

Christopher Warland

(he/him)

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Experienced consultant, trainer, and thought leader on programmatic, systemic, and policy responses to chronic unemployment and poverty. Expert on transitional and subsidized employment, employment interventions for formerly incarcerated people and people experiencing homelessness, trauma-informed employment services, and integrating employment services with community violence interventions.

Competencies

- Systems change and systems collaboration
- Organizational capacity building
- Training and technical assistance
- Program design and implementation
- Program model improvement and replication
- Synthesizing and operationalizing research evidence and data
- Managing complex interagency partnerships
- Leading teams and mentoring professional staff

Professional Experience

Independent Consultant, January 2025-Present

- Offering customized consulting and technical assistance services focused on programmatic, systems, and policy solutions for inclusive and equitable workforce development.
- Areas of expertise include:
 - Employment interventions for people experiencing homelessness
 - Employment interventions for people returning to communities from incarceration
 - Employment interventions for opportunity youth
 - Integrating employment services with community violence interventions
 - Transitional and subsidized employment programming
- Services include:
 - Designing and delivering customized trainings
 - Facilitating program design, program improvement, program replication, and strategic planning processes
 - Creating customized resources such as policy briefs, toolkits, and best practice guides

William G. McGowan Charitable Fund, March 2023 - January 2025

Workforce Development Director

- Managed a portfolio of workforce development grantees including community-based organizations and postsecondary institutions, focused on evidence-based, holistic interventions for workers in low-wage jobs.
- Delivered technical assistance and training to workforce development grantees focused on evidence-based practice.
- Developed and implemented strategies to improve grantee program design and delivery.
- Developed tools to monitor and improve program quality and performance.
- Created and deployed a customized reporting and application process using the Fund's grantmaking software platform.
- Oversaw the expansion and replication of the Fund's signature workforce development initiative in a second location.
- Coordinated training and professional development events for grantee personnel and community members.

Heartland Alliance for Human Needs and Human Rights, October 2008 - February 2023

Director of Field Support, Innovation and Practice Division

- Successfully led complex consulting and technical assistance projects for clients including national organizations, municipal and state governments, and federal agencies.
- Supervised, mentored, and developed direct reports.
- Authored, co-authored, and oversaw the publication of whitepapers, toolkits, policy briefs, and best practice guides.
- Spoke or presented at symposia, conferences, and webinars.
- Designed and delivered customized training curricula.
- Served as a subject-matter expert for policymakers and policy advocacy campaigns.
- Played a key role in the design and implementation of innovative new programming including community violence interventions and trauma-informed employer engagement initiatives.

Associate Director for Field Building, National Initiatives on Poverty & Economic Opportunity

- Successfully led complex consulting and technical assistance projects for clients including national organizations, municipal and state governments, and federal agencies.
- Supervised, mentored, and developed direct reports.
- Authored, co-authored, and oversaw the publication of whitepapers, toolkits, policy briefs, and best practice guides.
- Spoke or presented at symposia, conferences, and webinars.
- Designed and delivered customized training curricula.
- Participated in federal policy advocacy campaigns.

Manager, Program Quality and Technical Assistance, National Transitional Jobs Network

- Delivered technical assistance to transitional and subsidized employment initiatives nationally, including community-based organizations, municipal and state governments, and federal demonstration projects for the US Departments of Labor and Health & Human Services.
- Authored best practice guides and toolkits.
- Presented at national conferences and webinars.
- Participated in federal policy advocacy campaigns.

Council for Adult and Experiential Learning, February 2007 - October 2008

Proposal Writer

- Researched and wrote proposals, concept papers, and monographs for multiple internal and external clients for projects related to adult learning, adult access to higher education, workforce development, and regional economic development.

Selected Publications

Warland, C. & Young, M. (2019). Toward a comprehensive, equitable, and inclusive subsidized employment initiative in Detroit. Poverty Solutions at the University of Michigan, Ann Arbor.

Warland, C., & Young, M., (2019). Jobs for ALL: Recommendations for Ensuring Equitable Access & Outcomes for Subsidized Employment and Jobs Guarantee Proposals. Heartland Alliance.

Warland, C., & Burr, W. (2020). Hearts and minds in Houston: Implementing and evaluating cross-trainings on the value of employment for ending homelessness. Heartland Alliance.

Warland, C., Applegate, D., Schnur, C., & Jones, J. (2015). Providing true opportunity for opportunity youth: Promising practices and principles for helping youth facing barriers to employment. Heartland Alliance.

Warland, C., Jones, J., Philipp, J., Schnur, C., & Young, M. (2013). Healthy relationships, employment, and reentry. US Department of Health & Human Services, Washington.

Warland, C., Young, M. & Lower-Basch, E. (2013). Innovative city and state funding approaches to supporting subsidized employment and transitional jobs. University of California Institute for Research on Labor and Employment, Berkeley.

Education

University of Chicago

Master of Arts, *Social Service Administration, Concentrating in Public Policy*

University of Michigan at Ann Arbor

Bachelor of Arts, *English Literature and Creative Writing*