



EMPath

Economic Mobility Pathways

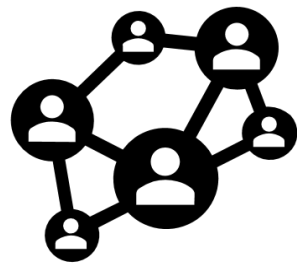
An Overview of Mobility Mentoring

Nicki Ruiz de Luzuriaga
December 2023

www.EMPathways.org

  @disruptpoverty

EMPath Overview



EMPath's Model: Mobility Mentoring



Informed by brain science and built from an understanding of how poverty and stress impact people



Tested, evaluated, and improved continuously since 2009



Adaptable to any program where people are paid to interact 1:1 with people with low incomes



Used by nearly 1,000 organizations around the world, including roughly 20 in Europe



Supported by online training, monthly webinars, online member portal, and peer learning groups



EMPath's Model

Mobility Mentoring[®] is the way we partner with individuals and their families with the goal of attaining and preserving economic mobility.



Coaching for
Economic Mobility



Bridge to Self-
Sufficiency[®]



Goal Setting



Recognition



Continuous Improvement



Impact

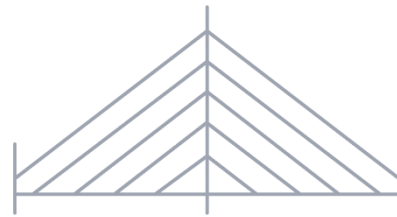
Flagship program participants more than doubled their income



Mobility Mentoring® Essential Elements



Coaching for Economic Mobility



Bridge to Self-Sufficiency®



Goal Setting



Recognition



Continuous Improvement



Coaching



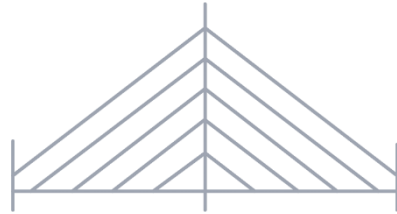
- Participant is the Expert
- Universal Positive Regard and High Expectations
- Growth Mindset
- Build Capacity to Aspire
- Elicit Motivation
- Affirm Sense of Self
- All While Maintaining Boundaries



Mobility Mentoring® Essential Elements



Coaching for
Economic Mobility



Bridge to Self-
Sufficiency®



Goal Setting



Recognition



Continuous Improvement



BRIDGE TO SELF-SUFFICIENCY®

FAMILY STABILITY		WELL-BEING		FINANCIAL MANAGEMENT		EDUCATION & TRAINING	EMPLOYMENT & CAREER
Housing	Family	Physical & Mental Health	Networks	Debts	Savings	Educational Attainment	Earnings Levels*
No subsidy, housing costs 1/3 or less of household gross pay	Fully able to engage in work, school, and family life; children or family needs don't get in the way (OR) No children or dependent family members	Fully able to engage in work, school, and family life; health and mental health needs don't get in the way	Can always rely on networks to provide useful advice, guidance, and support; advocates for others	No debt other than mortgage, education, and/or car loans, and current in all debts	Savings of 3 months' expenses or more	Bachelor's degree or higher complete	Earnings ≥ 80% AMI (Family-Sustaining Wage) Household Size of: 1: ≥ \$82,950 2: ≥ \$94,800 3: ≥ \$106,650 4: ≥ \$118,450
No subsidy, housing costs exceed 1/3 household gross pay	Mostly able to engage in work, school, and family life; children or family needs rarely get in the way	Mostly able to engage in work, school, and family life; health or mental health needs rarely get in the way	Can often rely on networks to provide useful advice, guidance, and support	Current in all debts and making more than minimum payments on one or more debts	Savings of more than 2 months' expenses, but less than 3 months' expenses	Associate's degree or professional certification complete	Earnings = 50% - 79% AMI Household Size of: 1: \$51,950 - \$82,949 2: \$59,400 - \$94,799 3: \$66,800 - \$106,649 4: \$74,200 - \$118,449
Subsidized Housing - pays \$300+ towards rent	Somewhat able to engage in work, school, and family life because of children or family needs	Somewhat able to engage in work, school, and family life because of health or mental health needs	Can sometimes rely on networks to provide useful advice, guidance, and support	Making minimum payments on all debts	Savings of at least one month's and up to 2 months' expenses	Job training or certificate complete (beyond high school)	Earnings = 30% - 49% AMI Household Size of: 1: \$31,150 - \$51,949 2: \$35,600 - \$59,399 3: \$40,050 - \$66,799 4: \$44,500 - \$74,199
Subsidized Housing - pays \$0 - \$299 towards rent	Barely able to engage in work, school, and family life because of children or family needs	Barely able to engage in work, school, and family life because of health or mental health needs	Can rarely rely on networks to provide useful advice, guidance, and support	Behind in payments of 1 or more debts and making payments on at least 1 debt	Savings of less than one month's expenses	High School Diploma or GED/HiSET complete	Earnings < 30% AMI Household Size of: 1: < \$31,150 2: < \$35,600 3: < \$40,050 4: < \$44,500
Not permanently housed	Not able to engage in work, school, and family life because of children or family	Not able to engage in work, school, and family life because of health or mental	Can never rely on networks to provide useful advice, guidance, and	Has debts; currently not making any payments	No savings	Less than High School Diploma or GED/HiSET	Not currently employed

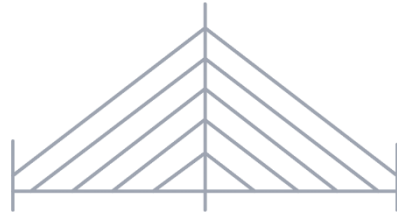
*Income ranges from HUD's FY2023



Mobility Mentoring® Essential Elements



Coaching for
Economic Mobility



Bridge to Self-
Sufficiency®



Goal Setting



Recognition



Continuous Improvement



Name: Allison D.



