



JANUARY 28, 2025

# The Urban Institute's Upward Mobility Framework in Action



Upward Mobility Framework

# Housekeeping and Agenda

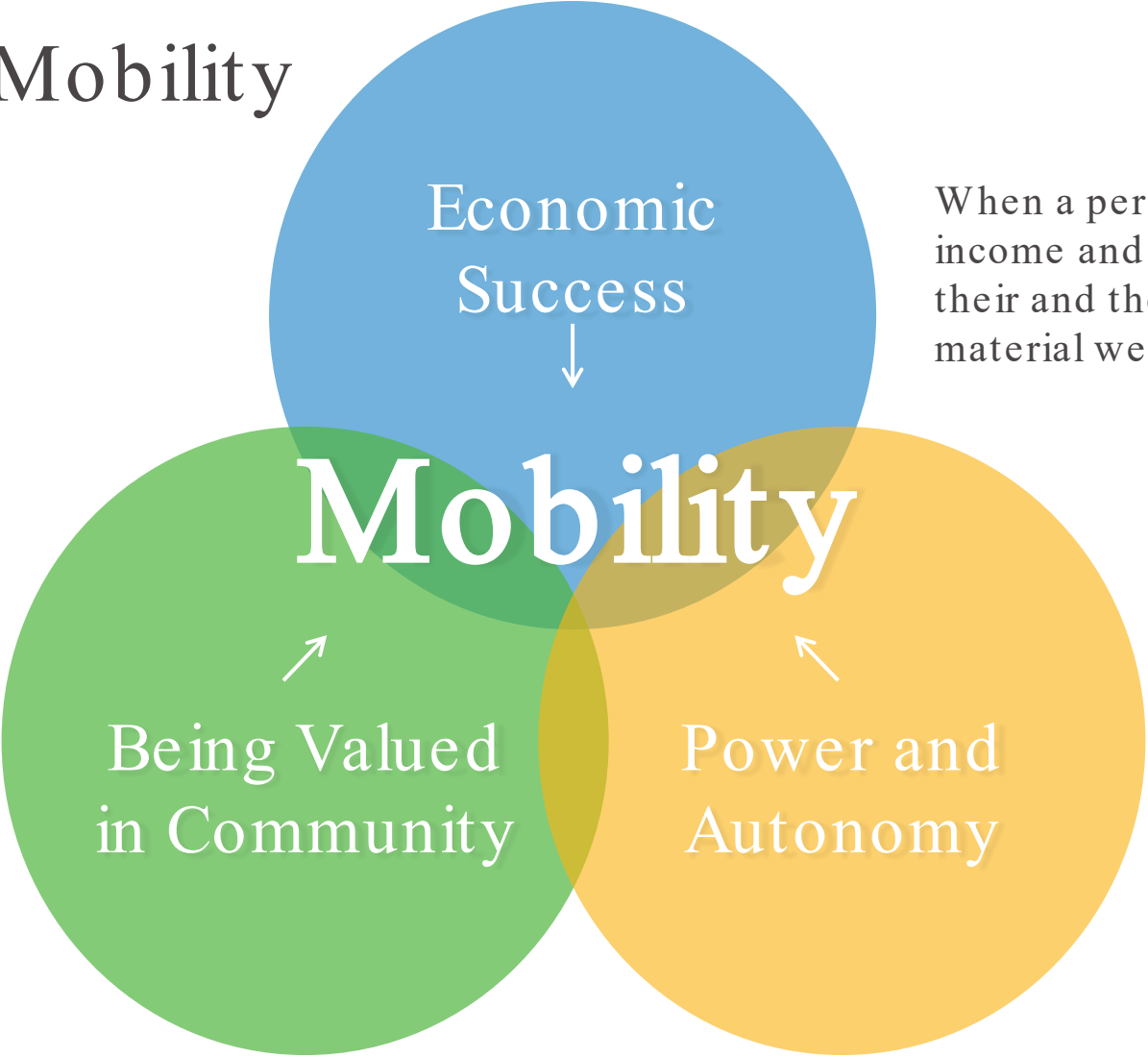
- Background on the [Upward Mobility Framework](#)
- Live Demo: [Upward Mobility Data Dashboard](#)
  - How to use the Mobility Metrics
- Case Study: Forsyth County
- Strategic Planning & Theories of Change
  - Workshop: Constructing a Theory of Change



# Background on the Upward Mobility Framework



# The Three-Part Definition of Mobility from Poverty



When a person has adequate income and assets to support their and their family’s material well-being.

When a person feels the respect, dignity, and sense of belonging that comes from contributing to and being appreciated by people in their community.

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.



# Why Mobility Metrics?

- Local leaders can create and bolster conditions that boost upward mobility and narrow racial inequities for children, youth, and adults.
- Communities need actionable metrics they can use to assess current conditions and monitor their progress.
- Our charge: a *comprehensive but concise* set of metrics that local leaders can use to develop strategies for improving upward mobility and equity conditions.

# Upward Mobility Framework Development Process

## Developing the Mobility Metrics (2019 to 2020)

- Mobility Metrics Working Group
- Stakeholder vetting labs



## Beta Testing the Framework (2021 to mid 2022)

- County cohort TA
- Original survey data collection
- Other feedback from national and local stakeholders



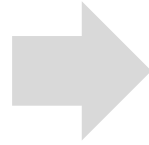
## Revising the Framework (late 2022)

- Mobility Metrics Working Group

# Upward Mobility Framework Development Process Continued

Mobility Metrics available online for use (early 2023)

- Released on Urban's website



Data Dashboard Using the Metrics Available Online (October 2024)

- Reformatting how to use the metrics, also available on Urban's website



# UPWARD MOBILITY FRAMEWORK

The Urban Institute's evidence-based foundation for community efforts to expand prosperity and narrow racial inequities.

