

ICMA Local Government
REIMAGINED

**ECONOMIC
MOBILITY
& OPPORTUNITY**

**PEER LEARNING COHORT
& MINI GRANT PROGRAM**

Program Overview and Q&A

March 12, 2025



EMO Cohort Q&A Overview

- ICMA's EMO Initiative
- What is Economic Mobility and Opportunity?
- 2025 Peer Learning Cohort and Grant Opportunity Details
- Previous Cohort Examples
- How to Apply
- Q&A



ICMA EMO Cohort Members, 2023 & 2024



NEW THIS YEAR



2025 NATIONAL **ECONOMIC MOBILITY** & OPPORTUNITY CONFERENCE

MAY 21-23, 2025 | BALTIMORE, MARYLAND



Free registration open at
emoconference.org

ICMA'S EMO INITIATIVE

Supported by the Gates Foundation to:

- Increase local decisionmakers' understanding of drivers of and barriers to economic mobility and opportunity
- Support local leaders in identifying and implementing actions to advance upward mobility and opportunity

Through:

- Research and resources
- In-person and virtual learning opportunities
- Peer learning cohort plus a grant to local governments



WHAT DO WE MEAN BY ECONOMIC MOBILITY AND OPPORTUNITY?

- **Dignity and belonging.** When a person feels the respect, dignity, and sense of belonging that comes from contributing to and being appreciated by people in their community.
- **Economic success.** When a person has adequate income and assets to support their and their family's material wellbeing.
- **Power and autonomy.** When a person has the ability to have control over their life, to make choices, and to influence larger policies and actions that affect their future.

UPWARD MOBILITY FRAMEWORK



Urban Institute,
[Upward Mobility Framework](#)



KEY FOCUS AREAS

- Early childhood
- Post-secondary education and workforce development
- Health and well-being
- Justice and public safety
- Housing and community development
- Financial security



Browse the Results for
America's Economic Mobility
Catalog



ICMA

Local Government
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PEER LEARNING COHORT & GRANT OPPORTUNITY



