

Training Webinar: Turning Ideas into Impact – Part 2

National Community Action Partnership

May 20, 2026

2:00pm ET / 1:00pm CT / 12:00pm MT / 11:00am PT

Disclaimer

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Agenda

- Welcome
- CEM Project Overview
- Promising Practices
- Community Action Marin Presentation
- Upcoming Tools and Resources

Project Overview

Purpose

“The Collaborative on Economic Mobility is intended to highlight emerging and promising practices in economic mobility for low-income communities and to expand the capacity of the Community Action network to deliver services that promote economic mobility.”

Key Focus Areas

Community
Asset Building

Innovative
Community
Programs and
Organizations

High-Quality
Education

Two-Generation
and Whole
Family
Approaches

Workforce
Development

Promising Practices

Community Asset Building

- **Promoting Financial Capability and Economic Empowerment**
 - Community Development Financial Institutions (CDFIs)
 - Financial literacy training programs
- **Promoting access to affordable financial products and services**
 - Accessing safe and affordable banking, credit unions, savings accounts, and legacy planning
 - Access to credit score

Innovative Community Programs & Organizations

Opportunities in Economic Support

- **Understanding Tax Credits**
 - Child Savings Accounts (CSAs)
 - Child Tax Credit (CTC) & Earned Income Tax Credit (EITC)
 - Baby Bonds
- **Tax Opportunities**
 - Volunteer Income Tax Assistance (VITA)



Opportunities in Housing

- **Supporting Home Ownership**
 - NeighborWorks America



FINANCIAL EMPOWERMENT WEBINAR COMPANION GUIDE

This webinar companion guide highlights best practices for Community Action Agencies to further develop innovative financial empowerment programs and integrate them into other human service programs.

This companion guide outlines strategies that both public and private Community Action Agencies can take advantage of to help individuals and families achieve financial success!

ADVANCING ECONOMIC MOBILITY THROUGH FINANCIAL EMPOWERMENT

i Introduction

A stable financial foundation is fundamental for upward economic mobility. Financial stability allows individuals and families to fully benefit from programs that support employment, education, housing, health, and overall well-being. Financial stability is more than simply getting by day to day; it is about being able to sustain a household for months and years to come. Long term financial stability depends on both financial knowledge and access to affordable financial products and services. These services can help individuals and families to plan and prepare for financial emergencies and setbacks to ensure that financial goals and outcomes are not only achieved but also maintained.

Financial empowerment strategies are designed to help individuals and families build the knowledge, skills, and confidence to make informed financial decisions. These strategies include financial education and coaching,



supportive policies and practices, and improved access to safe and affordable financial products such as affordable banking, credit unions, and savings accounts. By reimagining the approach to financial empowerment, Community Action Agencies can implement integrated services to help individuals and families manage finances, reduce debt, improve credit scores, build

ECONOMIC MOBILITY THROUGH FINANCIAL EMPOWERMENT

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**CHECK OUT
THE GUIDE
TODAY!**



<https://tinyurl.com/FINANCIAL-EMPOWER1>

Workforce Development

- Sector-based approaches that align training programs with the specific needs of key industries experiencing growth
- Employer engagement and demand-driven strategies
- Hands-on experience and mentorship opportunities
- Integration of technology and digital literacy initiatives
- Entrepreneurship and small business development

PRE-APPRENTICESHIPS WEBINAR COMPANION GUIDE



This guide is designed to accompany the webinar Workforce Development focusing on Pre-Apprenticeships as pathways to economic mobility shaping a brighter future not only for individuals but

In today's rapidly evolving job market, workforce development is essential for building strong, resilient families and fostering long-term economic growth. It's about creating meaningful opportunities and drive long-term economic growth. By investing in workforce development, employers can empower individuals to:

- **Increase Earning Potential:** Skilled workers can improve financial stability.
- **Enhance Job Security:** In-demand skills provide job market stability.
- **Contribute to Community Prosperity:** A skilled workforce drives growth and strengthens local economies.
- **Break Cycles of Poverty:** Access to quality training leads to upward mobility.

