Mobility Finance Network

Designing a Win-Win Loan Fund: Incentivizing Worker Retention through Zero Interest Training Loans

Justin Bakule, Social Finance

November 7, 2025

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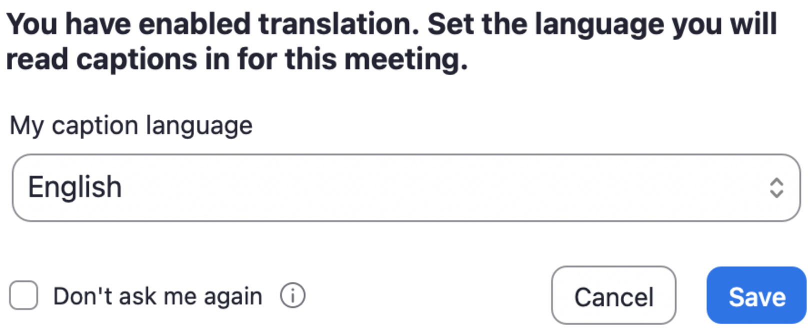
Translation Instructions



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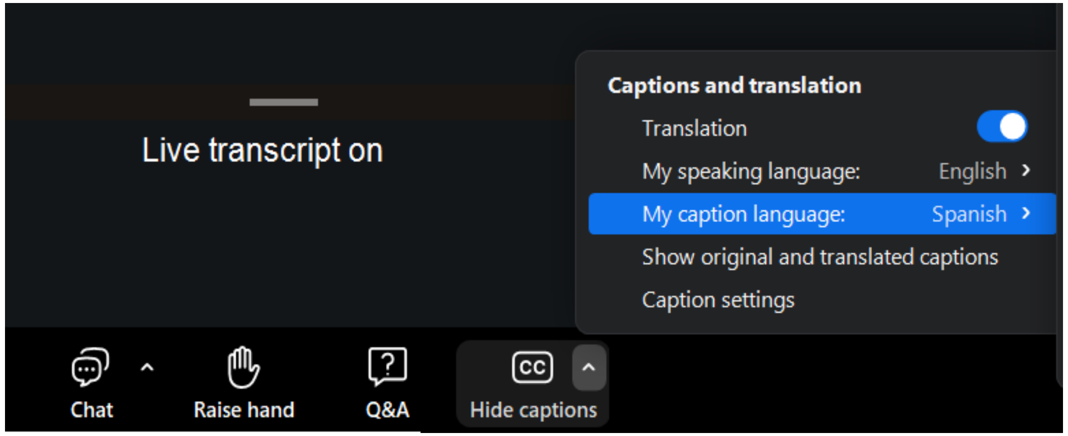

