

Institute for American Apprenticeships



Staff Bios



Amy Bailey, M.S. *Subject Matter Expert & Instructor*

Amy joined IAA in 2022 as an instructor for the phlebotomy program at the University of Vermont Medical Center. She came to IAA with over 10 years of healthcare experience, primarily as a Vascular Ultrasound Technologist at UVMHC.

She earned her Bachelor of Science in Vascular Technology through the Oregon Institute of Technology and earned a Master's Degree in Healthcare Administration through Champlain College. Originally from Oregon, Amy has made Vermont her home since 2011.



Tara Butler, M.A. *Subject Matter Expert & Instructor*

Tara joined IAA in 2022 as an instructor. Prior to joining IAA, Tara worked as a Special Education Director and special education teacher specializing in mental health for 19 years and as a professor at the University of Colorado Denver. She is certified in the state of CO to teach grades K-12 in Special Education, grades K-6 in Elementary Education, grades 6-12 in Science Education, and holds licenses as a School Administrator and Special Education Director.

Tara graduated from Hamilton College in 2003 with a B.A. with dual majors in Psychology and Communications. She also holds an M.A. in Special Education and an M.A. in Curriculum and Instruction in Science from the University of Colorado Denver. She also holds an Educational Leadership Certificate from the University of Colorado Denver and has additional studies in autism disorders. Tara has lived in Massachusetts, New York, and North Carolina, and has called Colorado home since 2004.



Rebecca H. Carter

Subject Matter Expert & Project Leader

Rebecca joined IAA in 2014 and is a subject matter expert and project leader in all areas of IAA apprenticeship programs. Previous to IAA, Rebecca worked as a quality control manager at FoodScience Corporation in Essex Junction.

Rebecca has a B.S. in Animal Science with a concentration in Psychology from the University of Vermont (2003). Rebecca grew up in Arlington, Massachusetts and has lived and worked in Vermont since 2000.

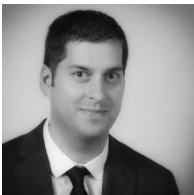


Tasha Choi, M.B.A.

Subject Matter Expert & Project Leader

Tasha joined IAA in 2022 as a Project Leader. Prior to joining IAA, Tasha worked in healthcare as a Sr. Specialist for a managed care organization. Tasha is experienced in program management, delivering health and wellness evidence-based education, and community outreach.

Tasha earned her B.S. in Healthcare Administration from the University of Nevada Las Vegas in 2016. Shortly after she pursued her M.B.A in Healthcare Management from Western Governors University and graduated in 2019. She was born and raised in San Francisco but has called Las Vegas her home since 2004.



James R. Eddy, M.S.

Chief Technology Officer

Jim joined IAA in 2005 as an instructor for information technology programs. His willingness to learn any job, including how to be a bridge welder, helped expand the reach of IAA programs to create more jobs. Jim is also responsible for the technology for the organization.

Jim obtained his B.A. in Physics and a B.A. in Applied Mathematics from the University of Vermont (2004), and holds a M.S. in Information Systems from Northwestern University. Also a Lecturer for the University of Vermont in the Department of Computer Science, Jim is a life-long Vermonter.



Denise Girard

Data Administrator

Denise joined IAA in 2015 as a faculty member in the Business Services department and is responsible for data administration for IAA. Previous to IAA, Denise provided executive support to the City of Burlington, Vermont for thirty years.

Denise has experience in project management, grants management and customer service. Denise attended Champlain College (1983). She is a native Vermonter, born and raised in Burlington, Vermont.



Gerald P. Ghazi, J.D.

Board Chair & Principal Subject Matter Expert

Gerry is founder of the Institute for American Apprenticeships at Vermont HITEC and has been its Board Chair and President since its creation in 2000. Gerry Ghazi is also a state/federal apprenticeship subject matter expert on various US DOL OA contracts with Maher & Maher, Jobs for the Future, The INS Group, National Governors Association, and the Urban Institute. Gerry has extensive business knowledge and experience in the areas registered apprenticeships, federal and state funding, corporate and academic universities/colleges, corporate education, instructional design, curriculum development, entrepreneurial leadership, corporate management and process redesign, business strategies, corporate and employment law, sales, information technology, and software engineering.

