

International Conference on Innovations in Apprenticeships

SPEAKERS' BIOGRAPHIES

**Ashwani Aggarwal**

Senior Skills and Employability Specialist, Skills and Employability Branch, Employment Policy Department, ILO

Dr. Ashwani Aggarwal is the team leader for ILO's thematic work area on Work-based Learning, Apprenticeships and Recognition of Prior Learning. He holds a Ph.D. degree in TVET policy, system and institutions, and has advised more than 50 countries in improving skills and youth employment policy and programmes including apprenticeships. He previously worked as ILO's Youth Employment Coordinator and Senior Skills Specialist in Africa. Overall, he has 34 years of experience of working with the private sector, government and international organizations.

**Mohammad F. Al Mussaed**

Representative of the Council of Saudi Chambers

Mr. Mohammad Al Mussaed is expert in human capital and law, he is currently a member of various government committees such as Riyadh training and recruitment center, the National Policy for the Elimination of Child Labor Committee and Human Resources and Labor Market Committee at Riyadh Chamber of Commerce.

He holds a bachelor degree in law from King Saud university and currently work as Human Capital General Manager and legal counsel in the private sector.

**Polina Ananchenkova**

PhD, Associate Professor, Professor of the Department of nonproduction sphere and social technologies of the Academy of Labor and Social Relations

Dr. Polina Ananchenkova is expert in modernization of the national education system. Recent research topics include formation of an innovative system of professional training, corporate education, corporate-university cooperation.

She holds a doctorate degree in economy and sociology in Academy of Labour and Social Relations (Moscow, Russia).

**Michael Axmann**

Senior Specialist for Enterprises, Productivity and Skills Development, ILO CINTERFOR

Michael Axmann is Senior Expert in Enterprise, Productivity and Vocational Training in ILO/Cinterfor in Montevideo, Uruguay. Recent research topics include on quality apprenticeships and vocational teacher training. He has a Master Degree in Economics from the University of Bielefeld in Germany and is currently enrolled in the doctoral programme in Vocational Education at the University of Bremen in Germany.

Mr Axmann manages the quality apprenticeship programme of the ILO in Latin America and the Caribbean (LAC). His role involves policy advice on quality

apprenticeship design and implementation to currently 29 member countries of ILO/CINTERFOR in LAC. He previously worked in ILO HQ in the Employment Department as Senior Specialist for Skills Development Policies.



Hanka Boldemann

Program Officer, J.P. Morgan Global Philanthropy

Ms. Hanka Boldemann is part of J.P. Morgan's Global Philanthropy team where she manages the firm's philanthropy commitment to expanding economic inclusion in Italy, Spain, Poland and Latin America. She also drives the development of J.P. Morgan's signature jobs and skills initiatives, New Skills at Work and New Skills for Youth, across Europe and Latin America.



Jeff Bridgford

Visiting Senior Research Fellow, School of Education, Communication and Society, King's College London

Dr Jeff Bridgford was the founding Director of the European Trade Union College, the education and training wing of the European Trade Union Confederation. He represented the ETUC on a number of EU consultative bodies, notably the Advisory Group of the European Qualifications Framework (EQF). More recently he was an Apprenticeships and Work-Based Learning Specialist in the Skills and Employability Branch of the International Labour Organisation.



Anna Byhovskaya

Senior Policy Advisor, Trade Union Advisory Committee to the OECD

Ms. Anna Byhovskaya is a senior policy advisor to the Trade Union Advisory Committee to the OECD (TUAC) covering innovation and technology policies, the digital economy and the Future of Work and Skills, the OECD Ministerial Council, as well as the G20 and G7 processes jointly with the International Trade Union Confederation (ITUC). She worked as a policy coordinator on the Global Partnership for Effective Development Cooperation (GPEDC), at the OECD and as a TV journalist in Paris and Berlin.



