BUILDFREEDOMSUMMIT

AGENDA | OCTOBER 19–22, 2026 | GALVESTON, TEXAS

DATE	TIME	ACTIVITY
Monday, October 19	2:00–7:00 PM	**Early Check-In & Registration**
Tuesday, October 20	7:30–8:30 AM	**Registration & Breakfast**
	8:30–9:00 AM	**Welcome Remarks & Summit Opening**
	9:00–10:00 AM	**Keynote Address**
	10:00–10:50 AM	**Coffee Break**
	11:00–11:50 AM	**Breakout Session 1**
	12:00–1:00 PM	**Lunch & Fireside Chat**
	1:00–1:50 PM	**Breakout Session 2**
	2:00–2:50 PM	**Breakout Session 3**
	3:00–3:50 PM	**Networking Break**
	4:00–4:50 PM	**Breakout Session 4**
	5:00–7:00 PM	**Networking Reception in Exhibit Hall**
Wednesday, October 21	6:00–7:00 AM	**Sunrise Beach Workout with TradeFit**
	7:30–8:30 AM	**Registration & Breakfast**
	8:30–9:00 AM	**Welcome Remarks & Summit Opening**
	9:00–10:00 AM	**Keynote Address**
	10:00–10:50 AM	**Coffee Break**
	11:00–11:50 AM	**Breakout Session 5**
	12:00–1:00 PM	**Lunch & Fireside Chat**
	1:00–1:50 PM	**Breakout Session 6**
	2:00–2:50 PM	**Breakout Session 7**
	3:00–3:50 PM	**Networking Break**
	4:00–4:50 PM	**Breakout Session 8**
	5:00–7:00 PM	**Networking Reception in Exhibit Hall**
Thursday, October 22	8:00 AM–12:00 PM	**Career Expo — Students Only**
	12:00–1:00 PM	**Lunch — Exhibitors Only**
	1:00–5:00 PM	**Job Fair**

TUESDAY, OCTOBER 20 | BREAKOUT SESSIONS

11:00-11:50 AM | Breakout Session 1

ROOM	SESSION / FORMAT	SPEAKERS
Schooner	**Talent by Design: Building Workforce Pipelines That Drive Opportunity, Prosperity, and Regional Growth** (Presentation)	Amanda Hylton; Telly Tucker
Clipper	**Telling the Story of Domestic Production in the U.S.** (Fireside Chat)	Donnie Rosie; Robert Weiss; Crystal Bentley, Christina Honkonen
Harbor	**Scaling AI-Ready Talent: Building the Workforce for America's Smart Manufacturing Future** (Presentation)	Chris Ing; Lauren Friedman
Spinnaker	**Built Not Born** (Presentation)	Andrew Crowe
Helm	**NMTC and Alternative Capital** (Presentation)	Michael Perrine
Yacht	**Building the Ecosystem: Aligning Industry, Education, and Workforce** (Fireside Chat)	Paul Lynch; Rebecca Knight
Galleon 1 & 2	**Challenging the Next Generation** (Panel)	Moderator: Matt Draper Ben Abbott; Ray Dick; Aliscia Andrews
Galleon 3	**It Takes a Village: Hawaii Pathways to DIB Careers** (Panel)	Moderator: Ku'i Hao Honolulu Community College; Pearl Harbor Naval Shipyard; Pacific Shipyard International; Hawaii Dept of Education

12:00-1:00 PM | Main Stage | Lunch & Fireside Chat

IBP / WIRE - Workforce Fireside Discussion: Kris Rick & Jesse Wilson

1:00-1:50 PM | Breakout Session 2

ROOM	SESSION / FORMAT	SPEAKERS
Schooner	**America's Talent Pipeline Program Overview** (Presentation)	Joey Pettit
Clipper	**You Can't Build Freedom Without a Workforce** (Presentation)	Kevin Beamish
Harbor	**You Can't Recruit Talent That Never Saw the Opportunity** (Presentation)	Stephanie Hajducek
Spinnaker	**SBA Made in America Manufacturing Initiative** (Presentation)	Valerie Maher
Helm	**Closing the Experience Gap: Internships, Externships, and Industry Readiness** (Presentation)	Daren Davis; Victor Okhuysen
Yacht	**Manufacturing Smarter: Strengthening Operations, Building Talent** (Panel)	Moderator: Daniel Robles Scott Lucas; Kevin Barto; Simba Jonga
Galleon 1 & 2	**Build Freedom.US Panel** (Panel)	Moderator: Kris Rick Sean Roberts; Tim Robertson; Lori Adams
Galleon 3	**From Regional Strength to National Security: Building Manufacturing Ecosystems** (Panel)	Moderator: Jason Deichler John Barnes; Amy Thompson; John Peterson

