

## ANDREW N. WERMES

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### EMPLOYMENT

#### **Workforce-Education Consultant** (2018 - Present) – Part time during retirement.

Workforce Education Skill & Technical Sciences, Trade & Industry (Florence, Kentucky)

Provides resources and support on selected teaching and learning projects that continue my mission to assist students and workers in acquiring superior skills, knowledge, and abilities that develop their ability to work safely and productively and command a high-quality standard of living.

#### **Consultant for Skilled and Technical Sciences** (2007 - 2018)

Iowa Department of Education (Des Moines, IA – State Capitol Complex)

Assist Local Educational Agencies and community colleges with emphasis in the revision and maintenance of Career and Technical Education (CTE) programs, services, and activities so that all guidelines and other practices are assured. Assist in planning and coordinating in-service activities for Skilled and Technical Sciences (STS), consisting of programs in manufacturing, construction, transportation, graphics/communication programs, and integration of STEM in CTE STS programs. Assist with directing advisory committees for STS to address providing staff development and coordinating curriculum standards development and competency validation and developing strategic plan for program development and improvement. Foster partnerships between education and business and industry. Participate in state and national professional organizations and activities. Provide guidance concerning rules and regulations as they pertain to program development and operation. Provide guidance concerning adoption and implementation of industry skill standards and safety standards. Review and approve secondary and community college CTE program proposals. Serve on special task forces and committees to initiate, develop, conduct, analyze, and/or communicate findings of studies so that the department and constituents are kept up to date. Monitor and evaluate programs, services, and activities to meet federal and state laws. Serve on educational equity, school improvement accreditation, and community college accreditation teams. Serve as a Corporate Member to supervise/assist/coordinate the activities of both secondary and postsecondary SkillsUSA and TSA career and technical student organizations activities. Provide leadership and technical assistance in the development of Registered Apprenticeship programs by working to link United States Department of Labor; Office of Apprenticeship programs with community college programs that can offer Related Training Instruction.

#### **Building Trades Instructor** (1996-2007)

North Iowa Area Community College (Mason City, IA)

Program Leader responsible for designing and developing the Building Trades Program and related coursework. Developed and monitored "earn-while-you-learn" work-based learning cooperative learning component. Arranged service-learning activities that provided students civic growth and career skills. Specified and ordered equipment and materials, software and computers to support program instruction. Established partnerships with manufacturers and suppliers to provide equipment, support, and expertise for program activities. Surveyed contractors to determine training needs and wrote training proposals to Iowa Workforce Development to support technical skill and safety training of local industry workforce. Collaborated with Continuing Education staff to develop, schedule, and deliver coursework for community college students and industry workers. Developed articulation agreements and hosted career guidance activities for area high schools. Designed, developed, and provided professional development training for high school technology instructors.

#### **Assistant Director** (1990-1996)

Apprenticeship and Training Department, United Brotherhood of Carpenters and Joiners of America (Washington, D.C.)

Provided day-to-day administration of all programs and administrative services. Interacted with project coordinators to establish budgets and operating plans and to evaluate the progress of business. Ensured that all policies of the Fund are adhered to and developed new policies for review and approval by the Executive Director and the Board. Coordinated overlapping activities and consultant responsibilities for the programs; interacted with funding agencies, local funds, and signatory employers as appropriate to conduct operations. Directed training programs, curriculum development, instructor training, clearinghouse resources, career awareness, and grant writing projects.

**Coordinator (1988-1990)**

Carpenters JATC Fund for Southern California (Los Angeles, California)

Coordinated Carpenters and Mill Cabinet Programs throughout Orange County. Served as Administrator of clerical office and liaison to Joint Apprenticeship Training Committee. Supervised instructors and counseled students. Prepared budgets, managed material acquisition, developed instructional materials, props and video training curriculum. Coordinated activities in support of apprentice job placement and field evaluations. Designed floor plan/layout of new 40,000 sq. ft. Training Center.

**Lead Instructor (1987-1988)**

Carpenters JATC Fund for Southern California (Los Angeles, California)

Developed curriculum materials, skill block projects and assignment sheets. Designed props. Produced scripts for, and acted in video training films sponsored by the Training Trust fund. Instructed apprenticeship classes in Performance Evaluated Training System (PETS) program. Maintained and repaired carpenter and mill-cabinet stationary and portable power tools.

