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# Annelies M. Goger, Ph.D.

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[brookings.edu/people/annelies-goger](https://brookings.edu/people/annelies-goger)

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## PROFILE

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- National expert in U.S. education and training policy, apprenticeship and work-based learning, and labor market and education data systems
- Strategic thinker, self-starter, and thought leader in the future of work and learning
- Experienced qualitative researcher, published author in talent development, global supply chains, and economic development
- Conversant in Spanish (intermediate level)
- Passionate about closing the opportunity gap; first generation college graduate

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## SELECTED PROFESSIONAL EXPERIENCE

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### **Brookings Institution, Washington, DC**

*Fellow, Brookings Metro, Sept 2021—present*

*David M. Rubenstein Fellow, Brookings Metro Sept 2019—Sept 2021*

- Create public-facing reports, blog posts, and research briefs for policymakers in Congress, workforce policy practitioners, talent development leaders in business, and the general public.
- Conduct and manage research on human-centered design of workforce policy, scaling earn-and-learn opportunities in three states, prison-to-employment transitions, and digital transformation in labor and education systems.
- Present research and ideas to policymakers, government officials, businesses, and the media to shape the national conversation about transforming the talent development ecosystem for the 21<sup>st</sup> century economy to better align learning and work opportunities with employer demand.
- Successfully raising funds to develop new projects focused on scaling earn-and-learn opportunities and digital transformation of labor and education systems

### **Social Policy Research Associates, Oakland, CA**

*Senior Associate, Jan 2016—Aug 2019*

- Managed research teams and projects focusing on workforce training, labor market information, data systems, and employer engagement for federal, state, and local agencies and workforce boards.
- Clients included the U.S. Department of Labor, the U.S. Department of Agriculture, the State of California Employment Training Panel, and the California Workforce Association.
- Conducted field research across the U.S. focused on job training and food assistance programs, such as interviewing students, workforce professionals, employers, and elders.
- Presented research findings to policy, government, academic, businesses, and non-profit audiences; clients have used these findings to reboot their programs and identify training needs of their staff.

### **IMPAQ International, LLC, Oakland, CA**

*Senior Associate, Oct 2014—Dec 2015*

- Led the analysis and report-writing tasks for a large employer survey.
- Conducted site visits to job centers across the U.S. to study access for workers with disabilities.
- Served as corporate supervisor and mentor to two junior policy analysts.

### **Duke University, Center on Globalization, Governance & Competitiveness, Durham, NC**

*Research Associate, Jun 2013—May 2014*

- Produced technical reports for the Organisation of Economic Cooperation and Development and the World Health Organization/United Nations Conference on Trade and Development.
- Gathered and analyzed data on global value chains in Sub-Saharan Africa, tobacco, and wheat to inform development policy in an effort to promote more inclusive economic growth strategies.

### **University of North Carolina at Chapel Hill, NC**

*Graduate Student Researcher/Instructor, Aug 2006—May 2014*

- Taught undergraduate courses: *Geography of Economic Change* and *Geography of Development*
- Conducted research on the effects of World Trade Organization quota phase-out on the global apparel industry, funded by the National Science Foundation (NSF).
- Managed undergraduate research assistants in the analysis of trade data from the U.S. and E.U.
- Created historical maps of textile plants in North Carolina using geographic information systems.

### **Social Policy Research Associates, Oakland, CA**

*Policy Analyst, Feb 2004—Jun 2006*

- Produced reports for U.S. Department of Labor and conducted site visits at job centers in 11 states to inform workforce policies, such as programs for workers laid off due to trade and globalization.
- Trained workforce development program staff in performance measures in 4 states.

### **Alternatives for Communities & Environment, Roxbury, MA**

*Communications Coordinator, Aug 1999—Jul 2000*

- Led communications strategy and quarterly newsletter for an environmental justice non-profit.
- Created and maintained a donor database to support fundraising efforts.