## The Three-Part Definition



## Focus on Racial Equity



## The Pillars



## The Predictors







# The Pillars

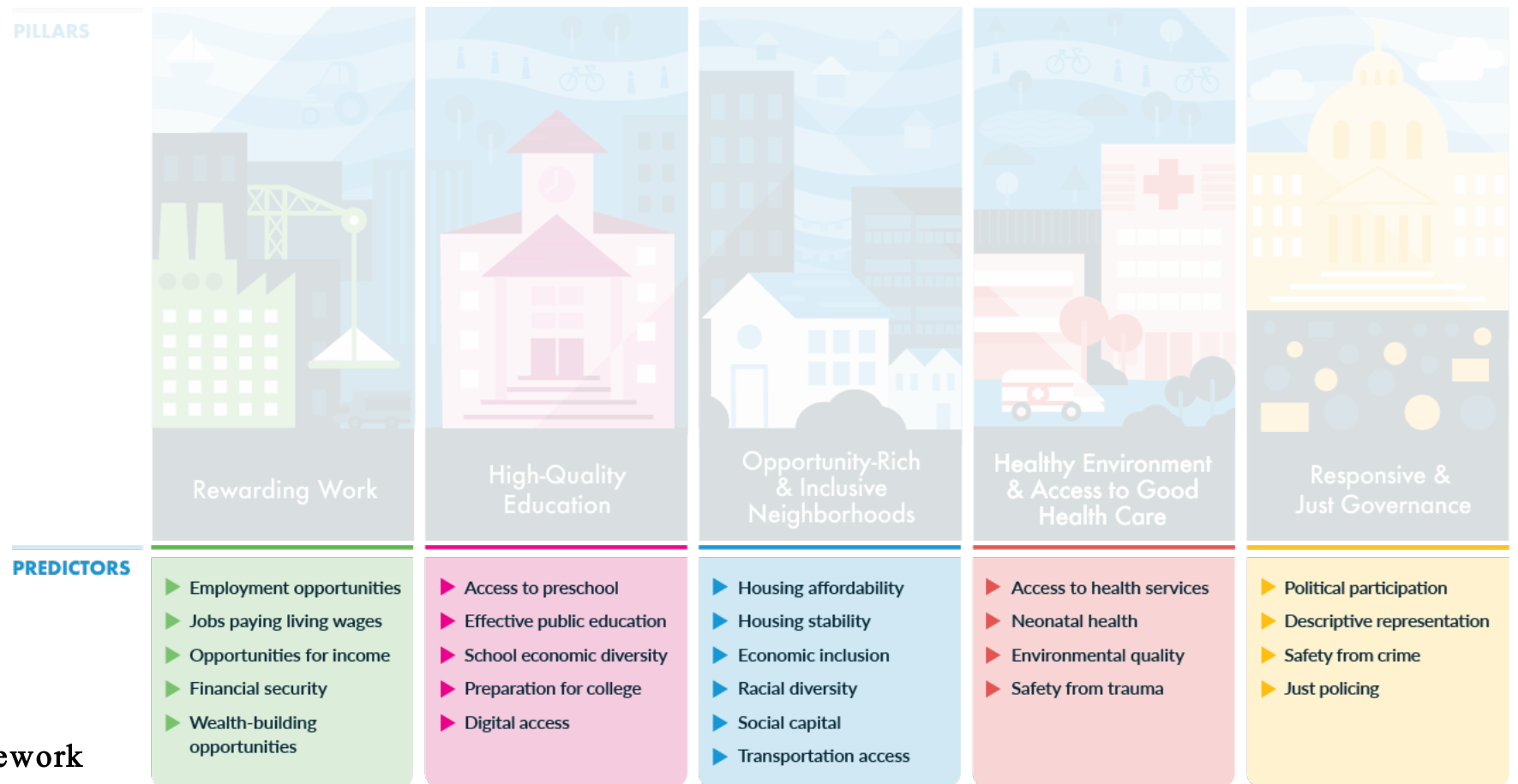
Five essential pillars





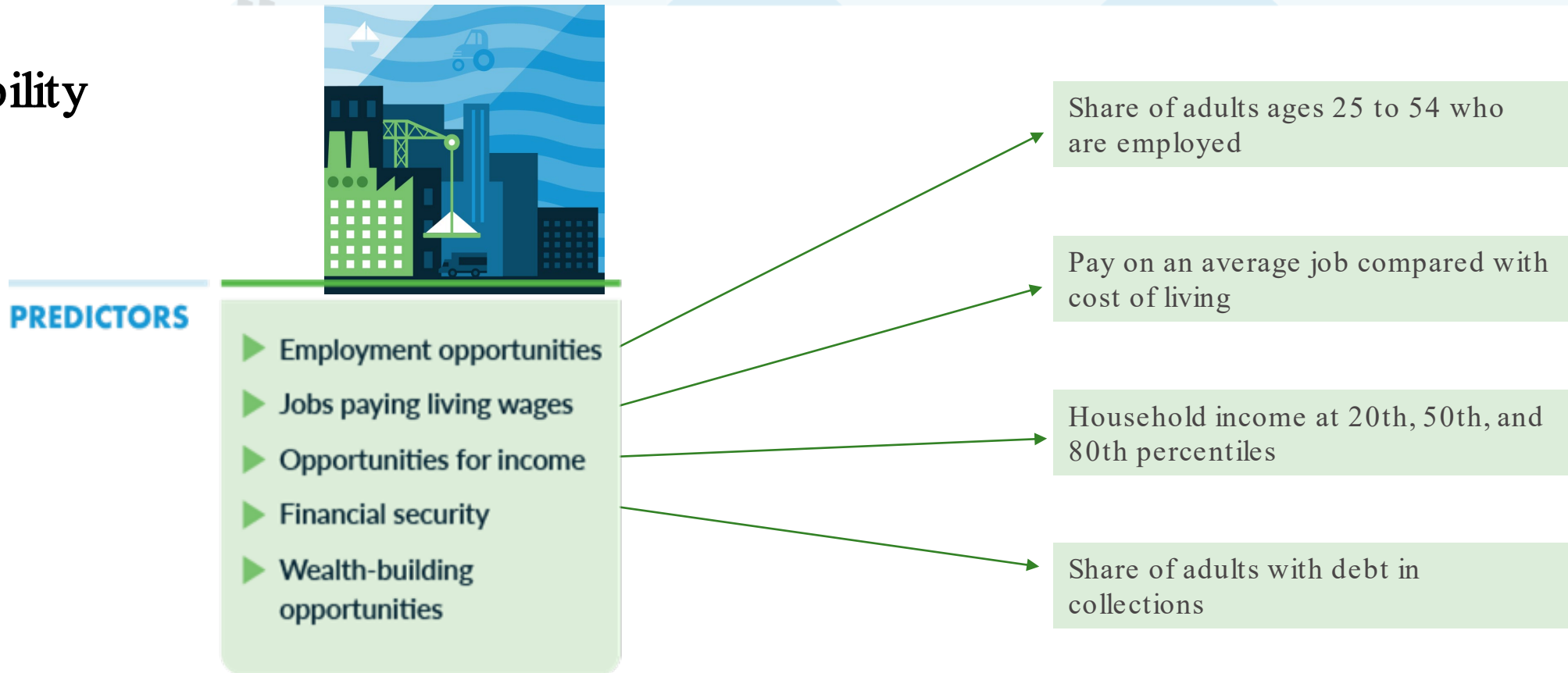
## The Predictors

Under each pillar is a set of key Predictors of mobility from poverty





# The Mobility Metrics



# Live Demo: Using the Metrics via the Data Dashboard



# Using the Metrics

## Diagnosis

**Compare**

**Reveal**

**Prioritize**

**Highlight  
Interconnections**

## Tracking

**Set Targets**

**Monitor**



# Using the Metrics

## Diagnosis

### PRO

- Overall community value
- Variations by subgroups
- Prior years of data
- Peer comparison

### CON

- Based on national data
- Limited metrics

## Tracking

### PRO

- Accessible & readily available
- Consistently measured over time & space
- Annual updates

### CON

- Medium-term measures
- Limited metrics



# Upward Mobility Data Dashboard

## Search for specific communities

### Select between 1 and 6 communities

Search for any county or any city with a population greater than 75,000 in the US.

[Don't see your city? Learn how to access data for smaller cities.](#)

### Select predictors or pillars

Choose the predictors and pillars you want to see data for.

Selected predictors: 24 / 24

[Select All](#) | [Clear All](#)

- Rewarding Work (5 / 5)
- High-Quality Education (5 / 5)
- Opportunity-Rich & Inclusive Neighborhoods (6 / 6)
- Healthy Environment and Access to Good Health Care (4 / 4)
- Responsive and Just Governance (4 / 4)

SEARCH

## Explore Mobility Metrics across the country

SELECT A PREDICTOR

- Rewarding Work
  - Employment opportunities
  - Jobs paying living wages
  - Opportunities for income
  - Financial security
  - Wealth-building opportunities
- High-Quality Education
- Opportunity-Rich & Inclusive Neighborhoods
- Healthy Environment and Access to Good Health Care
- Responsive and Just Governance



REWARDING WORK

## Employment opportunities

Share of adults ages 25 to 54 who are employed

Choose geography

Search for your community

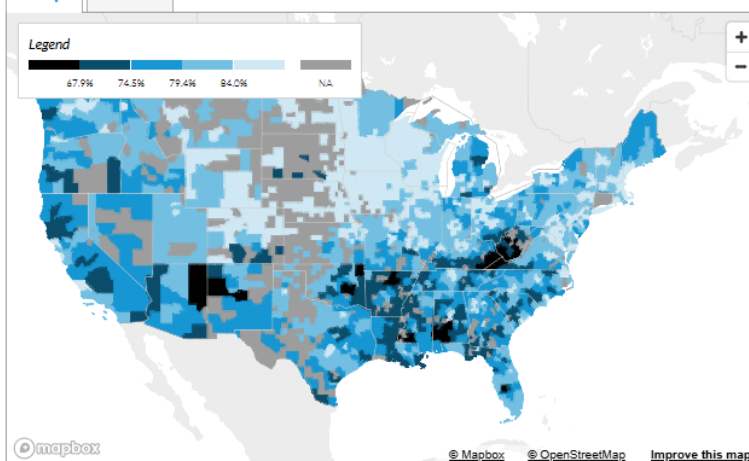
Select year

Counties Cities

Start typing...

