

**QUALIFICATIONS SUMMARY**

David Kaz is a Principal Associate at Abt. He is an expert in providing technical assistance and training and is an experienced researcher and policy analyst, whose 21 years' experience reflects in-depth knowledge of a wide range of programs and policies that affect low-income populations. He combines strong management and writing skills with extensive experience directing and conducting large- and small-scale multi-faceted technical assistance and research projects for federal and state agencies and other clients. These projects chiefly involve collaborating with stakeholders to turn research into action to improve programs in workforce development, post-secondary education, and human services, along with work to build effective platforms for learning and the dissemination of practical tools, resources, and best practices. In addition, Mr. Kaz has expertise in designing and conducting qualitative research and analysis and translating these into practical tools, training, and recommendations for practitioners.

EDUCATION	RELEVANT SKILLS/EXPERTISE	
B.A. Duke University, History and Art History, 1993	• Lead Abt's Workforce & Economic Mobility technical assistance portfolio • Direct large-scale technical assistance projects focused primarily on federal, state, and local workforce programs • Design and conduct qualitative research studies • Author reports and research syntheses in various formats that are accessible to diverse audiences	• Extensive knowledge of workforce development and income support literature on effectiveness of programs and policies for low-income populations • Expert in Supplemental Nutrition Assistance Program (SNAP) Employment & Training (E&T)
J.D., University of Washington School of Law, 1997		

RELEVANT PROFESSIONAL EXPERIENCE

Principal Associate. Abt Global (*March 2022–Present*). Rockville, MD. Lead Abt's Workforce & Economic Mobility technical assistance portfolio and Community of Practice; Abt Subject Matter Expert in SNAP E&T.

Tasks Lead – Active Engagement and Marketing & Communications, Pathways to Work Evidence Clearinghouse 2.0 Project (HHS/ACF) (*2023–Present*). The Pathways to Work Clearinghouse identifies evidence-based programs and services designed to improve employment-related outcomes for job seekers and workers with low incomes. As Active Engagement Task Lead, lead multi-faceted effort to engage various target audiences to inform improvements to Pathways to Work. As Marketing & Communications Task Lead, lead a team that supports a strategy to grow awareness and utilization of the Clearinghouse.

Lead for City of Philadelphia, Thriving Communities Project (DOT) (*2024–Present*). The Thriving Communities project helps 30 local communities to access federal infrastructure funding and develop and implement transformative infrastructure projects. Work with Philadelphia focuses on supporting the implementation, measurement, and evaluation of a local effort to diversify the city's infrastructure workforce to include under-represented areas.

Project Quality Reviewer, Partners for Reentry Opportunities in Workforce Development (PROWD 2) Grants Evaluation (*2023–2025*). Abt is leading the full implementation study for PROWD, including providing evaluation designs, design reports, all data collection, site visits,



analyses of the data, and development of final deliverables. Abt is also supporting project partners with a potential impact cost-benefit study, a longitudinal survey, and ongoing TWG meetings.

Project Director, Economic Mobility & Opportunity Measurement, Learning, and Evaluation Strategy (Bill & Melinda Gates Foundation) (2023-2024). Lead a team to provide thought-partnership and strategic planning support to the Bill & Melinda Gates Foundation's Economic Mobility & Opportunity (EMO) team to develop an MLE strategy to effectively track, measure and continuously improve the effectiveness of its EMO investment portfolio.

Co-Lead – Literature Review, Employment Processes as Barriers to Employment in the Lower-Wage Labor Market (HHS/ACF) (2022-2023). Partner with the University of Chicago Crown Family School of Social Work, Public Policy, and Practice, lead the development of a comprehensive literature review as part of a larger project to: (1) develop a comprehensive understanding of racial biases and other barriers in the low-wage labor market that harm the employment outcomes of workers of color and (2) identify potential strategies to overcome them.

Senior Advisor – SNAP Policy, Designing a Pilot to Measure the Impact of Restricting SNAP Purchases (USDA/FNS) (2023-2024). Provide SNAP policy advising on a project to design a pilot study that will effectively assess the impacts of SNAP being restricted to exclude purchases of items considered less healthful.

Evaluation Technical Support, Reemployment Services and Eligibility Assessment (US Department of Labor) (2022-2023). Supporting Abt's efforts to develop and disseminate technical assistance products to assist states in effectively evaluating their RESEA programs and services. Specific work includes leading efforts to develop asynchronous online learning modules to provide high-level, easy-to-digest guidance on conducting RESEA evaluations for states and other stakeholders.

ADDITIONAL RELEVANT WORK HISTORY

Director Consulting Professional Services/Policy Director. Seattle Jobs Initiative (November 2015 – March 2022). Seattle, WA

Project Director. SNAP to Skills Technical Assistance Project (USDA FNS) (2015 – 2022).

- Led national USDA Food and Nutrition Service technical assistance project to build the capacity of state and local governments and other stakeholders to design, operate and grow effective SNAP E&T programs, including through intensive TA to more than 20 states; developing and maintaining the SNAP to Skills website; developing and disseminating policy briefs, newsletters, videos, and suite of program-related tools and resources; and developing and operating webinars and multiday conferences.

Project Director. SNAP E&T Learning Academies (USDA FNS)

- Led a national USDA Food and Nutrition Service project to design, develop, and deliver two year-long learning academies to build SNAP E&T expertise among state government officials, policymakers, and practitioners through extensive virtual and in-person trainings, peer learning, LMS and tool development and dissemination.

Project Director. SNAP E&T National Training Partnership Grant Projects (multiple USDA FNS projects: National Association for Workforce Boards, REDE, American Professional Human Services Association, LISC)

- Led SJI's work on four independent three-year projects to develop and deliver SNAP E&T TA and training to multiple national workforce boards, community college, social enterprise, and other community-based organization affiliate groups.

