

Economic Empowerment and Family Resilience

Annual Report and Phase 2 Outline





From Concept to Reality

The Journey

Mission- Our mission is to advance economic mobility and family resilience by dismantling systemic barriers and addressing individual challenges that hinder upward mobility. We champion a holistic, person-centered, and multi-generational approach that empowers individuals and families to thrive across life stages. Through collaborative partnerships, policy advocacy, and integrated services, we work to create equitable pathways to opportunity, ensuring that every person—regardless of background—has the tools, support, and environment needed to achieve lasting economic well-being.

Vision- We envision thriving, equitable communities where every individual and family—across generations—has the opportunity, resources, and support to achieve lasting economic security and well-being. Through transformative systems change, inclusive education, workforce development, and strong community partnerships, we aim to build a future where living-wage employment, asset ownership, and generational wealth are accessible to all. Our vision is rooted in dignity, resilience, and the belief that economic empowerment is a shared responsibility and a pathway to collective prosperity.



Guiding Principles

- **Equity First**

We prioritize equity in all aspects of our work, ensuring that policies, programs, and partnerships actively dismantle systemic barriers and promote inclusive access to opportunity.

- **Hope as a Catalyst**

We believe hope is a powerful driver of change. We foster environments where individuals and families can envision and pursue a future of possibility, dignity, and prosperity.

- **Person-Centered & Multi-Generational**

We honor the lived experiences of those we serve by designing solutions that are holistic, culturally responsive, and supportive across generations.

- **Education & Workforce Empowerment**

We promote access to quality education, certifications, and career pathways that lead to living-wage employment and long-term economic stability.

- **Asset Building & Wealth Creation**

We support strategies that enable families to build assets, achieve financial security, and transfer wealth across generations.

- **Community Collaboration**

We cultivate strong, trust-based partnerships with community organizations, stakeholders, and residents to co-create solutions that are sustainable and locally grounded.

Systems Transformation

We advocate for policy and institutional change that addresses root causes of poverty and economic exclusion, creating a more just and resilient society.



Impact Goals

- **Increase Access to Living-Wage Employment**

Expand pathways to education, training, and certifications that lead to sustainable careers.

- **Advance Asset and Wealth Building**

Support families in building financial capability, homeownership, entrepreneurship, and intergenerational wealth.

- **Drive Systems Change**

Advocate for policies and practices that dismantle structural barriers and promote economic justice.

- **Foster Community-Led Innovation**

Invest in local solutions and elevate community voices to co-design programs and strategies.

- **Strengthen Family Resilience**

Provide integrated, person-centered supports that promote stability, health, and well-being across generations.