APPRENTICESHIP WEBINAR COMPANION GUIDE



This guide is designed to accompany the webinar Innovative Approaches to Workforce Development focusing on Registered Apprenticeships as pathways to economic mobility. This resource is designed to deepen your understanding of Registered Apprenticeships and provide you with additional resources to support your next steps, whether you're launching a program, expanding an existing program, or exploring how Registered Apprenticeships can strengthen your Workforce Development program goals.

What is a Registered Apprenticeship?
 A Registered Apprenticeship is an industry-vetted, structured, work-based learning model that combines on-the-job training (OJT) with related instruction (RI). These programs are registered with the U.S. Department of Labor (DOL) or a State Apprenticeship Agency, ensuring they meet specific quality standards.

Feature	Registered Apprenticeship	Apprenticeship	Pre-Apprenticeship
Registration	Registered with DOL or State Apprenticeship Agency and abides by 23 established standards	Any apprenticeship that is not formally registered with DOL	Not necessarily registered
Wage	Paid employment	May be paid a stipend, starting hourly wage, or unpaid	May be paid a stipend, starting hourly wage, or unpaid
Credential	Nationally recognized credential upon completion	May or may not lead to credential, but not always nationally recognized	May or may not lead to credential, but not always nationally recognized
Duration	Typically 1-5 years depending on chosen industry	Typically 1-5 years depending on chosen industry	Shorter term, often a few weeks to months
Purpose	Provides industry-vetted, paid job training that leads to full occupational proficiency while earning a portable, nationally recognized credential	Offers structured, paid or unpaid job training to prepare individuals for skilled careers, potentially leading to industry-recognized credentials	Foundational program designed to prepare individuals to enter and succeed in Registered Apprenticeships

WORKFORCE DEVELOPMENT WEBINAR SERIES

Dive deeper into apprenticeship pathways with the Workforce Development webinar series!

Explore action steps, strategies, and resources to strengthen your understanding and implementation of Pre-Apprenticeships and Registered Apprenticeships through this two-part webinar series and accompanying companion guides from the Collaborative on Economic Mobility.

EXPLORE MORE HERE!



<https://tinyurl.com/WORKFORCE-DEVELOPMENT1>



Community Action Marin Presentation

**Turning Ideas into Impact:
Implementing Innovative Approaches
to Advance Economic Mobility**

**Kristopher Budi, Senior Director of
Economic Justice**

➤➤➤ Agenda

- About Community Action Marin & Our Economic Justice Work
- Using Data to Identify Gaps & Drive Innovation
- Implementation: The "Pilot, Pivot, Scale" Model
- Measurable Impact: Programs in Action
- Sustaining Impact through Storytelling



OUR HISTORY

Founded in 1966, **Community Action Marin** is the county's official anti-poverty agency working to ensure that low-income people have the resources they need to become self-sufficient and thrive.

WHO WE ARE

- Marin County's Designated **Anti-Poverty Agency**
- Part of a national network of **1,100+ Community Action Agencies**
- Assisting over **7,000 households directly** across the county each year
- 240+ staff working at 10 sites with a \$32M budget
- Listening deeply to **meet the needs** of community
- A healing-centered approach to **well-being for all**

VISION



All of us in Marin have an equal opportunity to live our lives with dignity and respect.

MISSION



We make it possible for people to achieve well-being by providing the vital services they need.

Together, we break down the barriers that get in the way of fair and lasting change in service to better outcomes for all.

Economic Justice



Our Economic Justice department offers a range of services that provide clients with the **tools and guidance** needed to improve their financial future.

The agency's **Whole Family Approach** works to ensure that needs are met and outcomes at the individual, agency, and community levels are achieved to strengthen well-being.

