



THE ECONOMIC MOBILITY TOOLKIT

A Collaborative on Economic Mobility (CEM) Resource

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INTRODUCTION TO THE TOOLKIT



The Collaborative on Economic Mobility (CEM) 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.

What is Economic Mobility?

Economic mobility describes how an individual's or family's economic well-being changes over time. Movement from a lower to a higher economic level is known as upward mobility, while movement from a higher to a lower economic level is known as downward mobility. Upward mobility can occur within a person's lifetime, known as intragenerational mobility, or across generations, known as intergenerational mobility.

Key Focus Areas

The Collaborative on Economic Mobility has identified five key focus areas:

- ▼ Workforce Development
- ▼ High-Quality Education
- ▼ Community-Asset-Building
- ▼ Two-Generation & Whole Family Approaches
- ▼ Innovative Community Programs & Organizations

These focus areas guide resources that help the Community Action Network enhance services, strengthen partnerships, and implement new programs or approaches. By centering this work around shared priorities, agencies can better respond to emerging community needs, deliver impactful programs, and achieve measurable, sustainable results.

This toolkit compiles the resources developed through the Collaborative on Economic Mobility into one comprehensive guide. Community Action Agencies can use these tools at any stage of implementation to inform their work, strengthen existing efforts, and develop new approaches.



HOW TO USE THE TOOLKIT

Access the Resources here to get started!



[HTTPS://TINYURL.COM/GO2CEM](https://tinyurl.com/go2cem)

The purpose of this toolkit is to provide Community Action Agencies with guidance to advance economic mobility. The toolkit brings together and organizes resources developed through the Collaborative on Economic Mobility into one comprehensive guide. Organized around the Collaborative's five key focus areas, the toolkit includes resources, promising practices, and tools to help Community Action Agencies strengthen their work in advancing economic mobility.

We encourage you to use these tools throughout your implementation journey to inform your work, build upon existing efforts, and identify new approaches that align with the unique needs of your community. Throughout the toolkit, you will see cross-cutting connection points between the five key focus areas. This is intended to help identify areas where programs and services can align for maximum impact. Consider how these connections can inform and strengthen your agency's work.

This toolkit can be used individually or within a team to build knowledge of promising practices, guide strategic planning discussions, and support the implementation process. As you and your team work through the toolkit, you may find that some key focus areas require more time and attention than others. You may encounter challenges that

need to be addressed or questions that require further exploration and clarity. Do not let these challenges deter you. The work of advancing economic mobility is not a one-size-fits-all process, and progress may look different for every agency and community.

Take the time you need to build on what is already working, address areas for growth, and identify opportunities to move your work forward. Advancing economic mobility takes time and ongoing effort!



WORKFORCE DEVELOPMENT



Workforce development is a key focus area for the Collaborative on Economic Mobility because full-time employment in skilled occupations strengthens financial stability and supports upward mobility. Through flexible, comprehensive, and demand-driven workforce development initiatives, communities can help individuals build the necessary skills for the jobs of the future while advancing economic mobility for future generations.

Whether your agency is considering implementation of a Pre-Apprenticeship program, a Registered Apprenticeship program, or expanding Youth Apprenticeship opportunities, there are multiple ways to strengthen workforce development efforts. The resources in this section offer practical guidance to help identify the approach that best aligns with your goals and local community needs.

Resources



Just tap or click a resource's image or title to access it!



WEBINAR

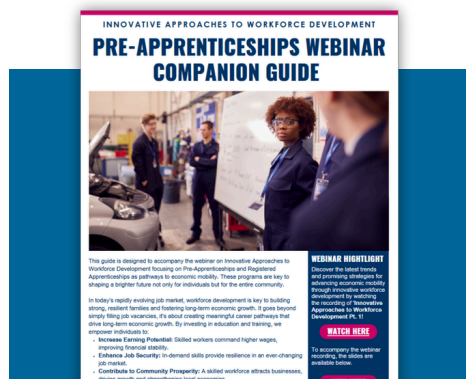
Innovative Approaches to Workforce Development Part 1

This webinar training focuses on Pre-Apprenticeship as a pathway to prepare individuals for education and employment opportunities. In this webinar, Wayne Metropolitan Community Action Agency in Detroit, Michigan shares how they addressed a shortage of early childhood education teachers by developing a “LEAP to Teach” cohort model program. Through partnership with higher education institutions and local childcare centers, the program helps provide education and work experience for adults seeking employment in early childhood education, and also helps ensure high-quality early childhood education services for the agency’s Head Start and Early Head Start students.