TUESDAY, OCTOBER 20 | BREAKOUT SESSIONS

2:00-2:50 PM | Breakout Session 3

ROOM	SESSION / FORMAT	SPEAKERS
Schooner	**Oplign** (Presentation)	Brian Halstead
Clipper	**Unlocking Workforce Potential: The Value Proposition of Registered Apprenticeships at Raytheon** (Presentation)	Robert Flores; Tripat Baweja
Harbor	**Built to Lead: Preparing America's Workforce for AI-Driven Manufacturing** (Presentation)	Lisa Masciantonio; John Zappa
Spinnaker	**ApprenticeshipWorks! No-Cost Initiative** (Presentation)	Heather Cooper
Helm	**Site Selections and Incentives** (Presentation)	Michael Perrine
Yacht	**You're Recruiting Too Late: How Iron Warrior is reaching future makers before they ever fill out an application** (Fireside Chat)	Ali Anderson; Kory Anderson
Galleon 1 & 2	**Building the Workforce You Need: A Local Solution to a National Challenge** (Panel)	Moderator: Bill Padnos Stephen DeWitt; Toni Neary; Sara Timm
Galleon 3	**Workforce Development for Shipbuilding: Building a Greater Houston-Galveston Maritime Talent Ecosystem** (Panel)	Moderator: Dr. Alok Verma Leonard Hale; Cissy Matthews; Joshua Owens; John Paul Schilling; Mary York

4:00-4:50 PM | Breakout Session 4

ROOM	SESSION / FORMAT	SPEAKERS
Schooner	**Job Corps, a National Talent Pipeline** (Presentation)	Erin McGee; Thony Martino; Stephen Marshall
Clipper	**Keeping the Torch Alive Through Multi-Generational Shop Owners** (Panel)	Moderator: Russell Winter
Harbor	**Building the Candidate Network of the Future** (Presentation)	Brittany Rosenberg
Spinnaker	**Co-Designing Career Pathways: Scaling High School CTE Through Hub & Spoke Partnerships, Live Production, and Job Costing** (Presentation)	Marcus Edwards; Steven Smith
Helm	**Effective Management of a Technical Intern Program** (Presentation)	Victor Okhuysen
Yacht	**The Second Welder Costs What the First One Did: Why "Scale" Is the Wrong Promise for the Skilled Trades** (Presentation)	Michael Gilroy
Galleon 1 & 2	**A Century of Career & Technical Education - and Why It Matters for Defense Manufacturing Now** (Fireside Chat)	Ben Abbott; Allison Heider; Ray Lanham; Bobby Johnson
Galleon 3	**Manufacturing in Houston** (Panel)	Craig Rhodes; Brian Freedman; Joshua Owens

WEDNESDAY, OCTOBER 21 | BREAKOUT SESSIONS

11:00-11:50 AM | Breakout Session 5

ROOM	SESSION / FORMAT	SPEAKERS
Schooner	**From Workforce Crisis to Workforce Ecosystem: Building the Talent Pipeline that Sustains America's Fleet** (Presentation)	Shawn Avery
Clipper	**Making Skills Visible: Turning Military Experience into Manufacturing Talent** (Presentation)	Sytease Geib
Harbor	**You Cannot Hire What You Refuse to Build: Lessons from rebuilding the 150 Case and a blueprint for rebuilding America's skilled trades.** (Presentation)	Kory Anderson
Spinnaker	**Apprenticeship as Infrastructure: Building Durable Workforce Pipelines for Advanced Manufacturing and Defense** (Fireside Chat)	John Colborn; Ken Poole
Helm	**Shortage of people or shortage of strategy?** (Presentation)	Cammas Freeman
Yacht	**Five Years of Workforce Lessons: Breaking Talent Acquisition and Retention Myths** (Presentation)	Kevin Barto
Galleon 1 & 2	**K-12 Manufacturing Pathways Lightning Talks** (Panel)	Moderator: Cathy Chen-Arriaga Kyle Jordan; Samantha Trzinski; Greg Hayworth
Galleon 3	**Mobilizing America's Defense Engine: Building Freedom through Registered Apprenticeship** (Workshop)	Olivia Rice; Debby Hopkins