Borhene Chakroun

Chief of Youth, Literacy and Skills Development Section, UNESCO

Borhene Chakroun is an engineer and has a PhD in Education Sciences from Bourgogne University in France. His academic work focuses on the recognition and validation of prior learning and qualifications. Borhene worked, during the 1990s, as trainer, chief trainer, TVET project manager. He has also worked as short-term consultant for the EU, World Bank and other international organisations before joining the European Training Foundation (ETF) in 2001. At the ETF, Borhene worked as Senior Human Capital Development specialist. He has also coordinated the ETF's community of practice on National Qualifications Frameworks and Recognition of Qualifications. He is today Head of the section in charge of TVET at UNESCO and is leading the implementation of the UNESCO TVET strategy adopted

in 2016. He coordinated the organisation of the Third International Congress on TVET in Shanghai in 2012. Borhene has conducted a range of policy reviews and TVET systems diagnosis in different contexts. He has authored and co-authored various articles and books in the field of TVET and skills development. Much of his most recent work focuses on global trends in reforming TVET systems and global agenda for skills development in the context of the 2030 Sustainable Development Agenda.



Kazutoshi Chatani

Skills Development Officer, ILO

Mr Kazutoshi Chatani is skills development officer for Skills and Employability Branch of ILO's

Employment Policy Department. He manages development cooperation projects on apprenticeships and contributed to ILO publications on this topic. Previously, he served the ILO Country Office for Indonesia and specialized in the Indonesian labour market and human capital development. Prior to his work in Jakarta, he served Economic and Labour Market Analysis Department of the ILO HQs.



Brigitte Colarte-Dürr

Senior policy advisor, Swiss Agency for Development and Cooperation (SDC)

Ms. Brigitte Colarte-Dürr is a Senior policy advisor for Employment and Income, responsible for Vocational Skills Development at the SDC. Her role involves the strategic guidance, thematic quality assurance and advisory services to SDC's operations as well as the management of the thematic network. Previously, Brigitte was held a management position within the Center for Development and Cooperation of the Bern University for Applied Sciences, responsible for VET collaborations. Prior to this, she worked in Private sector development with UNDP.



Paul Comyn

Senior Skills and Employability Specialist, Skills and Employability Branch, Employment Policy Department, ILO

Paul Comyn has over 30 years experience in TVET and skills development as a technical specialist and consultant in the public and private sector working across a wide range of industry sectors. He has worked on various assignments in a number of countries including Australia, New Zealand, China, India, Pakistan, Ghana, Uganda, Papua New Guinea, Fiji, Nepal, Sri Lanka, Afghanistan and Bangladesh. He has a PhD in vocational education and training policy and has authored various journal articles and book chapters on the topic. His interests include skills policies and industry engagement in skills development. He has worked for the ILO for the past ten years and in 2015 transferred to Geneva after five years based in New Delhi as the Senior Skills Specialist for South Asia.



Sian Cooke

Apprenticeships Senior Policy Advisor, Department for Education UK Government

Ms Sian Cooke leads policy work to accelerate the transition from qualification-based apprenticeship frameworks to new employer-designed standards in the UK. In previous roles she has worked on the UK's Industrial Strategy, as a deputy clerk in the House of Commons, and on basic maths and English skills policy. Prior to joining the Civil Service, Sian was a secondary school teacher of modern European languages, and holds a degree in modern and medieval languages from the University of Cambridge.



Marcelo Cuautle Segovia

Programme Officer, ILO

Marcelo Cuautle Segovia is Programme Officer at the ILO Skills and Employability Branch. At present, he coordinates the Skills that Work Project to research and promote quality apprenticeships. Previously, he was technical officer in the ILO Youth Employment Programme and focused on the analysis of youth employment policies and school-to-work transitions. Marcelo first joined the ILO to support the analysis of national employment policies at the Country Employment Policy Unit. He is also interested in migration issues, project management and public-private-partnerships for development.



Matthäus Fandrejewski

Member of the Steering Committee of the European Apprentices Network (EAN)

Matthäus started off his career through an apprenticeship in the period 2006-2009 within the German public administration and subsequently took on a position in a migration office, where he worked for 6 years. At the same time in 2006, Matthäus joined a trade union and has actively been developing youth policies on several political levels ever since. Over those 6 years he was also active in the workers council and the young workers council (*Jugend- und Auszubildenden Vertretung*) in the public administration he was working in.