2022

Map Chart



mapbox

Mapbox OpenStreetMap Improve this map


[See a problem? Let us know.](#)



[upward-mobility.urban.org/dashboard](https://upward-mobility.urban.org/dashboard)



Upward Mobility Framework


**HIGH-QUALITY EDUCATION**  
**Effective public education**
Collapse This Card ✕

[Learn more about this predictor and promising policy interventions >](#)
[Share](#)

**Average annual improvement in English Language Arts** ^

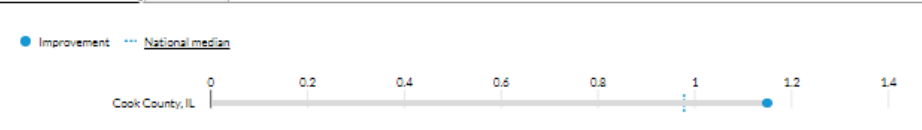
This metric reports the average per year improvement in English Language Arts (reading comprehension and written expression) among public school students between the third and eighth grades. Assessments are normalized such that typical learning growth is roughly one grade level a year.

[Learn more about the Mobility Metrics and how they were selected](#)

Select year: 2017 | 
 Select category: None | 
 Show confidence intervals:  No  Yes

In 2017, in Cook County, IL, the average per year rate of improvement in English language arts among public school students from third to eighth grade was 1.15.

**Visualization** | Table



[Download](#)

**Sources and Notes**  
[Stanford Education Data Archive, SY 2017-2018 \(Version 4.1; Reardon, S. F. et al. 2021\)](#) (Time period: School Year 2017-2018)  
 A value of 1 indicates a community's students are learning at an average rate, below 1 is slower than average, and above 1 is faster than average. When a category is selected, the value for the "All" group may differ from the overall value shown when no category is selected. This is because category values may be derived from alternate data sources or calculation methods.

### List of Mobility Metrics

Explore the full suite of Mobility Metrics and their relevance to upward mobility below. View the [appendix](#) for more details, including how metrics were selected.

**FILTER** |

24 results found 1 of 2 >

Metric	Predictor	Pillar	Why we chose this metric
Share of adults ages 25 to 54 who are employed	Employment opportunities	Rewarding Work	This is a common metric for measuring employment levels among prime-age workers, also known as the employment-to-population ratio.
Pay on an average job compared with the cost of living	Jobs paying living wages	Rewarding Work	This metric reflects the supply of jobs in a community that pay enough to meet the local cost of a family's basic needs.
Household income at 20th, 50th, and 80th percentiles	Opportunities for income	Rewarding Work	This metric captures the financial resources available to low-, middle-, and high-income households and the extent of income inequality in a community. Larger gaps between values for the three income groups indicate greater inequalities.
Share of adults with debt in collections	Financial security	Rewarding Work	People with overdue debt typically have few assets or negative wealth.

PREDICTOR

## Effective public education

UPWARD MOBILITY FRAMEWORK / HIGH-QUALITY EDUCATION / EFFECTIVE PUBLIC EDUCATION

School quality influences children's cognitive and social development. Lower-quality schools reduce children's chances of attending and succeeding at postsecondary institutions, negatively affecting their potential for economic success in adulthood.

**Mobility Dimensions Engaged**

- Economic success

### on the Relationship between Effective Public Education and Mobility Outcomes

In September 2021, researchers have documented the following connections between this predictor and upward mobility. Asterisk (\*) indicates primary

Quality is an important predictor of student achievement. Smaller class sizes and higher teacher quality are key components of school quality and are associated with increases in student achievement, as measured by grades, test scores, and college attendance (Brühwiler and Blatchford 2011; Chetty et al. 2015; Jennings et al. 2015; Shin and Chung 2009; Whitehurst and Chingos 2011).

Infrastructure quality affects student outcomes; for example, schools with better ventilation and those located near environmental hazards can create

[See a problem? Let us know. >](#) FAQ

## Frequently Asked Questions

Upward Mobility Data Dashboard

English

### About the Mobility Metrics

- What are the Mobility Metrics, and how are they connected to the Upward Mobility Framework?
- How can I use the Mobility Metrics?
- Why are some predictors measured using two metrics?
- Why do some metrics have more than one value?
- How are the metrics calculated?
- How do the Upward Mobility Framework and the Mobility Metrics connect to racial equity?





# Mobility Metrics Appendix

<https://upward-mobility.urban.org/upward-mobility-data-dashboard-appendix>



## Upward Mobility Data Dashboard: Appendix

September 11, 2024

DOWNLOAD REPORT ↓

(697.27 KB)



The Urban Institute's [Upward Mobility Framework](#) defines upward mobility as having three essential, interconnected dimensions: economic success, power and autonomy, and dignity and belonging. It identifies more than 20 evidence-based predictors that are strongly associated with those dimensions of mobility. The [Mobility Metrics](#) are a suite of short- and medium-term measures of each predictor. This appendix documents the criteria used to select metrics for each predictor and provides the set of years, available disaggregations, and data sources used to construct each metric on the [Upward Mobility Data Dashboard](#).

# Dig Deeper into the Mobility Metrics Data

Urban Data Catalog







Mobility Metrics  
GitHub













View Revisions

## Mobility Metrics Data for the Upward Mobility Framework

Adolescents and Youth Children Gender and Sexuality Income and Wealth Job Market and Labor Force Poverty, Vulnerability, and the Safety Net Race and Ethnicity Education and Training Crime and Justice Neighborhoods, Cities, and Metros


DATA AND RESOURCES BLOCK


 <a href="#">11_mobility-metrics_county_longitudinal.csv</a> ( Sep 10, 2024 )	
 <a href="#">12_mobility-metrics_county_race-ethnicity_longitudinal.csv</a> ( Sep 10, 2024 )	
 <a href="#">13_mobility-metrics_county_race-share_longitudinal.csv</a> ( Sep 10, 2024 )	
 <a href="#">14_mobility-metrics_county_income_longitudinal.csv</a> ( Sep 10, 2024 )	
 <a href="#">15_mobility-metrics_county_age_longitudinal.csv</a> ( Sep 10, 2024 )	









Product Solutions Resources Open Source Enterprise Pricing

UI-Research / [mobility-from-poverty](#) Public

<> Code Issues 21 Pull requests 1 Actions Projects Wiki Security Insights

main 4 Branches 1 Tags  

 Merge branch 'version2024' ✓ 3e3c140 · 2 days ago 2,154 Commits

 01_financial-well-being	Merge pull request #200 from UI-Research/jen	last week
 02_housing	Merge pull request #377 from UI-Research/iss371	3 weeks ago
 04_health	Merge pull request #318 from UI-Research/iss204	6 months ago
 05_local-governance	Remove extra variable	5 months ago
 06_neighborhoods	Add na.rm = TRUE speciation to summarises to avoi...	3 weeks ago
 07_safety	Fixed variable subgroup labels and variable order	6 months ago
 08_education	Update subgroup titles	4 months ago
 09_employment	Update subgroup titles	4 months ago



Upward Mobility Framework

# Access Original Data Sources

- Do you need data for...
  - A smaller geography than county or city?
  - A subgroup that isn't provided in the Upward Mobility Dashboard?

