

Workforce Realigned: New Incentives For Improving Workforce Outcomes

JULY 17, 2025

Atrium Ballroom

Ronald Reagan Building and International Trade Center
Washington D.C.

About

Workforce Realigned

Workforce Realigned, Vol. II is produced by the Social Finance Institute in collaboration with the Federal Reserve Banks of Atlanta, Chicago, Philadelphia, and Richmond. Through 21 case studies authored by 35 authors representing more than 20 organizations, the book explores how outcomes-based partnerships and innovative finance approaches can reorient our workforce to meet the needs of workers, employers, and communities.



The full book and chapter summaries can be found at workforcerealigned.org.

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#WorkforceRealigned #SkillsTraining #EconomicMobility #Outcomes
#SocialFinanceInstitute

WiFi Network: Ronald Reagan Building
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Agenda

9:30 a.m. Welcome Remarks

Karen Anderson, Managing Director, Social Finance Institute

9:45 a.m. Author Roundtable: Shifting Risk and Stretching Funding

Tara Colton, Chief Economic Security Officer, New Jersey Economic Development Authority

Shanika Hope, Director for Americas & Knowledge, Skills, and Learning, Google.org

Jeannie Virden, Chief People Officer, Central Health

Kirstin Hill, President and COO, Social Finance (moderator)

10:30 a.m. Author Roundtable: Different Approaches to Pay for Success

Michael Bettersworth, Senior Vice Chancellor and CMO, Texas State Technical College

Xavier de Souza Briggs, Senior Fellow, Brookings Metro

Ashley Putnam, Director, Economic Growth & Mobility Project, Federal Reserve Bank of Philadelphia

Randall Stamper, Associate Vice Chancellor, Career Education and Workforce Programs, Virginia Community College System

Jake Edwards, Vice President, Impact Investments, Social Finance (moderator)

11:30 a.m. Break

12:00 p.m. Luncheon Discussion: Opportunities for Economic Mobility

Cecilia Elena Rouse, President, The Brookings Institution

Margaret Spellings, President and CEO, Bipartisan Policy Center

Eduardo Porter, Columnist and Editorial Board Member, The Washington Post (moderator)

1:00 p.m. Talk: Using Evidence to Improve Workforce Training Outcomes

Lawrence F. Katz, Elisabeth Allison Professor of Economics, Harvard University

1:30 p.m. Author Roundtable: Scaling “Earn and Learn” Models

Jeremy Bernard-Sasges, Analyst, Achieve Partners
John Colborn, Executive Director, Apprenticeships for America
Julianne Dunn, Senior Program Officer, Rural LISC
Amelia Nickerson, CEO, First Step Staffing
David Socolow, Head of Policy, Social Finance Institute (moderator)

2:30 p.m. Break

3:00 p.m. Author Roundtable: Trends and Opportunities in Workforce Development

Kate Bahn, Chief Economist and Senior Vice President of Research, Institute for Women’s Policy Research
Kristen Broady, Director, Economic Mobility Project, Federal Reserve Bank of Chicago
Claire Casey, President, AARP Foundation
Sarah Miller, Principal Adviser on Community & Economic Development, Federal Reserve Bank of Atlanta
Karen Anderson, Managing Director, Social Finance Institute (moderator)

4:00 p.m. Closing Plenary: Tackling the Talent Gap: A Conversation on Community Colleges and the U.S. Workforce

Tom Barkin, President and CEO, Federal Reserve Bank of Richmond
Tracy Palandjian, CEO and Co-Founder, Social Finance (facilitator)

4:45 p.m. Wrap Up and Adjournment

Tracy Palandjian, CEO and Co-Founder, Social Finance

5:00 p.m. Networking Reception, Horizons Ballroom

Scan the code



for speaker bios

About

Social Finance Institute

The Social Finance Institute is a unique field-building platform, launched in 2023 within Social Finance. The Institute leverages insights from practitioners and experts to develop networks, tools, and actionable resources to advance outcomes-based, impact-first funding models to measurably improve people's lives.

Learn more at socialfinance.org/institute

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Social Finance

Social Finance is a national nonprofit and registered investment advisor (SF Advisors, LLC). We work with the public, private, and social sectors to create partnerships and investments that measurably improve lives. Since our founding in 2011, we have mobilized more than \$400 million in new investments designed to help people and communities realize improved outcomes in workforce and economic mobility, health, and housing.

Learn more at socialfinance.org



Learn more at
workforcerealigned.org





WORKFORCE *REALIGNED*

VOLUME TWO

New Incentives for Improving
Workforce Outcomes

NEW INCENTIVES FOR IMPROVING WORKFORCE OUTCOMES

Workforce Realigned, Vol. II is a project of the Social Finance Institute and the Federal Reserve Banks of Atlanta, Chicago, Philadelphia, and Richmond.

Featuring 21 chapters authored by leading policymakers and practitioners, *Workforce Realigned, Vol. II* showcases a wide variety of outcomes-driven initiatives from across the U.S. that enhance opportunities for workers while addressing the talent demands of the 21st-century economy.



Download the book now at
workforcerealigned.org.



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RECEPTION

PRIVATE DINNER

WORKFORCE *REALIGNED* VOLUME TWO

New Incentives for Improving
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AUTHOR ROUNDTABLE

Shifting Risk and Stretching Funding

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Different Approaches to Pay for Success

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Technical College

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Vice President of Impact
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Xavier de Souza Briggs

Senior Fellow, Brookings Metro

Ashley Putnam

Director of the Economic Growth & Mobility Project,
Federal Reserve Bank of Philadelphia



LUNCHEON DISCUSSION

Opportunities for Economic Mobility

Cecilia Elena Rouse

President, The Brookings Institution

Margaret Spellings

President and CEO, Bipartisan Policy Center

Eduardo Porter

Columnist and Editorial Board Member, The Washington Post



TALK

Using Evidence to Improve Workforce Training Outcomes

Lawrence F. Katz

Elisabeth Allison Professor of Economics, Harvard University



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Trends and Opportunities in Workforce Development

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Claire Casey

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Sarah Miller

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Karen Anderson

Managing Director, Social Finance
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CLOSING PLENARY

Tackling the Talent Gap: A Conversation on Community Colleges and the U.S. Workforce

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