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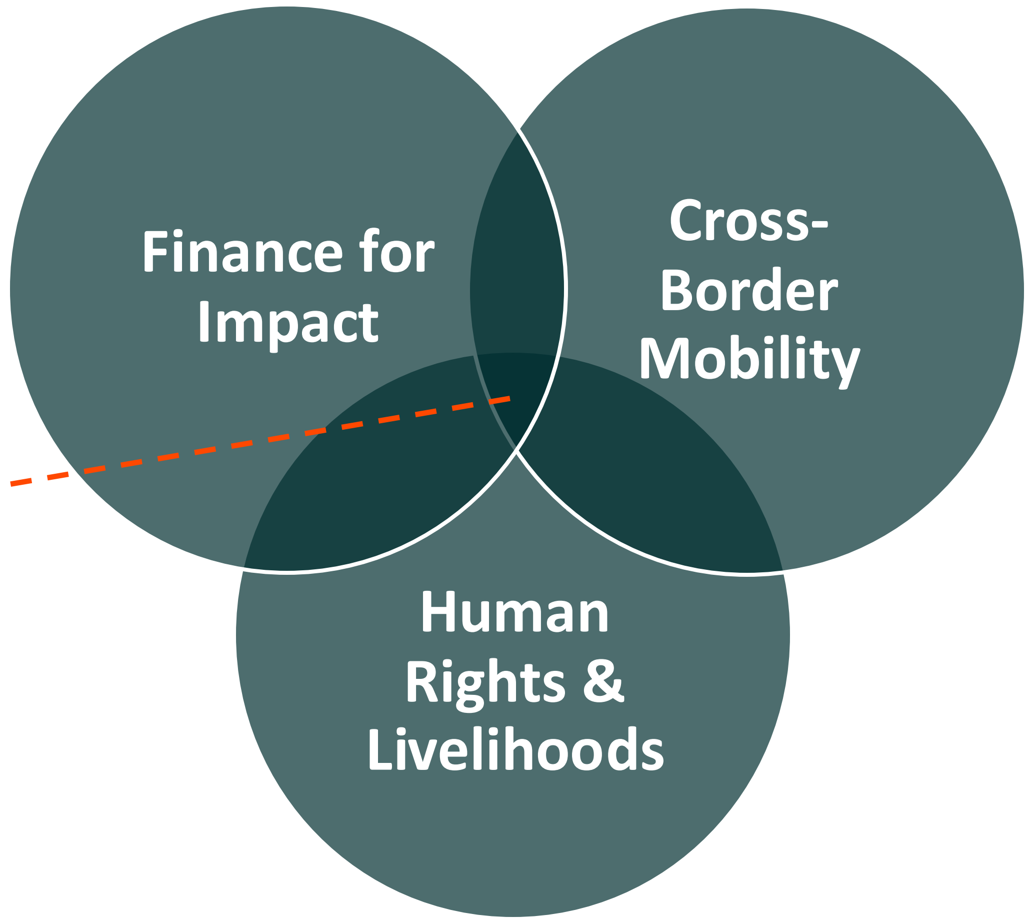
MFN Mobility Finance Network

MFN Mobility Finance Network

We connect people and ideas at the intersection of finance for impact, cross-border mobility, and human rights & livelihoods.



Strengthening the Mobility Ecosystem

Focus Areas

Migrant Finance
Develop cross-border skilling loans and income share agreements (ISAs) to upskill workers without risk of debt bondage.

Business Support
Adapt financial solutions (e.g. working capital and insurance products) to support companies facilitating legal and ethical cross-border mobility.

Tech Investment
Invest in platforms that will streamline the mobility process (e.g. corridor matching, skilling, financing, and job placement).

Tell us who you'd like to hear from in future webinars!

Why Seek Financing for People on the Move?

Costs aren't fully covered

Workers often pay for language training, skilling, documentation and set-up out of pocket. Employers are not always legally obligated to cover these costs.

Big price tags

Pre-departure costs can be steep for workers in target demographics (e.g. German language training can exceed $2,000 in India).

Empowerment and agency

Access to formal financing lets workers *take control of their journey* safely and confidently - without falling into debt bondage through informal channels.

Guidance for Participation in Today's Webinar

Use chat function to **introduce yourself and comment**

Use Q&A to **submit questions to Panelists**

Welcome, Justin!

Justin Bakule

Vice President, Impact Investments

2021

- Impact Investing

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WORKFORCE & ECONOMIC MOBILITY, HEALTH

MFN Mobility Finance Network

Panelist Presentation

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Designing a Win-Win Loan Fund