WEBINAR Innovative Approaches to Workforce Development Part 2

This webinar training focuses on Registered Apprenticeships and how they help address in-demand job vacancies while creating meaningful career pathways that promote economic mobility through progressive wages, skill development, and increased financial stability. In this webinar, North East Community Action Corporation (NECAC) in Bowling Green, MO shares how they addressed challenges with staff retention by implementing Registered Apprenticeships into their Weatherization program.



COMPANION GUIDE Innovative Approaches to Workforce Development Part 1

The companion guide for part one of the webinar series dives deeper into the topic of Pre-Apprenticeships. It explains how Pre-Apprenticeships differ from Registered Apprenticeships, outlines action steps for implementation, and includes reflection questions to help agencies plan and prepare for implementation in their local communities.



COMPANION GUIDE Innovative Approaches to Workforce Development Part 2

The companion guide for part two of the webinar series helps Community Action Agencies deepen their understanding of Registered Apprenticeships, and how they can be implemented to enhance and expand workforce development opportunities in local communities.



RESOURCE BRIEF Youth Apprenticeship

Discover how apprenticeship models can be applied for young adults between the ages of 16 and 24. Youth apprenticeship programs are designed to provide structured pathways to education, career training, and employment opportunities. This brief explores topics such as restorative workforce pathways, paid work experience, and intermediary models.



ONE-PAGER Pre-Apprenticeships

This one-page resource provides a quick overview of Pre-Apprenticeships in an at-a-glance format, while still covering the key takeaways from the webinar training and companion guide.

 **TIP:** Share this one-pager with your local workforce development partners to help align your workforce development goals!

ONE-PAGER Apprenticeships

This one-page resource focuses on Registered Apprenticeships and offers a brief review of the key takeaways from part two of the webinar series and companion guide.

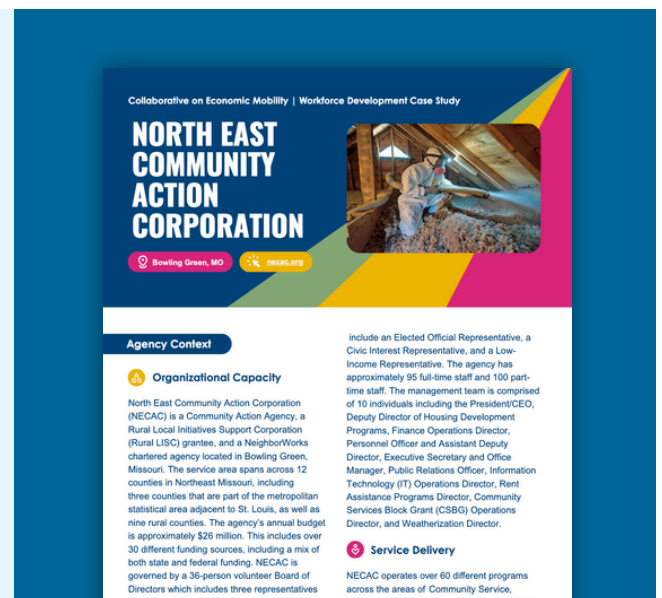
 **TIP:** Share this one-pager with your team to help guide planning discussions in a team meeting!



CASE STUDY Workforce Development



This in-depth case study highlights the journey of North East Community Action Corporation (NECAC) in the implementation of a Registered Apprenticeship for their Weatherization program. Learn more about NECAC's journey, including the process of organizational change and the strategic partnerships that helped create a stronger and more streamlined pathway for workforce development and economic mobility.



Additional Tools

Access the Resources:
tinyurl.com/CEMWrkForce

Advocate for the Future of Career & Technical Education (CTE)



[The Association for Career and Technical Education \(ACTE\) Job Sector Advocacy Sheets](#) highlight the critical role CTE plays in developing a skilled workforce for key industry sectors such as energy, health care, hospitality, education, and manufacturing. Community Action Agencies can utilize these sheets when designing and planning workforce development initiatives that are responsive to community needs.

Connect High-Quality Education & Workforce Development



Ready to take the next step in education and workforce collaboration? [ACT Summit 2027](#) brings together K–12, higher education, workforce, and cross-sector professionals to share innovative ideas, learn from peers, and explore actionable strategies for advancing education and workforce development.

Explore Apprenticeship Opportunities



[ApprenticeshipUSA](#) is a comprehensive place to learn more about advancing skilled trades through registered apprenticeship programs. It provides tools to search for opportunities, understand the benefits of apprenticeships, and access resources for employers looking to build a skilled workforce. The resources emphasize earning while learning and gaining industry-recognized credentials that lead to successful careers.