## **EDUCATION**

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### **University of North Carolina at Chapel Hill, NC**

*Doctorate of Philosophy in Geography, May 2013*

*Advisor: Dr. John Pickles*

- Dissertation: *Managing Global Guilt and Local Norms: Governance in the Sri Lankan Clothing Industry*, an ethnographic study of ethical clothing production in Sri Lanka, Europe, and the U.S.
- Rigorously trained in mixed-methods research; convened interdisciplinary research workshops
- Presented and convened panels at academic and International Labour Organisation conferences
- Contributed to [Capturing the Gains](#), an international research collaborative

### **University of California at Berkeley, CA**

*Masters' Degree in City and Regional Planning, May 2003*

*Advisor: Dr. Karen Chapple*

- Concentration in housing and community development
- Professional report on community-based information technology training programs

### **Brandeis University, MA**

*Bachelors' Degree in Sociology, May 1999*

*Advisor: Dr. Dessima Williams*

- Concentrations in women studies and environmental studies
- Graduated *Magna Cum Laude*; *Phi Beta Kappa*

## PEER-REVIEWED PUBLICATIONS AND BOOKS

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- Negoita, Marian and **A. Goger**. 2023". State-Level Policies to Incentivize Workplace Learning: Impacts of a California Publicly Funded Employee Training Program." *Economic Development Quarterly*. <https://doi.org/10.1177/08912424231186591>.
- Thottathil, S. E., and **A. Goger** (Eds.) 2018. *Institutions as Conscious Food Consumers: Leveraging Purchasing Power to Drive Systems Change*. London: Elsevier.
- Goger, A.** 2014. "Ethical branding in Sri Lanka: A case study of Garments Without Guilt," in J. Bair, M. Dickson & D. Miller (eds), *Workers' rights and labor compliance in global supply chains*, Routledge Series in Business Ethics, New York: Routledge.
- Goger, A.** 2013. "From disposable to empowered: Re-articulating labor in Sri Lankan apparel factories," *Environment and Planning A* 45(11), 2628–2645, issue on 'disarticulations,' guest editors Jennifer Bair, Marion Werner, and Christian Berndt.
- Goger, A.** 2013. "The making of a 'business case' for environmental upgrading: Sri Lanka's eco-factories," *Geoforum* 47, 73–83.

## SELECTED REPORTS AND BLOG POSTS

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- Goger, A.**, Banu Ozkazanc-Pan. 2023. "[The CHIPS and Science Act won't build inclusive innovation ecosystems on its own](#)." Washington, DC: Brookings.
- Goger, A.**, Allyson Parco, Rohan Carter-Rau, Jessa Henderson, Kazumi Homma, Ani Meliksetyan, Natalie Milman. 2022. "[Going digital: How learning and employment records shape access to quality education and jobs](#)." Washington, DC: Brookings.
- Goger, A.**, Felix Laniyan. 2022. "[Whose learning counts: state actions to value learning from outside the classroom](#)." Washington, DC: Brookings.
- Goger, A.**, and Janey McDermott. 2021. "[Digital transformation in labor and education systems: Improving the government response to the next unemployment crisis](#)." Washington, DC: Brookings.
- Goger, A.**, C. Sinclair, and A. Dick. 2021. "[An apprenticeship FAQ: what employers need to know about talent development](#)." Washington, DC: Brookings. *The Avenue*.
- Goger, A.**, D. Harding, and H. Henderson. 2021. "[Prisoner Reentry](#)." In, R. Ray and B. Orrell (eds), "[A better path forward for criminal justice](#)." Washington, DC: Brookings and American Enterprise Institute.
- Goger, A.** 2020. "[Desegregating work and learning through earn-and-learn models](#)." Washington, DC: *Brookings Blueprints for American Renewal & Prosperity*.
- Goger, A.** and L. Jackson. 2020. "[The labor market doesn't have a skills gap, it has an opportunity gap](#)." Washington, DC: Brookings. *The Avenue*.
- Goger, A.** 2020. "[Turning COVID-19's mass layoffs into opportunities for quality jobs](#)." Washington, DC: Brookings, *Actionable Ideas for Economic Recovery in American Cities*.
- Goger, A.**, T. Hadden Loh, and C. George. 2020. "[Unemployment insurance is failing workers during COVID-19. Here's how to fix it](#)." Washington, DC: Brookings. *The Avenue*.
- Goger, A.** 2020. "[For millions of low income seniors, coronavirus is a food security issue](#)." Washington, DC: Brookings. *The Avenue*.
- Levin, M., M. Negoita, **A. Goger**, A. Paprocki, I. Gutierrez, M. Sarver, J. Kauff, L. Dragoset, C. Baxter, L. Makowsky, E. Brown. 2020. "[Evaluation of alternatives to improve elderly access to SNAP](#)." Prepared for the U.S. Department of Agriculture Food and Nutrition Service. Oakland, CA: Social Policy Research Associates.

