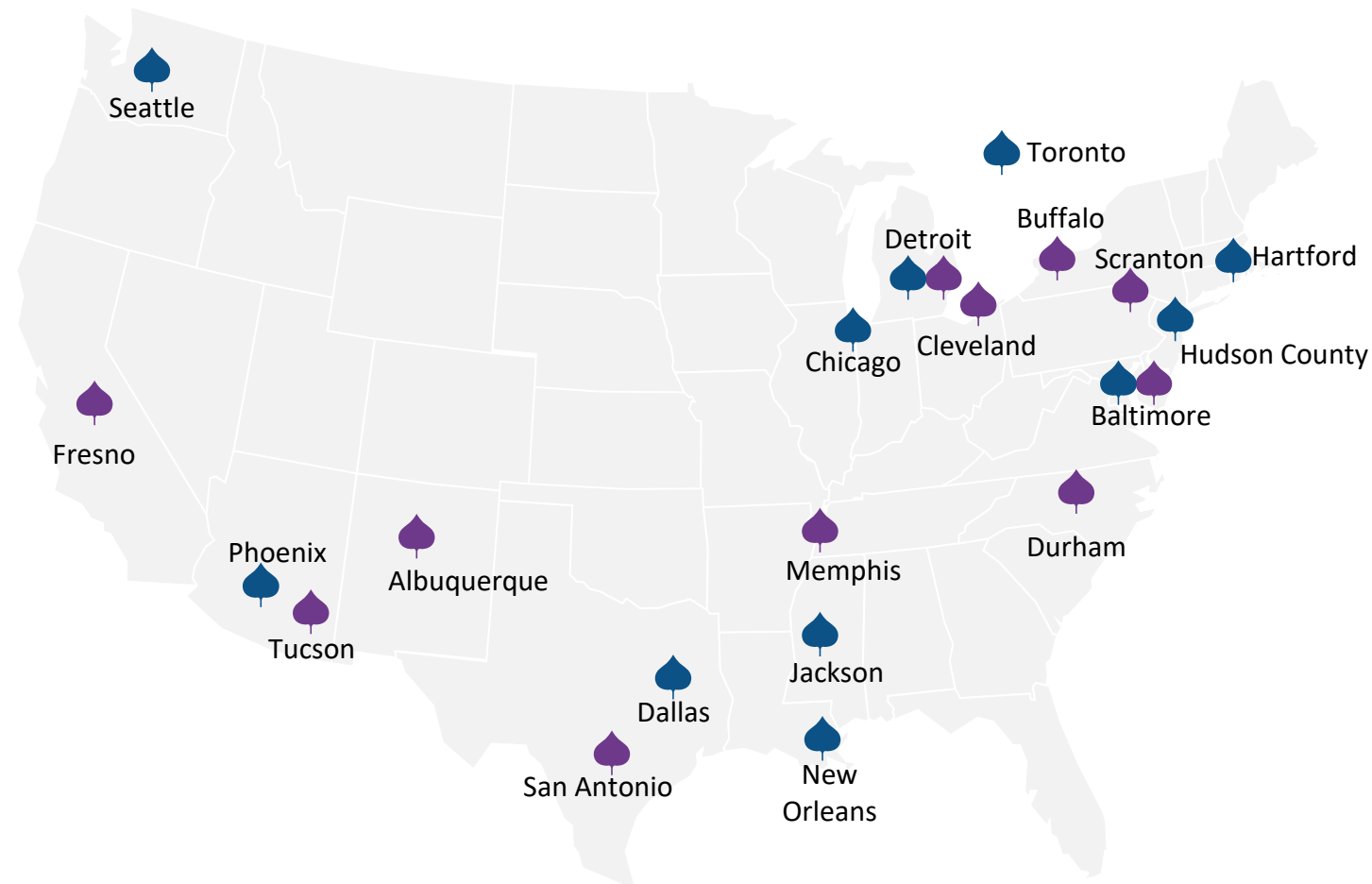


Local Academies



2014-2022

- Baltimore
- Chicago
- Dallas
- Detroit
- Hartford
- Hudson County
- Jackson
- New Orleans
- Phoenix
- Seattle
- Toronto





2024-2025

- Albuquerque
- Durham
- Fresno

2022-2023

- Baltimore
- Buffalo
- Cleveland
- Detroit
- Memphis
- San Antonio
- Scranton
- Tucson

Fellows say...