Born and raised in New Jersey, Gerry obtained his J.D. from Seton Hall University School of Law, his B.A. in Computer Science from Rutgers State University, and his A.A.S. in Computer Science from County College of Morris. Gerry has made Vermont his home for the past 30 years.



Arnalex Gonzales

Subject Matter Expert & Instructor

Alex joined the IAA team in 2022 as an instructor for healthcare apprenticeship programs. Prior to joining IAA, Alex was an instructor for a medical assistance program. He has ten years of field experience in emergency medicine, podiatry, and colorectal health at the Veterans Administration Medical Center in San Diego and Long Beach, California. Alex served in the U.S. Navy for eight years and the U.S. Air Force Reserve for seven years.

Alex earned his Bachelor of Science in Public Health in 2018 and Master of Science in Applied Behavior Analysis in 2022 from National University in San Diego. Alex has lived in Las Vegas, Nevada, since 2016.



Denise Graham

Subject Matter Expert & Instructor

Denise joined the IAA team in 2022 as an instructor for healthcare apprenticeship programs. Prior to joining IAA, Denise worked as a clinic manager in occupational medicine, community health and dermatology clinics. Denise has extensive knowledge of clinic operations, staff development and healthcare curricula in allied health fields.

Denise earned her A.A.S degree in Medical Assisting from Normandale Community College (1984) in addition graduated summa cum laude from South University with a B.S. in Healthcare Management (2017). She is a native of Minnesota.



Jeff Grey

Senior Subject Matter Expert & Project Leader

Jeff joined IAA in 2013 and is currently an Apprenticeship Subject Matter Expert. He has worked with a variety of IAA employer partners in a number of apprenticeship program roles, including as Project Leader for several apprenticeship cohorts.

Prior to joining IAA, Jeff served as Executive Officer/Assistant Professor of Military Science for the University of Vermont's ROTC program. Jeff's experience portrays an extensive military career in the United States Army Special Forces, including over fifteen years of specialized curriculum development and delivery to armed forces personnel.

Jeff obtained his B.S. in Foreign Language and Political Science from the United States Military Academy in West Point, New York, with an emphasis on Engineering. Following his B.S. degree, Jeff continued his education with distinguished honors through both the Defense Language Institute in Presidio of Monterey, California, and Harvard Extension School in Cambridge, Massachusetts.



Jeff Deleon Guerrero, CPA

Chief Financial Officer

Jeff joined IAA in 2023 as the Chief Financial Officer. Prior to his position at IAA, Jeff worked as the Chief Financial Officer for the Northern Mariana Housing Corporation for four years.

Jeff has a B.S. in Accounting from Eastern Oregon University. He is a native of the island of Saipan located in the Northern Mariana Islands.



Juliane K. Hegle, J.D.

Principal Subject Matter Expert

Director of Education Relations

Julie was a volunteer for Institute for American Apprenticeships at Vermont HITEC in its early days and worked as a distance education and curriculum development consultant to IAA starting in 2004. She joined IAA as a full-time employee in 2009. Julie has worked primarily in healthcare, currently acting as an apprenticeship subject matter expert, providing technical assistance in a variety of occupations.

Before dedicating herself to the mission of IAA, Julie was a practicing attorney in private practice, a business transition consultant, an author and an adjunct faculty member at Champlain College. Julie was born in North Dakota and called Vermont home for over two decades. She obtained a J.D. from Seton Hall University School of Law in 1986 and a B.S. in Business Administration, *magna cum laude*, in 1981 from the University of Missouri.



Rebecca Hollister

Subject Matter Expert & Project Leader

Rebecca joined IAA in 2021 as a project manager and subject matter expert. Prior to joining IAA, Rebecca worked as a teacher for 17 years. She is certified in the State of VT to teach grades K-6 as well as middle school mathematics.

Rebecca graduated *summa cum laude* from the University of Delaware in 2004 with a B.S. in Elementary Education. She also holds a M.S. in Curriculum and Instruction, with a specialization in administration, from McDaniel College. Rebecca has lived in Ohio, New York, New Jersey, and Maryland. She has called New Hampshire home since 2008.