## Sources and Notes

US Census Bureau's 2021 5-Year American Community Survey Public Use Microdata Sample (via [IPUMS](#)); [Missouri Census Data Center Geocorr 2022: Geographic Correspondence Engine](#). (Time period: 2017-2021)

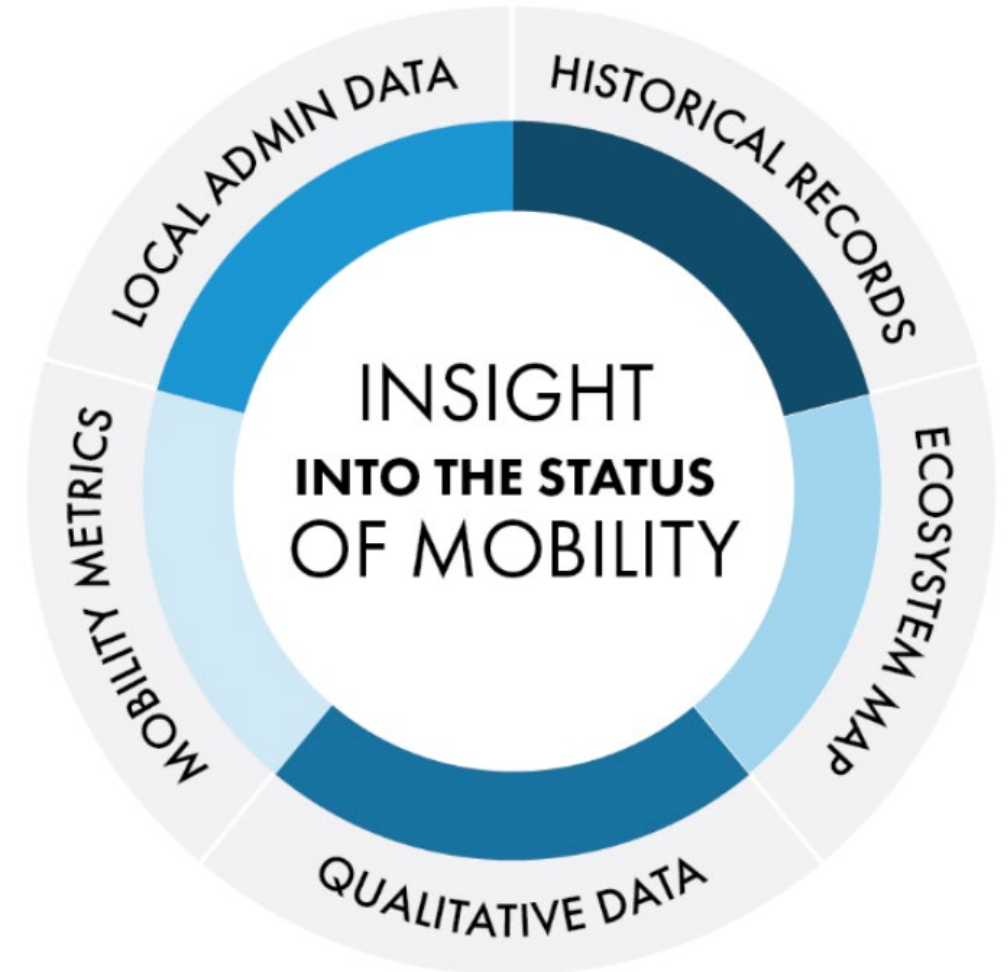
When a category is selected, the value for the "All" group may differ from the overall value shown when no category is selected. This is because category values may be derived from alternate data sources or calculation methods.

ID	Predictor	Metric	Source	Smallest Geo
1	Opportunities for Income	Household income at the 20th, 50th, and 80th percentiles	American Community Survey Public Use Microdata Sample	PUMA
2	Financial Security	Share with debt in collections	<a href="#">2018 and 2021 credit bureau data from Urban Institute's Debt in America tool</a>	County (smaller data not public)
3	Housing Affordability (2023)	Ratio of affordable housing units (per 100 households) with low-, very low-, and extremely low-income levels	American Community Survey Public Use Microdata Sample	PUMA
3	Housing Affordability (2024)	Ratio of available housing units (per 100 households) with low-, very low-, and extremely low-income levels	American Community Survey Public Use Microdata Sample	PUMA
4	Housing Stability	Number and share of public-school children who are ever homeless during the school year	US Department of Education Local Education Agency data (via ED Facts Homeless Students Enrolled)	Local Education Agency (LEA)



# Supplementing with Local Data

- Mobility Metrics as a starting point
  - Predictors as a guiding mechanism
- Level of geography
  - National data is not appropriate for measuring or tracking neighborhood programs
- Collection & reporting
  - Frequency and contemporaneous tracking
- Identify underlying causes
  - Local data can offer more metrics & insights



# Leverage Local Data

<https://upward-mobility.urban.org/mobility-metrics/local-data>



## Obtaining More Local Data

The [Mobility Metrics](#) are signals of communities' strengths and areas for growth related to upward mobility. However, on their own, they don't give local leaders a complete picture of the systems that uphold or undermine mobility in a community and their disparate effects on different groups of residents.

This resource helps communities get a clearer picture by offering other state and local data sources that can be combined with the metrics for more robust insights into their mobility conditions.

Explore additional data sources for each of the 24 pillars in the [Upward Mobility Framework](#) in the catalog below. Read the text that follows to learn more about the importance of disaggregating data and best practices for identifying reliable local data.