Economic Justice Services

- › Benefits Enrollment Center
- › Community Support
- › Financial Well-Being
- › Workforce Development

Financial Security

Wealth Building



Part 1: Leveraging Data to Identify Needs



➤➤➤ How We Identify Gaps Worth Innovating On

- At Community Action Marin, we regularly monitor all programs and review data across two levels:
 - Agency-Wide
 - Community Needs Assessment
 - Family Outcomes
 - Crisis to Thriving
 - Program Specific
 - Financial Coaching Outcomes

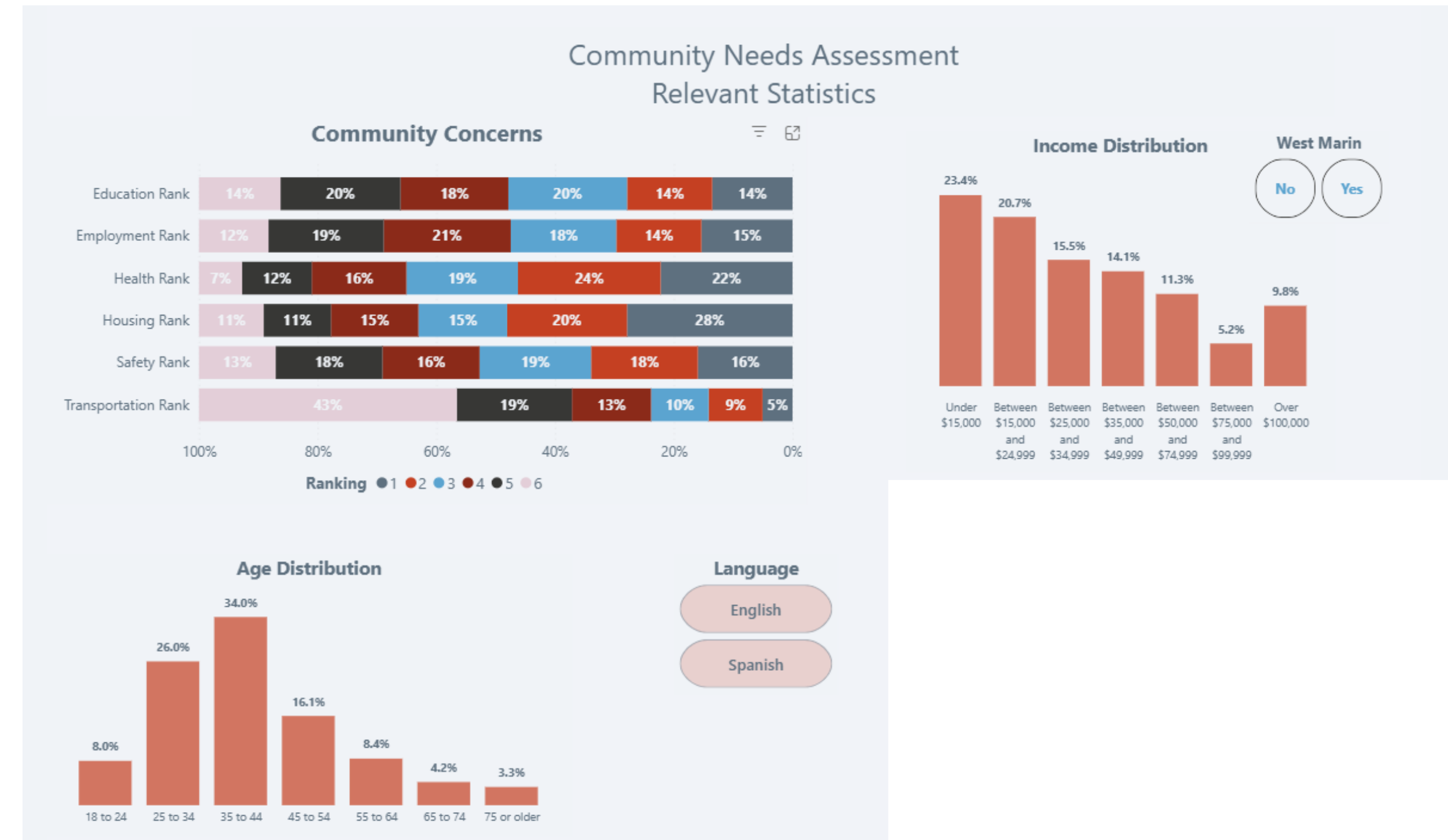


Community Needs Assessment: Listening to Our Community

> 2025 Community Needs Assessment

> Every two years, we conduct a **Community Needs Assessment** to better understand the most pressing needs of people across Marin

> In 2026, we conducted a condensed version of the survey to track emerging trends



Tracking Family Outcomes Across the Agency

Sample Data: Family Well-Being Scores — Children and Family Services

Location	Families	Assessment	1. Tell me more about yo	2. How confident do you f	3. How confident do you f	4. How confident do you f	5. How confident do you f	6. How prepared do you f	7. How connected do you	8. How confident do you f	9. Do you have supportive	10. In the past month, hav	11. Which of the followin	12. Which of the following	13. Which of the following	14. Which of the following	15. Which of the following	16. Which of the following	TOTAL
CAM/Children & Family Services	269	1	4.8	4.3	4.2	4.2	3.9	3.9	4.2	4.3	4.4	4.7	3.3	2.9	4.3	3.9	3.3	3.5	64
	258	2	4.9	4.4	4.3	4.3	4.1	4.1	4.2	4.4	4.4	4.7	3.4	2.9	4.2	3.9	3.3	3.4	64.8
	256	+/-	▲ 0	▲ 0.1	▲ 0.1	▲ 0.1	▲ 0.2	▲ 0.1	▲ 0.1	▲ 0.2	▼ 0	▲ 0	▲ 0.1	▲ 0.1	▼ 0	▼ 0	▼ 0	▼ 0.1	▲ 0.8

Report Average																			
Families w/ complete assessments:	269	1	4.8	4.3	4.2	4.2	3.9	3.9	4.2	4.3	4.4	4.7	3.3	2.9	4.3	3.9	3.3	3.5	64
	258	2	4.9	4.4	4.3	4.3	4.1	4.1	4.2	4.4	4.4	4.7	3.4	2.9	4.2	3.9	3.3	3.4	64.8
	256	+/-	▲ 0	▲ 0.1	▲ 0.1	▲ 0.1	▲ 0.2	▲ 0.1	▲ 0.1	▲ 0.2	▼ 0	▲ 0	▲ 0.1	▲ 0.1	▼ 0	▼ 0	▼ 0	▼ 0.1	▲ 0.8



Our “Crisis to Thriving” Framework: Measuring Where Families Stand

	Crisis	Vulnerable	Safe	Stable	Thriving
