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## Leveraging Workers' Skills for an Inclusive Economy: Tools, Resources, and Evidence

July 22, 2021 | 12:00 p.m. to 1:30 p.m. EDT

### Speaker Biographies

**Papia Debroy** is the senior vice president of insights at Opportunity@Work. She oversees the research to assist private-, public-, and social-sector leaders in improving economic opportunity for people who are Skilled through Alternative Routes, or STARs. Before joining Opportunity@Work, Debroy served as a research director at CEB, now Gartner, a member-based advisory organization serving more than 80 percent of Fortune 1000 companies. She received her master's and doctoral degrees from the University of Michigan.

**Julie Elberfeld** is senior advisor at Opportunity@Work and chief executive officer of Belong Strategies, LLC. Elberfeld is a strategic advisor for companies seeking to create results-oriented diversity, inclusion, and belong initiatives. She has extensive experience leading such initiatives as a technology executive for a Fortune 100 company. Elberfeld previously served as a senior executive at Capital One bank, including seven years as commercial bank chief information officer. She was the inaugural sponsor of diversity and inclusion for technology at Capital One and supported initiatives focused on increasing representation of women and BIPOC professionals in tech. She holds a bachelor's degree in math from Miami University of Ohio.

**Marcela Escobari** is a senior fellow in the Center for Sustainable Development, housed in the Global Economy and Development program at the Brookings Institution, where she leads the Workforce of the Future initiative. Escobari was assistant administrator of the US Agency for International Development's Bureau for Latin America and the Caribbean in the Obama administration. She was confirmed by the Senate and led the bureau and its initiatives on poverty, inequality, citizen security, and governance. From 2007 to 2016, Escobari served as executive director at the Center for International Development at Harvard University, a research center working to generate breakthrough ideas that bring stable, shared, and sustainable prosperity to developing countries. During her tenure, the center achieved tremendous impact, tripling in size and conducting projects in 17 countries across 5 continents. She has also worked as head of the Americas region at the OTF Group (a spin-off of Monitor Group), where she advised governments on how to increase export competitiveness and harness the private sector to eradicate poverty. She began her career as a mergers and acquisitions banker at JPMorgan in New York and was named a young global leader in 2013 by the World Economic Forum. She coedited the book, **In the River They Swim: Essays from around the World on Enterprise Solutions to Poverty**. Escobari holds a bachelor's degree in economics from Swarthmore College and a master's degree in public policy from the Harvard Kennedy School.

**Todd Greene** is an Urban Institute fellow and the executive director of WorkRise, a research-to-action network on jobs, workers, and mobility hosted by the Urban Institute. Before joining Urban, Greene was executive director of the Atlanta University Center Consortium, the nation's preeminent consortium of historically Black colleges and universities. For more than a decade, Greene served as a vice president in the Federal Reserve Bank of Atlanta's research division. He led the economic and community development department and initiatives to promote inclusive economic growth related to community and economic development finance, small businesses' access to credit, affordable housing, and human capital and workforce development. Greene founded and led the Federal Reserve System's Human Capital/Workforce Development Working Group and oversaw creation of the Federal Reserve Bank of Atlanta's Center for Workforce and Economic Opportunity. Greene has published numerous articles and coedited volumes on workforce development. He is vice chairman of the International Economic Development Council's board of directors and board chair of the John J. Heldrich Center for Workforce Development. Greene earned an undergraduate degree from Harvard University and master's degrees from Washington University and Georgia State University.

**Debbie Hughes** is a director with the Markle Foundation focused on the implementation of the Rework America Alliance. The alliance is composed of more than 30 national partners committed to opening opportunities for millions of unemployed and low-wage workers to move into good jobs, particularly people of color who have been disproportionately affected by the current economic crisis. In her role, Hughes leads the alliance's national partnership efforts, along with the job insights and employer workstreams. Before Markle, she helped launch numerous employer collaboratives dedicated to advancing digital skills, including working with the Business Roundtable and their Workforce Partnership Initiative, and most recently with Digital US and the Aspen Institute to launch the Employer Network Advancing Digital Skills and Equity. She was also previously a grant officer and strategist at Walmart.org focused on employer practice change and skills interoperability and an executive at the Business-Higher Education Forum for seven years. She also co-led the Virginia governor's Smart and Connected Communities Working Group; is a board member of the Association of Public and Land Grant Universities Commission on Innovation, Competitiveness, and Economic Prosperity; and served as the cochair for the Asia-Pacific Economic Cooperation's Project DARE (Data Analytics Raising Employment). Hughes holds bachelor's and master's degrees from the George Washington University, where she studied business, industrial organizational psychology, and international science and technology policy.

**Ashley Putnam** is the director of the Economic Growth and Mobility Project (EGMP), a strategic initiative of the Federal Reserve Bank of Philadelphia dedicated to promoting equal access to economic opportunity. EGMP is a multilevel effort to bring about entrepreneurial solutions to achieve inclusive economic growth and create pathways out of poverty. Before joining the

bank, Putnam served as the economic development advisor for the Mayor's Office of Workforce Development in New York City, where she facilitated coordination between economic and workforce development. In prior roles, Putnam founded and directed a fellowship program connecting young people to policy research and service on issues of urban poverty. She also served at the US Department of Housing and Urban Development, America Works of New York, and the Women's City Club of New York. Putnam holds a bachelor's degree from Barnard College and a master's degree in public administration from New York University's Robert F. Wagner School of Public Service.

**John Schlatter** is the assistant manager for adult education at the Center of Workforce Innovations in Valparaiso, Indiana. In this role, he oversees 25 learning centers throughout 7 counties in northwest Indiana. He joined the Center of Workforce Innovations in 2011 as an instructional assistant at the Valparaiso Adult Learning Center. He is a graduate of the 2019 Skillful Coaching Corps, an initiative of the Markle Foundation. Schlatter is a board member of the Indiana Association of Adult and Continuing Education. He holds a bachelor's degree from Purdue University Northwest and a master's degree from Washington University.

**Keith Wardrip** joined the Community Development and Regional Outreach Department of the Federal Reserve Bank of Philadelphia in 2011 and has served as the community development research manager since 2013. In this role, he produces original research, supervises the work of the department's research analysts, and leads the development of the department's research agenda. His work focuses primarily on employment opportunities for low- and moderate-income populations and philanthropic support for local community and economic development. Before joining the Philadelphia Fed, he spent six years in Washington, DC, conducting affordable housing research at the Center for Housing Policy and the National Low Income Housing Coalition. Wardrip has a bachelor's degree in geography from the University of Kentucky and a master's degree in geography from the University of Colorado.