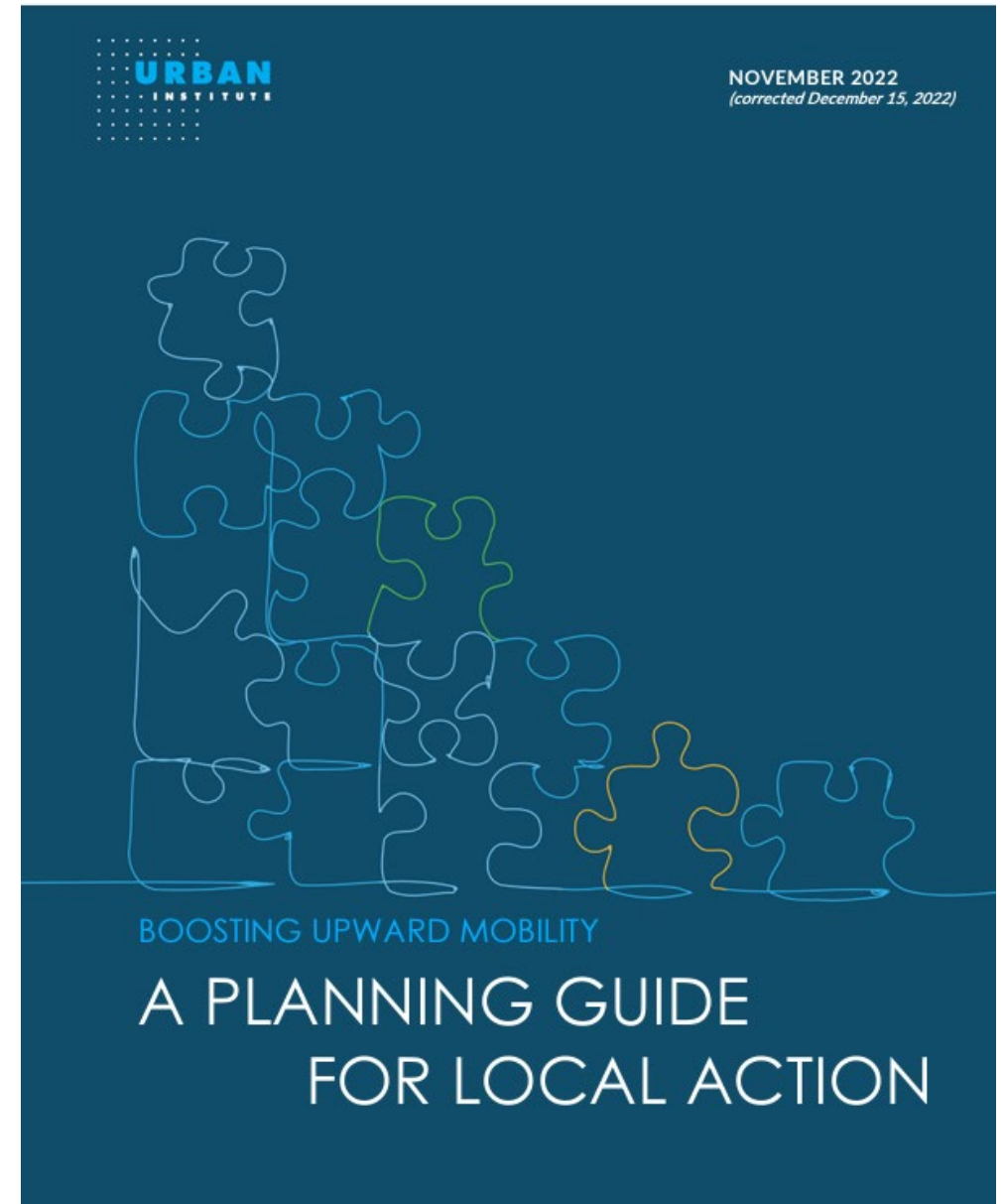


# Mobility Action Planning

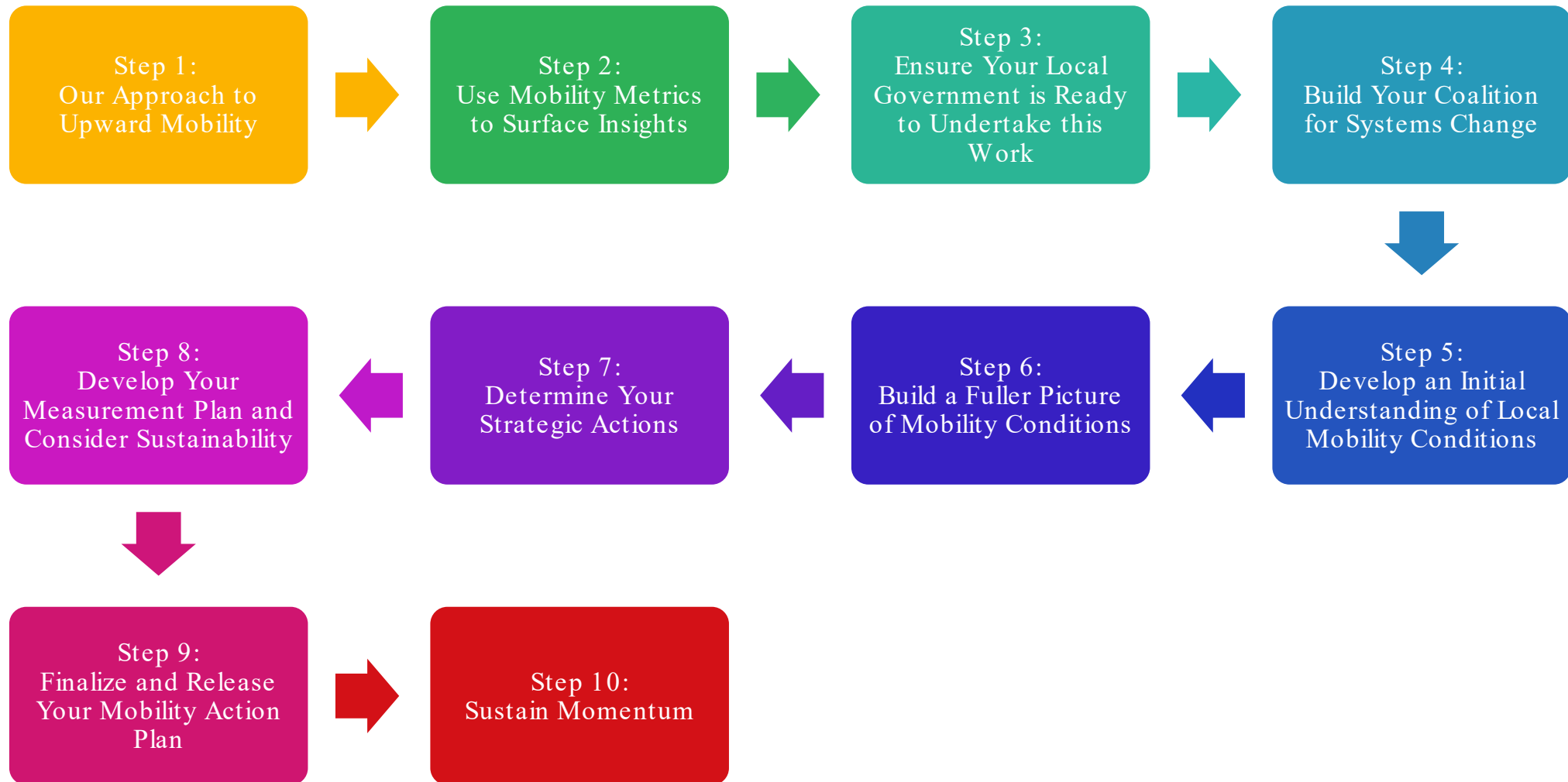


# Upward Mobility Planning Guide

- A guide to help local leaders better understand **impediments to upward mobility** and how to build a **cross-sector team** that can plan, advocate for, and implement a **set of systems changes** focused on bringing all members of your community out of poverty and creating more equitable results.
- Provides practical advice for people driven to boost mobility from poverty and asking, “Where do I start?”
- Informed by the **Boosting Upward Mobility cohort** that beta-tested the metrics.



# A Planning Guide for Local Action





# Case Study of Community Foundation Mobility Action Planning: Forsyth County





# Crafting a Framework for Success

Using Data and Stories of Impact to Advocate for Policy Change



Upward Mobility Framework

Forsyth County, NC



**ASSET  
BUILDING  
COALITION**

of Forsyth County, North Carolina



**PIEDMONT TRIAD**  
REGIONAL COUNCIL

**Forsyth County** | North Carolina

Department of  
Social Services

**Goodwill**  
Northwest North Carolina 



**WINSTON-SALEM**  
STATE UNIVERSITY

 **Forsyth Tech**  
COMMUNITY COLLEGE

A place of promise.



Upward Mobility Framework

**About 1 in 4 Forsyth  
County, North Carolina  
households  
experienced Asset  
Poverty.**



About 1 in 4, or 23%,  
experienced Asset Poverty in  
2021.



Rewarding Work (5 / 5) ▲

Select All | Clear All

- ✓ Employment opportunities
- ✓ Jobs paying living wages
- ✓ Opportunities for income
- ✓ Financial security
- ✓ Wealth-building opportunities



REWARDING WORK

# Wealth-building opportunities

Ratio of the share of total home values owned by a racial or ethnic group to the share of households of the same group ▼

Select year

2022 ▼

Select category

None ▼

In 2022, in Forsyth County, NC,

- Black non-Hispanic households made up **25.6%** of households but held **13.6%** of the local housing wealth,
- Hispanic households made up **9.1%** of households but held **7.1%** of the local housing wealth,
- households of other races and ethnicities made up **4.5%** of households but held **5.7%** of the local housing wealth, and
- white non-Hispanic households made up **60.8%** of households but held **73.6%** of the local housing wealth.





REWARDING WORK

## Jobs paying living wages

### Jobs paying living wages

#### Pay on an average job compared with the cost of living

The metric is computed by dividing the earnings for an average job in a community by the cost of basic expenses for a family of three (1 adult and 2 children) in that community. Values greater than 1 indicate that the average job pays more than the cost of living, and values less than 1 suggest the average job pays less.