**Instructor (1983-1988)**

Carpenters Apprenticeship Program (Orange County, California)

Instructed, part-time, in PETS program. Prepared top apprentices for local, state, and national contests. Developed curriculum materials.

**Coordinator (1979-1982)**

Carpenters JATC Fund for Southern California (Los Angeles, California)

Coordinated Mill Cabinet and Carpenters Apprenticeship Programs throughout Orange County, California. Prepared Mill Cabinet budgets and managed material acquisition. Developed instructional materials and props. Supervised carpenter apprentice jobsite fieldwork.

**Instructor (1977-1978)**

Carpenters Apprenticeship Program, Orange County, California

Instructed apprenticeship classes in PETS Program. Developed information sheets and safety tests for general safety and specific tools used in the Carpenters Apprenticeship (PETS) program. Participated in on-going development of skill block task challenge sheets and props.

**Instructor (1976-1978)**

Long Beach City College, Long Beach, California

Instructed carpentry courses. Supervised Project: RENEW (student remodel of sub-standard community housing)

## CONSTRUCTION EXPERIENCE

**Assistant Superintendent (February, 1985 - November, 1986)**

Dinwiddie Construction Company (Los Angeles, California)

Coordinated subcontractors in all phases of hotel construction. Managed workers and materials, Four Seasons Hotel (Newport Beach, California).

**Foreman (November, 1984 - February, 1985)**

P.R. Burke Company (Orange, California)

Supervised installation of wall partition systems, modularized office furniture, ceiling systems and finish-work. Constructed "clean rooms" – to zero-particle containment certification specifications.

**Foreman (January, 1984 - November, 1984)**

Sefina Industries, LTD (Quebec, Canada)

Planned and coordinated installation of millwork, casework, and balance of interior finish items in guest suites, restaurants, lobbies, and shops. Prepared time and labor cost sheets, Ritz Carlton Hotel (Laguna Niguel, California).

**Foreman (January, 1983 - January, 1984)**

Prefinished Wallboard Company (San Jose, California)

Managed workers and materials. Interfaced with other contractors. Supervised layout and installation of materials (including laminates and wall systems). Supervised remodel of interiors at Target Stores throughout Southern California and construction of Hospital Medical Library Building for University of California, Irvine (Orange, California). Designed and constructed jigs used for radius molding fabrication and installation.

**Foreman (June, 1978 - December, 1978)**

Mallcraft Construction Company (Pasadena, California)

Supervised layout and installation of concrete formwork for underground culvert drainage systems, amphitheater, and construction of recreation buildings.

## COMPUTER EXPERIENCE

**Machines:** PC and MAC; iPad Mobile

**Programs:** Outlook, Word, Excel, Access, Publisher, Project, PowerPoint, Photoshop, Project, NetMeeting; ZOOM  
FrontPage, Acrobat, WebCT, Blackboard, Moodle; Dreamweaver, Flash, Authorware; WebEx; Adobe Connect

## EDUCATION

**High School Diploma** (1968)

Granada Hills High School (Granada Hills, California)

**Completion of Apprenticeship Certificate** (1975)

California Division of Apprenticeship Standards

**Journeyman Certificate** (1976)

United Brotherhood of Carpenters and Joiners of America (Orange County, California)

**Associate of Arts Degree** (1977)

Golden West College (Huntington Beach, California); Emphasis: general education

**Bachelor of Arts Degree** (1981)

California State University (Long Beach, California); Major: Industrial Arts Education Minor: Vocational Education

**Certificate of Completion with Honors** (2001)

Jones International University (Englewood, Colorado); Using the Internet in Higher Education

**Master of Science in Education** (2001)

Drake University (Des Moines, Iowa); Effective Teaching and Learning

**Work toward Doctorate in Education** (ABD)

Nova Southeastern University (Fort Lauderdale, Florida); Instructional Technology and Distance Education (ITDE)

## CREDENTIALS

OSHA General Industry Outreach Trainer (2004)

OSHA Construction Outreach Trainer (2003)

First Responder CPR/Defibrillator Training (2003)

Iowa Post Secondary Occupational License (1996 - Present)

Standard First Aid Certificate (2002 - Present)

Basic Life Support Certificate; CPR (Present)

Diversity Instruction Certificate; IUOE (1995)

DACUM Certification; Ohio State University (1992)

Scaffolder Certification; Purdue University (1992)

EPA Region II Certificate to teach AHERA Worker and Contractor/Supervisor Course (1989)