Phase 1

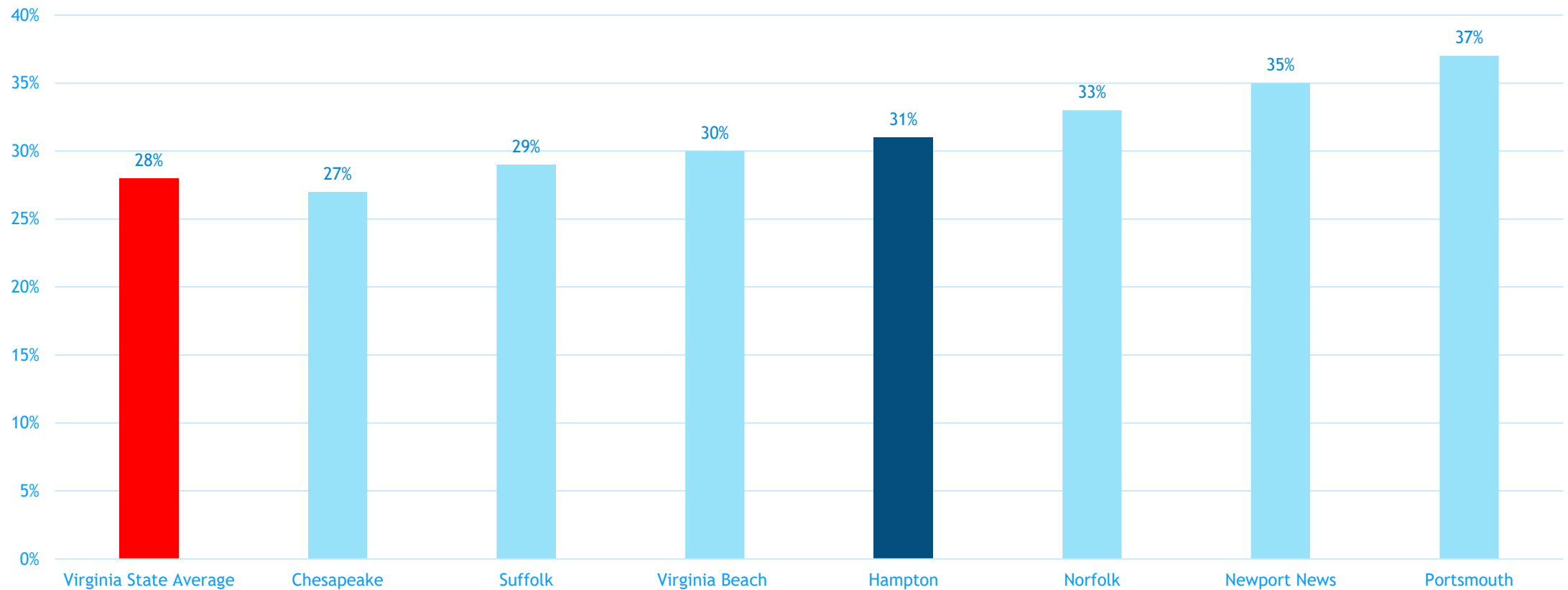
Original Plan



Pivot

- Public Facing Department
 - Focus on A.L.I.C.E. Population
- Welcome and Alignment of *Hampton WorkOne* Workforce Development Staff
- New Building @ The Phenix Center
- Acceptance into Bloomberg Harvard City Leadership Initiative

Regional A.L.I.C.E. Household Data





Affording the Basics

Household Survival Budget, Hampton City, Virginia, 2023								
Monthly Costs	Single Adult	One Adult, One Child	One Adult, One In Child Care	Two Adults	Two Adults Two Children	Two Adults, Two In Child Care	Single Adult 65+	Two Adults 65+
Housing	\$1,228	\$1,251	\$1,251	\$1,251	\$1,462	\$1,462	\$1,228	\$1,251
Child Care	\$0	\$398	\$1,062	\$0	\$797	\$2,125	\$0	\$0
Food	\$473	\$801	\$719	\$868	\$1,456	\$1,285	\$436	\$799
Transportation	\$418	\$552	\$552	\$657	\$945	\$945	\$347	\$517
Health Care	\$199	\$439	\$439	\$439	\$820	\$820	\$528	\$1,056
Technology	\$86	\$86	\$86	\$116	\$116	\$116	\$86	\$116
Miscellaneous	\$240	\$353	\$411	\$333	\$560	\$675	\$263	\$374
Taxes	\$450	\$466	\$628	\$520	\$701	\$1,024	\$512	\$824
Monthly Total	\$3,094	\$4,346	\$5,148	\$4,184	\$6,857	\$8,452	\$3,400	\$4,937
ANNUAL TOTAL	\$37,128	\$52,152	\$61,776	\$50,208	\$82,284	\$101,424	\$40,800	\$59,244
Hourly Wage	\$18.56	\$26.08	\$30.89	\$25.10	\$41.14	\$50.71	\$20.40	\$29.62



Key Performance Indicators

Income and Employment

- Interviews/Secured/Retained/Promoted
- Increase in Earned Income
- Educational Attainment-Credentials/Licensures/Degrees

Financial Health and Wealth Building

- Increase in Assets
- Checking/Savings Account Opened/Sustained/Increased
- First Time Home Buyer Progress
- Financial Education/Awareness
- Credit Score Improvement/Debt Reduction

Family Resilience and Well-Being

- Housing Stability
- Individual Goal Attainment
- Quality of Life Improvement

Systemic Change

- Reduction in A.L.I.C.E. & poverty population
- Community Stakeholder Collaboration
- Increase Child Care Availability

Department Introductions and Branding....WHY?



