

VISION

All people in this region, regardless of race or ethnicity, share in its economic prosperity.

MISSION

We catalyze system change in the Puget Sound region to increase the prosperity and economic growth of workers, employers, and communities and to ensure racial equity.

AS A WORKFORCE INTERMEDIARY, WE:

- Advocate for system change of industry practices and to address barriers
- Broker a shared regional approach of strategies that are responsive to both community and industry needs
- Access and amplify resources by braising funding sources
- Incubate & innovate strategies for racial equity impact and system change
- Analyze & use data to measure impact/drive system change

Goal 1: Equal Economic Mobility

- Center racial equity in all work, not only as a moral imperative but as a crucial ingredient for prosperity
- Focus on Job Quality – careers that provide financial and personal wellbeing, living wages, employee support and voice, and opportunity
- Work with industry partners to address occupational segregation in the regional labor market
- Expand current digital equity navigation capacity to include additional WorkSource offices

Goal 2: Systems Change and Advocacy

- Align and scale development of career pathway programs across K-16, industry sectors, CBOs, workforce development, and labor organizations
- Analyze community supports to understand needs with a specific focus on racial equity, demographics, economic activities, and social factors
- Collaborate with small/medium-sized BIPOC-owned businesses, businesses from our focus sectors, thought leaders and key stakeholders to identify systemic barriers and develop solutions

Goal 3: Industry Strategy

- Enhance sector partnerships and strategies – work to advance structural/systemic changes to address racial equity and job quality; incorporate worker and community voice
- Partner with employers, associations, and unions that are committed and ready to engage in the work toward racial equity and job quality
- Target occupations that offer pathways to higher wage, higher skill jobs in partnership with employers, unions, and regional workforce development system

Goal 4: Innovation

- Develop resources that reimagine how labor market information is presented, including examining talent pipelines and career pathways with an equity focus
- Implement improvements, such as the Universal Intake process, to streamline processes and improve outcomes for WorkSource clients
- Develop a tri-county partnership with Snohomish and Pierce counties, expanding the focus on racial equity, job quality, and worker voice throughout the Puget Sound region