In Final Reflection Surveys of recent Fellows, the Academy strengthened their ability to:

95% Expand and deepen professional networks and partnerships

90% Apply a race equity lens to assess and improve workforce systems and strategies

93% Work collaboratively to identify local and regional systems-based challenges and create shared solutions

I have also spoken more in my leadership circle at work on using an increased racial equity lens, especially when hiring, increased wages, and looking at who we promote internally.

As a funder, i opened myself up to understand what nonprofits are actually requesting for clients as opposed to what we think they need.

It helped me realize I am not alone in fighting and changing systems, I found a community... and it gave me a lot of hope for (my community) and beyond.

If it had not been for the academy our organization would not have pursued implementing an apprenticeship program. I can honestly say it could have been years before it even got on our radar.

Phoenix 2021 Fellows Collaborate on AI Writing Course

Drawing from an understanding of Arizona's current workforce needs, Fellows [Katie Belous](#) (Director of Product, [Pipeline AZ](#)), [Kim Hanes](#) (Regional Manager, Maricopa County, [University of Arizona](#)), and [Miguel Fernandez](#) (Professor of English and Comparative Literature, [Chandler-Gilbert Community College](#)) came together to launch an innovative new set of first-year college writing composition courses that are now underway across the Maricopa Community College District.

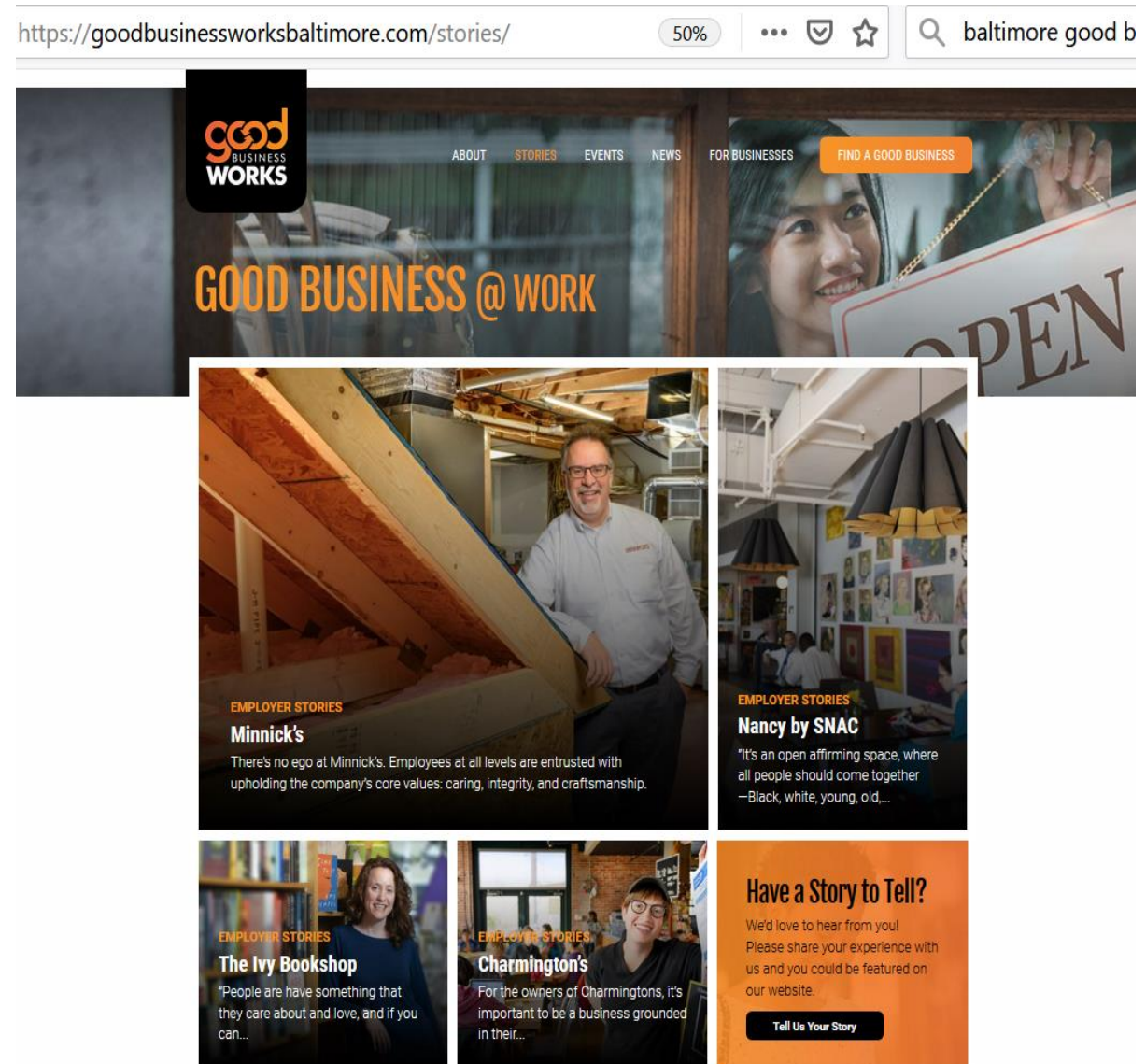


Miguel Fernandez, who spearheaded creation of these courses at his institution, describes the value of the WLA fellowship:
















“...[The other Fellows’] knowledge filled the gaps in my ideas, and their connections started the momentum that, as a frontline faculty, I would likely have missed. I can’t emphasize this enough: the Greater Phoenix workforce Fellowship nurtured the environment and connections that broke the artificial silos between academic and occupational interests and accelerated the reality of the idea of freshman composition courses contextualized for workforce needs in cyber, A.I. and drone.”

