

Thriving Together: A Plan for Economic Mobility

November 2025



We envision a future rooted in our shared prosperity where every Alexandrian thrives. Economic development and economic mobility go hand-in-hand. Businesses and residents prosper when we invest in the human services that provide the foundation for the well-being of Alexandria residents and workers who power our economy.

The Challenge

Alexandria is facing new economic challenges that necessitate new solutions. We're experiencing the impacts of federal funding cuts, an affordability crisis, and changes to the tax base with an economic downturn.

- Due to federal employment cuts, Alexandria's unemployment rate has risen by 1% over the past year, one of the highest increases in the D.C. metro region.
- With federal cuts to programs like SNAP and Medicaid, Alexandria is anticipating increased need for our most vulnerable residents, compounded by inflation and housing costs rising more rapidly than wages.
- The City's ability to grow its tax base is limited by constrained commercial and residential real estate capacity, with commercial real estate under stress from hybrid work trends and a lack of large corporate tenants.

These constraints will require strategic prioritization and creativity in leveraging existing assets.



The Opportunity

Alexandria can lead with a coordinated economic mobility agenda that enables all Alexandria businesses and residents to thrive. The City has acted boldly before in response to challenges, supporting and strengthening our community during the pandemic. Now, Alexandria must lead again with an economic mobility agenda that brings together businesses, residents, non-profits, and government on a cohesive approach that enables our shared prosperity. Long-term prosperity requires holistic, cross-sector approaches, such as:

- Clear pathways that connect high-value jobs with residents' skills and aspirations.
- Engagement with employers to co-invest in community priorities.
- Opportunities that help every Alexandrian move from financial crisis to stability.

Alexandria non-profits bring unique expertise and perspective, and achieve greater impact when working in coordination with government and business. Financial security, housing affordability, and childcare are workforce issues, and they're business issues. Our businesses, non-profits, residents, and government can all work together to strengthen our community. This is a win-win agenda for everyone.

A thriving economy depends on a stable, supported workforce.

13 Point Economic Mobility Agenda

ACT is challenging the City to make bold, sustained commitments that will stabilize families, expand pathways to economic mobility, and strengthen nonprofits' ability to make a difference in our communities.

We encourage the City to adopt these 13 policy and budget priorities:

Economic Development

- Adopt a "Priority Alexandria" policy to support alignment between economic development efforts and community well-being, encouraging businesses to demonstrate commitment to hiring Alexandria residents and engaging with local community partners.
- Deepen investment in small business development as an economic mobility strategy for low-income and immigrant residents.

Housing

- Fund an eviction diversion service navigator position to help reduce evictions and resolve landlord-tenant disputes through coordinated legal, financial, and social services.
- Support state legislation that expands tenant protections, such as a 14-day grace period for missed rent payments.



Economic Stability

- Increase funding for the Alexandria Fund for Human Services from \$1.9M to \$2.7M to strengthen and sustain the local nonprofit ecosystem advancing residents' economic well-being and stability.
- Support state legislation to expand the state's earned income tax credit and establish a child tax credit for low-income households.
- Continue COVID-era flexibility in payment plans for taxes and City fees for financially stressed households.
- Create a cross-sector task force to examine opportunities and challenges presented by AI regarding economic stability and mobility of residents and provide policy recommendations that strengthen economic well-being.
- Engage residents as partners in developing near and long-term solutions for economic mobility.

Workforce Development

- Establish funding for a Youth Employment Liaison position to serve as the primary point of contact between employers, ACPS, City departments, and nonprofits supporting workforce development.
- Increase funding for and strengthen communication about the Summer Youth Employment Program to expand paid career readiness and work-based learning opportunities.
- Fund the workforce development reskilling program for federal government-affected employees and other Alexandrians seeking greater financial stability.

Resource Equity

- Advocate for state funding that is commensurate with our community's demographics and needs, particularly in education, housing, workforce development, and access to childcare and health care.

About ACT for Alexandria

ACT for Alexandria (ACT) is Alexandria's community foundation and home for philanthropy and people who want to make a difference. We envision an Alexandria that is just, vibrant, and equitable, where all who live and work here feel like they belong. Our mission is to amplify the work of our community by bringing people and resources together. As a community quarterback, we sit at the intersection of government, business, and nonprofits and help our community collectively tackle urgent issues.