

## Next Strategic Plan: 07/2023 – 06/2026

| Mission  |  | Vision  |  |
|--|--|---|--|
| Integrate holistic education and career services to empower young adults in Clark, Cowlitz, and Wahkiakum Counties to become self-sufficient and achieve sustainable employment. |  | A community where economic potential and growth exists for every young adult. |  |
| Values   |  |   |  |
| Accessible   | We ensure services are attainable and supportive to all young adults                             |   |  |
| Empowering   | We support young adults and provide the resources they need to confidently design their future   |   |  |
| Equitable  | We promote justice, impartiality and fairness within processes and the distribution of resources |   |  |
| Inclusive  | We help young adults remove barriers according to their individual needs                         |   |  |
| Innovative   | We seek change and new opportunities   |   |  |
| Proactive  | We look ahead to identify potential obstacles and find early solutions                           |   |  |
| Synergetic   | We partner with community organizations to create opportunities for success in our community     |   |  |

Goal A – Next reaches young adults to offer holistic services to deliver an accessible, individualized, and impactful participant experience.

Strategies

1. Create a unified outreach strategy utilizing social media, website content, and print material, where all Next staff play an integral part in curating material to align messaging, materials, and outreach to young adults.
2. Design policies and procedures aimed at increasing Next’s accessibility for priority populations.
3. Share commonly experienced career development pathways with prospective and new participants.
4. Produce streamlined opportunities for participants to provide feedback on programmatic improvements.

Goal B – Make Next employers’ first choice for hiring into a quality job

Strategies

1. Develop a unified outreach plan that increases the number of young adults who obtain skills that lead to quality employment.
2. Improve community and business awareness of Next’s goals and services through targeted outreach campaigns, presentations, and networking events.
3. Provide engaging programming to equip young adults with the work readiness skills they need.
4. Administer a systematic process for keeping Next staff apprised of industry and employer needs.

Goal C – Next’s youth have the skills, competencies, and support they need to be successful in securing access into post-secondary and quality jobs pathways.

Strategies

1. Educate Next staff on all programmatic elements, and ways that programming and partners can support Next young adults.
2. Utilize trauma-informed practices that enable Next staff to provide quality support to each participant.
3. Collaborate with NextGen and Next Champions Council to operationalize best practices for priority populations.
4. Understand common challenges and leverage resources to create solutions.

Goal D – Next leaders thoughtfully invest in staff and aim to keep employee retention at 75% minimum.

Strategies

1. Implement intentional professional development policies that provide opportunities for staff to enhance their skills and knowledge, especially within leadership, diversity, equity, and inclusion.
2. Execute a robust performance management system that includes regular feedback, goal setting, and performance reviews.
3. Establish a system to recognize staff achievements and milestones to boost morale and showcase appreciation.
4. Prioritize work-life balance by creating policies that can offer flexibility in working arrangements and hours, and encourages employees to take regular breaks and vacations.