Income	I don't have any income.	My income is not enough and/or I spend money on things I don't need or without a plan.	I can meet my basic needs with public benefits, and I spend money on things I need with a plan.	I can meet basic needs and manage my debt without help.	My income is enough; I manage it well, I have extra money, and I can save money
Employment	I don't have a job.	I have a temporary, part-time or seasonal job without enough pay and no benefits.	I am employed full-time without enough pay and few or no benefits.	I am employed full-time with enough pay and benefits.	I have permanent employment with enough income and benefits.
Utilities	My utilities are currently shut off, or I just got a notice they will be shut off soon. OR I don't have housing with utilities.	Within the last 6 months, my utilities have been shut off or I got a notice that my utilities would be shut off.	My utilities payments are past due, or they're current but I often pay them late.	My utilities payments are up-to-date and I get help paying for them.	My utilities payments are up-to-date without help, I pay on time, and I may have made changes to use less energy.
Housing	I don't have a home or am threatened with eviction.	My housing is temporary or not in good shape; and/or my rent/mortgage costs too much (more than 30% of my income).	My housing is stable and safe, but just barely meets my needs.	My housing is safe and good enough, and I get help paying for it.	My housing is safe and good enough, and I pay for it without help.
Food	I have no food or no way to prepare it. I often need to get free or low-cost food from other sources.	I receive CalFresh benefits (formerly known as food stamps/EBT/SNAP).	I can meet my basic food needs, but sometimes need help.	I can meet my basic food needs without help.	I can buy any food I want.
Childcare	I need childcare, but I can't find it, can't pay for it, or don't qualify for help.	My childcare is not reliable or I can barely pay for it, and other childcare options don't look after my child well enough.	I qualify for childcare options that I could pay for with help, but I don't have many choices.	I have reliable childcare options that I can pay for without help.	I can choose the childcare option I want. OR I don't have children.