Community Engagement

- Who are we?
- Distinguishing Economic Mobility from Economic Development
- What do we do?
- What is Economic Mobility
- Identifying Needs and Gaps

Community Partner Introductions

- Service Area (population/location)
- Programs Offered
- Referral Process
- Collaboration Opportunities
- Resource Mapping



Community Collaboration

Hampton's Stone Soup Collective

- Collaboration
 - City of Hampton
 - Faith Based Orgs.
 - Community Partners
 - Residents
 - 15 members and growing

Hampton's Stone Soup Initiative *HOW CAN YOU HELP?*





Workforce Development

Outreach

- Hampton Main Library
- Northampton Branch Library
- Hampton-Newport News Probation and Parole
- Hampton Human Services
- STAR Center

Connections

Career/Resource Fairs/Community Events

- 28 Tabling Events
- 200+ Job Seekers
- 28 Employer Relationships Established/Maintained
- 112 Workforce Development Clients Served

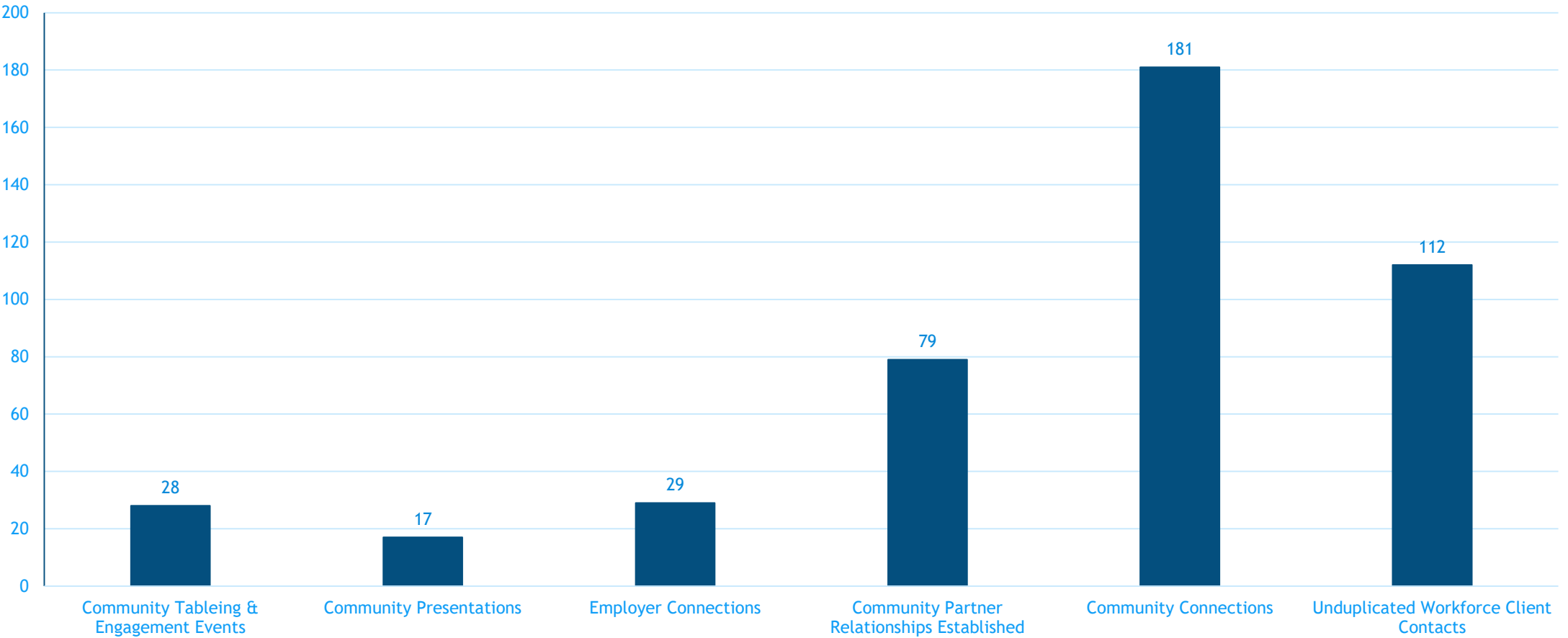


Information Sharing