Understand Emerging Trends



Read and learn more about the current trends and strategic approaches for workforce development in these articles from Seattle Job Initiative (SJI). Each article provides advice and guidance to help support Community Action Agencies with implementation of these approaches.

- Apprenticeships
- Emerging Occupations
- Digital Literacy
- Artificial Intelligence
- Short-Term Credentials
- Youth Employment
- Career Pathways

Build Pathways to Prosperity



[The Pathways to Prosperity Framework](#) is intended to help communities better prepare young people for family-supporting careers by strengthening and improving the pathway from high school to postsecondary education, and the workforce. The framework includes five key levers for successful workforce development systems: Secondary Postsecondary Integration, Career Navigation Systems, Work-Based Learning, Intermediaries, and Leadership and Policy. Strengthening and improving the workforce development system through these levers not only prepares young people for the workforce but also provides employers with a pipeline of skilled and talented professionals and meets the economic and labor needs of the state and region.

HIGH-QUALITY EDUCATION



High-Quality Education plays a critical role in creating pathways to opportunity for economic mobility. Advancing economic mobility through high-quality education requires a multifaceted approach that prioritizes collaboration, innovation, and advocacy.

Community Action Agencies can leverage strategic partnerships to create pathways that help

individuals achieve their full potential. Strategic partnerships with educational institutions, such as school districts, community colleges, trade schools, and universities, expand access to educational opportunities for learners of all ages while helping to build a skilled and adaptable workforce. The resources in this section provide best practices and examples to help Community Action Agencies build and sustain effective partnerships.

Resources



Just tap or click a resource's image or title to access it!



WEBINAR

Building and Sustaining Strategic Partnerships Part 1

This webinar training explores a re-imagined approach to partnering with educational institutions, demonstrating how collaboration can create stronger pathways to education and economic mobility. Explore how Bucks County Opportunity Council in southeastern Pennsylvania uses its "Coaches on Campus" program to help students succeed in school and build pathways to economic self-sufficiency.





WEBINAR

Building and Sustaining Strategic Partnerships Part 2

This webinar training focuses on the importance of sustaining long-term strategic partnerships to maximize community impact. Action for a Better Community and Rochester Rehabilitation in Rochester, New York, share their journey of an initial collaboration that grew into a robust network of partners who recognized the strength in their shared commitment to the community.



COMPANION GUIDE

Building and Sustaining Strategic Partnerships Part 1

The companion guide for part one of this webinar series helps re-imagine and strengthen existing partnerships. This guide is designed to help Community Action Agencies get started on the journey of expanding impact and building strategic and sustainable partnerships.



COMPANION GUIDE

Building and Sustaining Strategic Partnerships Part 2

The companion guide for part two of this webinar series highlights best practices for Community Action Agencies to strengthen established partnerships to unlock their full potential and create lasting change. This companion guide can be used to look at partnerships through a fresh lens and work on deepening trust, purpose, and innovation within existing partnerships.



ONE-PAGER

Building & Re-Imagining Established Partnerships

This one-page resource focuses on the highlights and key takeaways from the “Building and Re-Imagining Established Partnerships” companion guide in a quick and easy to read format.

TIP: Use this one-pager as a quick reference when seeking new partnerships!

ONE-PAGER

Strengthening & Sustaining Strategic Partnerships

This one-page resource focuses on strengthening and sustaining strategic partnerships in a quick, at-a-glance format while highlighting best practices from the “Strengthening and Sustaining Strategic Partnerships” companion guide.

TIP: Use this one-pager to help engage partners and realign your shared vision.



CASE STUDY

Workforce Development

This case study explores how Bucks County Opportunity Council in Pennsylvania partnered with their local community college to meet the needs of low-income students through personalized coaching and support services that promote student success and upward economic mobility.

Additional Tools

Access the Resources:

tinyurl.com/CEMHighQualityEdu

BARR Model: Building Assets, Reducing Risks



The BARR Model (Building Assets, Reducing Risks) is a strengths-based education approach that improves student outcomes by building stronger student-teacher relationships and using collaborative teacher teams to address both the academic and non-academic needs of students. Backed by more than 20 years of research, the model is now used in 26 states and nearly 500 schools nationwide.

Cradle to Career Outcomes



StriveTogether is a national Cradle to Career Network where place-based partners work together to build a better future for youth to thrive in their communities. This work is based on four key pillars of shared community vision, evidence-based decision-making, collaborative action, investment and sustainability. Success is measured by key milestones such as kindergarten readiness, early grade reading, middle grade math, high school graduation, postsecondary enrollment and completion, and employment.