1:00-1:50 PM | Breakout Session 6

ROOM	SESSION / FORMAT	SPEAKERS
Schooner	**Aligning Academia with National Strategy: Initiatives to Develop Workforce for Shipbuilding & Maritime** (Presentation)	Dr. Alok Verma
Clipper	**From Training to Capability: Building Learning Systems That Scale America's Manufacturing Workforce** (Presentation)	Kyle Jordan
Harbor	**The Missing Semester: What Manufacturers Should Be Demanding From Engineering Programs** (Fireside Chat)	Daren Davis
Spinnaker	**Pilot to Pipeline: How JA Maritime Scaled an Industry-Driven Workforce Model** (Workshop)	Nicole Diorio
Helm	**Manufacturing Can't Grow What It Can't Staff** (Presentation)	Sara Timm
Yacht	**How the FAME Apprenticeship Model Creates Global Best Technicians** (Presentation)	Gardner Carrick
Galleon 1 & 2	**IACMI Workforce Panel** (Panel)	Moderator: Chad Duty Andrew Pokelwaldt; Greg Harrell; Elliot Keas; Mike Kubacki
Galleon 3	**The Working Classroom: Building an Apprenticeship Model That Works** (Workshop)	Timothy Cyders

WEDNESDAY, OCTOBER 21 | BREAKOUT SESSIONS

2:00-2:50 PM | Breakout Session 7

ROOM	SESSION / FORMAT	SPEAKERS
Schooner	**When a Community Foundation Becomes the Developer: The DEPOT Defense Workforce Campus** (Fireside Chat)	Gil Gonzales
Clipper	**Making Manufacturing Cool Again** (Presentation)	Ethan Baehrend
Harbor	**Building America's Industrial Workforce, Together** (Presentation)	Perry Gibbs
Spinnaker	**Re-visioning and Implementing a Precision Machining Manufacturing Workforce Development program** (Presentation)	Scott Lucas
Helm	**Have your CAKE and Eat it Too!** (Presentation)	Sheila Simon
Yacht	**Investing Early, Hiring Strong: Electric Boat's K-12 to Workforce Ecosystem Across CT, RI & MA** (Presentation)	Willie Barber; Sean Morrone
Galleon 1 & 2	**Partnerships to Build a Workforce** (Panel)	Moderator: Robert Schwager, Cindy Lawley Clint Knight; Traci Nolen; Rod Long, Helen Brewer
Galleon 3	**SME: Building our nation's talent - Data driven blueprint for durable growth** (Presentation)	Dr. Deb Volzer

4:00-4:50 PM | Breakout Session 8

ROOM	SESSION / FORMAT	SPEAKERS
Schooner	**Finding and Growing the Next Generation of Skilled-Trades Talent** (Panel)	Dan Stiles
Clipper	**The Industrial Athlete: Empowering the High Performance Team of the Future** (Presentation)	Mark Lamoncha
Harbor	**Advancing Manufacturing and Digital Readiness** (Presentation)	Amy Thompson
Spinnaker	Why Workforce Education Fails After the Ribbon Cutting (Presentation)	Tim Robertson
Helm	**Don't Look at the Collar. Look at the Sleeves.** (Presentation)	Andrew Wooley
Yacht	**From Workforce Strategy to Industrial Readiness: How Workforce Boards Are Building the Talent Pipeline for America's Manufacturing and Defense Future** (Presentation)	Traci Nolen
Galleon 1 & 2	**Apprenticeships Unpacked: What Works and Why** (Panel)	Moderator: John Colborn Robert Flores; Gardner Carrick; Michael Gilroy; Heather Cooper, Olivia Rice
Galleon 3	**Learn About Maritime Manufacturing and Supply Chain: A Hands-On Lesson for Grades 6 and Up** (Workshop)	Katherine Sutton