Mobility Mentoring® Goal Action Plan

SMART Criteria: Specific Measurable Attainable Relevant Time-Bound

Submit five applications for subsidized housing by next week (Feb 21, 2021)

What goal do I want to achieve?

Bridge Sub-Pillar: Housing Family Physical/Mental Health Networks Debts Savings Education Employment

I want to find affordable housing to provide a stable home for my daughter

Why is this goal important to me?

Action Steps	Target Date	Recognition	How will we know it's done?	What resources can help me?	Action Step Completed? (Y/N)
1. Go to the Boston Housing Authority website and apply for state public housing and federal public housing	2/17		I will have a receipt from the BHA	Computer lab at shelter	
2. Using City of Boston website, identify and apply to at least 4 affordable developments	2/19		I will have a receipt from each application	Computer lab at shelter	
3. Sign up for the MetroList emails to receive updates on affordable housing listings	2/17		I will begin receiving weekly emails from MetroList	Computer lab at shelter	
4.					
5.					
GOAL COMPLETION:					
If goal target date extended, new target date:					

What is your main potential challenge to achieving this goal? What's one thing you can do to overcome this challenge?

Finding the time. I can use the computer lab to submit applications while my daughter is at school.

Participant Signature: Allison Mentor Signature: Jennifer Date: _____

Earned Incentive: \$ 10.00

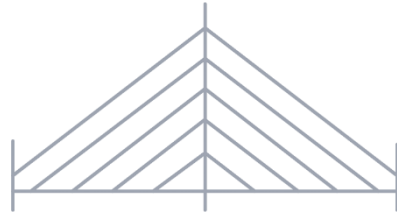
Turn to the back page for optional brainstorming worksheet →



Mobility Mentoring® Essential Elements



Coaching for
Economic Mobility



Bridge to Self-
Sufficiency®



Goal Setting



Recognition

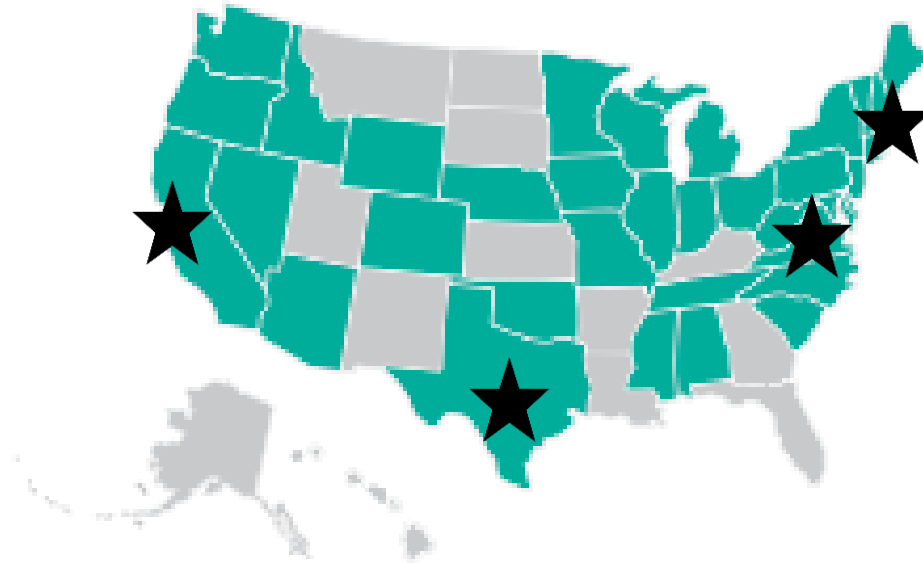


Continuous Improvement



EMPath's Learning Network – The Exchange

UNITED STATES



700+ non-profit organizations and government agencies

Serving over 350,000 people with a Mobility Mentoring approach since 2014

INTERNATIONAL



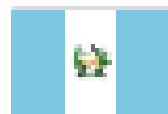
Australia



Cameroon



El Salvador



Guatemala



Ivory Coast



Kenya



★ Now: various programs pairing minimum income with Mobility Mentoring



Learning Opportunities

Engage@EMPath: Online Trainings

Member Portal

Monthly Webinars

Regular Subgroup Calls

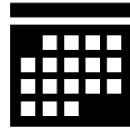
Technical Assistance on Implementation and Data Collection

Summits and Conferences

Live Supplemental Trainings



Learn more:



Conference in Boston March 27-28



www.empathways.org



info@empathways.org



EMPath

Economic Mobility Pathways

[Breakthrough Approach](#)

[Research & Policy](#)

[Direct Services](#)

[Global Network](#)

[ABOUT](#)

[BENEFITS](#)

[MEMBERS](#)

[ENGAGE@EMPATH](#)

[GET STARTED](#)

[PORTAL LOGIN](#)

[REGIONAL SUMMIT](#)

THE ECONOMIC
MOBILITY
EXCHANGE™

Join the Network

Get started today by sending some information and scheduling a call.

EmPathways. All Rights Reserved.

Thank You!

www.EMPathways.org

  @disruptpoverty