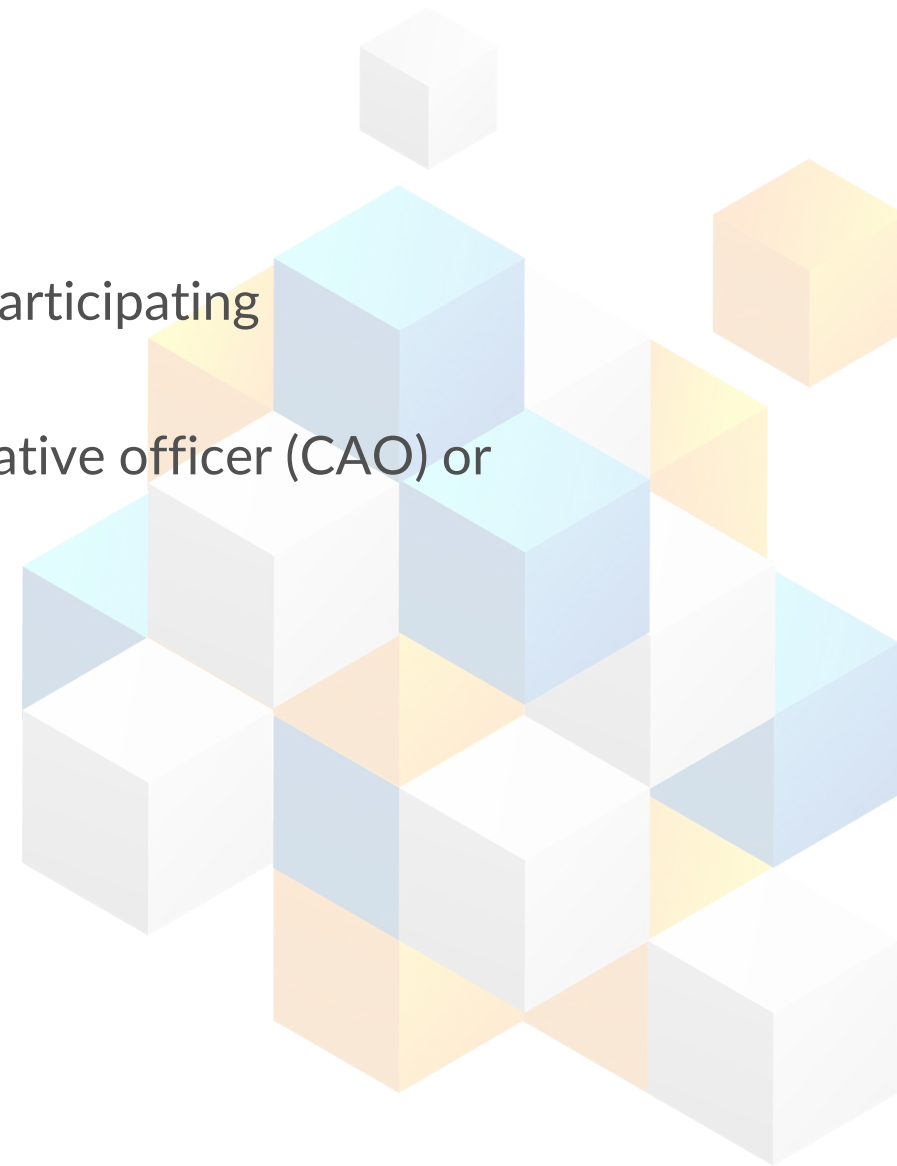
PEER LEARNING COHORT BASICS

- 15 local governments; two participants per local government
- \$20,000 grant for an EMO centered project
- Two in-person convenings, travel expenses paid (\$4,000)
- Monthly virtual check-ins and trainings



APPLICATION EXPECTATIONS

- U.S. local government entities and identify a team of two participating representatives
- Teams must include the local government's chief administrative officer (CAO) or assistant chief administrative officer (ACAO)
- Teams must include at least one ICMA member



USE OF GRANT FUNDS

- Assessment, strategic plan, or engagement process
- Focus areas such as childcare access, community health, workforce housing, neighborhood cleanup, broadband access, etc.
- Eligible costs would typically include (but not limited to):
 - Core personnel time
 - Consultants
 - Community engagement
 - Costs associated with implementation of an action plan



APPLICATION CONTENT

- How your local government currently prioritizes economic mobility, if applicable
- Current challenges or barriers within your community
- Anticipated focus areas for your local government's proposed work
- How your local government would spend the \$20,000 in grant funds

Full application information and questions available at [icma.org/emo](https://www.icma.org/emo)