Meaningful Mentorship



Mentoring Matters offers practical tools and guidance to support mentors in building strong, effective relationships. This resource emphasizes goal setting, communication strategies, and skill development to help mentors navigate each stage of the mentoring journey with clarity and confidence.

Human-Centered School Transformation



The Human-Centered Model was developed by The Center for Transforming Education to help schools develop flexible, growth-oriented mindsets. This approach encourages educators and leaders to embrace change, collaborate around shared goals, and create supportive environments. By transforming school values and practices, the model aims to better meet the needs of students and drive lasting and meaningful changes.

Rural Learning Systems



The Building Rural Community Systems cohort was developed through a partnership with CivicLab and funding from Ascendium Education Group and ECMC Foundation. This cohort brought together ten rural communities in Arkansas, California, Florida, Indiana, Montana, North Carolina, Ohio, and South Carolina to identify system-level strategies, build cross-sector collaborative partnerships, and strengthen education-to-employment pathways.

COMMUNITY ASSET BUILDING



Community-Asset-Building is a key focus area for the Collaborative on Economic Mobility, which emphasizes that economic mobility is lower in areas of concentrated poverty and can be increased by building community assets and revitalizing neighborhoods. Promising practices in Community Asset Building include promoting financial capability and economic empowerment and fostering collaborative partnerships that align resources.

Financial capability strategies help families manage finances, reduce debt, improve credit scores, build savings, and plan for the future. These strategies position families for long-term financial success and economic mobility across generations. The resources in this section will help Community Action Agencies explore financial education strategies and understand the next steps for implementation within the context of local community needs.

Resources



Just tap or click a resource's image or title to access it!



WEBINAR

Financial Education & Wealth Generation Strategies for Economic Mobility

This webinar training highlights the journey of Louisville Metro, a public Community Action Agency in Louisville, Kentucky in the implementation of a Financial Empowerment Center. It includes the success and challenges they encountered, and the lessons learned along the way. Discover how strategic partnerships supported this effort and how financial empowerment programming became a standard part of their service delivery.

ADVANCING ECONOMIC MOBILITY THROUGH FINANCIAL EMPOWERMENT

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



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

COMPANION GUIDE

Advancing Economic Mobility through Financial Empowerment

The companion guide for this webinar training takes a deeper look at effective financial empowerment coaching strategies and explores how integrating financial services can provide a "super vitamin effect" that strengthens current services. Learn from the examples of other Community Action Agencies and leave with practical ideas you can adapt and implement within your local community.



ONE-PAGER Economic Mobility Through Financial Empowerment

This one-pager provides a quick overview of the key concepts behind financial empowerment programs from the companion guide, including the utilization of a coaching model.

TIP: Share this one-pager with your Board of Directors when introducing financial empowerment coaching concepts!



CASE STUDY Community-Asset-Building

This case study dives deeper into Louisville Metro's community asset building work through its Financial Empowerment Center. Learn how the agency integrates financial empowerment services across all programs to help families plan ahead, strengthen financial stability, and better withstand financial crises.



Additional Tools

Access the Resources:

tinyurl.com/CEMCommAssetBuild

Creating Community Places & Spaces



The revitalization of neighborhoods creates vibrant spaces that promote economic growth and social well-being. Re-imagining common spaces such as parks, plazas, public squares, streets, and sidewalks unlocks opportunity for community development. Get inspired with the [Eleven Principles for Creating Great Community Places](#) and start your journey toward neighborhood revitalization.

Community Development Opportunities



[Community Economic Development](#) (CED) can help spark job creation and business growth in local communities. CED is a federal grant program that provides funding to private, non-profit Community Development Corporations (CDCs). Successful initiatives have included the development of affordable housing, community grocery stores, and childcare centers. The job opportunities created through CED funding offer living wages, competitive benefits, and the opportunity for career advancement.

Tools for Economic Development



[Homegrown Tools](#) is an online resource that shares real-world examples of successful small-town economic development. It offers case studies, practical strategies, and insights that communities have used to stimulate investment, create jobs, and strengthen local economies. Discover actionable ideas and approaches that can inspire your community's growth and success.