In 2015 he decided to study again and enrolled in the Berlin School of Economics and Law where he has pursued Business Administration with a focus on Human Resources. Since 2017, he has been studying 'International People Management' at the ESCE – Paris International Business School.



Shea Gopaul

Executive Director, Global Apprenticeship Network

Shea Gopaul is the Founder and Executive Director of the Global Apprenticeship Network (GAN), a coalition of companies and organizations addressing the skills mismatch and youth unemployment crisis. GAN has 217 global members and 13 national networks across 4 continents, collectively aiming to create over 20 million opportunities for youth by 2020. With over 20 years of experience in the UN system (ILO, UN, WHO), Shea led the ILO Study that resulted in the development of the GAN, worked at the senior level in areas of youth employment, strategic planning, human resources, external relations management and public-private partnerships. She is recognized as an IZA Fellow, is a member of the G20/B20 Employment and Education Taskforce and an International Gender Champion. Shea has worked in the public and private

sectors in Mauritius, Gabon, Morocco, the U.S. and Switzerland. An accomplished classical ballet dancer, she remains active in the art world and serves on the Board of Directors of Battery Dance Company in New York, which uses dance to foster intercultural exchange and understanding. Shea holds a Master's degree in International Education from Columbia University, an Honorary Doctorate degree in Humane Letters and undergraduate degree from Point Park University.



Hang Ho

Head of Global Philanthropy in Europe, Middle East, Africa and Latin America, J.P. Morgan

Ms. Hang Ho is EMEA and LATAM Head for Global Philanthropy at J.P. Morgan where she oversees the strategy and execution of J.P. Morgan's economic inclusion agenda across 22 countries. This includes a portfolio of programmes working to improve skills, employment and financial health outcomes for underserved individuals and communities through the combination of J.P. Morgan's financial and non-financial resources, in partnerships with governments, non-profit and private sector organisations. Outside JPM, Hang is the Deputy Chair of the Mayor's Skills for Londoners Taskforce which shapes London's new skills strategy.



Helen Hoffmann

Policy Officer for Vocational Education and Training (VET), Directorate-General for Employment, Social Affairs and Inclusion, European Commission (DG EMPL), Brussels

Ms Helen Hoffmann has been working as a Policy Officer for Vocational Education and Training in the Directorate-General for Employment, Social Affairs and Inclusion of the European Commission since February 2015. Her role involves further developing and implementing EU VET policies. She previously worked as a Social Affairs Adviser for an European employers' association, as well as the British Embassy in Berlin. She studied at the University of Sussex in Brighton (UK) and Institute of Political Science in Lyon (FR).



Christine Hofmann

Skills and Employability Specialist, Skills and Employability Branch, ILO

Christine Hofmann is a Skills and Employability Specialist in the ILO's SKILLS Branch in Geneva, with a focus on social inclusion. From 2013-18, she worked as Skills Specialist in the ILO Decent Work Team in Cairo, supporting ILO constituents and projects in the areas of youth employment, apprenticeship, ALMPs, skills policies and systems, rural skills training, and skills anticipation in twelve North African countries. Prior to that, among others, she conducted research on informal apprenticeship for the ILO, and developed a *Resource guide on upgrading informal apprenticeship in Africa*.



Kwak Kyong-Rim

Deputy Director, HRD Service of Korea

Ms. Kyongrim Kwak has been working for HRD Service of Korea since 2008. She has master's degree in Education. She has participated in developing a number of National Competency Standards as a facilitator. Also, now she is in charge of designing guidelines to develop and accredit dual-system training program by using National Competency Standards.



Juan Carlos López Villarreal

Board Delegate, Mexican Model of Dual Training, Employers' Confederation of the Mexican Republic

Juan Carlos López Villarreal is the Chairman of the Management Board of *Grupo Industrial Saltillo*. He serves as Board Delegate of the Mexican Model of Dual Training for the Employers' Confederation of the Mexican Republic (COPARMEX). Mr López Villareal chairs the Board of the Monterrey Institute of Technology and Higher Education, Campus Saltillo. He is member of the Board of Grupo Senda and ARCA Continental. Mr López Villarreal is member of the Regional Board at the National Bank of Mexico (BAMANEX) and Banorte Financial Group, and serves at the CitiBanamex Advisory Board.