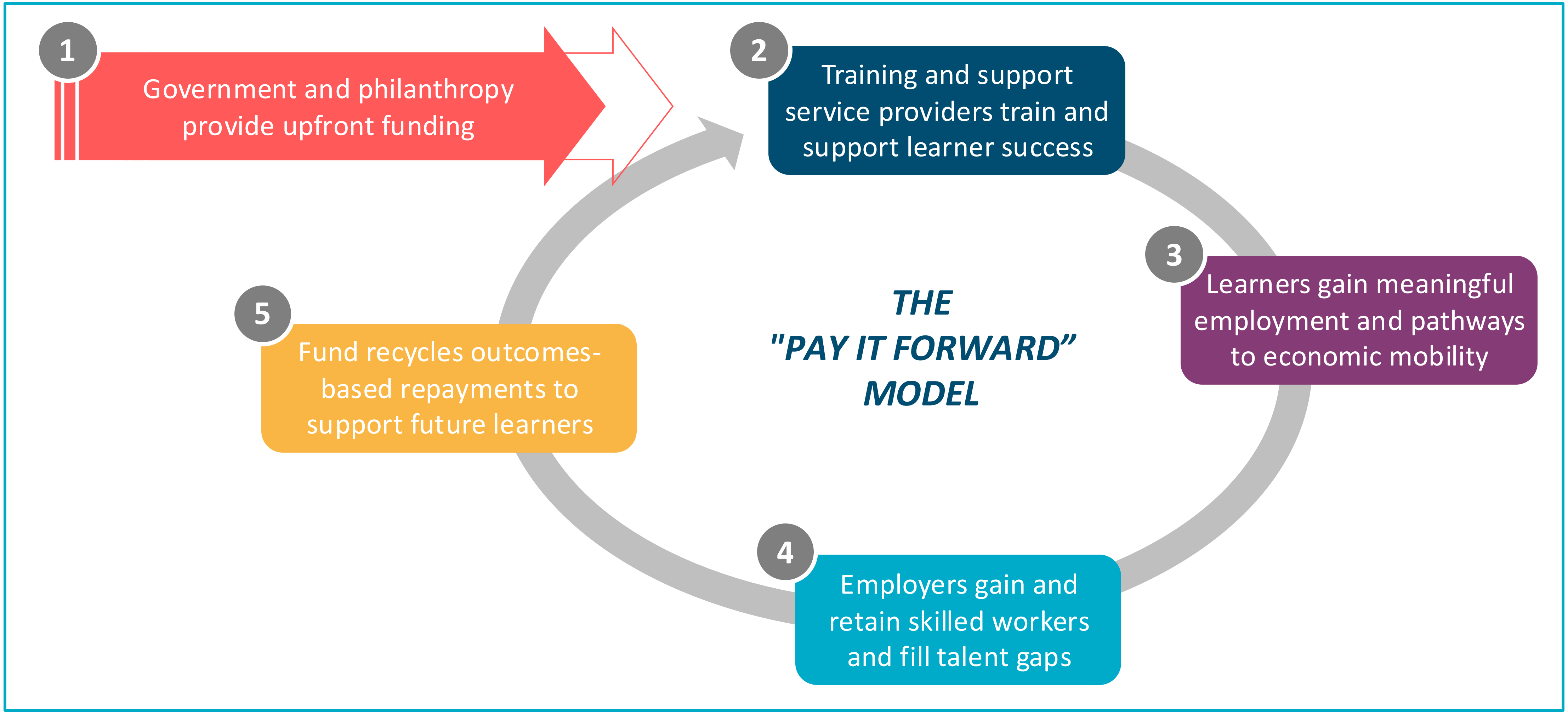
INCENTIVIZING WORKER RETENTION THROUGH ZERO INTEREST TRAINING LOANS

November 2025

SOCIAL FINANCE

PAY IT FORWARD FUND (PIFF) OVERVIEW

Pay It Forward Funds sustainably invest in worker upskilling and amplify the impact of public and philanthropic dollars by recycling funds to serve additional worker learners

