



The Portland Metro Workforce Development Board

**Local Workforce Development
2016 - 2020 Strategic Plan**

The recent recession taught us a lot about the strengths, resiliency and potential of the regional economy. Since emerging from the recession, the region has produced 67,000 jobs—the 5th fastest in the nation! Since the end of the recession (2009) Oregon’s Gross State Product, which is primarily driven by the metro area, has grown by 4.4% - about double the nation’s average growth for the same time period.

Yet, despite this picture of economic success, many families would tell a different story. The most recent census data shows that more than 330,000 people in the region live in poverty. More than 35,000 are unemployed and thousands more work full-time but can’t make ends meet because of low-wages, insufficient skills and few prospects for career and wage advancement. The reality is that recent changes in the regional economy have left less educated workers further behind and increasingly unable to secure steady work at family-supporting wages.

At the same time, regional employers that offer high quality jobs in industries such as healthcare, software/IT and manufacturing are facing a shortage of skilled workers. The net effect of this divide — unskilled regional residents struggling with insufficient, stagnating wages on the one hand, and employers grappling with a shortage of skilled labor to drive productivity and growth on the other — is a significant missed opportunity to strengthen our labor market and support our growing economy.

This plan identifies four goals to help bridge the supply-demand divide and ensure all residents have the opportunity to fully participate in the region’s growing economic success. We are determined to broaden opportunity to our diverse people and communities and foster a stronger and more equitable future for our region.

Our Response: To support a thriving economy, our region needs competitive companies, productive people and innovative ideas. To that end, we must work together across agencies and organizations to create new models for skill development and career advancement. We need to build industry partnerships to address mismatches between labor market supply and regional industry needs. And take advantage of past successes to evolve the regional workforce development system to function more cohesively with shared purpose, customers and goals.

State/local Alignment: Our plan builds upon the State’s vision that a strong economy and prosperous communities are fueled by skilled workers, quality jobs and thriving businesses. The Governor and the Oregon Workforce Investment Board laid out a statewide road map for the workforce system to capitalize on its strengths, identify and address obstacles, and promote continuous improvement of services through actionable recommendations. Our Plan supports the State’s vision, goals and strategies and provides the framework to guide implementation at the local level. Our Plan begins the translation of the Governor’s vision into coordinated state and local action and supports the continued development of a workforce system that adds maximum value to our regional workers and economy.

Mission: To coordinate a regional workforce system that supports individual prosperity and business competitiveness.

Vision: Employers have qualified employees and current and future workers have the skills and support they need to successfully engage, advance, and succeed in the labor market.

Guiding Principles: Collaboration — Equity — Accountability — Inclusiveness — Relevance — Excellence

**Worksystems, the Portland Metro Workforce Development Board
2016—2020 Strategic Plan Goals and Strategies**

<p>GOAL 1</p> <p>The regional workforce system is aligned, provides integrated services, efficiently uses resources, and continuously improves to deliver outcomes for employers and job seekers</p>	<p>GOAL 2</p> <p>Regional workers, particularly low-income and other underserved residents, including those receiving public assistance, those with low basic skills and communities of color, have the skills they need to fill current and emerging quality jobs</p>	<p>GOAL 3</p> <p>Youth have the academic and work competencies required by regional employers</p>	<p>GOAL 4</p> <p>Employers can find the regional talent they need to grow and remain competitive</p>
<p>Initial Strategies</p> <ul style="list-style-type: none"> • Build relationships across organizations that provide workforce related services to break down barriers, increase access to services and improve results • Align and leverage resources (data, funding, staff, etc.) to collectively improve outcomes and collaboration • Market system services and encourage information sharing across organizations 	<p>Initial Strategies</p> <ul style="list-style-type: none"> • Provide coordinated access to a variety of tools, services and resources that accelerate job attachment, career advancement and increased earnings • Actively reach out and engage customers, especially low-income, underserved, and those experiencing other barriers to employment, in education, training, and entrepreneurial opportunities • Rethink and restructure training and skill development to include innovative strategies that lead to career track employment and advancement 	<p>Initial Strategies</p> <ul style="list-style-type: none"> • Facilitate employer engagement in youth development services and activities • Increase the number and quality of work-based learning opportunities • Re-engage disconnected youth in education and training opportunities • Work with partners to remove and overcome barriers to employment or education for underserved youth 	<p>Initial Strategies</p> <ul style="list-style-type: none"> • Work with industry to better understand and define training needs • Collaborate across program and jurisdictional boundaries to build employer partnerships and address skill shortages • Build awareness among businesses about the public workforce system • Pursue and invest resources to address mismatches between industry needs and labor supply