Anthony Mann

Senior Policy Advisor for Vocational Education and Adult Learning, OECD

Dr Anthony Mann, head of the team for Vocational Education and Training and Adult Learning at the Organisation for Economic Co-operation and Development (OECD) in Paris.

Over the last decade, Anthony's team has undertaken more than 50 country reviews and produced numerous thematic studies, most recently on work-based learning. Anthony joined the OECD in 2017 from London-based charity, Education and Employers. Previously, he spent a decade as a policy official at the English Department for Education and, before that, as a university lecturer. Anthony is lead editor of *Understanding Employer Engagement in Education* (Routledge, 2014) and *Essays on Employer Engagement in Education* (Routledge, forthcoming). On twitter, he is @AnthonyMannOECD.



Melanie Mulholland

Human Capital & Skills Development Executive at SEIFSA

Melanie Mulholland joined SEIFSA in 2010 as the Skills Development Manager. She has more than 20 years' experience in training and development as well as extensive skills development experience, having worked at BANKSETA for eight years. Melanie is passionate about skilling the youth of today for tomorrows future.

Melanie holds a BA Degree in Human and Social Sciences. She also holds a higher certificate – Leadership Development Programme from GIBS and numerous professional training courses qualifications. She is a registered as a HR Professional specialising in Learning and Development with SABPP and is a registered Skills Development Practitioner with ASDSA. Melanie represents

business' interests at various platforms such as Merseta, BUSA, SASCE and African Academy.



Alex Nikielski

Electromechanical Technician, Australian Apprenticeships Ambassador

Mr Alex Nikielski started his vocational education and training (VET) through an Australian School-based Apprenticeship (ASbA) in Electrotechnology, studying at St Patrick's Technical College in Adelaide, Australia. Alex sought to advance his career by completing a Diploma of Electrical Engineering in 2016, working in automation and industrial services throughout his training. Alex attributes the transferable skills he gained through his qualifications as helping him take his career to France where he now works as an Electromechanical Technician performing maintenance on machines responsible for aircraft turbine machinery.



Sangheon Lee

Director, Employment Policy Department, ILO

Sangheon LEE is the Director of the Employment Policy Department (EMPLOYMENT) of the ILO which leads ILO's action for promoting full and productive employment by developing integrated employment, development and skills policies.

Before his current position, he was the Special Adviser to the Deputy Director-General for Policy on Economic and Social Issues (2014-18), providing advice on analytical work, policy development and advocacy across a range of economic, employment and social issues as well as coordinating ILO's work at multilateral fora such as G20, G7, and BRICS.

Mr. Lee has written extensively on economic, employment and labour issues, including articles in the *International Labour Review* and *Socio-Economic Review*, as well as editing volumes under the global research project of *Regulating for Decent Work* (Palgrave Macmillan) and other research projects. He is also one of the main authors of ILO flagship reports such as the *Global Wage Report* and the *World Employment and Social Outlook*. He co-authored *Working Time around the World* (2007 Routledge).

Mr Lee holds a PhD in Economics from Cambridge University.



Srinivas B Reddy

Chief, Skills and Employability Branch, ILO

Srinivas B Reddy is Chief of Skills and Employability Branch at ILO Geneva since January 2018. Prior to taking up this position at ILO Headquarters, he was Country Director of the ILO Country Office in Bangladesh during 2013 to 2017. He has previously been a senior advisor on Technical and Vocational Education and Training and Skills Development Specialist and has worked in ILO offices in India, Indonesia and Bangladesh. Mr. Reddy's professional career in Industrial relations, skills development and general management has spanned over 30 years. He has had extensive experience as skills development specialist and industrial relations expert working with wide range of partners including employers and workers organizations having previously been employed by the Government of Andhra Pradesh in India, before joining the ILO. Mr. Reddy has gained a wide range of skills and experience in skills development, social dialogue, human resource and general management.