Community Awareness Presentations

- HCPS Executive Team
- HRCAP
- Hampton 101
- Hampton Roads Workforce Council
- Neighborhood Commission
- Senior Services Advisory Committee
- Macedonia Call
- New Life Seventh Day Adventist
- Human Services TAPT Team
- The Links Incorporated
- HCPS Social Workers
- VPCC-Breaking the Cycle of Poverty
- Hampton Newport News Re-Entry Council
- First Presbyterian Church

Economic Empowerment Community Engagement





Data Informed

- **Bloomberg Harvard City Leaders Initiative-Data Track**
- **Child Care**
 - Economic Mobility Barrier
 - Experiences
 - Needs
 - Gaps
 - Innovative Data-Driven Solutions
- **City Employee Survey**
 - 239 Respondents
 - Conducted Focus Group
 - Visited 2 Local Child Care Centers
 - Data Analysis in-progress
- **Community Experience and Needs Survey-Distribution Scheduled January 2026**
 - Additional Focus Groups
 - Provider Experience

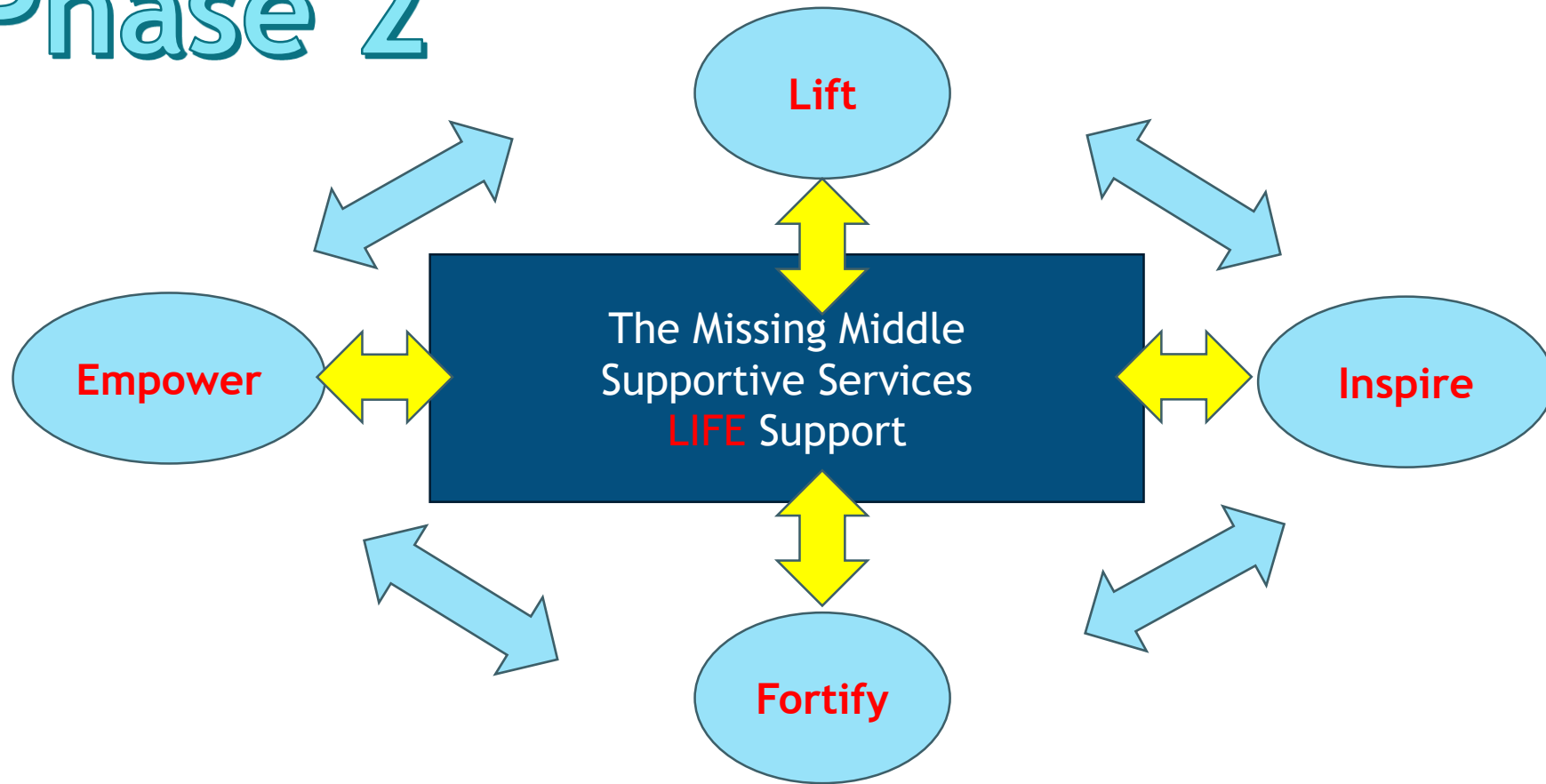
Connecting the Dots.....