Location	Year	Subgroup	Pay to cost of living	Data Quality
Forsyth County, NC	2022	All	0.73	Strong
Forsyth County, NC	2022	Goods producing	0.82	Strong
Forsyth County, NC	2022	Public administration	0.72	Strong
Forsyth County, NC	2022	Trade, transit, and utilities	0.55	Strong
Forsyth County, NC	2022	Information services	1	Strong
Forsyth County, NC	2022	Professional services	1.03	Strong
Forsyth County, NC	2022	Education and health	0.89	Strong
Forsyth County, NC	2022	Leisure and other	0.36	Strong

\*Public administration

\*Trade, transit, and utilities

\*Professional services

#### Sources and Notes

US Bureau of Labor Statistics, Quarterly Census of Employment and Wages (QCEW) data, 2022; Massachusetts Institute of Technology, Living Wage Calculator, 2022. (Time period: 2022)

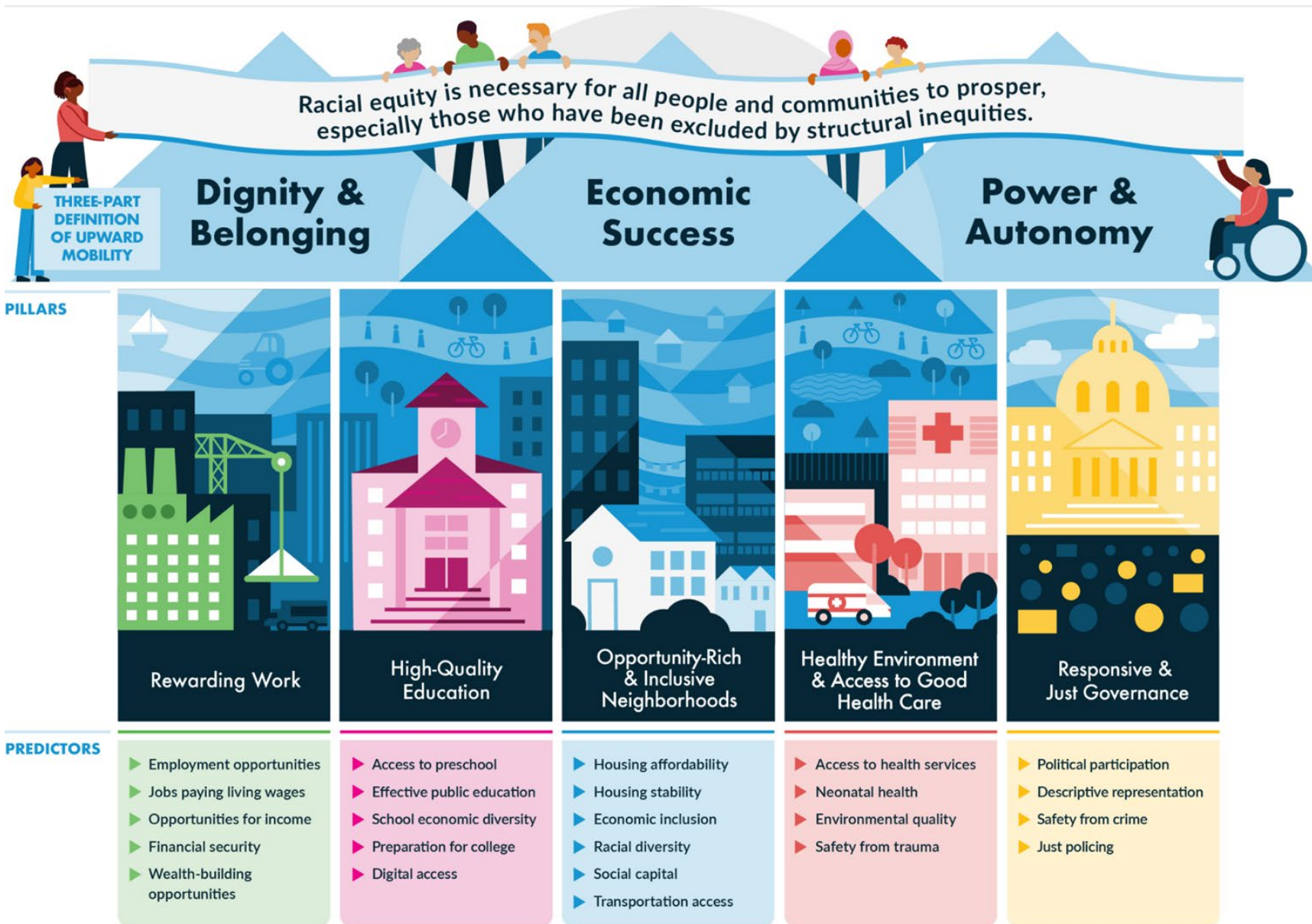
The confidence interval for this metric is not available because the underlying data lack the variation needed to calculate it. When a category is selected, the value for the "All" group may differ from the overall value shown when no category is selected. This is because category values may be derived from alternate data sources or calculation methods. City data are not available for this metric.

Downloaded on January 24, 2025 from [urban.org/MobilityMetrics](https://urban.org/MobilityMetrics)



# Escaping Generational Poverty for Individuals who are born into Poverty in Forsyth County, North Carolina

- ★ Public Benefits Programs that were created to be temporary but continue keep individuals in a systemic cycle of poverty.
- ★ Marginalized populations can not escape generational poverty due to lack of access to high quality jobs, housing, transportation, and other variables.