Strategic Collaborations Between Community Action Agencies & Tribal Entities



Through trust-building, strong governance, and shared decision making, Community Action Agencies can strengthen local capacity, uplift community development, and encourage the self-sufficiency of communities. [Community Action Program Legal Services \(CAPLAW\)](#)'s [Strategic Collaborations Between CAAs and Tribal Entities](#) case studies highlight the importance of Community Action Agencies, tribes, and tribal organizations collaborating to serve low-income tribal communities and the flexibility of Community Service Block Grant (CSBG) funding.

Connecting People & Places through Transportation Solutions



[The Community Action Transit Forum](#) explores how Community Action Agencies are coordinating and operating a wide range of transit solutions that help people and families stay connected to work, education, health care, and daily needs. The forum showcases how volunteer driver programs, fixed-route services, non-emergency medical transportation, coordinated transit efforts, and on-demand models function in real communities. Additional resources, including the [Rural Health Transformation Program \(RHTP\) toolkit](#), are available from the [Coordinating Council on Access and Mobility Technical Assistance Center \(CCAM-TAC\)](#). The toolkit features an interactive state map, strategy resource guide, partnership strategies, mobile health strategies, and a funding guide.

TWO- GENERATION & WHOLE FAMILY APPROACH



Two-Generation or Whole-Family Approach is a key focus area for the Collaborative on Economic Mobility that emphasizes the benefits of providing high-quality, comprehensive, and coordinated services to support children and parents simultaneously.

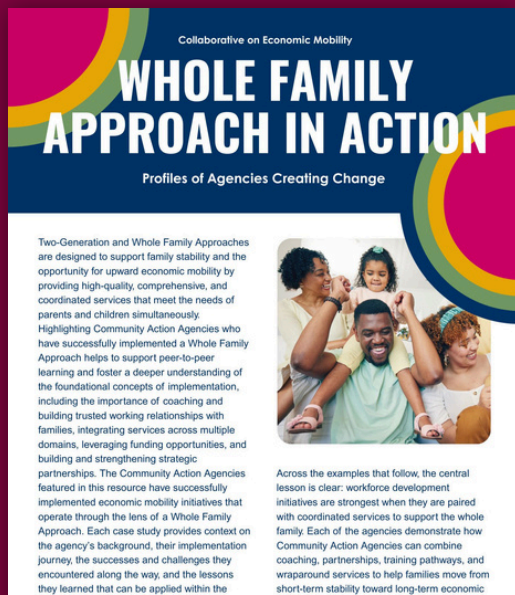
Community Action Agencies support families in a variety of ways, including helping working parents access affordable childcare and high-quality early

childhood education. Through a Two-Generation or Whole-Family Approach, Community Action Agencies can strengthen their support by integrating services across multiple programs and leveraging funding and resources to maximize impact. The resources in this section will provide insight into how your agency can incorporate Two-Generational or Whole-Family Approaches to support economic mobility efforts and better address the needs of parents and children.

Resources



Just tap or click a resource's image or title to access it!



CASE STUDY

Whole Family Approach in Action: Profiles of Agencies Creating Change

This case study features three Community Action Agencies across urban, regional, and rural contexts that have successfully implemented economic mobility initiatives through the lens of a Two-Generation or Whole-Family Approach. In each profile, learn more about the agency's background, implementation journey, and the successes and challenges that can be applied to other local communities.

Additional Tools

Access the Resources:
tinyurl.com/CEM2GenWFA

Technology Solutions



When information about children and parents is stored across separate systems, it can be difficult for staff to understand the full needs of the family and coordinate wraparound support. Data integration strategies and technology solutions can help Community Action Agencies strengthen Two-Generation or Whole-Family Approaches by creating a more complete view of families and improving service coordination. [Advancing Two-Generation Approaches Through Data](#) is a resource brief that focuses on the benefits and challenges of building an integrated data system while also providing real life examples.

The Importance of Stability



Sustaining economic mobility depends on the stability and well-being of every family member. [From Resources to Routines: The Importance of Stability in the Developmental Environment](#) explores how stable environments for children and caregivers support health, development, and long-term economic mobility, highlighting the importance of addressing the needs of the entire family.

Funding Opportunities for Children & Youth Services



This [Federal Funding Streams for Children and Youth Database](#) provides a comprehensive database of over 300 federal funding streams that support children and youth services across the country. The database identifies available funding opportunities, outlines eligibility requirements, and tracks funding and policy changes. Explore the tool to learn more about how your organization can expand funding opportunities to strengthen programs and services for children and youth.