Asbestos Abatement Supervisor Certificate; EPA Region II (1988)

NAUI Open Water Basic and Advanced Scuba Diver Certification (1987)

Cal OSHA Advanced Safety Certification; UCLA (1988)

California Community College Carpentry Credential (1979) - Valid for life

Journeyman Carpenter, UBC&J of A - Local Union 803/Santa Ana, California (1976)

## PROFESSIONAL AFFILIATIONS AND ACTIVITIES

Editorial Board, **International Vocational Education and Training Association** (IVETA) Journal – a peer-reviewed publication. October, 2020 - Present

Member, **International Vocational Education and Training Association** (IVETA), September, 2020 - Present

Member, **The Soteria Society** Workplace Safety Honor Society (July, 2020 - Present).

Presenter, **Association for Career and Technical Education** (ACTE) Educators in Action; *Pre-apprenticeship into Registered Apprenticeships in the U.S.* (March, 2018).

Recipient, **Association for Career and Technical Education (ACTE) Volunteer of the Quarter** (Spring, 2017) Presenter, ACTE Educators in Action; *Designing/Developing High-Quality Registered Apprenticeships in the U.S.* (February 2, 2017)

Executive Advisory Committee Member – **University of Northern Iowa**, Cedar Falls, IA. Department of Technology, College of Humanities Arts & Sciences. (2016).

Advisory Committee Member – **California State University, at Berkeley; West Virginia University – National Institute for Occupational Safety & Health (NIOSH) 3-year grant** - for a study: *Safe Students, Safe Workers: Construction Safety Programs in Post-Secondary Career Technical Education*, and development of best practice safety training to prepare students for industry. (2015 – 2018)

Technical Assistance Supervision – **Iowa Manufacturing Program of Study** – National Association of State and Territorial Directors of CTE (NASDCTEc) project – Iowa’s portion being coordinated through Eastern Iowa Community College. (2013 – 2015)

Member, **National Center for Construction, Education, and Research (NCCER) National Workforce Development Board** (ASTS Representative – (2011 – 2016)

Recipient of the **Association for Career and Technical Education (ACTE) Trade and Industrial Education Lifetime Service Award** (2014).

Member, **United Brotherhood of Carpenters and Joiners of America** (1972 – Present)

Trade and Industry Representative, **Association for Career and Technical Education (ACTE) Region III** 2011 – 2019

State Leadership Member, **Career Clusters Leadership Pilot for the Manufacturing Career Cluster**, National Association of State Directors of Career Technical Education Consortium (NASDCTEc). (2014 - 2015)

Treasurer, **Iowa Connections (IACON) Distance Learning Conference** (2009 – 2015)

Member, Board of Directors; Chair, Scholarship Committee – **Architecture, Construction & Engineering (ACE) Mentor Program of Central Iowa** (2011 – 2017)

Member, State Leadership Team – **Real world Design Challenge (RWDC)** (2011 – 2015)

President, **Association for Skilled and Technical Sciences (ASTS)** (2011 – 2014)

Author, Gaal, J. and Wermes, A. **Certifying High-Quality CTE Educators**. Techniques, 86, 40-43; (2011, January).

President, **Iowa Distance Learning Association (IDLA)** (2011)

Member, **National Careers Clusters Technical Committees - Architecture & Construction; Transportation, Distribution & Logistics; Manufacturing; Arts/AV Technology & Communications; and STEM** (2010 – 2012)

Presenter, **Iowa Connections (IACON); Interactive Audience Response System Technology**; Cedar Rapids, IA (2006)

Participant, **Iowa Association for Communication Technology**; Mid-year conference, Waverly, IA (2006)

Presenter, **Professional Development Workshop: Classroom Presentation Control Technology**, NIACC (2006)

Member, **Iowa Distance Learning Association (IDLA)**; (2006)

Member, **United States Distance Learning Association (USDLA)**; (2005 - 2015)

Presenter, **Iowa Industrial Technology Education Association**; Des Moines, Iowa (2004 - 2016)

Member, **Association for Educational Communications & Technology (AECT)**; (2004 -2015)

Instructor, **Professional Development Workshop: Lab Safety Management**; University of Northern Iowa (2003-2005)

External Reviewer, **NIOSH Safety Checklist Program for Schools** (2003)

Presenter, **Wisconsin Work-based Learning Conference** (2003)

Member, **North Iowa Area Community College Senate** (2003 - 2006)

