

# Porchá Chambers

Workforce Development & Learning Strategy Leader

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**Summary:** Strategic leader with 10+ years' experience driving large-scale workforce and learning initiatives that transform how organizations operate, learn, and deliver outcomes. Proven ability to align cross-functional stakeholders, operationalize strategies, and influence executive teams to achieve measurable results. Recognized for rallying teams behind a vision, reimagining workflows, and ensuring accountability through transparent reporting.

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## Professional Experience

### Director, Workforce Development & Alumni Engagement

*Saint John's Program for Real Change | July 2024–Present*

- Designed and operationalized a workforce strategy that secured a \$100K grant, expanding programs across multiple functions (career readiness, employer partnerships, alumni engagement).
- Lead training sessions on departmental systems and best practices/ strategies.
- Built and scaled multi-organization partnerships with employers, workforce boards, and academic institutions, aligning stakeholders to long-term employment outcomes.
- Established program governance structures and reporting dashboards, enabling executive leadership to monitor progress, risks, and outcomes across multiple initiatives.
- Influenced executive decisions through data analysis and strategic storytelling, ensuring programs aligned with business priorities.

### Consultant – Career Services Programs

*Break Through Tech @ Cornell University | July 2025*

- Supported a university-wide program driving equitable access to tech careers by reviewing data and providing feedback on 150+ student portfolios.
- Delivered actionable, outcome-driven feedback through Canvas LMS, operationalizing consistent standards across a dispersed faculty team.
- Ensured timely execution during an accelerated 8-week program, reinforcing program velocity and learner success.

### Learning Design Product Team/ Career Coach

*General Assembly | February 2021–April 2024*

- Drove large-scale career programming across four re-skilling product lines (UX, PM, Data Science, Software Engineering), collaborating with product managers, engineers, and curriculum teams to improve performance outcomes.
- Maintained a separate caseload of 100+ learners per quarter, coaching them through experimentation, adoption of new tools, and career transitions and performance growth.
- Partnered with product teams and senior leaders to analyze program feedback, influence curriculum design, and operationalize strategies that increased placement outcomes.
- Spearheaded global ERG leadership, uniting dispersed employees and learners, and embedding DEI and cross-cultural collaboration into company strategy.

### Training Development /Career Services, Talent Acquisition Manager

*Gurnick Academy of Medical Arts | May 2018–April 2021*

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- Directed daily operations of Career Services across 12 programs serving 4,200+ learners annually, ensuring compliance with accreditation bodies and institutional goals.
- Optimize the program placement forecasts across all locations
- Develop a high performing team, coached to maximize performance, established performance metrics, and led continuous improvement. Learning initiatives that boosted program visibility by 36%.
- Drove multi-departmental change initiatives by collaborating with faculty, IT, and employer partners to align academic programs with labor market needs.
- Introduced new reporting processes and dashboards that enabled data-driven leadership decisions.
- Lead replacement and adoption of LMS and digital toolset to support training delivery for 5,000+ professionals, embedding technology into day-to-day operations.

## Career Education & Placement Director

*Saint John's Program for Real Change | February 2016–September 2018*

- Created governance structures and reporting processes for career placement programs, strengthening executive oversight.
  - Designed and launched 2 workforce training + 2 apprenticeship programs, scaling operational capacity and aligning strategy with community workforce needs.
  - Influenced board-level decisions by compiling outcome data, presenting risks/opportunities, and aligning programs with organizational strategy.
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## Skills/Competencies

**Learning/ Instructional Design:** Learning & Enablement Strategy | Global Team Leadership & Management | Stakeholder & Executive Engagement | Advanced Learning Experience Design (LXD) | Instructional Design & Adult Learning Theory | SaaS Ecosystem Management (LMS/CRM) | Data Analysis & Impact Reporting (Tableau) | E-Learning Authoring (Articulate 360: Storyline & Rise) | Operational Risk & Program Governance | AI Integration for Learning & Development | Diversity, Equity, & Inclusion Strategy | Design Thinking (ADDIE)

**Tools:** Google Suite: Docs/ Slides/Forms/ Sheets | Microsoft 365: Teams/SharePoint/Forms/Word/ PowerPoint/Excel | Zoom | Salesforce| Confluence| Vimeo| Adobe| Canva| Talent LMS| Moodle| Canvas| Powtoon | Venngage| Miro| Loom

**Workforce/ Career Development:** Workforce Strategy Design & Implementation | Career Pathway & Competency Mapping| Employer Partnership & Engagement |Talent Acquisition & Pipeline Management | Program Governance & Accreditation Compliance | Grant Writing & Funding Acquisition | Alumni Engagement & Post-Placement Support| Coaching & Career Transition Facilitation

## Education

**M.S., Learning Design & Technology** – University of San Diego

**M.S., Human Resource Development** – Drexel University

**B.A., African/African American Studies** – University of California- Davis