How can your organization enhance economic mobility? Here are a few ideas:

Focus: Housing affordability crisis

- Provide down payment assistance for employees to purchase homes
- Partner with nonprofit organizations that offer housing counseling, financial education, and foreclosure prevention services to employees and community members
- Provide incentives for employees to live near their workplaces, such as relocation assistance
- Support policies and initiatives that increase the supply and diversity of housing options
- Consider living wage salaries for Miami-Dade when determining job salaries and pay rates
- Offer transit stipends to encourage public transportation and help employees cut down on travel costs

Focus: Upskilling (enhancing workforce readiness)

- Provide higher education stipends for employees that are interested in upskilling
- Develop career roadmaps to help employees understand how upskilling can lead to career growth opportunities
- Establish apprenticeship or internship programs that provide hands-on learning opportunities and career pathways for students and workers
- Invest in online learning platforms, or courses, that offer flexible and personalized training and credentialing for employees and community members
- Collaborate with local educational institutions and workforce development organizations to align curricula and skills with industry needs and standards
- Create mentorship or coaching programs that pair experienced employees with new hires, or potential candidates, to share knowledge and guidance
- Recognize and reward employees for acquiring new skills or competencies, such as through promotions, bonuses, or recognition awards

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Focus: Child-care solutions

- Provide on-site or subsidized child-care services for employees, either independently or in partnership with other businesses or providers
- Offer flexible work arrangements, such as telecommuting, that allow employees to balance their work and family responsibilities
- Support the development and quality of early childhood education and care programs in the community, such as through grants, donations, or volunteerism
- Implement family-friendly policies and benefits, such as paid parental leave, sick leave, or family medical leave, that support employees with childcare needs
- Advocate for increased public investment and access to affordable and high-quality childcare options for low-income and working families

Focus: Supporting public education

- Adopt or sponsor a local school or district and provide financial, or in-kind support, for educational programs, materials, or facilities
- Engage employees in volunteering or mentoring activities that support students' academic achievement, social-emotional development, or career exploration
- Participate in, or host events that showcase students' talents, projects, or achievements, such as science fairs, art exhibits, or competitions
- Provide feedback or input to educators and policymakers on the skills and competencies that students need to succeed in the workforce and society
- Promote a culture of lifelong learning and civic engagement among employees and community members, such as through workshops, webinars, or campaigns
- Offer college scholarships to the families of your employees to support academic and higher education achievement

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RESOURCES**

MIAMI LEADERSHIP LOCAL

Focus: Innovation in philanthropy

- Choose an interest area based on your company's values, and drive support through donations, volunteer time and expertise to help make a difference
- Donate unrestricted funds to help support the growth and infrastructure of non-profit organizations
- Set up a donor advised fund at your local community foundation or banking institution to support causes of importance in your community and within your organization
- Get your employees involved by matching your employees' donations to non-profit organizations
- Get involved by using your unique skills (i.e. legal, marketing, finance) to help support non-profit organizations
- Set up donor collaborative funds by joining forces with other people and organizations based on an interest area

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