



Aspen Institute Economic Mobility Fellowship

An Action Learning Lab for
Corporate Leaders

**BUSINESS
& SOCIETY**
aspen institute



OPPORTUNITY FOR IMPACT

Economic inequality has been increasing in the U.S. almost continuously since 1980, resulting in the most unequal distribution of wealth among industrialized countries.

As the future of work is redefined against massive economic, social, and technical change, companies need innovative solutions to attract, retain, and grow a diverse workforce.

The Aspen Institute Business & Society Program sees fresh opportunity in this moment for companies to make meaningful progress on economic inequality while generating long-term business value.



ECONOMIC MOBILITY FELLOWSHIP

The Economic Mobility Fellowship helps business leaders to scale promising projects that drive business value and enhance economic mobility for low-wage workers in the US.

Over the past 20 years we have worked with hundreds of executives and change leaders inside of large companies to deliver new innovations that generate measurable business value and meaningful social impact. By participating in the Economic Mobility Fellowship, companies will:

- Scale projects that solve critical business challenges and create pipelines for advancement of low-wage workers
- Develop and support internal change-leaders who can drive enterprise-wide value creation
- Leverage and contribute to a growing body of knowledge on how corporate practice can support greater economic mobility

Participating Fellows will receive the support they need to translate promising projects into lasting impact.

Participants will:

- Collaborate with cross-industry leaders at the cutting edge of practice
- Access emerging data and insight on issues of economic mobility
- Receive tailored project coaching from experts in economic mobility and corporate intrapreneurship
- Sharpen their ability to drive projects with measurable social and business impacts
- Develop their capacity to lead cross-functional change inside of large companies
- Multiply their networks of peers and subject matter experts





PROGRAM TIMELINE

SEMINAR 1 **(January 2023)**

*Project framing, scoping,
and objective setting*

PROJECT COACHING

PEER CONSULTING

DIGITAL WORKSHOPS

TAILORED NETWORK
CONNECTIONS

SEMINAR 2 **(May 2023)**

*Project audit, calibration,
and assessment strategy*

PROJECT COACHING

PEER CONSULTING

DIGITAL WORKSHOPS

TAILORED NETWORK
CONNECTIONS

SEMINAR 3 **(November 2023)**

*Project optimization and
institutionalization*

Program content is created alongside industry experts and draws on over 20 years of experience working with change leaders in large companies. Program curriculum includes modules on:

- Economic mobility trends, data, and insights
- Case studies in corporate practice
- Intrapreneurial skills and strategies
- Designing a robust financial case
- Effective teaming
- Driving organizational change
- Strategies for scaling and institutionalizing impact programs
- Structures of race and power



PROGRAM CURRICULUM



PARTICIPANT PROFILE

COMPANY PROFILE

We are looking for innovative leaders from large companies across industries. Companies should have a sizable front-line workforce - or should otherwise be poised to drive meaningful impact for a significant number of low-income individuals in the US.

PARTICIPANT PROFILE

Individual participants should have a demonstrated track record of innovation and a deep passion for the topic of economic mobility. Selected Fellows must have 10+ years of experience in their fields and the authority to lead a new change initiative.



PROJECT PROFILE

PROJECT TYPE

We seek a broad range of innovative hiring, retention, and advancement practices, as well as new products and services that serve the needs of low-wage workers in the US. **Projects should be past the ideation stage and ready for optimization, acceleration and/or scaling for impact on economic mobility.**

Example projects include those focused on:

- Talent pipeline development & skills-based hiring programs
- Networking & career development tools for frontline workers
- DEI initiatives
- Expansion of education, health, or retirement benefits for frontline staff
- Apprenticeship & skills development programs
- Financial services & tools for low-income individuals
- Frontline manager training programs
- Internal hiring & career pathway development initiatives

SEMINAR DATES*

Seminar #1: January 2023 (Phoenix, AZ)

Seminar #2: May 2023 (Aspen, CO)

Seminar #3: November 2023 (New York, NY)

**Seminar dates and locations will be finalized as the cohort is established*

FEES

Thanks to a generous grant from Ballmer Group, the costs for the Economic Mobility Fellowship are heavily subsidized. Companies will be required to pay \$10,000 to participate, as well as travel costs to/from the seminar locations.

PARTICIPATION DETAILS

A photograph of two people standing in a grassy clearing surrounded by tall, thin trees. The person on the left is wearing a dark long-sleeved shirt and dark pants, and the person on the right is wearing a pink long-sleeved shirt and blue jeans. They appear to be in conversation. The background is a dense forest of tall, thin trees under a clear blue sky.



NEXT STEPS

We're speaking with prospective companies as we establish the inaugural cohort of the Aspen Institute Economic Mobility Fellowship.

Interested candidates will be required to complete an application form and will be selected through a competitive review process.

For more information, email Jaime Bettcher, Senior Program Manager, jaime.bettcher@aspeninstitute.org.





WHO WE ARE

The Aspen Institute Business and Society Program, founded in 1998, works with business executives and scholars to align business decisions and investments with the long-term health of society—and the planet. Through carefully designed networks, working groups and focused dialogue, the Program identifies and inspires thought leaders and “intrapreneurs” to challenge conventional ideas about capitalism and markets, to test new measures of business success, and to connect classroom theory and business practice.

ABOUT ASPEN FIRST MOVERS

The design of the Economic Mobility Fellowship is informed by the Aspen Institute's First Movers Fellowship, a leadership development program and innovation lab for corporate social intrapreneurs. Since 2009, the First Movers program has accelerated the impact of over 250 Fellows and their projects.

"No other program brings together such a diverse and accomplished group of business leaders and builds their capacity to achieve positive change and impact in their companies and beyond. We need this kind of bold leadership in business more than ever to deliver long-term value creation and economic growth."

- Matthew Breitfelder, Senior Partner and Global Head of Human Capital, Apollo Global Management

THIS WAS AMAZING. It was life-changing and career-altering, in the best possible way. I am so glad I took the leap of faith and participated this year -- it's unlike anything else I've done and I feel like a better leader and more confident intrapreneur because of all of your work. Truly, thank you.

- Zack Langway, Communications Leader, Office of the Chief Medical Officer at Johnson & Johnson.
2020 First Mover Fellow.

100% of Aspen First Mover Fellows would recommend the program to a colleague.