



## MISSION

Lead a regional workforce development system where every individual has access to high-quality employment and every business has access to a highly-skilled workforce

## VISION

A region where economic prosperity and growth exists for every person

## VALUES

- Equity:** Promoting justice, impartiality and fairness within processes, and the distribution of resources by institutions or systems
- Diversity:** Collectively interweaving differences and similarities that include, for example, individual and organizational characteristics, values, beliefs, experiences, background, preferences and behaviors
- Inclusion:** Building a multicultural workforce climate where every community member can safely share their voice and be heard
- Innovation:** Introducing new ideas, methods or products to make changes
- Collaboration:** Working jointly with our customers, community and colleagues to achieve our shared goals
- Impact:** Positively influencing and affecting our community

## Goal 1: Business Recovery and Growth

Businesses have access to hire, develop and invest in the skilled workers they need to recover and grow.

### Strategies

- 1 Lead the development and expansion of high-quality jobs across our region
- 2 Develop a regional pool of diverse, qualified workers, matching them to our business partners' in-demand hiring needs
- 3 Engage business partnerships to inform the workforce system of emerging hiring trends, to address skill and opportunity shortages, and prepare future workers
- 4 Invest in and provide support for businesses to develop pre-apprenticeship, apprenticeship, on-the-job training, incumbent worker training, internships, and other earn-and-learn models

### Indicators

- 1 Percentage of WSW business partners who adopt one or more quality jobs metrics
- 2 Number of employment placements from our regional pre-qualified pool of highly-skilled workers
- 3 Number of on-the-job trainings (OJTs), incumbent worker trainings (IWTs), paid and unpaid internships and work experiences, pre-apprenticeships and apprenticeships
- 4 Amount invested in on-the-job trainings (OJTs), incumbent worker trainings (IWTs), paid and unpaid internships and work experiences, pre-apprenticeships and apprenticeships
- 5 Number of new businesses, by sector, that WSW engages with and supports

## Goal 2: Economic Mobility

Promote equity for every individual by providing access to high-quality\* employment and advancement opportunities.

### Strategies

- 1 Develop and implement programs that holistically serve families and communities
- 2 Expand virtual career coaching and job training
- 3 Expand Next strategy for talent development into rural communities
- 4 Develop and sustain population-specific programs
- 5 Develop and implement programmatic evaluation strategy

### Indicators

- 1 Number of Priority Populations as defined by WIOA and WSW receiving workforce services
- 2 Percentage of people served who enter post-secondary education
- 3 Percentage of people served placed into pre-qualified highly-skilled worker pool for employment
- 4 Percentage of families receiving childcare and other supports necessary to return work
- 5 Percentage of people served from all programs who advance into high-quality employment
- 6 Number of program evaluations completed

## Goal 3: Systems Change

An accessible and effective workforce system exists to advance equity for individuals and to promote the community and economic development goals of the region

### Strategies

- 1 Develop and implement a method to actively involve community-based organizations to provide input, to improve access, and to initiate continuous improvement
- 2 Expand effective relationships across organizations and government systems to break down barriers, increase access and improve outcomes
- 3 Advocate for investments, policies, strategies and economic development goals that enhance community prosperity
- 4 Communicate WSW's impact, lessons learned, promising practices and labor market information

### Indicators

- 1 Number of partnerships with organizations and individuals that serve historically underserved populations
- 2 Business and job seeker customer satisfaction scores
- 3 Number of funder partnerships
- 4 Number of new local, state and national policies enacted to support our local workforce development system goals

\* WSW, in collaboration with our Columbia-Willamette Workforce Collaborative partners, will be launching a Quality Jobs Initiative in 2021. Working in close collaboration with our business, community, and education partners, we will define what high-quality work means for our region and how we can work together to support a high-quality job for everyone. Our work is based on work developed by The National Fund for Workforce Solutions. Please visit: <https://nationalfund.org/our-solutions/activate-employers-to-make-jobs-better/job-quality-resource-center/> for more information.