

Girard J. Melancon, Ph.D.

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PROFILE

Dr. Melancon has worked with sector-based workforce training programs for over 25 years. Over these years, he has invested more than 150 million foundation and taxpayer dollars into progressive workforce development initiatives. Dr. Melancon has served on President Biden's College Clean Energy Taskforce, Secretary Granholm's Department of Energy Workforce Advisory Board, and on both Democratic and Republican Governors' workforce transition teams, addressing Louisiana's disconnected populations' workforce needs. In 2019, Dr. Melancon received the National Skills Coalition Skill Champion Award. His teams have also provided more than 100,000 people with the necessary skills to embark on careers in multiple industry sectors, including transportation, healthcare, construction, energy, petrochemical, and manufacturing.

EDUCATION

University of New Orleans – New Orleans, Louisiana

Ph.D., Education Administration with Higher Education Concentration in Community and Technical College Finance and Non-Traditional Students, 2010

Nelson Mandela School of Public Policy Southern University/ LSU – Baton Rouge, Louisiana

M.S., Public Administration with Concentration in Finance, 2003

Fort Lewis College – Durango, Colorado

B.A., Sociology and Human Services, 1997

EXPERIENCE

DURANGO WORKS CORP.

PRESIDENT/ FOUNDER (MAY 2022-)

Nationally recognized workforce consultant, assisting the postsecondary education sectors to build effective workforce programs in the alternative energy sector, manufacturing sector, petrochemical sector, transportation sector, and various construction sectors. A focus on programs that are able to recruit, train, employ, and future-proof individuals that have been economically marginalized.

CURRENT PROJECTS:

- Department of Energy Chair of Prioritization and Industry/Training Needs
- Lead Workforce Consultant for Building Technology, MIT & MIT Sustainable Design Lab
- Lead Workforce Consultant for Columbia University CCRC Research Center
- Director for the National Green Job Advisory Council funded by the LUMINA Foundation, BIPOC workforce development, alternative energy, HVAC technology, electric vehicles, energy transmission, and green construction
- Lead consultant for LINDE PLC (Global Leader in Hydrogen Production) workforce project development Sacramento, CA
- Lead consultant for The Century Foundation and the Urban Manufacturing Alliance Inclusion Cohort to develop solutions to advance racial equity in manufacturing
- Consultant for Connecticut (CT- State) Shoreline Region workforce realignment

BATON ROUGE COMMUNITY COLLEGE-Baton Rouge - Louisiana

Vice-Chancellor For Workforce Solutions (February 2019- May 2022)

Executive Director for Workforce Education (April 2012 – January 2019)

Direct the successful development and coordination of workforce education for Baton Rouge Community College. Collaborate with industry partners to meet the current and future workforce needs of key industry sectors in the Baton Rouge Region. Grew workforce education department from serving 350 students per year to serving over 6500 students per year through solid collaboration with stakeholders in Louisiana.

Key Accomplishment

- 2019 president of the National Council for Workforce Education (NCWE), a 700-member organization recognized for innovative workforce development policy and programs
- 2019 The Skills Champion National Skills Coalition (NSC)
- National Speaker Regarding New Trends in Workforce Development – over ten speaking engagements per – year.
- Received the Champion 2014 Craft Workforce Development Award by GBRIA
- 2018,2019,2020 and 2021 Craft Workforce Development Post-Secondary Excellence Award by GBRIA
- Grew the department from serving 350 students to 2,500 students with four support staff and over 40 instructors while generating 1.5 million dollars in net profit. Based on the utilization of data and needs assessments.
- Developed many nationally recognized workforce development programs, such as our NDT program and our NBRITI partnership with Exxon Mobil – since 2012, for 400 minority students with an 85% employment rate. NCCER Curriculum
- Created the first measurable work readiness program embedded in all skilled craft classes – called Ready To GO! – recognized as a national best practice.
- Implemented and managed the Praxair (AKA Linde) welding programs in the state of Louisiana
- Created and implemented Apprenticeship Pathways for ExxonMobil and other Manufactures
- Created and implemented the most extensive SNAP ENT Post-Secondary Program in the State of Louisiana
- Implemented the first Sub Recipient Agreement SRA agreement with the Manufacture Extensions Program for Louisiana (MEPOL)
- 2021 Launched the Baton Rouge Health Care Training Initiative – for allied healthcare careers – with all major healthcare competitors.
- Created the first BRCC NDT program with 95% placement for over 400 students
- Created the first BRCC Diesel Engine program with a 90% job placement rate
- Created the first CB&I welding programs at River Parishes Community College for CB&I
- Developed the partnership with the City of Baker that in kinds us 40K of training space to better serve business and industry in a target area
- Developing new workforce development policies at the federal level to increase access for industry-based certifications that are less than 600 clock hours
- Developed a new Window World Pre-Apprenticeship Program – HBI Curriculum
- Developed a new Heavy Civil Concrete Apprenticeship Program – NCCER Curriculum
- Developing and updating residential and High Voltage Industrial Electrical Training Programs