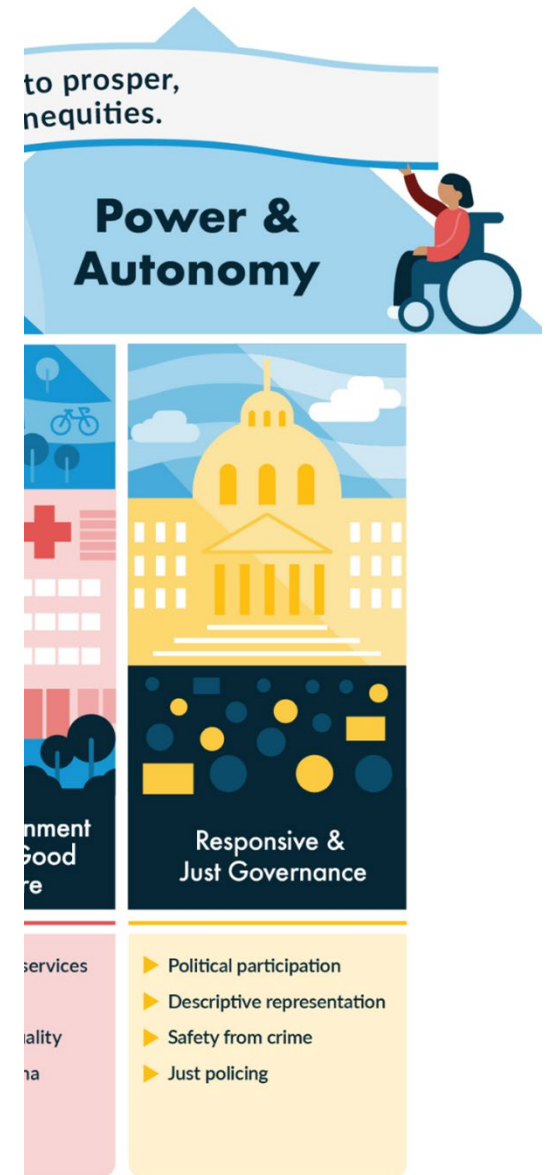




# What is one next step we are planning to take in **advancing upward mobility** and racial equity locally?

## ★ Advocating for Legislative and Policy Change

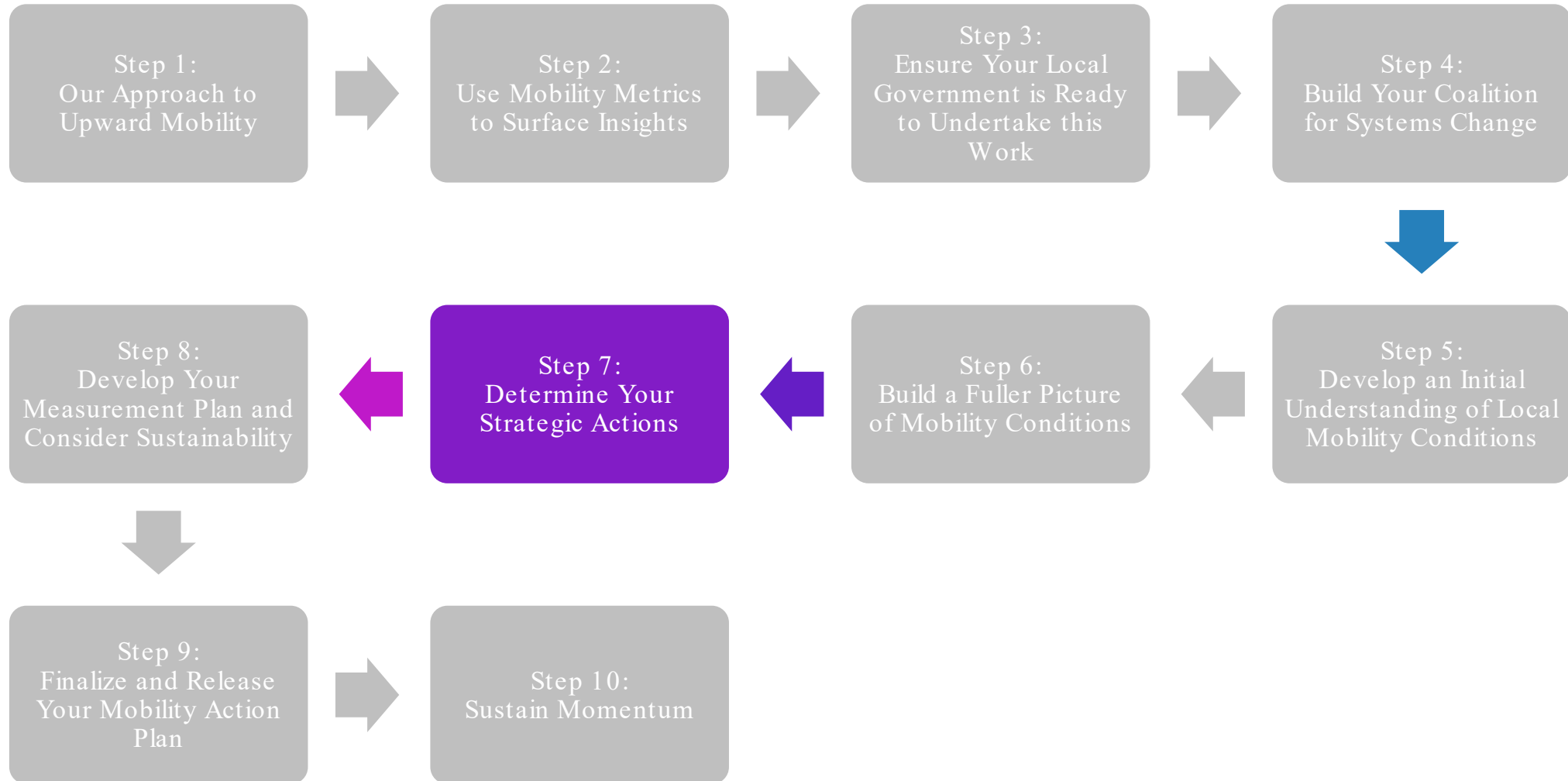
Build relationships with our new elected officials and showcase the stories, data, and the solution to see change for Forsyth County and NC.



# Theory of Change



# A Planning Guide for Local Action—Strategic Actions



# Determine Your Strategic Actions via a Theory of Change

- Defined problem or challenge
- Shared vision for solution
- Values
- Strategies



# Theories of Change Connect a **Vision** to **Strategic Actions**

- Articulate **how** a coalition believes change happens
- Reflect a set of **assumptions** that connect...
  - **Preconditions**—what you need for change to happen
  - **Expected outcomes**—improvements you can see
- Effectively communicate about your purpose and the change intended
- Build and reinforce community buy-in
- Create an accountability framework for strategic actions

## Theories of Change can...

- Challenge underlying assumptions about what it takes to create change
- Build and reinforce community buy-in
- Create an accountability framework for strategic actions
- Address the context and causes of challenges in your community
- Effectively communicate your rationale for specific actions

# Example: KUA Hawaii

**We envision:**  
*'āina momona.*  
Abundant and healthy ecological systems in Hawai'i that contribute to community well-being.

**This will take:** Powerful and connected communities stewarding Hawaiian lands, waters and culture (community-based natural resource management).

**We'll know this has happened when the following conditions are a broad-based reality in Hawaii:**

<p><b>Communities are decision-makers</b></p> <ul style="list-style-type: none"> <li># of communities participating in decision-making processes</li> <li>% decisions that go the way communities want them to go</li> </ul>	<p><b>Community practitioners are resource managers</b></p> <ul style="list-style-type: none"> <li>area under active community management</li> <li>#educated by communities</li> <li>% decrease in threats to resources</li> <li>#new management approaches</li> <li>%increase in biomass</li> </ul>	<p><b>Sustainable community-based organizations</b></p> <ul style="list-style-type: none"> <li># nonprofit BMPs utilized</li> <li>mix of fundraising strategies utilized</li> </ul>	<p><b>Communities adapt to changing conditions</b></p> <ul style="list-style-type: none"> <li># communities doing monitoring &amp; evaluation</li> </ul>
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**We will achieve these conditions through these activities:**

<p><b>gatherings</b></p> <ul style="list-style-type: none"> <li># communities at gathering</li> <li># people at gatherings</li> <li>% attending who apply learning at home</li> <li># new biocultural management tools used in communities</li> </ul>	<p><b>training and tools</b></p> <ul style="list-style-type: none"> <li># people attending trainings</li> <li># of people using/requesting tools</li> <li>%increase in knowledge</li> <li>%satisfied that training increased their level of knowledge</li> <li>% communities trained who are implementing training within one year</li> </ul>	<p><b>facilitation, consultation and technical assistance</b></p> <ul style="list-style-type: none"> <li># communities who perceive that they are reaching goals, making progress</li> <li>\$ brought to communities</li> <li># new biocultural management tools used in communities</li> </ul>	<p><b>network building</b></p> <ul style="list-style-type: none"> <li># incidences of skill exchanges</li> <li># links made between communities and resource agencies/partners</li> <li># new biocultural management tools used in communities</li> <li>#\$ resources received and utilized through networking</li> </ul>	<p><b>advocacy</b></p> <ul style="list-style-type: none"> <li># positive mentions</li> <li># new regulations that contribute to improved biocultural management</li> <li># agencies seeking input from KUA</li> </ul>	<p><b>backbone support organization</b></p> <ul style="list-style-type: none"> <li>%increase in non-profit health scorecard score</li> <li>mix of fundraising strategies utilized</li> <li>ratio funding from grants vs individuals</li> <li>\$ of operating reserves</li> <li>%perceive values alignment</li> </ul>
---	---	---	---	---	--

**We work on these activities with and for:**  
Communities who invite our support, and who have an active commitment to restoring and protecting the natural and cultural resources of their place

**Because we believe:**

- Communities have a traditional and sacred role and responsibility for the lands and waters their places.
- Communities rely on ecological health for physical, cultural, and spiritual sustenance.
- Communities have knowledge, practice and relationships critical for successful resource management.

learn more at [kuahawaii.org](http://kuahawaii.org)



# Breakout Activity: Theory of Change





# Developing Your Theory of Change for Upward Mobility

With your Foundation team:

- Locate the worksheet
- Spend 10 minutes documenting your vision, values, outcomes
- Spend 10 minutes activating your vision, preconditions, and key relationships
- Use 10 minutes to discuss next steps

**URBAN INSTITUTE** | Upward Mobility Framework

### Theory of Change Worksheet

**Common Agenda - Vision, Values, Strategies**  
Revisit the conversations around your vision for the Coalition. You've done preliminary work through the headline exercise, naming your mobility challenge, and additional conversations. In this section, document your current vision. Spend a few minutes naming the core values and beliefs that vision is grounded in, including how it reflects economic success, dignity and belonging, and power and autonomy. Consider racial equity as both a process and a goal.

**Our Vision Statement** (aspirational & ambitious future statement of what your community will look like. Ex: Forest City will be a place where all residents can be healthy, happy, valued, and financially secure.)

What are the core values or beliefs that our vision is grounded in?

**Improved outcomes** (What will you see if you are living in the vision? Ex: Increase in the number of city residents with low incomes claiming the earned income tax credit)

- 1.
- 2.
- 3.