Strengthening Service Delivery



Explore how Two-Generation or Whole-Family Approach programs can improve family services through structured learning, using the Learn, Innovate, Improve (LI²) approach. [Using a Structured Learning Process to Strengthen Two-Generation Service Delivery](#) is a resource that emphasizes how small, data-informed adjustments grounded in participant and staff input can lead to more effective service delivery. This resource can help Community Action Agencies learn how to better strengthen outcomes through intentional, collaborative change.

Whole Family Approach Quarterly Digest



The [Whole Family Approach Quarterly Digest](#) is a quarterly newsletter that highlights tools and resources to help support the Community Action network in implementing a Two-Generation or Whole-Family Approach. Each edition features a rotating selection of toolkits, case studies, funding opportunities, and more. Resources are available for every phase of the journey - whether you are interested in learning more about the framework, exploring the process of designing and implementing, or seeking to strengthen and improve your existing Two-Generation or Whole-Family Approach.

INNOVATIVE COMMUNITY PROGRAMS & ORGANIZATIONS



Innovation is a key focus area for the Collaborative on Economic Mobility that recognizes innovative approaches that provide cross-cutting supportive services, including childcare, transportation, housing, and health services. These wraparound supports are critical to helping individuals successfully participate in high-quality education, community-asset-building, and workforce development programs. Community Action Agencies can implement community-designed approaches through integrated services that

support individuals and families in successfully completing education and workforce development programs. By leveraging existing partnerships, resources, and community knowledge, Community Action Agencies can address barriers to economic mobility while also building stronger pathways to economic stability. The resources in this section will help turn innovative ideas into actionable outcomes through data-informed decision-making, resource alignment, and strategic partnerships.

Resources



Just tap or click a resource's image or title to access it!



WEBINAR

Turning Ideas into Impact Part 1

This webinar training focuses on establishing innovation as a core organizational value while leveraging resources and developing collaborative partnerships to transform innovative ideas into reality. Community Action in Aroostook, Washington, and Hancock Counties in northern Maine walks through three case studies of innovation including implementation of a Two-Generation or Whole-Family Approach, the formation of a new three-county Community Action Agency, and the development of a Mobile Service Unit.



WEBINAR

Turning Ideas into Impact Part 2

This webinar features Community Action Marin in California and demonstrates how a Community Action Agency can turn innovative ideas into measurable, sustainable outcomes. Learn how the agency leveraged data to identify community needs, measured what matters, and expanded their impact across the community.



COMPANION GUIDE

Turning Ideas into Impact Part 1

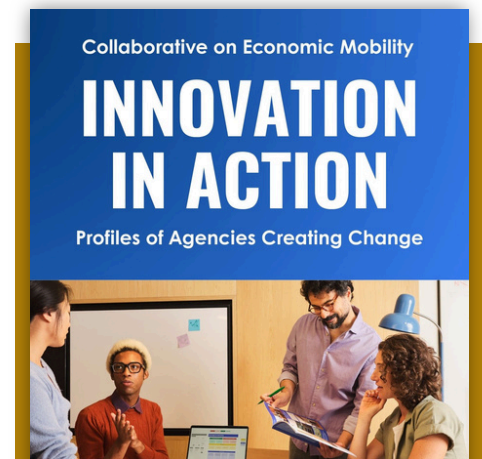
The companion guide for part one of this webinar series helps Community Action Agencies prepare to design and implement innovative initiatives by establishing innovation as an organizational value, aligning resources, and forming strategic partnerships. Use this guide to reflect on current practices, discuss opportunities with your team, and identify next steps for moving the work forward.



COMPANION GUIDE

Turning Ideas into Impact Part 2

The companion guide for part two of this webinar series assists teams who are ready to move from planning to action. This guide can be used alongside the webinar to design a new or refine an existing initiative. It can also be used after the webinar to confirm roles, set milestones, schedule check-ins, and track progress. As you learn, the resource can be adapted as needed to support the implementation journey.



RESOURCE BRIEF

Innovative Programs & Organizations

This case study highlights emerging and promising practices in housing, transportation, and healthcare, demonstrating how these cross-cutting areas contribute to the success of economic mobility initiatives. Learn how six different Community Action Agencies are meeting the unique needs of their communities and explore how your Community Action Agency can adapt these approaches to address similar challenges in your local community.

Cross-Cutting Connections

Access the Resources:
tinyurl.com/CEMIInnovation

Collaborative Partnerships



Pair the “[Innovative Approaches to Workforce Development](#)” webinar series with the “[Building and Sustaining Strategic Partnerships](#)” webinar series to learn how to establish new, or strengthen existing, workforce development partnerships.

