

# Strategic Plan (2024 - 2028)



## MISSION



Foster an inclusive and skilled workforce by increasing opportunities to employment, benefiting both individuals and employers.

## VISION



Thriving communities where everyone has access to economic vitality for a stronger tomorrow.

## VALUES



### INNOVATION

We are visionary leaders who seek creative approaches to serve the needs of our communities.

### SUSTAINABILITY

We strive to maintain and support the long-term viability of workforce development in our communities.

### ACCOUNTABILITY

We are answerable to our communities for all our actions, performance, and results.

### INCLUSION

We value and embrace the unique perspectives and experiences that each individual brings.

### COLLABORATION

We pursue and value partnerships to achieve economic growth and prosperity for our communities.

## PRIORITY

## GOALS

## STRATEGIES

## MEASURES OF SUCCESS



## QUALITY JOBS

Supporting employers and job seekers to meet marketplace needs and trends.

i.e. job descriptions, qualifications, pay, culture, company values, benefits (medical, childcare, etc.)

### OBJECTIVE:

Connect talent and employers to ensure the vitality of a healthy and sustainable workforce by continuously engaging and sharing market trends.

Improve the quality of wages, benefits, and working conditions in the region

Enhance economic growth by increasing support for employers in identifying, recruiting, and retaining top talent

Advocate for and implement policies that promote self-sufficient wages, benefits, and a healthy work-life balance

Efficiently match the skills of the workforce with the needs of employers

Establish a baseline of businesses that adopt quality job elements such as childcare, transportation, or housing

Number of job placements from the region's pool of workers.

South Central Workforce is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Relay Service: 711.

## PRIORITY



# TALENT PIPELINE

A trained workforce ready to meet the needs of employers.

### OBJECTIVE:

Identify and coordinate training opportunities to meet the current and future needs of employers in our communities.

## GOALS

Create and expand registered apprenticeship and pre-apprenticeship programs

Increase work-based learning opportunities that aim to enhance job seekers' skills and readiness for successful employment.

Foster and support job seekers in transition by growing integrated career and training resources that result in self-sufficient wages and employment

## STRATEGIES

Gather pre-apprenticeship/ apprenticeship organizations and intermediaries to provide training within the local area

Invest in work-based learning experiences through apprenticeships, on-the-job training, internships, and work experience

Develop programming for successful participation in the workforce that leads to retention and wage progression

## MEASURES OF SUCCESS

Grow enrollments in existing pre-apprenticeship/apprenticeship programs

Establish a baseline of new apprenticeship/pre-apprenticeship programs created

Increase the number of work-based learning opportunities by 10%

Increase the percentage of participants that enter unsubsidized employment above self-sufficiency standards

Number of job seekers assisted with childcare, transportation, and/or housing

## PRIORITY



# YOUTH & YOUNG ADULTS

Providing career development and employment opportunities for young people aged 16 – 29.

### OBJECTIVE:

Enhance young people's engagement with WorkSource resources to foster economic growth.

## GOALS

Connect young people aged 16-29 to the WorkSource system to support their career development and employment goals

Identify the needs and challenges young people face regarding employment, education, and skill development

Establish partnerships with schools, colleges, and vocational training centers to tailor education and training programs that match the needs of employers

## STRATEGIES

Collaborate with local organizations, schools, community centers, and youth programs to create partnerships that facilitate the referral of young people

Organize informational sessions and workshops to prepare young people for the job application process and the expectations of the workplace

Establish advisory boards consisting of community organizations that represent secondary education

## MEASURES OF SUCCESS

Establish a baseline number of young people aged 16-29 who receive assistance in WorkSource offices

Number of young people attending informational sessions or workshops

Expand the number of young people who enter education or employment

Number of outreach connections and activities made with the k-12 system, College Success Foundation, and other student advisory groups