<https://www.aspeninstitute.org/blog-posts/phoenix-fellows-collaborate-on-ai-writing-course/>

Baltimore 2017:
 “Move Baltimore residents to quality employment while increasing employer profit by branding the business as a high road employer.”



Recognized as “Fellows” with Profiles on Aspen Site

<p>5 Best Ideas of the Day About Us ▾ Events ▾ Our People ▾ Programs Support DONATE</p>			
<p>        </p>			
 <p>Denise Nicole Johnson GREATER SEATTLE SECTOR SKILLS ACADEMY, CLASS OF 2016 Career & Education Navigator, Port Jobs, Seattle, Washington</p> <p>VIEW PROFILE →</p>	 <p>Jonathan Johnson NEW ORLEANS WORKFORCE LEADERSHIP ACADEMY, CLASS OF 2019 Founder and CEO, Rooted School, New Orleans, Louisiana</p> <p>VIEW PROFILE →</p>	 <p>Philip Johnson TORONTO SECTOR SKILLS ACADEMY, CLASS OF 2016-17 Director of Operations, Hospitality Workers Training Centre, Toronto, ON</p> <p>VIEW PROFILE →</p>	 <p>Marcus Jones DETROIT WORKFORCE SYSTEM LEADERSHIP DEVELOPMENT ACADEMY, CLASS OF 2017 President, Detroit Training Center, Detroit, MI</p> <p>VIEW PROFILE →</p>
 <p>Quishema Jones HARTFORD WORKFORCE LEADERS ACADEMY, CLASS OF 2017-18 Director of Youth and Workforce Development/Data Equality, Urban League of Greater Hartford,...</p>	 <p>Tammie Jones DETROIT WORKFORCE SYSTEM LEADERSHIP DEVELOPMENT ACADEMY, CLASS OF 2017 Vice President, Education and Economic Prosperity, United Way for Southeastern Michigan,...</p>	 <p>Judy Josefowicz TORONTO SECTOR SKILLS ACADEMY, CLASS OF 2016-17 Manager of Neighbourhoods, United Way Toronto, Toronto, ON</p>	 <p>Paige Korbakes CHICAGOLAND WORKFORCE LEADERSHIP ACADEMY, CLASS OF 2019 Central Region Program Director, Upwardly Global, Chicago, Illinois</p>



Albuquerque Workforce Leadership Academy

Opportunity

- Personal and professional leadership
- Individual and organizational capacity building
- Leadership role in systems change and field building
- Community of peers and practice

Investment

- Two, 3-day off-site retreats; 5 online sessions, 4 online labs, 1 in-person day, 1 reception
- Continued learning between sessions; peer work
- Collaborative Learning Lab participation
- Stakeholder Presentation and closing session
- Feedback for learning and evaluation

