



Tammie Bishop
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Allison Gorman
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Monique Jenkins
Senior Manager Enterprise Talent Management
Services
Georgia Department of Administrative Services



Mayor Van Johnson II
Mayor
City of Savannah



Dave Schantz
General Dynamics Information DoD
Skillbridge Program

Talent Acquisition Panel Discussion

Recruiting for Skill or Hiring for (*Cultural*) Fit: A Strategic Talent Imperative for Upskilling and Reskilling Our Workforce

Presented by the SHRM Savannah Workforce Readiness Committee

Moderator: Dr. LaTrelle Porter, PhD, PHR, SHRM-CP





Tammie Bishop Bio

Tammie Y. Bishop began her career in secondary education as an ESL and Migrant Family Intervention professional. She is employed by the state of Georgia with The Georgia Department of Labor. She brings over 10 years of experience in recruiting and working with diverse populations including marginalized/specialized groups. Tammie brings a unique and special perspective to the world of work because of her strong background as a servant leader. Her philosophy that “*No one should ever leave your presence without hope. It is the one thing, invisible but tangible, that helps us to persevere,*” is the fuel that drives her passion for serving others and impacting lives around employment, labor, and workforce readiness.

Currently, she is the GDOL, Business Services Recruiter-Region 12. Tammie works with new and existing businesses, HR professionals, and business leaders to address the needs around recruiting and hiring through leveraging state, specifically GDOL, resources. She has worked with and served on several advisory boards and projects around workforce readiness including the Chamber of Commerce, mayoral commissions, adult education, and health/wellness. She serves on the Statesboro Area SHRM board of directors and as the Workforce Readiness Director for GA SHRM State Council. She holds degrees from Georgia Southern University in History and Spanish and is now, pursuing an MBA

In addition to her employment, she has served as a spiritual and religious leader as clergy including youth and young adults, women, choir ministries, and leading bible study groups. She currently resides in Statesboro, GA, and attends the CrossRoads Community Church. Her hobbies include sports, reading, enjoying time with family & close friends, refurbishing furniture, and is now establishing a nonprofit around fundraising for individuals, specifically in the workforce, with urology and kidney challenges.

Allison Gorman Bio

Allison Gorman, Ed.D., is the sr. manager of workforce development at Gulfstream Aerospace. Under her guidance, the team is responsible for all workforce development initiatives, including college programs (internships and co-ops), military outreach and recruiting, apprenticeships, pre-hire assessments and much more. Allison previously held roles as the manager of leadership development, senior instructional designer, and training specialist at Gulfstream. Prior to joining Gulfstream, Allison was the assistant director of experiential education and employer relations at Georgia Southern University, where she supported the University's internship, co-op, and employer outreach efforts. Allison has a bachelor's degree in psychology from the University of Georgia as well as a master's degree in school psychology and a Doctor of Education in education administration, both from Georgia Southern University.





Monique Jenkins Bio

Monique Jenkins is a double certified, Senior Human Resources Professional with almost 15 years of experience in the public and private sectors. She currently serves as the Senior Manager of Enterprise Talent Management Services for the Georgia Department of Administrative Services, leading a team of consultants in the areas of talent acquisition, performance development and university relations, to help state agencies attract, hire, develop and retain talent.

Monique has an affinity for serving her community and serves with several volunteer organizations. Professionally, she is a volunteer leader with the Society of Human Resources Management on a national, state, and local affiliate level. On the national level, she serves as an USAA/SHRM Foundation Ambassador for the SHRM Foundation Veterans at Work program. At the state level, she currently serves as the director of conferences and meetings. At the local affiliate level, she is the chair of the Veteran's at Work Initiative for SHRM-Atlanta. She also previously served as the co-director of the Employment Pillar for VETLANTA, a social club built to engage veterans in the metro Atlanta area.

Personally, Monique has been a member of the Junior League of CobbMarietta, since 2014, serving in a variety of leadership roles, most recently serving as president. A native of Mississippi, Monique is an Army veteran and holds a Bachelor of Science in Business Administration degree from Mississippi University for Women and an MBA from Mercer University. She has lived in Georgia for 12 years and currently resides in Marietta

Mayor Van Johnson II Bio

Purpose, Passion, and People are the core principles that guide and drive the life of the Honorable Van R. Johnson, II, the 67th Mayor of the City of Savannah, GA. Born and raised in Brooklyn, NY, but with strong Savannah roots, Mayor Johnson is a graduate of the New York City Public School System and has earned undergraduate and graduate degrees from Savannah State and Georgia Southern University. As a former radio talk show host, political commentator and former author of local weekly columns, Mayor Johnson has distinguished himself as an independent, thoughtful, and passionate voice on current events. As a nationally certified Human Resources and Georgia certified Law Enforcement professional, Mayor Johnson has utilized his unique skill set as a sought-after trainer, speaker, and consultant in these areas.

In 2004, Mayor Johnson was elected as the First District Alderman on the Savannah City Council. He has been re-elected 3 times by the citizens of the District with an average of 75% of the total vote. During his tenure on Council, Mayor Johnson has served as Mayor Pro Tem and Vice Chairman. He has consistently used this sacred platform to advocate on behalf of the least, the last and the lost and to promote inclusion and equity for all of Savannah's citizens. He is a graduate of Leadership Savannah and Leadership Georgia.



Mayor Van Johnson II Bio

Mayor Johnson has also demonstrated leadership nationally as only the 4th elected official from Savannah to serve on the Board of Directors of the National League of Cities. He also recently served as Chair of the Advisory Board of the National League of Cities, becoming the first Savannahian to hold such an office. Mayor Johnson is nationally recognized as an innovator and thought leader in the areas of youth development and engagement through his service of over 23 years as the Director of the Chatham County Youth Commission. Since that time, he has assisted cities and counties across the country in developing governmental youth leadership programs, to include co-founding the Savannah Youth Council in 2004.

Locally, his service has been dedicated to children, youth, and families. He has served as the President of the Board of Directors of the Wesley Community Centers of Savannah, past Board Chair of the Chatham County Department of Family and Children Services in addition to numerous local non-profit organizations. He is a life member of Alpha Phi Alpha Fraternity, Inc. and the International Fraternity of Delta Sigma Pi and numerous other social and civic organizations.

Mayor Johnson's leadership and humanitarian efforts have been recognized including being conferred the Doctor of Humane Letters Degree from Savannah State University, 2017 Savannah Martin Luther King Observance Day Parade Marshal, 2017 Savannah Black Heritage Festival honoree, 2017 Association of County Commissioners of Georgia Civic and Community Service Award Recipient, the 2017 James P. Simms Public Service Award by the King Tisdell Cottage Foundation and the 2016 Savannah State University Fellow .





Dave Schantz Bio

Dave was hired on full time in mid-February 2020 while on Terminal Leave. He spent about a year in his role before being offered a new role.

Dave is the Administrator of the DoD SkillBridge Community of Practice LinkedIn group. He hosts 1 on 1 calls with interested service members and companies to answer their SkillBridge questions. To date Dave has helped thousands of transitioning service members land the SkillBridge opportunity of their choice and has helped scores of companies become approved and build out their program.

After seeing what Dave was doing online in the SkillBridge space, GDIT created a new position specifically for Dave. He now leads GDIT SkillBridge program and has quadrupled their previous annual number of SkillBridge fellows. He has also continued to grow the LinkedIn group. In 30 months, Dave has grown the group to over 20,000 members. The group - DoD SkillBridge Community of Practice, continues to be a place where service members get their questions answered, see current SkillBridge opportunities, and network with the industry leaders who have SkillBridge opportunities to offer.