

WELCOME TO OUR NEWSLETTER

# KRA@Work

*we're so glad you're here!*



## Senior Leader Spotlight!

### **A Message from Queenie Galvez-Ramiro, KRA Accounting Manager**

As I reflect on my KRA experience, I am grateful for the opportunity to be part of a company that contributes to **a life-changing impact through the workforce solutions** we provide to our customers and their families in the communities we serve. I am also grateful for the professional growth and personal development I have gained through KRA, which helps me become a better contributor to our mission.

I emigrated to the U.S. from the Philippines in 1998, with a BS degree in Accountancy, which afforded me the opportunity to progress in my Finance career through different private-sector organizations. I fully understood that their goals were to minimize costs and maximize profits for the owners, but for me, those jobs provided income, but lacked a sense of purpose. Between 2007 and 2014, in progressively responsible Accounting positions, I worked for a Countywide economic-development agency whose mission resonated with me, personally and professionally. Through the administration of community-, economic, and workforce-development programs, including WIOA, I witnessed firsthand how the U.S. government put taxpayers' monies to good use, improving the living conditions and self-sufficiency of underserved populations. **I had found my purpose!**

I joined KRA in 2017 as a Senior Budget Analyst, advancing to Accounting Manager in 2019. As a member of the Finance and Administration Team, I am responsible for implementing and maintaining internal-control accounting systems that ensure company assets and operations are safeguarded adequately, and that financial reporting is conducted in compliance with company policy and governmental requirements.

I have developed a deep-seated commitment to our industry, which I sometimes consider as a ministry. It is the human- and social-service aspect of our work that I enjoy. As a part of what we call "the back office" administration, I consider myself one of the instruments making an impact on people's lives and the future of this country that accepts and embraces immigrants like me.

I would like to express my appreciation to our clients, our Business- and Career-Services customers, and our loyal workforce-community partners for your support. I assure you that we continue to be committed to delivering the highest level of innovative, exceptional, and trusted service.

I love the quote by Bryan Thao Worra, "A single seed can turn into a forest. A single heart can transform a nation." I thrive in an environment where I can be one of the single seeds, and one of the single hearts. In closing, I invite you to join KRA in celebrating **Asian American and Pacific Islander American Month**, learning more about our **diverse cultures and traditions**, and discovering past and present AAPI contributions to our communities and our country.

Sincerely,  
Queenie Galvez-Ramiro

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## Workforce Wednesday

### UPSKILLING THROUGH APPRENTICESHIP PROGRAMS

**Apprenticeship programs** have been around for centuries, but in recent years, they have gained renewed interest as **a way to close the skills gap and provide a pathway to well-paying careers**. The US Department of Labor (DOL) has been instrumental in funding apprenticeship programs across the country, with the aim of increasing the number of apprentices and creating a more skilled workforce.

**Intermediary Organizations (IO) act as a bridge between employers and apprentices**. An effective approach to building an ecosystem for apprenticeship programs includes several key components. 1). Working closely with employers to identify their workforce needs and develop apprenticeship programs that meet those needs. 2). Partnering with educational providers to develop training programs that complement the on-the-job training provided by employers. 3). Providing support services to apprentices, such as mentoring, coaching, and financial assistance, to help them successfully complete their apprenticeship.

**During the DOL ETA Vision 2030 – Investing in America's Workforce Convening, First Lady Jill Biden** announced two brand new Investing in America initiatives: 1). Launching of Workforce Hubs, initially in 5 cities (Phoenix, Columbus, Baltimore, Pittsburgh, and Augusta) and the 2). Increased focus in training opportunities for advanced manufacturing jobs. The overarching goal of these initiatives is to help rebuild America's infrastructure, advance clean energy future, and revitalize domestic manufacturing.

As we continue to prepare for the future, apprenticeship initiatives continue to demonstrate promising results in **fundamentally transforming what it means to make a living and make a life here in America**.