Health Connections



Pair the [Emerging Occupations](#) article with the [Innovative Programs and Organizations](#) case study to explore how job training opportunities in the field of Behavioral Health can address both workforce development and healthcare needs.

Data-Driven Decision-Making



Pair “[Innovative Approaches to Workforce Development](#)” with the “[Turning Ideas into Impact Part 2](#)” webinar training to learn how data-driven decision-making can help guide innovative workforce development strategies and transform them from ideas into actionable outcomes.

Coaching Models



Pair the [Whole Family Approach](#), [High-Quality Education](#), and [Community Asset Building](#) case studies together to learn more about how a coaching model can be integrated across programs and services to help support families in achieving their long-term goals for upward economic mobility.

Transportation & Housing Solutions



Watch the video series [These Roads We Share](#) and [Voices from the Field](#) to learn more about how innovative transportation and housing solutions support economic mobility by building community assets and increasing access to opportunities for education and employment.



COLLABORATIVE ON ECONOMIC MOBILITY AT-A-GLANCE

This at-a-glance chart provides a quick reference to the Collaborative on Economic Mobility's key focus areas. For each focus area, you will find a brief description, promising practices, resources, and cross-cutting connections that can help inform and strengthen your efforts to advance economic mobility.

This chart can be used in a variety of different ways:

- Use this chart to help guide the planning process for innovative economic mobility strategies.
- Make cross-cutting connections that strengthen your existing programming and partnerships.
- Bring this chart to strategic planning meetings to assist with finding solutions to economic mobility initiatives.
- Reference examples of agency implementation quickly.





WORKFORCE DEVELOPMENT

Description	Promising Practices	Resources	Cross-Cutting Connections
Workforce development is a key focus within economic mobility, because obtaining full-time employment in skilled labor increases economic stability and fosters upward mobility. By strengthening workforce development activities, Community Action Agencies can increase the ability for individuals to access job training opportunities and increase wages.	• Aligning training programs with the specific needs of key industries experiencing growth. • Engaging with employers and implementing demand-driven strategies. • Providing hands-on experience and mentorship opportunities. • Integrating technology and digital literacy initiatives. • Entrepreneurship and small business development.	Webinar Trainings: • Innovative Approaches to Workforce Development Part 1 • Innovative Approaches to Workforce Development Part 2 Webinar Companion Guides: • Innovative Approaches to Workforce Development Part 1: Pre-Apprenticeships • Innovative Approaches to Workforce Development Part 2: Apprenticeships One-Pagers: • Pre-Apprenticeships • Apprenticeships Resource Brief: • Youth Apprenticeships Case Study: • Workforce Development	High-Quality Education: • Building and Sustaining Strategic Partnerships Part 2: Strengthening & Sustaining Strategic Partnerships
			 TIP: Build stronger workforce development partnerships to better achieve your community's workforce goals!
			Two Gen/Whole Family Approach: • Whole Family Approach Case Study
			 TIP: Support the entire family while offering opportunities for job growth and advancement!



HIGH-QUALITY EDUCATION

Description	Promising Practices	Resources	Cross-Cutting Connections
High-quality education advances economic mobility by expanding access to learning opportunities and strengthening pathways to high school graduation, post-secondary degree completion, and skills certification. Community Action Agencies can support this work through collaboration, innovation, advocacy, and strategic partnerships with educational institutions.	• Personalized learning and competency-based education. • Investing in job support for families including early childhood education. • Career and Technical Education (CTE). • Collaborations with educational institutions • Initiatives that support the transition from high school to college or the workforce. • The integration of technology and digital literacy initiatives.	Webinar Trainings: • Building and Sustaining Strategic Partnerships Part 1 • Building and Sustaining Strategic Partnerships Part 2 Webinar Companion Guides: • Building and Sustaining Strategic Partnerships Part 1: Building & Reimagining Established Partnerships • Building and Sustaining Strategic Partnerships Part 2: Strengthening & Sustaining Strategic Partnerships One-Pagers: • Building & Re-Imagining Established Partnerships • Strengthening & Sustaining Strategic Partnerships Case Study: • High-Quality Education	Workforce Development: • Youth Apprenticeships
			 TIP: Build stronger workforce development partnerships to better achieve your community's workforce goals!
			Community Asset Building: • Financial Education and Wealth Generation Strategies for Economic Mobility
			 TIP: Promote financial literacy by integrating financial empowerment into programs and services.



