

Annelies M. Goger, Ph.D.

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PROFILE

- National expert in U.S education and training policy and digital transformation of human services and workforce development programs
- Strategic thinker, self-starter with experience cultivating delegations of high-level, cross-sector leaders in several states, including reports, convenings, and public events that reach a wide audience
- Experienced qualitative and mixed-methods evaluator, crossing academic and applied research, and published author and think tank fellow
- Conversant in Spanish (intermediate level)
- Passionate about human-centered policy design, closing the opportunity gap; first generation college graduate

SELECTED PROFESSIONAL EXPERIENCE

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 21st 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 evaluation research teams and projects focusing on workforce training, labor market information, data systems, and employer engagement for federal, state, and local agencies.
- 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

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

- Negoita, M., M. Levin, A. Paprocki, and **A. Goger**. 2024. "Administrative burden in older adults: A look at SNAP." *International Journal of Social Welfare*.
- Negoita, M. 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

- Goger, A.**, Katherine Caves, and Hollis Salway. 2024. "[How US employers and educators can build a more nimble education system with multiple paths to success](#)." Washington, DC: Brookings.
- 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.**, 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.**, 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*.
- 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

- 2024 [Youth perspectives on the future of apprenticeships](#), with former youth apprentices, CityWorksDC, and Senator John Hickenlooper, Brookings event, November 18.
- 2024 [The power of parent-child bonds in the correctional system](#), a film screening of the film *Daughters* and panel with the director and participants, September 13.
- 2022 [Restoring trust in government through improved customer experience](#), with Amira Boland, Sha Hwang, Nikhil Deshpande, and Meera Raja.
- 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.
- 2021 [Improving labor and education data systems after the COVID-19 unemployment crisis](#), with Chike Aguh, Nicol Turner-Lee, Chris Stadelman, and Jason Tyscko, July 28.
- 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.

SELECTED MEDIA CLIPS

- *TEDx San Quentin*, April, 2022. "[Three ways to set people up for success after prison](#)." San Francisco, CA.
- 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 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

- 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

- 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)

AFFILIATIONS AND EXTERNAL ACTIVITIES

- 2025-2025 Task Force Member, California Cradle-to-Career Data System Workforce Data Task Force.
2025-2025 Kenan Institute Distinguished Fellow of 2025, Kenan Institute of Private Enterprise, University of North Carolina Kenan-Flagler Business School
2024-2024 Guest Lecturer, Coleridge Initiative, Applied Data Analytics Training
2023-2025 Advisory Council, US Qualifications Framework
2022-2023 Strategic Advisory Council, National Fund for Workforce Solutions
2022-2023 Advisory Council, National Governors' Association Skills-Driven States Community of Practice
2023-2023 Steering Committee, Massachusetts Institute of Technology, Learning and Employment Records Ecosystem Map
2021-2022 JEDx Advisory Council, US Chamber of Commerce Foundation, T3 Innovation Network, Jobs and Employment Data Exchange