

**Benjamin M. Kushner**  
Los Angeles, CA 90046

**PROFILE**

Workforce Analyst and technical assistance specialist with extensive experience coaching recipients of federal grants under the Workforce Innovation and Opportunity Act and the Affordable Care Act.

**EDUCATION**

B.A., Social Sciences, Purchase College, State University of New York, Purchase, NY, 1980

**CERTIFICATIONS AND TRAINING**

ISO 9001:2000 Quality Management Systems – Requirements, 2004

Certified Adjunct, Lee Hecht Harrison, LLC, (Outplacement Services), 2001

Certificate in Adult Career Planning and Development, New York University, School of Continuing and Professional Studies, 2000

**EXPERIENCE OVERVIEW**

More than 18 years of experience in workforce development specializing in capacity building and technical assistance of the community college and public workforce systems through strategic partnership development, conference programming, and the use of Web-based training and communications. Work includes asset mapping and strategic planning, goal setting and best practice identification and its dissemination. As a facilitator with experience that includes the Nominal Group Technique, helped collaborative partners build consensus and implement strategic action plans. After 17 years of experience in the private sector, made a career transition using the services of an employment center funded by the Workforce Investment Act.

**PROJECT EXPERIENCE**

**Capacity Building and Technical Assistance**

Technical Assistance for Regions 3 & 4 and Single-Area States, U.S. Department of Labor, ETA, 2016-2017. Under contract with Maher & Maher, Mr. Kushner has been coordinating ETA's regional technical assistance efforts for the implementation of WIOA. During weekly and monthly conference calls with state and local leaders, subjects have included service integration among Titles I thru IV programs, cost allocation, cost sharing and the establishment of MOUs and Infrastructure Funding Agreements, Regionalism and how to collaborate on sector strategies, career pathways and talent development initiatives, using Registered Apprenticeship to address local and regional workforce challenges, Performance Accountability, and how to interpret and implement recent Training and Employment Guidance Letters (TEGLs) including One Stop Operations, Infrastructure Funding, Competitive Selection of One Stop Operators, Registered Apprenticeship, among others.

Essential Skills Training, SE Missouri Region 5 Pilot, U.S. Department of Labor, ETA, 2016. Under contract with Jobs for the Future, Mr. Kushner was the Senior Subject Matter Expert for this pilot project that adapted existing skills curricula to the needs of local business and economic development leaders in Missouri. Twelve PowerPoint presentations with associated teaching aides were developed to train entry level job seekers and individuals with barriers to employment on such topics as diversity in the workplace, conflict resolution, the appropriate use of technology in the workplace, time management, customer service and maintaining a positive attitude. Materials were developed for use by the staff in Missouri Job Centers and other workforce training sites.

21<sup>st</sup> Century Job Centers: A Practitioner's Guide, Region 6, U.S. Department of Labor, ETA, 2016. Under contract with Jobs for the Future, Mr. Kushner was the Principal Researcher and Author of this resource that was designed to benefit workforce practitioners at American Job Centers and other service providers. The Guide included a compendium of effective career exploration resources available on the Internet such as skill and interest

assessments, skill building and job matching sites. The Guide was presented to workforce system leaders during a Webinar hosted by WorkforceGPS in May, 2016.

Health Professional Opportunity Grants, U. S. Department of Health and Human Services, 2013 - 2015.

With ICF International, Mr. Kushner coached four teams funded by the Affordable Care Act and administered by the Administration for Children and Families, Office of Family Assistance. His technical assistance supports grantees as they provide education, training and employment opportunities to eligible individuals pursuing career pathways in high-demand healthcare occupations.

TriCounty Reentry Coalition, Rockford, IL, U. S. Department of Labor, ETA, 2015.

Subject Matter Expert for collaborative group of education, workforce, justice and community-based organizations. Funded under the White House's Strong Cities, Strong Communities (SC2) initiative, the Coalition increased enrollment of returning citizens into WIA Adult program services and helped them gain access to well-coordinated job training and support services. Using asset mapping techniques, the Coalition identified community resources and improved service integration while reducing redundancies. Key outcomes included a more effective engagement with employers and improved placement rates among job seekers.

Intergovernmental Organization (IGO) Collaborative, U.S. Department of Labor, Employment and Training Administration (ETA), 2009–2010. Mr. Kushner was the Federal Project Officer for collaborative project with IGOs that provided technical assistance to the workforce system on how to maximize goals and outcomes using Federal assistance provided through the American Recovery and Reinvestment Act of 2009. Promising practices were gathered and shared with workforce system stakeholders with the goals of streamlining processes and improving performance outcomes. Technical assistance delivery vehicles included workshops at national conferences, Webinars, and the use of Web-based communities of practice.

One Stop Next Generation, U.S. Department of Labor, ETA, 2008–2009. Mr. Kushner was the Contract Officer Technical Representative (COTR) for capacity building and technical assistance project that analyzed the key functions of a One Stop Career Center to offer process, structural, and operational recommendations to the incoming administration and to workforce system practitioners.

Promising Pathways Initiative, U. S. Department of Health and Human Services, 2011–2012. With ICF International, Mr. Kushner coached a team in Wyoming funded by the Administration for Children and Families, Office of Family Assistance. He assisted the grantee in their development of a logic model, tying it to performance measures and reporting. This work improved the program's grant management, built their program capacity and will sustain their work by aggressively pursuing funding opportunities and policy development.