Part 2: Putting Innovation into Practice



Translating Data to Action

- Data can be overwhelming — here's how we make it actionable:
 - Look for common themes that align with strategic priorities

How might we partner with other departments or organizations to meet the needs?

How might we enhance our programs to address barriers?

➤➤➤ From Data to Action: Making the Insights Useful

- Build a team culture that normalizes learning from “failure”
- Frame new ideas as pilots — start small, reduce risk
- Hold reflection meetings to decide: pivot, scale, or capture lessons learned



➤➤➤ Pilots We Plan to Scale

VITA at CFS Sites

- Providing free tax services at three childcare sites

Cash Assistance

- Building our capacity as an agency to expand rental assistance into cash assistance

Energy Assistance

- Integrating new energy assistance programs to better serve the community



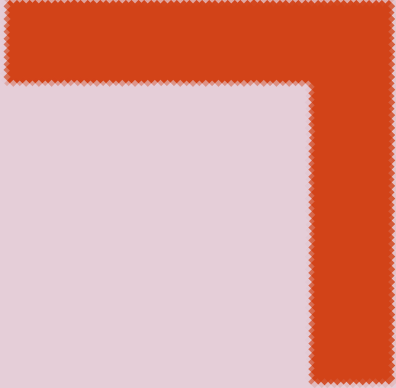

Part 3: Measuring What Matters




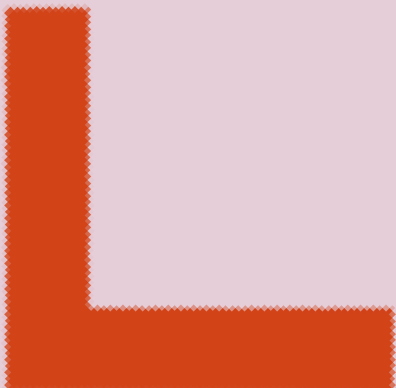
➤➤➤ Lessons Learned from *Early Care & Education Pathways to Success* (ECEPTS)

- Key pivots made after Cohort 1:
 - Shifted from hand-holding to active skill-building
 - Strengthened orientation & college partnership/matriculation
 - Added skills assessment as part of the interview process
 - Improved mentor onboarding & formalized commitment process





Part 4: Sustaining Innovation through Storytelling





Partner with Development and Communications

- Engaging Development and Communications early in the process is key to building the case for long-term program sustainability and future funding
- Capture and amplify success stories







Questions?

Kristopher Budi, Senior Director of Economic Justice

Kbudi@camarin.org



Tools and Resources



TURNING IDEAS INTO IMPACT: IMPLEMENTING INNOVATIVE APPROACHES TO ADVANCE ECONOMIC MOBILITY: PART 1

BUILDING THE FOUNDATION FOR INNOVATION IN COMMUNITY ACTION AGENCIES

Turning Ideas into Impact

Webinar Companion Guide—Part 1

Introduction

The *Turning Ideas into Impact* (Part 1 of 2) webinar highlights how Community Action Agencies (CAAs) can create the conditions for innovation to thrive by establishing innovation as an organizational value, aligning resources, and forming strategic partnerships. This companion guide is designed for executive leaders, program directors, managers, and emerging leaders within CAAs. It will help your team prepare for the design and implementation of innovative initiatives. Use this guide to reflect and discuss, revisit it as you navigate priorities, complete the activities collaboratively, and identify one actionable step to move your work forward.