Fellows Commitment

- A virtual 90-minute online orientation
- An opening three-day retreat (two overnights)
- Five Academy sessions and five Collaborative Labs meetings held during the same week:
 - four sessions online or in-person (full day)
 - four labs held online or in-person (half day)
 - one combined session with lab held in person (full day)
- One leadership 360 assessment process and debrief workshop
- A closing three-day retreat (two overnight stays)
- Collaborative Learning Lab presentations at an in-person stakeholder event and closing session
- Reception event for supervisors and advisors
- Aspen Institute-conducted all-Academies virtual events, including skills- first practices webinars and national exchanges
- Local partners may add additional networking and social events
- Fellows also commit to 1-2 hours of prep before sessions (readings, assessment, videos) and continued learning, application, and collaboration between workshop sessions. In addition, Fellows will engage in nine to 12 hours of collaborative project work across a small team of Fellows.

Fellows Profile

- Located and working within the defined **local area**
- Leaders **across the ecosystem**, from nonprofit organizations, business associations, community colleges and universities, union-based training efforts, and public agencies.
- In leadership position with **decision-making authority** to execute strategies on behalf of their organization.
- Engaged in or planning **workforce development**, including job quality and/or career pathways efforts.
- **Interested in designing and implementing** effective strategies to strengthen their local workforce system.
- **Committed to achieving equity** across race, ethnicity, gender, gender identity, and sexual orientation.
- **Eager for the opportunity** to collaborate with others in their local workforce system, to reflect on their current work, to explore leadership practices, and to gain feedback from colleagues.



**Leaders with authority to implement, across institutional types
Open, Equitable, Broad, Voluntary, Competitive, and Individual (no organization “slots”, not “invitation only”)**

Albuquerque Workforce Leadership Academy Schedule

ACADEMY SCHEDULE										
	<ul style="list-style-type: none"> Fellows Orientation Opening Retreat 		<ul style="list-style-type: none"> 5 Sessions + 5 Labs 360 Leadership Debrief Social and Networking Activity EOP Webinars 					<ul style="list-style-type: none"> Closing Retreat CoLab Stakeholder Event 		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Retreats		Opening Retreat - May 5 - 7						Closing Retreat – November 19-21		
Session-- Tuesday		May 27	June 24		August 27	September 23	October 21			
Lab— Thursday		May 29	June 26		August 29	September 25	October 23			
Other events	Fellows Orientation – April 29			360 debrief – July 15 Networking reception – July 31					CoLab Stakeholder Event – December 16	

Application Content

Materials for submission:

- A completed Intent to Apply Survey and Full Application submitted online
- Your resume and/or link to your LinkedIn page
- Organizational chart
- Letter of reference from a supervisor or external collaboration partner
- Commitment to Participate form signed by you
- Authorization to Participate form signed by your supervisor

There is no charge to apply. An enrollment fee of \$500 is to be paid by your organization, with scholarship subsidy available.

Application Questions:

1. Applicant Contact Information
2. Organization Information: type, size
3. Organizational programs: services provided, populations served, business engagement, job quality strategies
4. Professional Background: your role and responsibilities, future aspirations
5. Personal Leadership & Goals
6. Partnerships & Collaboration: example of a current partnership you have with another organization
7. Demographic Information

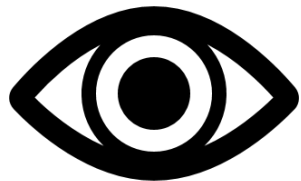
Application Process: Two Steps

Step 1 Start your online Application ASAP (you can return in process).

Step 2 Submit the **Full Application** package by **MARCH 28th, 11:59 PM.**



[ALBUQUERQUE WLA FELLOWS APPLICATION](#)



All documents, including an Academy Overview and a sample Application and supporting forms to preview, are on the Albuquerque website: abqedd.com/wla.

Application Process: Review and Selection

Applications will be reviewed and approved by members of the Local Advisory Council.

Will consider:

- Ability/Authority to implement learning & solutions
- Partnering skills/vision
- Interest and willingness to collaborate across the economic opportunity field
- Commitment to labor market justice
- The impact this opportunity will have on your leadership skills

The Local Advisory Committee is also committed to ensuring cohort diversity in both individual participant demographics and organizational/program representation.

All applicants notified by Monday April 21st, 2025

Questions & Wrap-Up



If you have any questions about the Academy, your eligibility, or the application process, please email:

RACHEL SNYDER, rachelsnyder@cabq.gov

JUSTIN HILLIARD, jhilliard@cabq.gov