

## Contact

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## Top Skills

Diversity & Inclusion  
Employee Training  
Public Speaking

## Certifications

Certified Cornell University Diversity and Inclusion Professional  
Certified TABB Technician

# Leah Rambo

Diversity and Inclusion Expert | Keynote Speaker | Advocate, Recruit, Train and Retain Women in the Trades and Non-Traditional Occupations

New York City Metropolitan Area

## Summary

I am a dedicated and steadfast training director and administrator who cares deeply about issues of diversity and inclusion. I am particularly passionate about the hiring, recruitment, retention, and promotion of women in the trades and non-traditional industries.

I have over two decades of experience leading, managing, and motivating staff, union members, and other stakeholders. And I'm able to lead groups to consistently exceed ambitious goals.

I speak often to groups of all sizes on topics including:

- workforce diversity in labor
- effective recruitment and retention of employees of color
- hiring of women and veterans in the sheet metal industry

I have outstanding communication skills, mediation, and negotiation skills, which allow me to lead cross-functional teams to reach their challenging business development goals.

I also have deep experience managing the fiduciary and administrative responsibilities of Taft-Hartley and ERISA funds, as well as managing and balancing multi-million-dollar budgets.

## Key Experience and Skills:

- Expert at overseeing complex collaborations between multiple stakeholders over long periods of time and maximizing positive outcomes for as many stakeholders as possible.
- Over two decades of experience as a labor educator working within the construction industry and every level of government to ensure quality apprenticeship training.
- Seasoned speaker at local and national levels on topics including change management, recruitment

and retention, and diversity and inclusion in the building trades industry.

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## Experience

### Nontraditional Employment for Women

President

February 2024 - Present (1 year)

United States

### Sheet Metal Workers Local 28 Training Center

Training Director and Fund Administrator

June 2011 - June 2024 (13 years 1 month)

Queens County, New York, United States

- Director of ITI Platinum Level Accredited Apprenticeship Program
- Lead a staff of 32 (11 full-time and 21 part-time staff), while concurrently overseeing training for 500 apprentices and over 150 journeypersons
- Built and instilled a positive workplace culture, while tirelessly promoting and advancing education
- Regularly analyze, implement, and improve School policies on expenditures, systems, and productivity
- Report quarterly to the Board of Trustees on finances, policies, and apprentice issues
- Manage a Fund of approximately \$10.2 million

### International Training Institute

Instructor Trainer

January 2003 - June 2024 (21 years 6 months)

Fairfax, Virginia, United States

Recruited by ITI to train sheet metal instructors around the country in:

- classroom management
- educational psychology
- lesson plan development
- public speaking
- instructional management
- diversity and inclusion
- conflict resolution

### US Department of Labor

US Department of Labor Women's Bureau Deputy Director

January 2023 - January 2024 (1 year 1 month)

United States

Technical Systems Solutions & Measurement, Inc.

Certified TABB Technician

2009 - 2011 (2 years)

New York, United States

Lead Technician in balancing HVAC systems at multiple worksites in New York.

Nicholas Maldarelli Training Center (Local 28 Apprentice Training Program)

Program Developer; Instructor

1998 - 2008 (10 years)

Jamaica, New York, United States

Achievements as Program Developer:

- Successfully transitioned the program from a four- to five-year apprentice program
- Developed curricula
- Created semester training schedule for instructors
- Developed pre-apprenticeship program
- Maintained attendance and progress reports for 130 students
- Developed innovations such as pre apprentice evaluation form for contractors to assess training progress
- Developed system to monitor reports and provide feedback to apprentices on their evaluations

Achievements as Instructor:

- Contributed to growing program as a full-time TAB, AutoCAD, Architectural, Diversity and HVAC Instructor
- Instituted standardized core curricula (TAB and CAD)
- Developed a new course, Respecting Workforce Diversity
- Created the Training Center's first class schedule

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## Education

National Labor College

Bachelor of Arts, Labor Education

Ivy Tech Community College  
Associate of Science, Industrial Technology