LW Employment
+ Supportive
Services =



Connecting the Dots.....

Phase 2



Prep/Secure/Maintain Living Wage Employment

Connecting the Dots....The Missing Middle



Employment is a part of
the solution; NOT the
only Solution...

Life Coach & Case Management

- Supportive Services
 - Transportation
 - Food Insecurity
 - Child Care
 - Bridging the Technology Divide
 - Mental/Physical Health
 - Housing Advocacy
 - Data Collection and Analysis



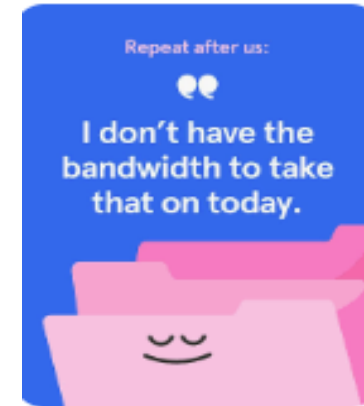
Systemic Solutions

Aligning Education and Experience

- Odyssey Focus Group
- Technology Partnerships

Community Partnerships

- Financial Education
 - Match Savings Accounts
 - First Time Home Buyer Path
 - Couponing
- Food Insecurity
- Child Care Research and Expansion
- Personal Hygiene/Diapers



- Community Pilot Programs and Partnerships
- Child Care Stakeholder Taskforce

Thank You



YOU'RE INVITED!

HAMPTON ECONOMIC EMPOWERMENT AND FAMILY RESILIENCE

RIBBON CUTTING CEREMONY

We are honored to serve our community and begin enhancing economic mobility in our city. Join us as we celebrate this exciting milestone!

 Date: Wednesday, January 21, 2026

 Time: 3:00 PM

 Location: 60 Aberdeen Rd, Suite 100
Hampton, VA 23661

RSVP by January 14, 2026 to
EconomicEmpowerment@hampton.gov

Let's build a stronger, more resilient Hampton together!

EconomicEmpowerment@Hampton.Gov

757-726-6973



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