**Your preconditions**

What needs to change to reach these outcomes? (Refer to your ecosystem and there with the group. Individual team members can write down needs to change in your community to realize the outcomes named and then. Group these based on similarities, and decide as a team which ideas to

achieving change (What are the necessary preconditions to make each condition that MUST be fulfilled before something else can happen)

- We need to see the value in raising
- We need to see entry requirements for opening bank accounts.
- We need to see a community that are willing to construct branches in low-income neighborhoods.
- We need to include an emergency fund in our budget.
- The City needs to revise its participant data collection to include questions about race, ethnicity, gender, and disability for all programs.
- We need to partner with the local hospital to get additional data.
- We need to map our current infrastructure investments by neighborhood.
- We need to increase community engagement

# Peer Sharing

- What thoughts do you have about developing or refining your Theory of Change?
- How will you use this in your community?

# Next Steps



# Upward Mobility Initiative Resources

## The Upward Mobility Framework

- [Restoring the American Dream](#): What Would It Take to Dramatically Increase Mobility from Poverty? (US Partnership on Mobility from Poverty)
- [The Upward Mobility Framework](#)
- Boosting Upward Mobility: [Metrics to Inform Local Action](#) (technical appendix; first edition)
- Upward Mobility Virtual Workshop: [Overview](#)
- Evidence Resource Library [forthcoming]

## Using the Mobility Metrics and other local data

- [Upward Mobility Data Dashboard](#)
- [Data Catalog](#) and [GitHub](#)
- Upward Mobility Virtual Workshop: [Mobility Metrics](#)
- [Mobility Metrics Selection Criteria and Available Data](#)
- [Six Ways to Use the Mobility Metrics](#)
- [How to Examine Your Mobility Metrics](#)
- [Obtaining More Local Data](#)

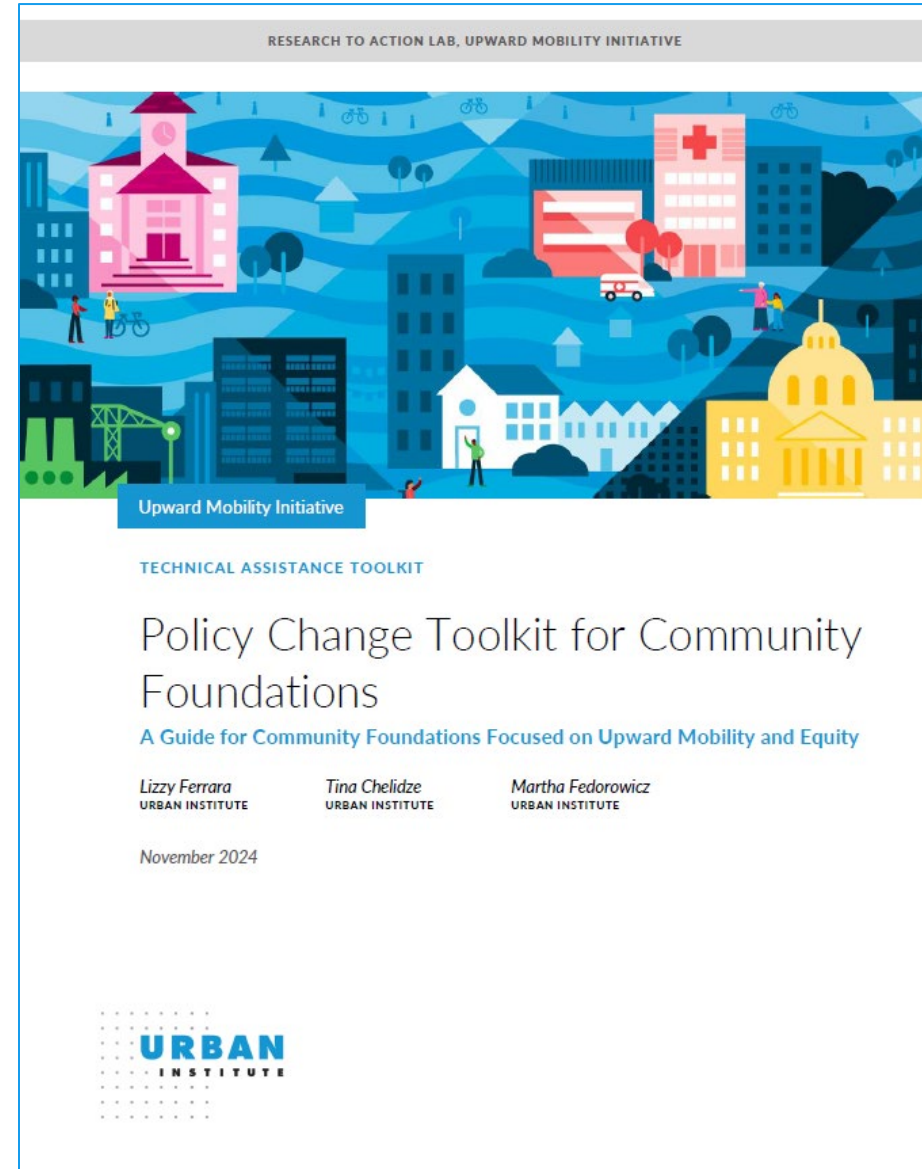
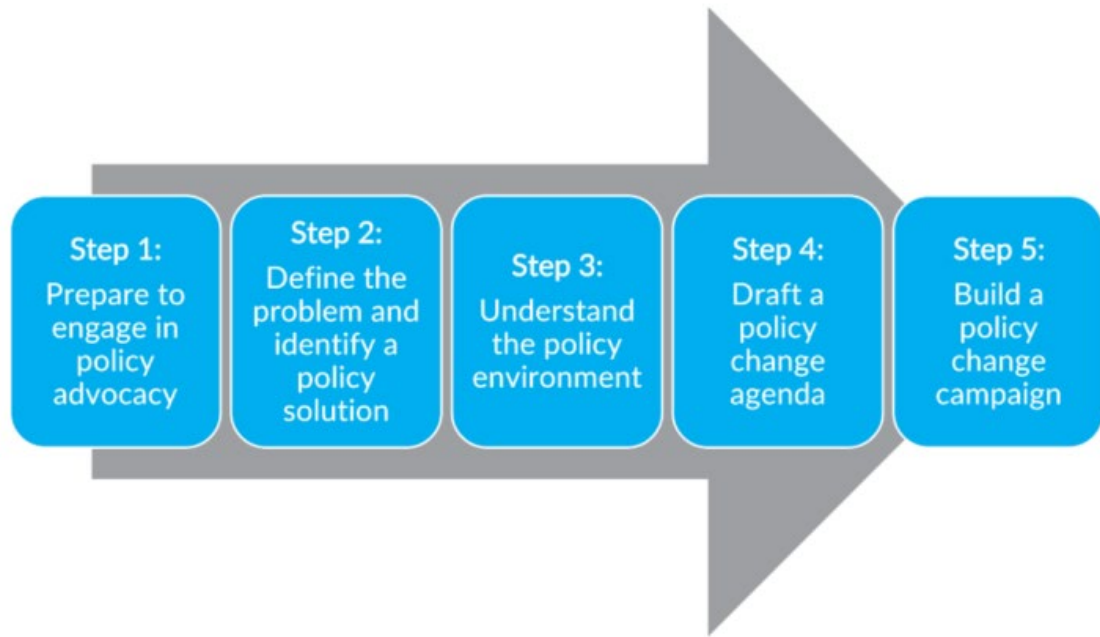
## Strategies for increasing upward mobility

- Boosting Upward Mobility: [Exemplars](#) (examples of successful programs)
- [Boosting Mobility and Advancing Equity Through Systems Change](#)
- Boosting Upward Mobility: [A Planning Guide for Local Action](#)
- [Mobility Action Plans](#) from the Upward Mobility Cohort
- [Creating Mobility from Poverty: An Overview of Strategies](#) (US Partnership on Mobility from Poverty)
- [Promising Local Policy Interventions](#)
- Upward Mobility Virtual Workshop: [Local Action](#)



# Policy Change Toolkit for Community Foundations

Five-Step Policy Change Model for Community Foundations



# Future Trainings

- On the My Community platform there is a post that provides the option for four different virtual trainings which we'll provide to you all in the coming months.
- Please vote for the ones you'd find most useful so that we can provide trainings that are the most helpful to you all.