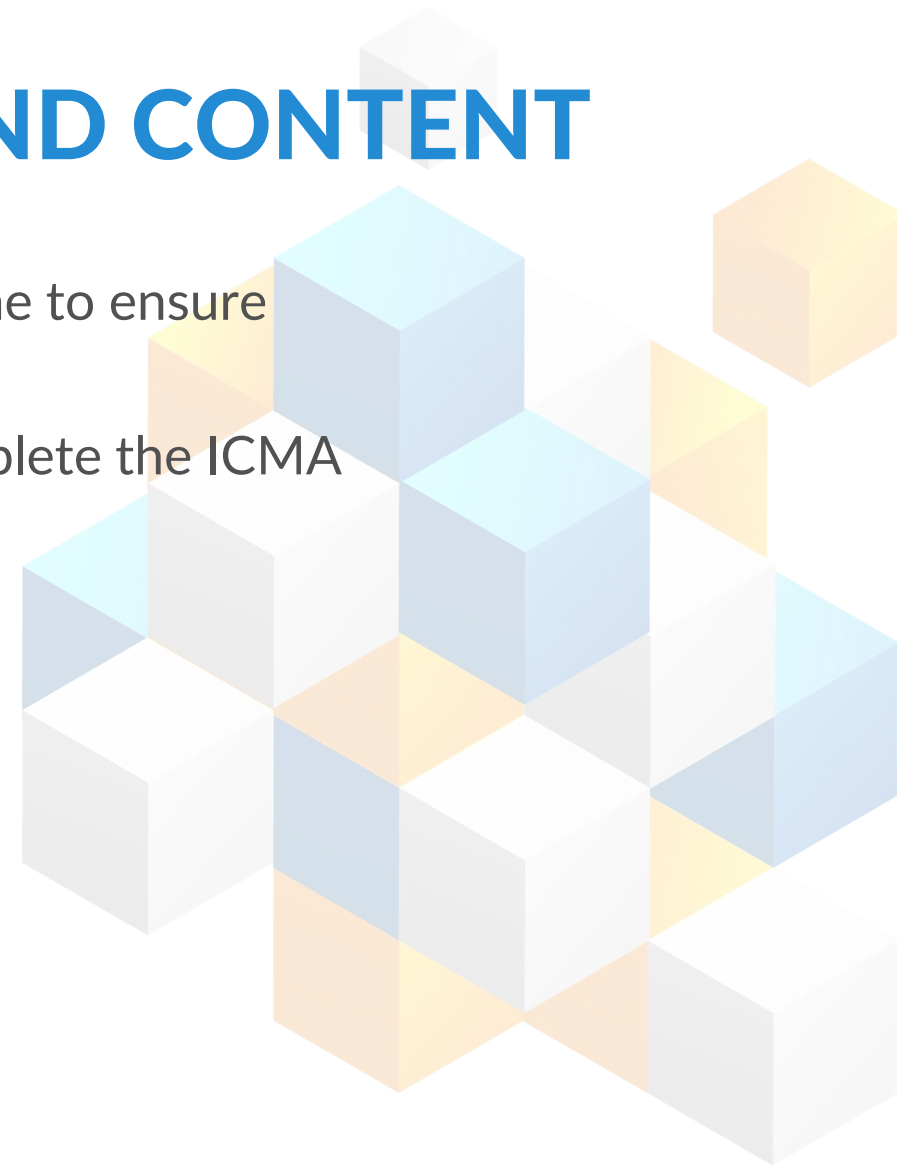
SELECTION CRITERIA

- Strength of participation team
- Staff capacity
- Projected impact of participation
- Demonstrated commitment to improving economic mobility and opportunity for the community



CONTRACT REQUIREMENTS AND CONTENT

- Expect that this process will require a quick turnaround time to ensure proper participation
- Upon selection, local governments will be required to complete the ICMA subgrant agreement process
- Grant funds will be dispersed in two payments:
 - Payment 1: \$19,000, Anticipated July 2025
 - Payment 2: \$5,000, Anticipated December 2025



COHORT PROJECT AND PROGRAM EXAMPLES



ICMA EMO Cohort Members, 2023 & 2024



EXAMPLES OF LOCAL GOVERNMENT INITIATIVES



El Paso County, TX
Childcare Services and
Workforce Development



Gaithersburg, MD
Financial Literacy and
Empowerment Workshops



Newton, KS
Community Needs and
Services Assessment

Local Government
REIMAGINED

ECONOMIC MOBILITY

ICMA

Economic Mobility and Opportunity in Local Government: A Call to Action

HOW TO APPLY

- Online at icma.org/emo
- PDF Request for Applications available
- Email emo@icma.org with any questions



Apply for ICMA's 2025 EMO Peer Learning Cohort and Mini Grant Program

Register for 3/12 Program Overview and Q&A Session

Download Request for Applications PDF

Apply Online





ICMA's Economic Mobility and Opportunity (EMO) Peer Learning Cohort and Mini Grant Program is a unique and rare opportunity for ICMA members to receive professional development and funding to inform policies and effect conditions that promote overall well-being and increased opportunities for their residents. This program from ICMA is made possible with support from the Gates Foundation. Please fill out the following questions to submit your application to be a member of the 2025 ICMA Economic Mobility and Opportunity Cohort.

Application deadline is March 28, 2025, at 11:59 pm ET.

Applications may be revised up to the deadline. You will need to click through to the submit button at the end of the application to ensure your changes are saved.



ANTICIPATED TIMELINE (SUBJECT TO CHANGE)

- February 24, 2025: Application open
- March 28, 2025 (11:59 pm ET): Application closes
- Mid-April 2025: Selected local governments notified (subject to change)
- May 2025: Virtual one-on-one orientations
- **May 21-23, 2025: First in-person cohort meeting** at the National Economic Mobility and Opportunity Conference in Baltimore, Maryland
- June 2025 – November 2025: Ongoing coaching and learning opportunities; monthly virtual calls
- **December 10-12, 2025: Second in-person cohort meeting**, location TBD (subject to change)

Q&A

- Apply online at icma.org/emo
- Application deadline: Friday, March 28, 2025 (11:59 pm ET)
- Email emo@icma.org with any questions or concerns