1 ESTABLISHING INNOVATION AS AN ORGANIZATIONAL VALUE

Organizations that successfully innovate create environments where staff feel empowered to share ideas, test solutions, and learn from failure. Leadership plays a critical role in modeling openness, curiosity, and adaptability.

KEY ACTIONS

- ✓ Define what innovation means for your agency
- ✓ Encourage staff at all levels to contribute ideas
- ✓ Normalize learning from challenges and setbacks
- ✓ Identify internal champions to lead innovative efforts

SIGNS OF INNOVATIVE ORGANIZATIONS

- Staff feel safe sharing new ideas
- Leadership supports experimentation
- Learning is prioritized over perfection
- Cross-team collaboration is common



Explore how Community Action in Aroostook, Washington, and Hancock Counties in northern Maine, created the conditions for innovation to thrive by establishing innovation as an organizational value, aligning resources, and forming strategic partnerships.

Walk through three case studies of innovation covering Whole Family Approach (WFA), service delivery, and the development of a mobile service unit.

CHECK OUT THE WEBINAR & RESOURCES TODAY



<https://tinyurl.com/IDEAS2IMPACT1>



FRESH FINDS

**DISCOVER THIS
RESOURCE!**

LEARN

EXPAND

IMPLEMENT

Are you interested in expanding the capacity of your organization to implement innovative programs and services?

Are you interested in improving outcomes for the individuals, families, and communities in your service area?

Are you interested in learning from the experiences of other community leaders across the country?

The “Fresh Finds” Newsletter is offered quarterly through the Collaborative on Economic Mobility (CEM). Sign up and be the first to know about new tools, resources, and training opportunities!



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Collaborative on Economic Mobility

NEW NCAP WEBPAGE!!!

Explore the new Collaborative on Economic Mobility (CEM) Webpage!

You can find tools and resources related to CEM key focus areas and sign up for our Fresh Finds Newsletter here!

CEM Key Focus Areas:

