

GAN PANEL

Monday, June 24 | 10:00am – 10:45am

Learning Circle Room N234

Moderated by Kathleen Elsig

Does work-based learning really pay off?

Together with our panelists – Jillian Walsh, Zurich insurance; Marina Levin, Randstad Argentina; Linda Hogan, Rolls Royce; Paul Champion, TranzEd, we'll unpack this question and look at how companies measure the return on investment (ROI) of work-based learning approaches, such as apprenticeships. We'll also explore whether work-based learning increases workforce diversity and enables companies to tap into hidden talent pools.

This panel is taking place within the framework of the GAN's international initiative, [SkillingNow](#), which aims to open-up the discussion on skilling for a future of good work by providing a platform for an interactive, global dialogue on a series of selected key themes

PANELISTS



Marina Levin, Randstad Argentina

Marina Levin is Randstad Argentina's *Manager for Public Affairs and Sustainability* with more than 10 years of experience in Marketing and Communication. Today, she accompanies Randstad Argentina in transforming its business to create greater impact in the communities where the company is active. Barrio 31 is one of the largest and most visible slums in Argentina with an estimated population of 40,000.

The Government of the Autonomous City of Buenos Aires has launched an initiative to reduce the area's poverty, improve the residents' quality of life and lead the way for housing and urban integration. Several private companies participate in the initiative through labor inclusion of the area's vulnerable population. By offering employment and work-based learning opportunities that might contribute and intervene in the processes of poverty alleviation, they expand their business and market opportunities. Randstad Argentina together with GAN Argentina are implementing a study on the employability of Barrio 31's residents to know the economic and organizational impact they may generate in companies. The idea is to identify proven and functioning practices that have the potential to multiply stakeholders' interest in participating, joining their peers to generate social impact and labor innovation, while developing the talent they need.

Paul Champion, TranZed Apprenticeships



Paul Champion has a professional background in education, skills, Apprenticeships, enterprise policy and implementation, spanning over two decades within public, for profit and nonprofit. He is the President and CEO of a non-profit "Modern Apprenticeship" intermediary and management consultancy, TranZed Apprenticeships. Based in Maryland but with apprenticeships and technical support programs across 6 States, Paul is totally focused to helping employers, workforce agencies, States and the Federal Government expand the number of high-quality modern apprenticeships across America. Paul has advised several multi-national corporations and

overseas governments on global workforce development issues. He has written several influential publications and blogs. Paul is regularly called upon to contribute to international government policy around apprenticeship reforms and development. His international work includes projects in Europe, China and Hong Kong developing viable and robust Apprenticeship models to tackle youth unemployment and skills shortages along with developing legislative policy. Paul is the founder of apprenticeshipblog.com, Apprenticeships 4 America and Open 4 Apprenticeships. He is leading the way to support the 4th Industrial Revolution through an “Apprenticeship Revolution”. His key focus is to work towards an American Hiring policy that looks at every open job and asks “would an apprentice be able to fill this role”.



Jillian Walsh, Zurich North America

Jillian Walsh is Assistant Vice President/Employee Experience & Culture Consultant at Zurich North America, a leading multi-line insurer that serves customers in global and local markets. Walsh leads and facilitates management development programs focused on strengthening people manager skills. She also co-directs the Zurich Apprentice Program, the first insurance apprentice program to be certified by the U.S. Department of Labor. Previously, Walsh managed Zurich North America’s community investment and employee engagement function. In 2018, Zurich employees completed 360 service

projects benefitting 140 nonprofits.

Walsh is a visionary catalyst who believes in the power of appreciation and creating memorable events that infuse meaning and purpose. It is this vision that is woven throughout her diverse career in the consulting, collegiate and corporate environments. She has also served with several nonprofits including Hands On Suburban Chicago, Insurance Industry Charitable Foundation and Junior Achievement. Walsh has a Bachelor’s degree from the S.I. Newhouse School of Public Communications and a Master’s degree in Higher Education from Syracuse University.



Linda Hogan Rolls Royce

Linda M. Hogan is a Learning Advisor and Grants Manager with NIIT and has consulted to Rolls-Royce since 2011. She developed and leads the Registered Apprenticeship programs at the Rolls-Royce site in Prince George, Virginia. She has more than 25 years’ experience in strategic learning and business performance improvement in manufacturing globally. Hogan joined NIIT in 2018. She has provided technical training and grants management expertise to Rolls-Royce sites in Virginia, California, Indiana, Massachusetts, Minnesota, Mississippi, Ohio, Brazil, and Canada. Hogan has an M.S. in

Management & Organizational Development, is a Certified Performance Technologist (CPT) from the International Society for Performance Improvement, and Project Management Professional (PMP).