**Watch the #ETAVision2030 Workforce Convening, May 16**

# The KRA Way

5-STAR EXPERIENCE. REAL LIFE IMPACT.



## ★ Principles

TRAILBLAZING IS IN OUR DNA

## ★ People

INCLUSIVE SINCE INCEPTION

## ★ Programs

INNOVATIVE WORKFORCE PROGRAMS  
AT THE SPEED OF BUSINESS

## ★ Partnerships

RELATIONSHIPS THAT DELIVER RESULTS

## ★ Performance

YOUR SUCCESS IS OUR SUCCESS!

[LEARN MORE](#)

## KRA's Leadership Edge

*Spring 2023*

Leadership Edge is KRA's flagship program that has a long-standing history of **transforming Managers into industry Leaders.**

This Spring, some of KRA's Leaders gathered to **collaborate**, engage with our **diverse projects**, and **develop** their skills related to leading teams, people management, legal processes, contract and project development, performance management, and the mastery of the key elements of creating an executive presence.

During this event, KRA Leaders were challenged to **advance their leadership identity** and vision, explore the fine points of contract performance management, develop stellar workshop proposals, **champion workforce programs** through their own leadership presence, and to put themselves in "the shoes" of their colleagues working with other projects in order to obtain a deeper understanding of the **workforce development community** in other regions.

KRA values **continued education** and believes in developing our employees for their current roles, as well as supporting their growth for their future.

# Latest News

## KRA CELEBRATES ASIAN AMERICAN AND PACIFIC ISLANDER HERITAGE MONTH

KRA is celebrating National **Asian American and Pacific Islander Heritage Month** and the contributions and influence of **Asian Americans** and **Pacific Islander Americans** to the history, culture, and achievements of the U.S. Since its founding in 1981, KRA has embraced and practiced **DEIBA principles**, and is fortunate that two of our Asian American employees are willing to share with us a bit about their **experiences**, and their **families' journeys**. We've chosen to highlight these employees' stories in celebration. To read Cecilia Parulan and Kim Yoon's stories, and to learn more about this wonderful holiday and its history, check out the article in our [Newsroom](#)!

Several KRA employees were granted the honor of presenting at the **National Association of Workforce Development Professionals Annual Conference (NAWDP)** this May! Joseph Seymour, Terrance Bowens, Melody Daniel, Gina Mayo and Alyssa Elliot presented **insightful and dynamic workshops** on Leadership in a Diverse Workplace, Performance Acceleration Strategies, Coaching Case Managers and Creative Conflict Resolution.

Visit KRA's [Linkedin page](#) to see pictures of the **KRA NAWDP Booth, Workshops** and event!

Check out this month's **Latest News** Articles!

- › [Celebrating Asian American and Pacific Islander Heritage Month](#)
- › [KRA Subject Matter Experts to Present at NAJA...Again!](#)
- › [KRA Corporate Counsel...a Maryland Top 100 Woman!](#)



### KRA'S LATEST NEWS

Visit our [Social Newsroom](#) to learn more and to read our latest news!



## Connect with us! FOLLOW US ON LINKEDIN

Join us on LinkedIn today and stay connected! We invite you to check out our community events, and visit our Jobs and Life page for a glance at KRA's workforce culture.

[#KRAatWork](#) [#KRALife](#)  
[#workforcedevelopment](#) [#reallifeimpact](#)

[VISIT KRA'S LINKEDIN](#)



## Tune into our podcast! KRA'S THE HUB

**Episode 10** was just released! In this episode, **Sandy Mead**, VP of Workforce Development at Metrix Learning, joins the program to discuss the **changing nature and delivery** of training programs for job seekers and to provide an overview of the Metrix Learning online platform. Sandy shares advice for **workforce organizations** who are trying to provide **training and upskilling** opportunities in an impactful way. Discover what workforce leaders and organizations need to think about when it comes to the **future of training**.

[KRA'S THE HUB ON SPOTIFY](#)