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Ms. Germaine is the chief executive officer and founder of Germaine Law Firm in Cedar Rapids, Iowa. Her mission is to change the way society values a career in the trades by helping training programs become more dynamic and powerful than ever before. Ms. Germaine's law firm represents apprenticeship programs across the nation in helping them handle risks and identify hidden opportunities. She also coaches leaders of apprenticeship programs on business and recruiting strategies. Ms. Germaine is a thought leader on apprenticeship programs through her speaking, writing and hosting of the podcast *Talking Training with the Trades*. She graduated from Creighton University School of Law in Omaha, Nebraska and has an undergraduate degree in accounting from the University of Northern Iowa.