



**John Dougherty**  
Principal Consultant, Human Service Innovations  
Project Director, Network2WorkRVA

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*7 years with Human Service Innovations  
22 years total professional experience*

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*MSW, Virginia Commonwealth University  
B.S., Syracuse University*

John is the founder and principal consultant at Human Service Innovations, a dynamic and collaborative consulting practice providing strategic assessment, planning and operational support to deliver transformative impact on the lives of individuals, organizations and communities. He brings over 20 years in direct care, management and executive leadership, providing a unique breadth and depth of knowledge to clients. John values and respects the complex challenges human service organizations face from the ground level to the top.

Before launching Human Service Innovations John served as executive director of a statewide nonprofit and later as chief administrative officer of a Virginia based foster care, juvenile justice, alternative education and community-based mental health service organization.

Most recently John served four years as vice president of community workforce for Goodwill of Central and Coastal Virginia where he lead the organizational realignment to advance community impact through partnership, collaboration and community coalition building. In this role he worked across multiple networks including community colleges, the regional workforce board, local workforce programs and industry partners, as well as public sector education, justice, social service and behavioral health providers at both the state and local level.