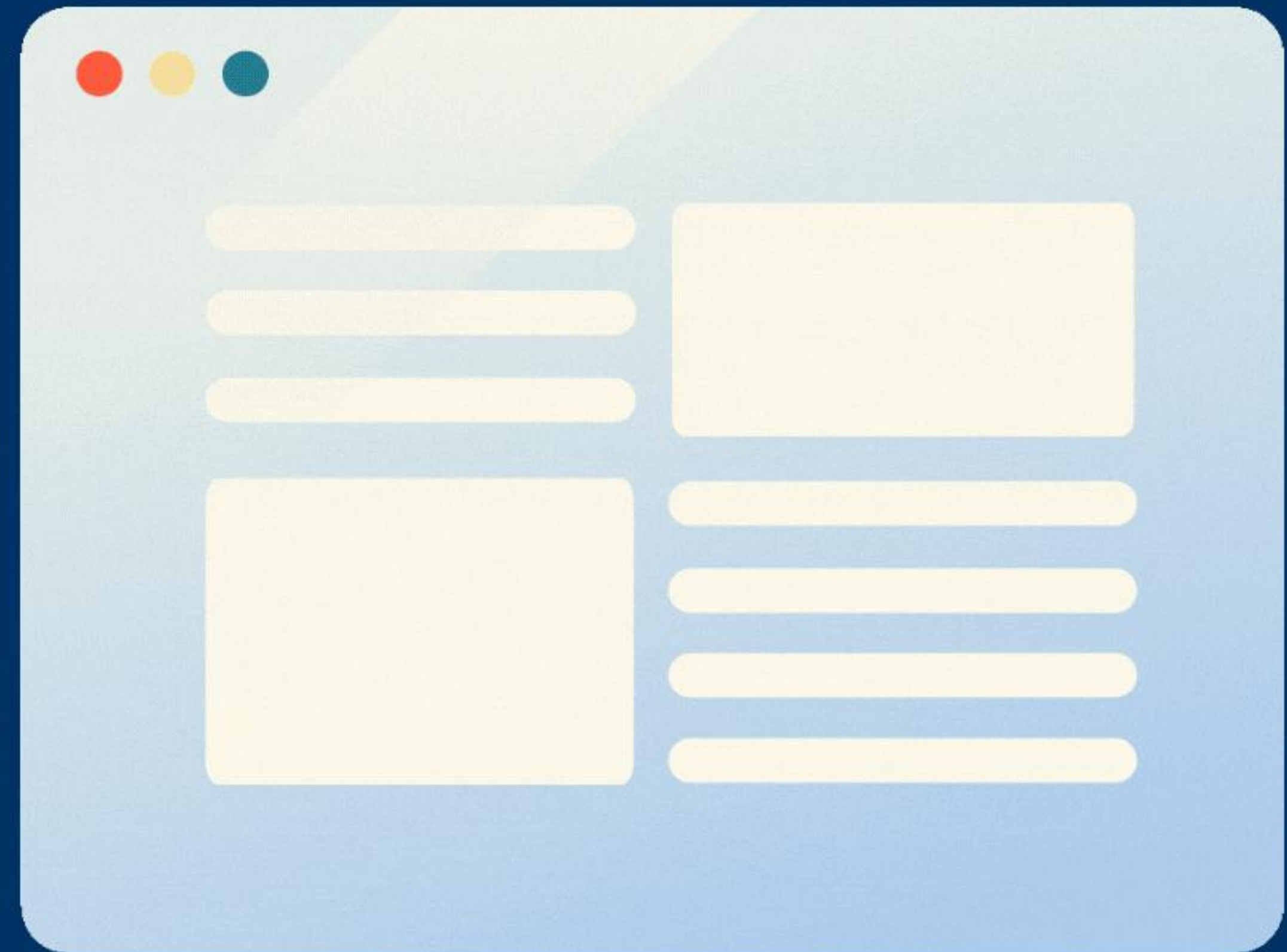
WHOLE FAMILY APPROACH

HIGH QUALITY EDUCATION

COMMUNITY ASSET BUILDING

WORKFORCE DEVELOPMENT

**INNOVATIVE COMMUNITY PROGRAMS
& ORGANIZATIONS**



tinyurl.com/lookatCEM



Collaborative on Economic Mobility | High-Quality Education Case Study

BUCKS COUNTY OPPORTUNITY COUNCIL



Doylestown, PA | bcooc.org

Agency Context

Organizational Capacity

Bucks County Opportunity Council (BCOC) is a local Community Action Agency located in Doylestown, Pennsylvania. They serve over 56,000 people annually through five program areas including: Housing, Weatherization, Food, Income Tax Preparation, and Economic Self-Sufficiency. The annual budget is approximately \$15 million which consists of 67% public funding and 33% from private and other funding sources. The work is led by a 21-person tripartite Board of Directors and a 17-person leadership team including a Chief Executive Officer (CEO), Chief Financial Officer (CFO), three Directors (Development, Compliance, and Client Services), six Housing Site Supervisors, and six Managers (Human Resources, Volunteer and Community Connections, Self-Sufficiency Program, Food Program).