Kevin Rowan

Director, Unionlearn

Kevin Rowan is Head of Organisation, Services and Skills at the TUC and Director of unionlearn. He leads for the TUC on skills, public services, trade union renewal, health and wellbeing, regional policy and trade union education.

Prior to taking up his appointment Kevin Rowan was the Regional Secretary of the Northern TUC and before that worked for the GMB trade union and in trade union education.

Kevin is a member of the Council of City and Guilds, a non-executive director of the Health and Safety Executive, a council member of Ruskin College, Oxford, and a visiting fellow of Northumbria University.



Guy Ryder

Director-General, ILO

Born in Liverpool (UK) in 1956, Mr Ryder studied Social and Political Sciences at the University of Cambridge and Latin American Studies at the University of Liverpool. He started his professional career in 1981 as assistant at the International Department of the Trade Union Congress in London.

From 1985, he held the position of Secretary of the Industry Trade Section of the International Federation of Commercial, Clerical, Professional and Technical Employees (FIET) in Geneva. In 1988, Mr Ryder became Assistant Director and – from 1993 - Director of the Geneva office of the International Confederation of Free Trade Unions (ICFTU).

Mr Ryder first joined the International Labour Organization in 1998 as Director of the Bureau for Workers' Activities and, from 1999, as Director of the Office of the Director-General.

In 2002, he was appointed General Secretary of the ICFTU. He was elected as first General Secretary of the International Trade Union Confederation (ITUC) when it was created in 2006. He headed international trade union delegations to high level talks with the UN, IMF, World Bank and WTO and to the G20 Leaders' Summits.

In September 2010, Mr Ryder came back to the ILO in Geneva as Executive Director, responsible for international labour standards and fundamental principles and rights at work. Mr Ryder was elected as ILO Director-General by the ILO's Governing Body in May 2012 and was re-elected as ILO-DG on 7 November 2016.



Roberto Suárez Santos

Acting Secretary General, International Organisation of Employers

Roberto Suárez Santos was appointed Deputy Secretary-General at the IOE Secretariat in December 2012. He is a trained lawyer with experience in European and international labour law, as well as in international relations. Within the IOE, he is mainly in charge of managing, coordinating and supporting the business presence at the ILO.

Prior to his appointment, Roberto was based in Tunisia, working as the ILO Programme Director for the promotion of youth employment in the Maghreb region. Before that, he worked at the Spanish Confederation of Employer's

Organisations (CEOE) in various capacities ranging from comparative labour policies and labour relations to youth unemployment and social and employment policy. His most recent position at the CEOE was as Head of European and International Social Policy, where he managed, implemented and evaluated social and youth employment projects.

Roberto has also been involved in academia. He has taught European Social Law as an associate professor at both the Universidad Complutense de Madrid and the Universidad Pontificia de Comillas in Spain.

Roberto was a member of the European Social Dialogue Committee and has also worked as President of the CSR group for the European employer's organisation, BUSINESSEUROPE. He was BUSINESSEUROPE's Vice-President for Labour Affairs for several years and has been the spokesperson for European employers at Euromed meetings such as Marrakech (2009) Barcelona (2010) and Brussels (2011). Roberto was Vice-President of BIAC's Employment and Labour Affairs Committee, and has also been a member of various follow up committees for the European Social Fund and the EU Economic and Social committee.

He speaks English, Spanish and French.



Bettina Schaller

Global Head of Public Affairs, The Adecco Group

Bettina Schaller oversees the Group Public Affairs activities of the Adecco Group, encompassing regulatory and policy issues and the Adecco Group's memberships in Employers' Associations at global and European scale.

She is a Board Member of the World Employment Confederation (WEC) and President of WEC Europe. She is Vice-Chair of the OECD BIAC ELSA COM, a Member of the B20 Employment and Education Task Force, supports the Global Forum on Migration & Development (GFMD) Business Mechanism efforts, sits as Steering Group Member on the World Economic Forum (WEF) "Education, Gender and Work" System and acts as Company focal point for the Global Apprenticeship Network (GAN).

Bettina is a 2011 Young Leader of the American Swiss Foundation (ASF) and a Member of the ASF Young Leader Alumni Foundation Board.

