

## Dr. Hayward River Parishes Bio

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Dr. Milan Hayward serves as Vice President of Workforce Development at Virginia Western Community College, where he leads the School of Career and Corporate Training and directs the college's Department of Education Title III effort to improve student enrollment and outcomes.

Once a high-school stop-out skeptical of formal education, a dedicated community college faculty member helped convince Dr. Hayward of the benefits of a community college education. Dr. Hayward's journey as a working student with family responsibilities informed his empathy for the challenges faced by adult and non-traditional students. His diverse personal and professional experiences with adult learning, career and technical education, and workforce development fueled his graduate studies, research, and years of innovative professional practice.

With over a decade in the automotive service industry, Dr. Hayward became a full-time faculty member at Northern Virginia Community College in 1998. Program coordination and teaching in the Ford Motor Company ASSET and MLR automotive programs came next, followed by service as a STEM/CTE Academic Dean, Special Assistant (Associate VP / Dean) of Career and Technical Education, National Director of a major Department of Labor consortium initiative to serve trade impacted adult and under-represented learners, and Executive Director of the largest Grants and Sponsored Projects Office in the Virginia Community College System. These unique experiences taught him the need for comprehensive career pathway options and student support.

Beside teaching students and collaborating with business and community partners, Dr. Hayward is perhaps most proud of his work with teams. For example, he led Credentials to Careers (C2C), a four-year \$12.3M U.S. DOL Trade Adjustment program with seven participant colleges and multiple industry projects (including Manufacturing and Healthcare) located in California, Michigan, Texas, Virginia, and Washington. The successful work of program development, teaching and learning, and innovative student services, required collaboration with Achieving the Dream and Aspen WSI, the provision of ongoing technical support, quality relationships, continuous communication, teambuilding, and lots of teamwork. C2C met or exceeded key targets, came in under budget, impacted thousands—many of whom were first generation college students—and increased the capacity of colleges to serve students and industry.

Milan—as he prefers to be called—earned an AAS degree in Automotive Technology from Northern Virginia Community College, a BS in Management from National-Louis University, an MS in Adult Learning and Human Resource Development from Virginia Tech, and a PhD in Community College Leadership from Old Dominion University. Milan and his wife (a nurse educator, community college graduate, and leader) are the parents of four grown children; two of whom are also community college graduates. They currently share their home with two delightful Shih Tzus named Peaches and Macy, and an intractable rescue cat named Gus.