Presenter, **ACTE Region III Conference** (2003)

Subject Matter Expert, **Carpentry by Keol**; 4<sup>th</sup> Edition; American Technical Publishers (2003)

Instructor **Scaffold Training for Competent Persons** for North Iowa construction industry workers (2003)

National Winner, **2003 NIOSH/ACTE School Lab Safety Award** (2003)

Author, **Research Paper** - Preparing Building Trades Students for Employment in the Construction Industry; Meeting the Health & Safety Needs of Young and New Building Trades Workers (2003)

Presenter, **Northern Trails Educational Agency** workshop on School Safety (2003)

Instructor, **Standards & Benchmarks Northern Trails Educational Agency University Credit Course** (2002)

Member, **Society For Applied Learning Technology** (1992 – 2014)

Author, **Hazard Communication CD ROM Interactive Training** to fulfill OSHA requirements (2001)

Presenter, **Northern Trails Educational Agency** workshop on Advisory Committees (2001)

Author, **Guided Note Taking** Drake University MS Ed; Thesis (2001)

Presenter, **NIACC Professional Development Eye Safety Workshop** (2000)

Instructor, **Door School** Curries/Graham Manufacturing Co. (2000; 2002; 2003; 2004)

Instructor, **Architectural Door & Finish Hardware Installation**, North Iowa construction industry (2001)

Instructor, **Level, Transit, & Laser**, North Iowa construction industry workers (2001)  
Presenter, **Nail Gun Safety**, safety workshop Dean Snyder Construction Company workers (2001)  
Judge, **Tri State Carpenters Apprenticeship Contest** (1998, 2000)  
Instructor, **Concrete Formwork Skills**, North Iowa construction industry workers (2000)  
Instructor, **Blueprint Reading Skills**, North Iowa construction industry workers (2000)  
Instructor, **Framing Skills**, North Iowa construction industry workers (2000)  
Member, **Epsilon Pi Tau/National Industrial/Vocational Education Honorary** (1979- present)  
Member, **Iowa Association of Computer Technology** (1999 - 2014)  
Member, **Habitat for Humanity of North Central Iowa** Board of Directors (1998 - 2003)  
Member, **Habitat for Humanity of North Central Iowa** Construction Committee (1998 - 2006)  
Member, **NIACC Health & Safety Committee** (1998 - 2006)  
Member, **NIACC Institutional Effectiveness Committee** (1998 - 2001)  
Author, **Regional Training Center** white paper used by Master Builders of Iowa to lobby for creation of Accelerated Career Education (ACE) legislation. (2001)  
Instructor, **Fall Protection Workshop** for North Iowa construction industry workers (1997)  
Construction Representative, **North Iowa Area Community College - Murphy Manufacturing Center** (1997)  
Presenter, **Iowa Tech Prep Conference** (1996; 1998)  
Presenter, **School-To-Work-Transition** Penn State University Dept of Vocational Ed (1995)  
Presenter, **The Communications Revolution** UBC Annual Training Conference (1995)  
Presenter, **Fall Protection Requirements - Subpart M** Chicagoland H&S Safety Conference (1994)  
Subject Matter Expert, **Carpentry** by Gaspar Lewis; Delmar Publishers, (1994)  
Member, **Scottish Rite of Freemasonry/Valley of Long Beach**, Orient of California (1983-Present)  
Member, **Seafaring Lodge No. 708**/Newport Beach/Free and Accepted Masons (1979 - present)  
Member, **ANSI A10 Construction and Demolition Operations** (1991-1996)  
Member, **ANSI A10.8 - Safety Requirements for Scaffolding in the Construction Industry** (1991 - 1996)  
Member, **ANSI A10.42 - Safety Requirements for Rigging and Material Handling** (1993-1996)  
Member, **ANSI A10.18 - Safety requirements for temporary floor holes, wall openings, stairways and other unprotected edges** (1993-1995)  
Participant, **32mm Cabinet Construction CAD**, 11 Southern California Counties Carpenters JATC (1989)  
Panelist, **"Asbestos Safety" Seminar**, California Apprenticeship Council (1989)  
Participant, **Repair and Touch Up Furniture Finishes Workshop** (1984, Huntington Beach)  
Participant, **Cal OSHA Advanced Safety Course**, University of California at Los Angeles (1988)  
Member, **Trade, Technical and Industrial Safety Committee** at Long Beach City College (1977)