



PACIFIC MOUNTAIN
WORKFORCE
DEVELOPMENT

building community prosperity

LOCAL PLAN OVERVIEW

PACMTN.ORG

EXECUTIVE SUMMARY

Mission

To lead a dynamic regional workforce through collaboration and investment that enhances economic success.

Vision

A thriving region where communities, business, and industry pave the way for prosperity and economic success.

Values

- Excellence, Collaboration & Innovation
- Diversity, Equity & Inclusion
- Integrity & Respect
- Continuous Improvement
- Strategic Alignment & Accountability

Pacific Mountain Workforce Development (PacMtn) serves the five counties of Grays Harbor, Lewis, Mason, Pacific, and Thurston. Covering over 7,000 square miles, this rural region boasts rugged landscapes, pristine shorelines, and vibrant communities harmoniously blended nature and culture. Stretching from the south shores of the Salish Sea to the Willapa Bay, up to the Ouinault River, and down the Nisqually delta, the area lies in the shadow of Mount Taquoma and serves as the gateway to the Olympic Mountains and Highway 101.

PacMtn is dedicated to enhancing economic success by nurturing a dynamic regional workforce. We envision a region where communities, including Sovereign Nations, businesses, and industries thrive together. Our collective mission is excellence, ensuring high-quality services that reflect industry needs and growth. Collaboration is key, with PacMtn fostering partnerships across the region for holistic economic progress.

Under the guiding principles of the Workforce Innovation and Opportunity Act (WIOA) and in alignment with Washington States Talent and Prosperity Plan for All (TAP) State Plan. Representing a collaborative effort among various stakeholders, PacMtn has developed a comprehensive four-year plan that integrates regional and local planning requirements. This plan aims to foster resource optimization, regional cooperation, and address the unique needs of local areas while maintaining authority, autonomy, and allocation of resources for the regional area.

2024-2028 Objectives

Credentialing and Training

By 2028, employers and job-seekers have increased participation with industry-recognized credential opportunities that enhance economic success.

Job Quality

By 2028, employers and job-seekers are participating in the development and implementation of a regional Quality Jobs framework.

System Integration & Delivery

By 2028, increase participation with the regional workforce development system by developing strategic partnerships integrating system services, data accountability, and resources.

Core Elements

- Equitable Employment and Training
- Industry Engagement and Data Analysis
- Technological Advancement in Service Delivery
- Responsive Design Principles Adoption
- Standardization and Best Practices
- Diverse Board Membership
- Cross-regional Economic Strategies
- Alignment with Federal and State Mandates
- Rapid Response Readiness
- Support for Micro enterprises and Entrepreneurs

2024-2028 STRATEGIC PLAN

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JOB QUALITY

Objective: By 2028, employers and job seekers are actively engaged in the development and implementation of a regional Quality Jobs framework.

BUSINESS

Goals

1. Active participation of business in the development of a Regional Quality Job Framework
2. Recognized high road employers in each industry sector with identified high quality jobs.
3. Establish related career pathways and expand access to training.

Strategies

- Create a Quality Jobs Advisory Group where businesses can drive the conversation about job quality.
- Target engaged businesses as recognized high road employers.
- Implement mentorship and training that encourages job quality knowledge within industry.

Measure of Success

- A regional Quality Jobs Framework
- Number of businesses participating.
- Measurable improvements in employee skills, compensation, and overall workplace satisfaction.

CUSTOMERS & COMMUNITY

1. Strengthen community awareness of high road employers and quality jobs.
2. Expand career connected learning opportunities directly connected to high road employers and quality jobs.
3. Community recognizes quality jobs framework as a key strategy in community development.

- Launch educational campaigns to increase awareness of high road employers and quality jobs.
- Collaborate with schools and youth organizations to integrate career development related to high road employers and job quality initiatives.
- Partner with community organizations who prioritize resources for high road employers with quality jobs.

- Increased community engagement and awareness, as evidenced by survey results.
- Higher participation rates of youth accessing high quality jobs.
- Increased reports of self-sufficiency.

WORKFORCE SYSTEM PARTNERS

1. System wide awareness of high road employers and regional job quality initiatives.
 2. Simplify processes for job seekers to connect to a career pathway to access employment opportunities with high road employers.
 3. Effective implementation and continuous improvement of career pathway navigation.
 - Host job quality workshops/webinars to educate and collect feedback.
 - Improve one-stop model to create more efficient navigation of resources and services to those career pathways.
 - Foster collaborative partnerships among workforce system partners to facilitate shared learning.
- Reported awareness and support of workforce system partners of high road employers and regional job quality initiatives.
 - Number of job seekers report satisfaction in training and job placement.
 - Demonstrable improvements in the implementation of career pathway navigation.

CREDENTIALS & TRAINING

Objective: By 2028, employers and job seekers have increased access to industry-recognized credential opportunities that enhance economic success.

BUSINESS

Goals

1. Increase business participation in credentialing and training programs.
2. Increase the number of businesses that integrate industry-recognized credentials into hiring and workforce development practices.

Strategies

- Conduct outreach campaigns
- Convene business roundtables.
- Collect industry skill gap data.

Measure of Success

- Number of businesses participating in development and recognition of credential programs.
- Number of businesses integrating credential recognition in job descriptions.

CUSTOMERS & COMMUNITY

1. Increase participation with credentialing opportunities among job seekers and community members, particularly youth.
2. Increase access to measurable skill gain and completion rates.

- Develop comprehensive Career Pathway maps that outline clear routes from education to employment.
- Launch targeted marketing campaigns in schools, colleges, and community organizations.
- Connect individuals to support services available.

- Survey results indicating the level of community awareness and satisfaction.
- Percentage of training enrollments and completion rates, particularly youth.

WORKFORCE SYSTEM PARTNERS

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| <ol style="list-style-type: none"> 1. Increase number of co-enrolled participants from partner programs. 2. Increase partner outcomes. | <ul style="list-style-type: none"> • Identify and secure a diverse portfolio of funding sources, including grants, public funding, and private sector partnerships, to support the development and expansion of credentialing programs. • Inform and education partners on Quality Jobs and the value of credentialing. | <ul style="list-style-type: none"> • Number of referrals to training resulting in credential attainment. • Number of partners with improved outcomes for co-enrolled participants |
|--|---|---|

SYSTEM INTEGRATION

Objective: By 2028, expand access to the regional workforce development system by developing strategic partnerships integrating system services, data, accountability, and resources.

BUSINESS

Goals

1. Increase employers participating in the workforce system.
2. Foster an integrated workforce system that is responsive and tailored to the needs of business.

Strategies

- Increase career pathways.
- Use One Workforce model in partnership with the Quality Job Framework to connect talent to opportunity.

Measure of Success

- Number of career pathways.
- Number of high quality jobs filled.

CUSTOMERS & COMMUNITY

1. Improve community and youth access to integrative workforce services.
2. Increase community awareness and engagement with high road employers and high quality jobs.

- Launch community outreach programs, including workshops and information sessions to raise awareness of high quality career pathways.
- Conduct targeted marketing campaigns and keep online portals up to date and relevant.

- Metrics on communities access resources from One Workforce.
- Usage and satisfaction rates of digital platforms designed for accessing workforce services.

WORKFORCE SYSTEM PARTNERS

1. Strengthen awareness of the One Workforce model and Quality Job Framework
2. Continue development of the One Workforce model.

- Increase participation in One Workforce model and selection of quality jobs.
- Organize joint training and development sessions to align service delivery methods and objectives.

- Increased number of co-enrolled job seekers.
- Improved program outcomes for all programs.



201 5th Ave SW Ste. 401 Olympia, WA 98501