COMMUNITY-ASSET BUILDING

Description	Promising Practices	Resources	Cross-Cutting Connections
Community-asset-building supports economic mobility by strengthening neighborhoods, expanding local resources, and addressing the effects of concentrated poverty. Through financial capability and economic empowerment strategies, Community Action Agencies can help families manage finances, reduce debt, improve credit, and build savings	• Adoption of asset-based community development strategies. • Private-Public collaborative partnerships that align resources and priorities toward shared goals. • Locally controlled place-based approaches. • Revitalization of neighborhoods. • Promoting financial capability and economic empowerment.	Webinar Training: • Financial Education and Wealth Generation Strategies for Economic Mobility Webinar Companion Guides: • Advancing Economic Mobility through Financial Empowerment One Pager: • Economic Mobility through Financial Empowerment Case Study: • Community-Asset Building	Workforce Development: • Innovative Approaches to Workforce Development Part 2
			 TIP: Registered Apprenticeships provide a pathway to wage growth by allowing individuals to learn while they earn.
			Innovative Community Programs and Organizations: • Turning Ideas into Impact Part 2
			 TIP: Pilot your innovative initiatives with a “fail fast” mindset!



WHOLE-FAMILY APPROACH

Description	Promising Practices	Resources	Cross-Cutting Connections
Two-Generation and Whole Family Approaches are designed to support family well-being and the opportunity for upward economic mobility by providing high-quality, comprehensive, and coordinated services that meet the needs of parents and children simultaneously. Community Action Agencies who have successfully implemented a Whole Family Approach demonstrate an understanding of the importance of coaching and building trusted working relationships with families, integrating services across multiple domains, leveraging funding opportunities, and building and strengthening strategic partnerships.	• Supporting working parents. • Focusing on outcomes for working families and their children. • Receiving training and technical assistance to help understand and implement service integration. • Identifying technology solutions to help staff integrate data.	Case Study: • Whole Family Approach	High Quality Education: • High-Quality Education
			 TIP: Find strategies to reduce barriers to education for students.
			Community Asset Building: • Community Asset Building
			 TIP: Help families achieve homeownership through financial empowerment.



INNOVATIVE COMMUNITY PROGRAMS & ORGANIZATIONS

Description	Promising Practices	Resources	Cross-Cutting Connections
Innovative community programs help address cross-cutting obstacles that can limit access to opportunities for economic mobility. By listening to community needs, integrating supportive services, and aligning resources, Community Action Agencies can develop local solutions that expand access, reduce challenges, and strengthen pathways to economic stability and mobility.	• Identifying safe and affordable housing solutions. • Addressing transportation challenges. • Integrating health and wellness initiatives.	Webinar Trainings: • Turning Ideas into Impact Part 1 • Turning Ideas into Impact Part 2 Webinar Companion Guides: • Turning Ideas into Impact Part 1: Building the Foundation for Innovation in Community Action Agencies • Turning Ideas into Impact Part 2: From Ideas to Impact in Community Action Agencies Case Study: • Innovative Programs and Organizations •	High Quality Education: • Building and Sustaining Strategic Partnerships Part 1: Building & Reimagining Established Partnerships
			👉 TIP: Work with partners to create seamless referrals between services!
			Workforce Development: • Innovative Approaches to Workforce Development Part 1
			👉 TIP: Design workforce solutions that develop skilled talent and meet community needs!

CONCLUSION



This toolkit brings together resources, examples, and practical strategies to help Community Action Agencies strengthen economic mobility efforts in their communities across the five key focus areas of Workforce Development, High-Quality Education, Community-Asset-Building, Two-Generation and Whole Family Approaches, and Innovative Community Programs and Organizations. The resources highlight the importance of strategic partnerships, data-informed decision-making, integrated services, and community-driven solutions. By using these tools to build on existing strengths, address local needs, and align resources, Community Action Agencies can create stronger pathways to stability, opportunity, and long-term upward economic mobility for individuals and families.



THE COLLABORATIVE ON ECONOMIC MOBILITY

[communityactionpartnership.com/
collaborative-on-economic-mobility/](https://communityactionpartnership.com/collaborative-on-economic-mobility/)



This resource is supported by Grant Number 90ET0502 from the ACF Office of Community Services, Community Services Block Grant within the Administration for Children and Families, a division of the U.S. Department of Health and Human Services. Neither the Administration for Children and Families nor any of its components operate, control, are responsible for, or necessarily endorse this resource (including, without limitation, its content, technical infrastructure, and policies, and any services or tools provided). The opinions, findings, conclusions, and recommendations expressed are those of the author(s) and do not necessarily reflect the views of the Administration for Children and Families and the ACF Office of Community Services, Community Services Block Grant.



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