Points of Entry Initiative, U.S. Department of Education and the Open Society Foundations, 2011–2012. Under contract with Kratos Technology and Learning Solutions, Mr. Kushner coached teams that were selected among grantees funded by the Office of Vocational and Adult Education to provide education, training, and employment services to incarcerated individuals before and after their release from prison or jail. He has provided technical assistance on the development and use of program implementation plans, how to consider cognitive behavioral treatment options, and the development of seamless transitional education and career services for ex-offenders.

The National Association of Manufacturers Endorsed Skills Certification System, The Manufacturing Institute, 2012 –Present. Under contract with the Manufacturing Institute, Mr. Kushner is promoting the use of skills certification and professional credentials. At the Institute, Mr. Kushner is delivering technical assistance and facilitating strategic partnerships among colleges, high schools, manufacturers and communities to ensure that curriculum is aligned with industry standards and to advance employment opportunities for job seekers at all skill levels, college graduates, incumbent workers and transitioning military personnel.

Registered Apprenticeship and Pre-Apprenticeship Programs, U.S. Department of Labor, ETA, 2010–2011. Under contract with Performance Excellence Partners (PEP), Mr. Kushner provided technical assistance to grantees under ETA's Women in Apprenticeship and Nontraditional Occupations (WANTO) program. Technical assistance included how to address the specific needs of women in trade occupations, how to strengthen local partnerships with support services and the importance of working with a Registered Apprenticeship sponsor organization. A

toolkit of PowerPoint presentations and other promotional items were developed to promote Registered Apprenticeship and its connection to pre-apprenticeship training.

Reintegration of Ex-Offenders, Generation Four, U.S. Department of Labor, ETA, 2011–2012. Under contract with Performance Excellence Partners (PEP), Mr. Kushner coached three grantees that provide career, education and support services to incarcerated individuals before and after their release from prison or jail. Through site visits and regular contact with grantees, this coaching helped them create and implement project plans to meet the established performance goals under their grants.

Strategic Partnerships for a Competitive Workforce, U.S. Department of Labor, ETA, 2006–2007. While employed at Workforce Strategy Center and DTI Associates, Mr. Kushner was responsible for program planning and agenda development for this collaborative effort between the Departments of Labor and Education. He focused on developing career pathways for health care and manufacturing job seekers and students. The content and curriculum shared with community college grantees helped to create new regional collaboration among economic development, education, workforce, and high-growth industry partners.

Collaboration Institute, U.S. Department of Labor, ETA, 2008. Mr. Kushner served on the planning committee representing ETA for this collaborative effort with the Department of Health and Human Services, Administration for Children and Families, Office of Family Assistance. The Institute's content and curriculum examined opportunities to integrate the local activities of the workforce system, administrators of Temporary Assistance for Needy Families, and the Office of Child Support Enforcement. Local teams returned home with action plans to enhance integration of systems and to foster stronger collaborative ties to their social service counterparts.

Student Achievement in Reading (STAR) Regional Meeting, U. S. Department of Education, OVAE, 2012. Under contract with Kratos Technology and Learning Solutions, Mr. Kushner served as a group facilitator for three regional meetings of practitioners and administrators engaged in evidenced-based reading instruction through OVAE's STAR program. STAR utilizes Federal and State resources to improve reading skills for adult students in the intermediate reading level, grade equivalents 4–8.9. State teams reviewed their implementation plans and established action items for the next calendar year.

### **Web-based Training**

Workforce3One knowledge-sharing Web site, U.S. Department of Labor, ETA 2007–2010. Mr. Kushner co-led the team that managed content for ETA's web-based learning platform, Workforce3One and its on-line virtual communities of practice.

### **SELECTED PUBLICATIONS AND PRESENTATIONS**

Author, "President's High Growth Job Training Initiative, Automotive Services Sector, Identifying and Addressing Workforce Challenges", May, 2005.

Principal Researcher and Author: "Strategies to Serve the Reentry Population in Rockford, IL", May 2015.

Principal Researcher and Author: "21<sup>st</sup> Century Job Centers: A Practitioner's Guide", May 2016.

### **AWARDS**

It's Your Ship Award, Awarded by Assistant Secretary of Labor, ETA for the Energy Skilled Trades Summit, 2008  
It's Your Ship Award, Awarded by Assistant Secretary of Labor, ETA for Driving Transformation Forums, 2009  
Secretary's Exceptional Achievement Award, Department of Labor, for the Energy Skilled Trades Summit, 2008  
Secretary's Exceptional Achievement Award, Department of Labor, for the Technical Assistance Cross-Agency Coordination Team, 2011

## EMPLOYMENT HISTORY

ICF International	Expert Consultant	2010–Present
Maher & Maher	Subject Matter Expert	2013–Present
Jobs for the Future	Subject Matter Expert	2015–Present
The Manufacturing Institute	Consultant on call	2012–2015
Kratos Technology and Training Solutions	Consultant/Facilitator	2011–2012
Performance Excellence Partners	Workforce Analyst	2010–2012
U. S. Department of Labor Employment and Training Administration	Workforce Analyst	2007–2010
Independent Contractor	Workforce Analyst/Consultant	2006–2007
Workforce Strategy Center	Senior Associate	2005–2006
DTI Associates	Senior Policy Analyst	2003–2005
Currier McCabe and Associates	Contractor/Consultant	2001–2003
Consortium for Worker Education	Job Developer	1998–2001
Private Sector Employment	Marketing Specialist/Commodities Trader	1980–1998