BUCKS COUNTY OPPORTUNITY COUNCIL

Collaborative on Economic Mobility | Workforce Development Case Study

NORTH EAST COMMUNITY ACTION CORPORATION



Bowling Green, MO | neccac.org

Agency Context

Organizational Capacity

North East Community Action Corporation (NECAC) is a Community Action Agency, a Rural Local Initiatives Support Corporation (Rural LISC) grantee, and a NeighborWorks chartered agency located in Bowling Green, Missouri. The service area spans across 12 counties in Northeast Missouri, including three counties that are part of the metropolitan statistical area adjacent to St. Louis, as well as nine rural counties. The agency's annual budget is approximately \$26 million. This includes over 30 different funding sources, including a mix of both state and federal funding. NECAC is governed by a 30-person volunteer Board of Directors which includes three representatives from each of the 12 counties in the service area. The representatives from each county

NORTH EAST COMMUNITY ACTION CORPORATION

include an Elected Official Representative, a Civic Interest Representative, and a Low-Income Representative. The agency has approximately 95 full-time staff and 100 part-time staff. The management team is comprised of 10 individuals including the President/CEO, Deputy Director of Housing Development Programs, Finance Operations Director, Personnel Officer and Assistant Deputy Director, Executive Secretary and Office Manager, Public Relations Officer, Information Technology (IT) Operations Director, Rent Assistance Programs Director, Community Services Block Grant (CSBG) Operations Director, and Weatherization Director.

Service Delivery

NECAC operates over 60 different programs across the areas of Community Service, Housing Development, and Community Health. Programs within the area of Community

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Spotlight On: Economic Mobility in Action

Collaborative on Economic Mobility Case Study Series

This series of case studies highlights innovative economic mobility initiatives transforming communities across the country. Discover the journeys of local Community Action Agencies as they work toward lasting economic mobility.

Each Case Study Explores:

PARTNERSHIPS

FUNDING

LESSONS LEARNED

SUCCESSES & CHALLENGES

tinyurl.com/lookatCEM



EXPLORE THE CASE STUDIES TODAY

STRATEGIC PARTNERSHIPS WEBINAR SERIES



Discover how Community Action Agencies can reimagine and strengthen strategic partnerships to deepen trust and align goals for lasting community impact.

Unlock your potential and advance economic mobility by exploring this two-part webinar series with supplemental companion guides from the Collaborative on Economic Mobility.

EXPLORE HERE!
bit.ly/STRATEGIC-PARTNERSHIPS



Promising Practices for Building & Sustaining Strategic Partnerships 1

BUILDING & REIMAGINING ESTABLISHED PARTNERSHIPS

Re-imagining What Partnerships Can Be

Partnerships can extend far beyond the familiar when we broaden the circle of who we consider as potential partners and reframe partnerships as relationships that contribute to building a connected community of support. This network can be fostered with diverse partnerships such as community colleges, hospitals, public health departments, small and large businesses, trade unions, cultural organizations, and alumni associations to actively support and amplify each other's shared community goals. These partnerships can bring valuable resources like funding, support, job training opportunities, and spark program innovation. Re-imagining your existing and future partnerships encourages both partners to think beyond their own scope and work towards change that will benefit the entire community.

Building on Established Partnerships

Don't start from scratch! Your Community Action Agency (CAA) likely has a network of existing partnerships. The key is to strategically expand and deepen these connections to pursue innovative economic mobility initiatives.

Introduction

Whether formed across sectors, within the community, or among other mission driven organizations, strategic partnerships are built on shared values, trust, and commitment to collective impact.

But building these partnerships is just the first step. Sustaining these partnerships requires you to go deeper in your relationship with your partners and build a shared sense of purpose that drives you to adapt and innovate. This ongoing effort is what transforms simple connections to collaborations that are capable of driving impact.

It is through nurturing and strengthening these relationships that partnerships can unlock their full potential and create lasting change.

We want to hear from you!

We would love to hear about your experience in today's training webinar. Please take a moment to complete the webinar survey.



<https://www.surveymonkey.com/r/IdeastoImpact2>