LOUISIANA OFFICE OF JUVENILE JUSTICE – Baton Rouge, Louisiana

Assistant Secretary – functioned as the Deputy Secretary (August 2009– April 2012)

Managed programs implemented by **1,100** employees to help transition adjudicated youth back into the community and provide them with self-sufficiency opportunities. Also served in various roles, including:

Oversight of Educational Programming and Industry Partnerships

- Developed and implemented partnerships with higher education institutions and employers
- Developed and implemented virtual learning opportunities for youth to better access Industry-Based Certification and credits for graduation
- Implemented and redesigned high growth and high demand trades in our schools while removing classes that did not lead to credentials or employment

- Developed and implemented a new educational financing mechanism for youth to have local funding follow the student into our secure care schools

Statewide Emergency Director

- Managed and redeveloped all policies and procedures regarding the agency’s emergency readiness
- Lead all related activities to have staff and students relocated to safe areas during hurricane season
- Conducted year around needs assessments, emergency readiness exercises, and planning meetings

LOUISIANA WORKFORCE COMMISSION (LWC) – Baton Rouge, Louisiana

Served as a senior project manager for the Louisiana Department of Labor (LDOL), collaborated with unique businesses and industries, and worked with state and local elected officials to conduct various needs assessments for various workforce development initiatives

Senior Program Manager / CDBG Program Director (June 2004 -August 2009)

- Directed a program that transformed a **\$38 million** workforce recovery training program.
- Developed and implemented the first and only U.S. Department of Labor’s **\$20 million** first large-scale out-of-school youth service learning workforce development project. Recruited, trained, and employed over 2,000 young adults.
- Led and developed the workforce disaster response framework for LDOL--\$38 million CDBG program; led the transition of the framework to the Louisiana Workforce Commission.
- Served as chief LDOL pilot project developer. Developed over **\$18 million** in workforce development contracts.

LWC Major Responsibilities:

- Lead coordinator for the statewide Out-of-School Youth Committee and chief project developer and chair for the Interagency Work Group for Out-of-School Youth, which implemented a process for at-risk youth to become employed in high-growth, high-demand careers.
- Lead LDOL coordinator with FEMA for the New Orleans-to-Baton Rouge bus route (LASWIFT).
- Conducted presentations for the LDOL Secretary at various speaking engagements and represented LDOL at numerous state and national workforce conferences.
- Served as commissioner for Louisiana High School Redesign Commission.
- Chief project developer for the Louisiana Federal Bonding Program.
- Developed and reviewed statewide RFPs, reviewed grants, and developed and implemented policies and procedures for administrative offices.

Key Accomplishments

- Only team member of LWC selected to serve on Governor Bobby Jindal’s Workforce Transition Team
- Chief project developer and manager for J-CORE (Statewide Career Development Program for all probation and parole clients), recognized as a national best practice according to The Performance Institute.
- Redeveloped and implemented LDOL’s Rewards and Recognition program.
- Developed and coordinated LDOL’s first faith-based outreach recruitment program.

La Plata County Youth Services– Durango, Co

Senior Juvenile Parole Officer (1994 – 2001)

- Implemented the multisystem therapy model (MST) with a 90% success rate for my caseloads
- Utilized Restorative Justice Framework
- Managed public safety and transitional services for La Plata County Youth Services in Durango, Colorado.
- Conductive various needs assessments for the family and youth

BOARD MEMBERSHIPS

- School & Main Institute – Brandeis University (SMI), Boston Board of Directors 2020-
- The National Skill Coalition (NSC), Washington D.C. 2024 President
- Nation Council for Workforce Education (NCWE), California 2019President,2020Immediate Past President, 2021 Governance Committee Chair, 2022 At Large Board Member

- Cadence Bank National Advisory Board Member, Mississippi 2018-
- Urban Restoration Enhancement Corporation (UREC), Baton Rouge President 2019- 2023
- American Association of Community Colleges (AACC)- 2019- 2021-Executive Council Member
- JAG Board Chair – Baton Rouge 2015-2020
- Department of Labor WIB – LWIA 21 2015- 2019 Board Member
- United States Department of Labor Shard Youth Vision State Executive Board Member 2003-2008
- Job Corps – Industry Alliance Council 2005-2008
- East Baton Rouge Parish Youth Workforce Investment Board 2005-2012
- Louisiana Department of Labor Representation for the Industry-Based Certification Board 2005-2008
- Louisiana Craft Worker Development Board 2005- 2010
- Louisiana High School Redesign Commission 2005-2008
- Louisiana Campus Compact 2005-2010

References

Tamara E. Brown

Linde Vice President, Sustainability ESG | CSR | Community Engagement

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Stephanie Cargile

ExxonMobil Southeast Region Government Affairs Advisor

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Lumina Foundation Strategy Director for Employer-Aligned Credential Programs

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