

KATHY BOYD

Career Education Executive • Workforce Development Leader • Apprenticeship Architect

EXECUTIVE PROFILE

Career education and workforce development executive and small business owner with 20+ years designing and scaling career-connected learning systems across K-12, community college, and industry. Owner and CEO of [REDACTED] delivering workforce and career-readiness consulting to employers, education systems, and regional initiatives. As Executive Director at the [REDACTED] (2018–2026), led Orange County's largest regional career education and workforce development initiative — spanning 28 school districts and all four county community college districts, a team of ~30, a \$50M+ operational budget, and a ~\$98M grant and revenue portfolio. Founded Orange County's first DOL-registered non-traditional and youth apprenticeship program. Commissioner on the Orange County Workforce Development Board representing the First Supervisorial District.

CORE COMPETENCIES

Workforce System Design • CTE Curriculum & Assessment • Registered Apprenticeship (DOL + California DAS) • Dual Enrollment & CCAP Agreements • Strong Workforce, Perkins V & Federal Grant Portfolios • Employer Consortia & Industry Advisory Structures • K-16 Partnership Architecture • Regional Workforce Board Coordination • Executive Budget & Resource Management • Cross-Sector Stakeholder Engagement • Small Business Leadership

PROFESSIONAL EXPERIENCE

Owner & Chief Executive Officer 2023 – Present

- Own and lead a workforce and career-education consulting practice serving employers, education systems, and regional workforce initiatives across California.
- Engaged by the Orange County Business Council to support employer engagement and regional coordination across eight California Jobs First Catalyst projects in Orange County — including autonomous systems/drone, culinary, neurodiverse talent, LVN bridge, and K-16 integration efforts.
- Provide strategic guidance on career education, employer partnerships, apprenticeship, and education-to-employment pathways.

Executive Director, Career Education & Workforce Development 2018 – 2026

- Led Orange County's largest regional career education and workforce development initiative (OC Pathways), overseeing a team of ~30 across CTE, apprenticeship, dual enrollment, and professional learning, with \$50M+ in operational budgets and full accountability for outcomes.
- Generated approximately \$98M in grants and program revenue for the region, including Strong Workforce, Perkins V, DOL Apprenticeship Building America, California Apprenticeship Initiative, Golden State Pathways, and California Jobs First.
- Founded and launched Orange County's first DOL non-traditional and youth apprenticeship program; established OCDE as a registered apprenticeship intermediary with both the U.S. Department of Labor and California DAS.
- Built the region's leading dual enrollment data infrastructure — negotiating data-sharing agreements with all four community college districts and advancing co-teaching dual enrollment models.
- Designed and led A-G and UCCI career-contextualized course approval processes across Orange County districts.
- Administered professional development serving 1,000+ education professionals annually and partnered with the CTC through two accreditation cycles.

Coordinator, Career & Technical Education / STEM / Pathways 2013 – 2017

- Designed and implemented curriculum and assessments for 23 sequenced career pathways, with instructor training and counselor/administrator professional development.

- Secured approximately \$2.2M in new grant funding and managed an additional \$1.7M, with full compliance and outcome accountability.

Associate Principal, Curriculum & Guidance 2010 – 2011

[REDACTED]

- Managed curriculum and guidance operations for 98 instructional staff; redesigned administrative workflows and supervised cross-functional teams.

Earlier Experience 1996 – 2013

- School Counselor, [REDACTED] led counseling, college, and career programs and coordinated AVID and IB program growth.
- Operations Trainer, [REDACTED] (1997–2001); Account Executive, [REDACTED] (1996–1997) — private-sector staffing experience informing an employer-partnership approach.
- Adjunct Faculty — [REDACTED] (Adult Learning Theory, 2021–2023) and [REDACTED] (Leadership, 2008–2009).

BOARD & ADVISORY LEADERSHIP

- Commissioner, Orange County Workforce Development Board — First District Representative (2021–Present).
- Co-Founder & Board of Directors, CareerLaunchPath (501(c)(3)) — career-readiness and school-to-career pipelines in Orange County.
- Catalyst Sector Investment Coordinator, Orange County Business Council (California Jobs First).
- Advisory roles including the College Board industry credential initiative and Paxton Patterson Future Ready Labs.

EDUCATION & CREDENTIALS

- M.A., School Counseling — Chapman University, 2002
- MBA Coursework, Business Operations — University of Phoenix, 1999
- B.A., Humanities / Communications — Concordia University, 1995
- California Credentials: Clear Administrative Services (CASC); Preliminary Administrative Services (PASC); Pupil Personnel Services — School Counseling (PPS).
- Certifications: Leading Edge Leadership Development; CTC Accreditation Training & Compliance; Entrepreneurial Mindset Facilitation; Adult Learning Theory & Instructional Design.