## SELECTED PRESENTATIONS AND EVENTS

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- 2021 [The business case for expanding apprenticeships: Federal and employer perspectives](#), with Senator Hickenlooper and Rep. McKinley as panelists and Rep. Bonamici with opening remarks. Brookings webinar, March 1.
- 2020 [Reopening America — Equitable solutions for workers and their families in the COVID-19 era](#). Brookings webinar, June 12.
- 2020 [Employment after incarceration—Fair chance hiring in the COVID-19 era](#), with introduction from Senator Cory Booker. Brookings webinar, June 5.
- 2020 [The impact of COVID-19 on prisons](#). With introduction from the Rev. Jesse Jackson, Sr. Brookings webinar, May 15.
- 2020 [Addressing widespread closures in the retail and hospitality industries](#). Brookings webinar, April 9.
- 2018 Terplan, E. and **A. Goger** (panel co-organizers), C. Jonas, A. Bernhardt, N. Foster, V. Aiyer, [The Bay Area's Gig Economy](#). San Francisco, CA: San Francisco Bay Area Planning and Urban Research Association (SPUR), July 26.
- 2018 **Goger, A.** and K. Wolff, *The Future of Work: Is the Public Workforce System Ready?* San Francisco, CA: Code for America, May 25.
- 2018 Wolff, K. (moderator), **A. Goger**, A. Hall, K. Sharp. *The Public Workforce System and the Future of Work: Tools for Change*. Washington, DC: National Association of Workforce Boards Forum 2018, March 26.

## SELECTED MEDIA CLIPS

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- Live TV guest on *Al Jazeera English* to discuss the Biden State of the Union, the American Rescue Plan, and ways that red states and blue cities can work together constructively in the recovery period, streaming in more than 33 million households worldwide.
- Mentioned in an [Associated Press](#) article on why the pandemic left long-term scars on the global job market.
- Wrote an op-ed in [CNN Business](#) focused on how allowing the \$600 unemployment benefit to expire could devastate the US economy.
- Mentioned in the [Associated Press](#) for a story about how the GOP's jobless benefit plan could mean delays.
- Quoted in an [NBC News](#) article on how 12 million Americans at risk of losing their home, health, and internet are still waiting for their unemployment benefits.
- Featured in a [Business Insider](#) piece noting the best ideas for the 40 million newly unemployed Americans from 19 of the country's top economists and lawmakers.
- Quoted in [Forbes](#) for a piece about how a Colorado district uses high school apprentices to grow its own more diverse teacher workforce.

## AWARDS

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- 2013 *A.K. Chakravarti Award for Best Student Paper on South Asia*, Regional Development and Planning and Asian Geography Specialty Groups of the Association of American Geographers;  
*Best Graduate Student Paper*, Economic Geography Specialty Group of the Association of American Geographers for "From disposable to empowered: Re-articulating labor in Sri Lankan apparel factories"
- 1999 *Eleanor Schick Award for Excellence in Environmental Studies*, Brandeis University

## GRANTS AND SCHOLARSHIPS

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- 2010 International Dissertation Research Fellowship, **Social Science Research Council** (\$22,750)  
2010 **Fulbright U.S. Student Program**, Sri Lanka, Institute for International Education (\$13,400)  
2010 Doctoral Dissertation Research Improvement Grant, **National Science Foundation** (\$12,000)  
2010 Foreign Language and Area Studies Grant (Sinhala), U.S. Department of Education (\$5,800)  
2008 Weiss Urban Livability Doctoral Fellowship (\$6,000)  
2001 Harvey S. Perloff Fellowship, University of California at Berkeley (\$2,000)  
1995 Charles C. Smith Scholarship (4 years, \$8,000)  
1995 First Fidelity Scholarship (4 years, \$5,000)

## EXTERNAL ACTIVITIES AND AFFILIATIONS

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- 2022-present Advisory Council, National Governors' Association Skills-Driven States Community of Practice  
2022-present Steering Committee, Massachusetts Institute of Technology, Learning and Employment Records Ecosystem Map  
2022-present Strategic Advisory Council, National Fund for Workforce Solutions  
2023-present Advisory Council, Educational Credentials Evaluators, US Qualifications Framework non-profit launch  
2021-2022 JEDx Advisory Council, US Chamber of Commerce Foundation, T3 Innovation Network, Jobs and Employment Data Exchange