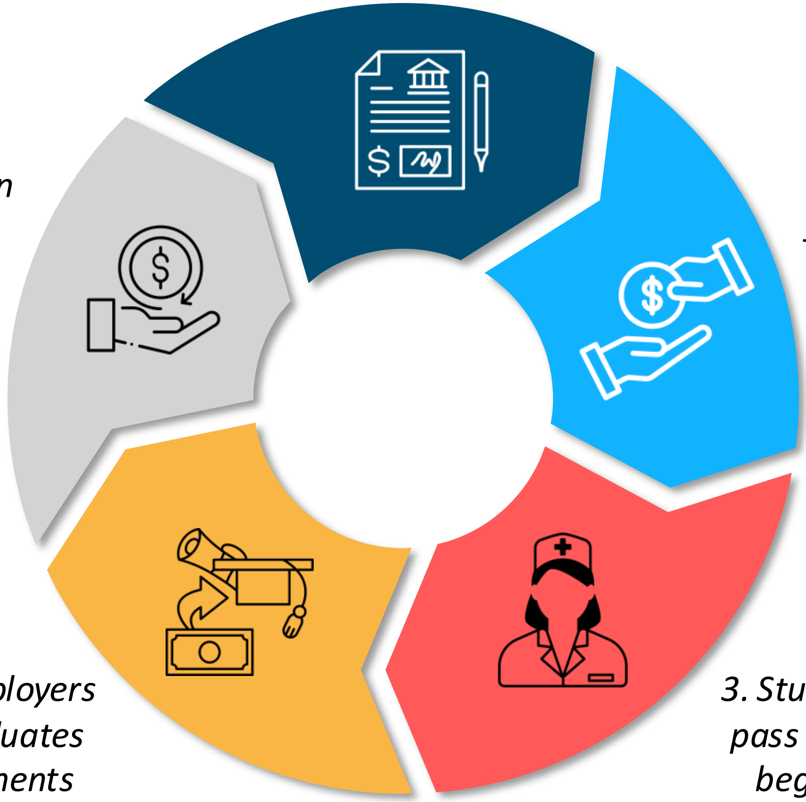


RENEW FUND OVERVIEW

WGU

FUND MECHANICS

1. Eligible WGU students apply for ReNEW loans



2. Students use ReNEW loans to fund the final two years of school

3. Students graduate, pass the NCLEX, and begin working as registered nurses

4. Partner employers and BSN graduates make repayments

5. Repayments are reinvested in the fund to support future students

WHO ARE THE PARTNERS?

- **Students**
- **School**
- **Employers**
- **Capital Providers**
- **Intermediaries**

A 'WIN-WIN' FOR ALL STAKEHOLDERS

Pay It Forward Funds bring employers, training providers, government, and philanthropy together to more sustainably finance upskilling, re-allocate risk for worker learners, and address key labor market needs

Employers	Training Providers	Local Economy	Worker Learners	Funders
• Access a diverse, reliable pipeline of local talent • Increase retention and lower turnover costs	• Expand access and success for low-income learners • Scale and diversify student population	• Meet regional needs for skilled, diverse workforce • Increase economic competitiveness	• Access high-quality training, supportive services, and good jobs • Receive preferential financing with meaningful downside protection	• Increase the impact of each dollar by recycling funds • Bolster accountability to outcomes

ENABLING CONDITIONS FOR A PAY IT FORWARD FUND

- Clearly identified (and agreed upon) **barriers that are inhibiting education and employment**
- **Source of upfront funding** to support training and be the risk capital
- Demonstrated **labor market need for good-paying jobs**
- Employers that **validate labor market needs and support new talent acquisition strategies**
- Training providers that offer **high-quality programs that align with labor market need**
- **A repayment mechanism** – from successful graduates and/or employers – **to recycle funds**

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Q&A Session

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What’s next in this series?

Monthly webinars with topics like:

- **Establishing credit history through peer lending -** leveraging personal networks into creditworthiness, with Ashley Sherwin, Giving Credit, USA – **Thursday, December 4**
- **Exploring cost- and risk-sharing models -** finding fair approaches to sharing risk and cost across employers, workers, and other stakeholders with our collaborators from the German Bauverbände, NRW (construction association) – **Coming in January, 2026!**

Tell us who you’d like to hear from in future webinars!