In 2017, Bettina was named a "Staffing 100 Europe Influencer" and into the International 50 of the "Global Power 100 – Women in Staffing".



Regula Schegg

Chief Operating Officer, Global Apprenticeships Network (GAN)

Ms. Schegg is the Chief Operating Officer of the Global Apprenticeship Network, overseeing Programs, Communications and Operations.

Prior to GAN, Ms. Schegg worked with the Hilti Group in several senior leadership positions; amongst others establishing and managing a social enterprise in the Philippines, providing affordable housing technologies, livelihood, vocational training and community development to the urban poor. She has over 20 years of international experience in the public and private sector and started her career as a commercial apprentice.



Sibylle Schmutz

Head of Secretariat, Donor Committee for dual Vocational Education & Training (DC dVET)

Sibylle Schmutz leads the secretariat of the Donor Committee for dual Vocational Education and Training (DC dVET). Sibylle Schmutz has more than 15 years of work experience in international cooperation out of which ten related to VET covering positions in Switzerland and abroad. In these years, she has also become a member of various VET networks in Switzerland and abroad, including member of the managing board of the Swiss Forum for Skills Development and International Cooperation (FoBBIZ).



Eric Francis Shitindi

Permanent Secretary, Prime Minister's Office (Labour, Youth, Employment and Persons with Disabilities), Tanzania

Mr. Shitindi is a Permanent Secretary of the Prime Minister's Office Responsible for Labour Youth Employment and person with Disability in Tanzania. He has served several senior Positions in the Government and was Permanent secretary in the Ministry of Labour and Employment from 2011-2015.

He has led development of policies and reforms of Labour Laws, Social Security Employment and Skills Development

Mr. Shitindi Holds a BA and MA degrees in Economics.



Erica Smith

Professor and Personal Chair in Vocational Education and Training, Federation; University Australia, and Co-Chair of the International Network on Innovative Apprenticeship

Erica Smith is Professor of Vocational Education and Training (VET) at Federation University Australia. Erica is co-chair of INAP, the international apprenticeship research network. She has managed many national and international research projects in apprenticeship, training policy, training in workplaces, VET teacher-education, competency-based training, and students' part-time working careers. Erica has also worked in industry and the VET sector. Erica makes many invited contributions to government policy and practice in her areas of expertise.



Lorna Unwin

Professor Emerita (Vocational Education), Department of Education, Practice and Society, UCL Institute of Education, London

Professor Lorna Unwin is an expert in vocational education and training and the capacity of workplaces to create expansive learning environments. She has a particular research interest in apprenticeship as a model of learning and is currently engaged in a study of the history of technical education in the UK.



Zuzana Vaněčková

Board Member, European Apprentices Network, European Youth Forum

Zuzana Vaněčková (24) is a board member of the European Youth Forum, which is European platform representing more than 5 500 youth organisations and voice of tens of millions of young people from all over Europe. Zuzana is responsible for economic and social inclusion agenda advocating for social rights of young people. She is youth activist fighting against unpaid internship, low quality jobs and other social injustice. Apart of being board member, Zuzana is finishing her master's studies in Adult Education and Personal Management at Charles University in Prague and works as an CSR Specialist.



Helmut Zelloth

Senior Specialist in VET Policies and Systems, European Training Foundation

Helmut Zelloth is a Strategic Project Leader and Senior Specialist in VET Policies and Systems at the European Training Foundation (ETF), an agency of the European Union (EU) based in Italy. He works on VET policies, career guidance, work-based learning (WBL) and apprenticeships. In the field of WBL he co-ordinated a policy review on WBL in ten countries in North Africa and the Middle East (2007-2009), supervised an ETF regional project on WBL in Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Moldova and Ukraine and authored an ETF position paper on 'Work-based learning in VET' (2016). He is co-editor of the international publication 'The Architecture of Innovative Apprenticeship', contributed to the development of an International Memorandum on Apprenticeships and is Board Member of INAP – the International Network on Innovative Apprenticeships. He holds a master degree in philosophy, psychology and pedagogy, and geography with economic focus from the University for Educational Sciences in Klagenfurt/Austria.