Project Director. SNAP E&T Research and Technical Assistance for Older Workers (AARP Foundation)

- Led a multi-faceted, multi-year project that included conducting qualitative and quantitative research and analysis to understand the extent to which states are serving, or have the capacity to serve, older workers aged 55+ in their SNAP E&T programs, as well as providing intensive training and TA to multiple state provider consortia to learn, implement, and measure strategies to better engage and serve older workers in their E&T programs.

Project Director. State SNAP E&T Technical Assistance (multiple independent state, county, and city contracts: CT, GA, IA, MD, ME, OR, RI, VA, VT, WA, Cuyahoga County, Los Angeles County, Ventura County, City of Detroit)

- Led multiple projects supported by state, county and city contracts and foundation grants to provide TA to assist state, county, and local SNAP agencies to design, implement, and grow effective SNAP E&T programs.

Project Oversight. Student-Centered Design at SJI (ECMC Foundation, et al)

- Provided oversight for an ongoing project to provide TA to community colleges on strategies to better connect underserved students to critical supports to improve college access and persistence. The unique TA approach combined human-centered design, behavioral science, and process improvement.

Director of Policy & Communications. Seattle Jobs Initiative (August 2006 – October 2015).

- Led overall efforts of the Research, Policy & Innovation team, focused on improving workforce and postsecondary systems and programs for low-skill and underserved populations. Work included leading research project, informing federal, state, and local policy, building networks and coalitions of providers to design system solutions, and producing tools, resources, trainings, and conferences.

Director of Development & Communications. Seattle Jobs Initiative (July 2004 – July 2006).

- Led all aspects of the organization's strategic development and external relations, including securing all organizational revenues, securing and managing grants and contracts, building agency's branding, public and media relations, website, social media, and marketing.

Attorney. Keefe King & Bowman/Johnson – Ortiz & Maynard (September 1997 – July 1999).

- Ran own legal contract/consulting business. Primarily represented and advised clients in areas of immigration law (indigent Spanish-speakers).

RELEVANT PUBLICATIONS OR PRESENTATIONS

Lambert, S., **Kaz, D.**, Clarkwest, A., Cuellar, M., Gardiner, K., Martinson, K., Dohrn, B., Gamboa, M., Harris, H., Sarna, M., Gondek, N., Hur, J., Warner-Evans, M., & Pedersen, S. (2024). *Employment Processes as Barriers to Employment in the Lower Wage Labor Market: Literature Review*, OPRE Report [2024-006]. Washington, DC: Office of Planning,

Research, and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services.

Kaz, D., Key, C., Molina, F., and Utterback, A. 2021. *Road to Engagement: A Toolkit for SNAP E&T Programs*. Washington, DC: United States Department of Agriculture Food and Nutrition Service

Kaz, D. 2018. *SNAP E&T Advocate's Guide (Toolkit)*. Seattle, WA: Seattle Jobs Initiative, supported by the Annie E. Casey Foundation

Kaz, D. 2017. *Building an Employer-Driven SNAP E&T Program by Utilizing Labor Market Information*. Washington, DC: United States Department of Agriculture Food and Nutrition Service

Kaz, D. 2017. *SNAP E&T Operations Handbook: A Step-by-Step Guide to Developing, Implementing, and Growing and SNAP E&T Program*. Washington, DC: United States Department of Agriculture Food and Nutrition Service

Kaz, D. 2016. *SNAP E&T: Opportunities for Alignment with WIOA*. Seattle, WA: Seattle Jobs Initiative, supported by the Annie E. Casey Foundation

Kaz, D. 2016. *Building State Capacity to Support Expanded SNAP E&T Programs*. Washington, DC: United States Department of Agriculture Food and Nutrition Service

Kaz, D. 2016. *Securing Third-Party Partners for SNAP E&T Programs*. Washington, DC: United States Department of Agriculture Food and Nutrition Service

Kaz, D. 2016. *Why Now is the Time for States to Build Their SNAP E&T Programs*. Washington DC: United States Department of Agriculture Food and Nutrition Service

Kaz, D. 2015. *Understanding Benefits Cliffs: Implications for Helping Washingtonians Advance to Self-Sufficiency Through Workforce Strategies*. Seattle, WA: Seattle Jobs Initiative

Kaz, D., and DeRenzis, B. 2015. *Building Skills Through SNAP E&T: Recommendations from Lessons Learned in Four States*. Washington, DC: National Skills Coalition

Kaz, D. 2015. *Basic Food Employment and Training: How Washington State Brought to Scale Skills Training for Its Food Stamp Population*. Chapter in book, *Transforming U.S. Workforce Development Policies for the 21st Century*. Van Horn, C., Edwards, T., and Green, T., editors. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research

Kaz, D. 2014. *Municipal Financing of Workforce Development: Considerations for the City of Seattle*. Seattle, WA: Seattle Jobs Initiative

Kaz, D. 2014. *Investing in Effective Employment and Training Strategies for English Language Learners*. Seattle, WA: Seattle Jobs Initiative

Kaz, D., and Gragg, R. 2014. *Replicating Success: Recommendations and Best Practices from Washington State's SNAP E&T Program (BFET)*. Washington, DC: National Skills Coalition

Kaz, D., with Krauss, R. 2014. *Washington State's Basic Food Employment and Training Program*. Seattle, WA: Seattle Jobs Initiative, supported by the Annie E. Casey Foundation

Kaz, D. 2012. *The ABC's of College Navigation (Guide for Practitioners)*. Seattle, WA: Seattle Jobs Initiative