



## Vision

Lane County will have a trained workforce & individuals will have the knowledge & skills for career success.

## Mission

Meet the workforce needs of employers & individuals through partnerships & innovation.

## LWP Role

Catalyzer, Convener, Analyzer, Broker, Community Voice, Capacity Builder/Investor

# STRATEGIC PLAN 2020-2024

## LWP Goals

## Strategies

Support Industry & Workers in a Constantly Changing Economy

**1** Prepare workers for self-sufficiency employment in a new and changing economy.

**2** Connect individuals to education, skill-building & employment opportunities in occupations most impacted.  
[aging workforce, technology impacts]

**3** Prepare our youth for future employment.

- Analyze worker self-sufficiency data driven by systemic challenges [e.g., housing, childcare, legislative policy].
- Be the community voice for individual workers seeking self-sufficiency employment.
- Broker relationships to create solutions to address identified systemic challenges.
- Build capacity to support innovative solutions by seeking incremental funds for investment.

- Invest in training programs, including on-the-job training, apprenticeship & customized training focused on replacement opportunities for youth/young adults in jobs most impacted by retirement & other types of projected worker shortages.
- Analyze the impact of AI/technology on worker displacement.
- Invest in career pathway models.

- Invest in proven strategies & partner with successful youth programs (e.g. Connected Lane County, Chamber Work Ready initiatives, High School CTE programs) to better align industry & education to increase student access to work opportunities.
- Be the community voice to improve policy makers understanding/willingness to remove apprenticeship pipeline barriers.

Move the Dial on Systemic Challenges

**4** Catalyze the community around diversity, equity and inclusion (DEI) to expand workforce leadership & participation opportunities for all.

**5** Align strategic partnerships to expand our collective capacity to address systemic workforce challenges.  
[housing, childcare, legislative policies]

- Be a catalyst for systemic change that raises DEI to the level of sector strategy.
- Convene an advisory board as a model of DEI leadership.
  - Research & evaluate DEI "state of workforce."
  - Gather & disseminate learning.
- Invest in workforce board training to understand unconscious bias & to lead by example.
- Embed DEI in all LWP policies.

- Continue to invest in sector strategy work.
- Analyze impacts of technology on industry employment & on workforce training.
- Identify & share job skills with current & emerging workforce.
- Analyze, gather & disseminate projected data about job evolution/changes/growth.
- Be the voice to create understanding of self-sufficient wages in our community.