Lida Hope

Subject Matter Expert & Project Leader

Lida joined IAA in 2022 as a subject matter expert and project leader. Prior to joining IAA, Lida worked at a restorative justice center as a clinical case manager supporting children who have experienced parental incarceration. She then worked as a project manager providing statewide training and technical assistance to teams around the state of Vermont interested in implementing programs or initiatives to better support children whose parents are incarcerated.

Lida earned her B.A. in Anthropology/Sociology from Saint Michaels College. She is a native Vermonter.



Nancy Kunkle

Principal Subject Matter Expert

Nancy joined the IAA team in 2022 as a technical advisor and mentor in all areas of IAA apprenticeship programs and employer/employee engagement. She comes to IAA with a passion for supporting organizations in building and implementing creative talent development and business solutions to meet employers' current and growth needs. Nancy has over 30 years of experience in engineering, leadership, and talent development with the Aerospace & Defense (Battelle, Boeing, and Lockheed Martin) and E-commerce (QVC, ShopNBC) industries. She is skilled in leading project portfolios, conducting strategic planning, and designing/implementing talent development solutions for early career as well as advanced engineering.

Nancy has a BS in Physiological Psychology from The Ohio State University. Additionally, she holds an engineering certificate from the Univ of Michigan and several certificates of completion from the Defense Acquisition University (DAU). An apprentice herself, Nancy earned a USDOL credential for the Lockheed Martin Career Development Registered Apprenticeship. Nancy has called Southeastern PA home since 1985.



Andrew J. Lutton, CPC-A

Subject Matter Expert & Senior Instructor

Andrew joined IAA in 2011 as an instructor in the area of advanced manufacturing. After becoming proficient in this area, he studied for and passed his Certified Professional Coder exam to prepare to teach in a second subject area. Andrew has taught advanced manufacturing in Vermont, New Hampshire, and Kentucky.

Andrew obtained his B.S. in Mechanical Engineering from the University of Vermont (2012), an A.S. in General Studies from River Valley Community College (2013, summa cum laude) and has completed the Career Technologies program from IAA (2012). He also completed his Certificate in National Institute for Metalworking Skills. He was born and raised Cambridge, Vermont and now resides in New Hampshire.



Steven J. Lutton

Chief Operating Officer

Steve joined the Institute for American Apprenticeships (IAA) in 2010 as Executive Director. For the past 10 years, Steve has been developing and implementing registered apprenticeship programs for IAA employer-partners in the fields of advanced manufacturing, IT, business services and healthcare. Steve has worked on every aspect of registered apprenticeship, from developing and registering standards with USDOL and State Apprenticeship Agencies, to instructing and mentoring apprentices. Most recently, Steve has been responsible for implementing the registration of Lockheed Martin's National Standards with the Veteran's Administration under the VALOR Act.

Before joining IAA, Steve worked at Lane Press for over twenty years as a project manager, team leader and mentor. Steve has experience in project management, account management, customer service and mentoring. He has implemented and assisted in the design and redevelopment of processes and procedures related to employee development.

Steve obtained his B.S. from the Rochester Institute of Technology and is a native Vermonter.



Molly McHugh, CPA

Special Projects Consultant

Molly joined IAA in 2016 as the Financial Officer. Prior to IAA, Molly worked as an accountant at Bilodeau Wells & Company for 6 years.

Molly has a B.S. in Accounting from Champlain College. She is a native Vermonter.



Matthew McKenney
President & Chief Executive Officer

Matt joined IAA in 2021 as Chief Executive Officer. Prior to IAA, Matt was employed as the Director of Workforce Development for Hypertherm, Inc., in Lebanon, New Hampshire. Matt began his career at Hypertherm in 2004 and has held various supervisory and management positions there.

Matt is a Bachelor of Science candidate at Columbia College. He is a native of New Hampshire.



