

BUILD FREEDOM SUMMIT

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

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

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

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 Clint Knight; Traci Nolen; Rod Long
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