Katy Morley
Subject Matter Expert & Principal Project Leader

Katy joined IAA in 2014 and is a subject matter expert and project leader. Previous to IAA, Katy was a Sales and Marketing Manager for a nutritional supplement company. Katy has experience in account management, sales and marketing, customer service, team building, and community outreach.

Katy has a B.A. in Professional Studies from Johnson State College (2012) and has pursued a Master's Degree in Clinical Counseling. She is a native Vermonter, born and raised in the Northeast Kingdom.



**Lynn G. Romagnoli, M.S., CTR, CPC,
PBT(ASCP)^{CM}, CCMA**
Senior Subject Matter Expert & Principal Instructor

Lynn joined the IAA team in 2004 as an instructor and mentor on the FAHC medical transcription program (now University of Vermont Medical Center) and formally began her employment in 2006. She is a senior subject matter expert and principal instructor. Lynn possesses a broad knowledge of the medical field and has designed, developed, and delivered many healthcare related instruction curricula suited for both in person and remote use. She has created innovative programs for both Dartmouth Hitchcock Medical Center, as well as the University of Vermont Medical Center.

Lynn earned her M.S. in Food Science and Biotechnology (1987) and a B.S. in Food Science and Nutritional Science (1983) from the University of Delaware. She launched her career as a lab analyst for the Anheuser-Busch Company in Newark NJ. She also worked for several years as a self-employed medical transcriptionist and substitute teacher while raising her family in Vermont.



Wendall Shepard

ERP Business Analyst

Wendall joined IAA team in 2023 as an ERP Business Analyst. Prior to joining IAA, Wendall spent twelve years working as a Technical Instructor at the Hypertherm Technical Training Institute at Hypertherm, Inc. In addition to providing technical instruction on CNC machinery, Wendall developed a database for tracking all program attendance and graduation. Wendall earned a B.S. in Data Analytics from New Hampshire University in July of 2022. Born in Newport, New Hampshire, Wendall is a lifelong resident of New Hampshire.



Rebecca Spencer

Subject Matter Expert & Project Leader

Rebecca Spencer is a subject matter expert and project leader who joined IAA in 2017. Prior to joining IAA, Rebecca worked as a Para-Professional in the Champlain Valley Union School District for 10 years.

Rebecca has experience in the areas of creating curricula for Special Education, retail sales management, human resources, account management, customer service, team building and community outreach. Rebecca obtained her Producers Property and Casualty Producer's License in 2017 and served as an IAA instructor for cohorts of Insurance Associate apprentices. She is a native Vermonter, born in the town of Bennington.



Lisa A. Tellstone, M.S.

Principal Subject Matter Expert

Lisa Tellstone is a principal subject matter expert with the Institute for American Apprenticeships at Vermont HITEC and served in various roles in the organization since 2007. Ms. Tellstone has extensive knowledge and experience in with registered apprenticeship, including project management; federal and state funding; grant writing and management; organizational development and process redesign; business engagement; adult learning and curriculum development; outreach and recruitment; alignment of workforce systems and supportive services; and coaching and mentoring. She served on the Apprenticeship Council for the State of Vermont and represents the Institute with the Vermont Department of Labor on a variety of federal and state apprenticeship grant initiatives. Most recently, Ms. Tellstone works as an apprenticeship subject matter expert on various IAA contracts.

Before joining the Institute, Ms. Tellstone worked in quality control and new product development for FoodScience Corporation, a Vermont-based nutritional supplement company.

Ms. Tellstone was born and raised in upstate New York. She obtained her M.S in Psychology and Organizational Development from Walden University and her B.S with dual majors in Biology and Psychology from Rensselaer Polytechnic Institute.



Emily Willard

Assistant to the Financial Officer

Emily joined IAA in 2014 as Assistant to Financial Officer, Financial Aid. Prior to that, she retired from Maintenance Operations of the US Postal Service. She has experience administering service contracts, and extensive training in stockroom management, government purchasing and procurement, material management and government finance requirements.

Emily worked in a stock brokerage firm in the NYC Financial District before coming to Vermont to attend St. Michael's College. She was an emergency services dispatcher and confidential secretary for a local police department before working at the US Postal Service. Vermont has been her home since 1974.
