

Oregon Workforce and Talent Development Board (WTDB)  
2025-2026 Strategic Plan and Scorecard



Vision	Mission	Position	Reputation
Equitable prosperity for all Oregonians	Empower Oregon’s workforce and employers by informing and shaping an inclusive, coordinated training and education system responsive to their needs.	<p>The Oregon Workforce and Talent Development Board (WTDB) enables our Mission by:</p> <ul style="list-style-type: none"><li>•Leading and communicating a long-term vision for Oregon that anticipates and acts on future workforce needs.</li><li>•Partnering with workforce, education, and training organizations including Local Workforce Development Boards (LWDBs).</li><li>•Advising the Governor and the legislature on workforce policy and plans.</li><li>•Aligning workforce policy, resources, and services with employers, education, training, and economic development.</li><li>•Identifying barriers, providing solutions, and avoiding duplication of services.</li><li>•Providing accountability among public workforce partners.</li><li>•Sharing best practices and innovative solutions that are scalable statewide and across multiple regions within the entire workforce system.</li></ul>	<ul style="list-style-type: none"><li>•<b>National Leaders</b> – We are innovative role models who set and share best practices.</li><li>•<b>Conveners</b> – We bring all stakeholders together to solve our most pressing challenges.</li><li>•<b>Connectors</b> – We anticipate and respond to all of Oregon’s communities (tribal, rural, urban, and others).</li><li>•<b>Results</b> – We connect our initiatives to outcomes.</li><li>•<b>Accountable</b> – We communicate transparently with easy to understand and agreed upon metrics.</li><li>•<b>Inclusive</b> – We inform and advise leadership and system partners on the need and the ways to include ALL Oregonians in the workforce system.</li></ul>

WTDB Shared Values and Agreements	
<p>W- Work Collaboratively</p> <ul style="list-style-type: none"><li>•<b>Willingness to Collaborate:</b> Commit to working together, leveraging the diverse expertise and perspectives of each board member to address workforce challenges comprehensively.</li><li>•<b>Wisdom Sharing:</b> Promote the exchange of knowledge and lessons learned to enhance the board's collective intelligence and decision-making processes.</li><li>•<b>Engagement and Participation:</b> Actively participate in board discussions and activities, showing commitment to the board's mission and responsibilities.</li></ul> <p>T- Transparency and Trust</p> <ul style="list-style-type: none"><li>•<b>Transparency in Actions and Decisions:</b> Ensure that all board activities and decisions are conducted openly, fostering trust among members and with the public.</li><li>•<b>Trust Building:</b> Commit to actions that build and maintain trust within the board and with external stakeholders, understanding that trust is foundational to effective collaboration and public confidence.</li><li>•<b>Respect and Civility:</b> Treat all members with respect, fostering an environment of civility and mutual appreciation.</li></ul>	<p>D- Data-Driven Decision Making</p> <ul style="list-style-type: none"><li>•<b>Data Utilization:</b> Agree to base decisions on reliable data, research, and evidence, ensuring that actions are targeted and effective in meeting the workforce needs of Oregonians.</li><li>•<b>Dedication to Outcomes:</b> Focus on setting and achieving measurable goals that reflect real, positive changes in workforce development.</li><li>•<b>Accountability:</b> Hold oneself and each other accountable for commitments and responsibilities, recognizing that accountability strengthens the board's effectiveness and credibility.</li></ul> <p>B- Bold and Innovative</p> <ul style="list-style-type: none"><li>•<b>Boldness in Vision and Action:</b> Encourage taking calculated risks and innovative approaches to overcome workforce challenges and barriers to inclusivity, pushing beyond traditional boundaries for effective solutions.</li><li>•<b>Betterment:</b> Embrace a mindset of continuous improvement, seeking always to learn, adapt, and enhance the board's strategies and outcomes in workforce development.</li><li>•<b>Beneficial Innovations:</b> Pursue innovations that have clear benefits for Oregon's workforce, including new technologies, partnerships, and strategies that can lead to substantial improvements in workforce development.</li></ul>



Imperatives	Objectives
1. An inclusive workforce system that advances equitable prosperity	<div>A. Increase understanding and awareness of systemic barriers experienced by Oregon’s diverse populations to entering and remaining in the workforce.</div> <div>B. Increase access, participation and quality employment outcomes by diverse population groups in high-demand sectors.</div> <div>C. Spark and scale innovative strategies that advance more individuals and families into equitable prosperity.</div>
2. Strategic alignment of systems and partners toward shared workforce goals	<div>A. Model and lead collaboration and systems alignment through integrated data and shared workforce goals based developed on compelling evidence of need and opportunity.</div> <div>B. Shared Workforce Success Goal #1: Facilitate the closing of Skills Gaps in Oregon's Priority Industry Sectors.</div> <div>C. Shared Workforce Success Goal #2: Hold WorkSource Oregon Partners accountable to Performance Measures.</div> <div>D. Shared Workforce Success Goal #3: Influence positive youth/student outcomes in workforce, education and training.</div>
3. Clear understanding of and improved use and impact of the workforce system	<div>A. Increase Board and Partner understanding of the specific gaps in system awareness and effective strategies to increase system awareness by customer groups.</div> <div>B. Increase workforce system user awareness and use by primary system customers: jobseekers/workers, employers, agency partners, LWDBs, community-based organization partners.</div>
4. Accountable Workforce System Leadership	<div>A. Consistent, direct-line communication between Governor's office and the Board's Executive Leadership and Executive Director.</div> <div>B. Increase intentionality of Board through committee and task force composition and investment influence to achieve business and strategic system partner alignment.</div> <div>C. Implement mechanisms of accountability through research, analysis, reports and recommendations to Governor and Legislature.</div>



Board Performance Metrics	Status
1. Two Reports: 1) Biennial Awareness Brief: Barriers to Work for Oregonians; 2) Expanded Biennial (2026) Talent Assessment Report, including a defined wage progression. <b>(Awareness Building Toward Positive Outcomes) *</b>	
2. Number of partner agencies (additional to WSO and HECC) aligning their priority populations and/or sectors with WTDB's adopted priorities. <b>(Influence to Impact Positive Outcomes)</b>	
3. Bi-annual Briefing Note: What to Know about Oregonians and Success in Work-- Promising Innovations, Persistent Issues, Recommendations. <b>(Awareness Building Toward Positive Outcomes)</b>	
4. Develop 3 Standard Program/Pilot Evaluation Metrics for analysis and comparison purposes. <b>(Authority to Affect Positive Outcomes)</b>	
5. Take-up rate of promising innovations and/or newly funded initiatives based on promising innovations. <b>(Influence to Impact Positive Outcomes)</b>	
6. An official invite to Governor/Partner Agency Leadership to adopt and contribute to Oregon's Top Shared Workforce Success Goals. <b>(Influence to Impact Positive Outcomes)</b>	
7. Establish Metrics Task Force to increase consistent contribution to and reporting on Success Goal #2 and Larger System partners. <b>(Authority to Affect Positive Outcomes)</b>	
8. Mandate and Implement data sharing agreements across WIOA Titles I-V and LWDBs. <b>(Authority to Affect Positive Change)</b>	
9. WTDB Continuous Improvement Committee (CIC) Biennial WorkSource Oregon Assessment. <b>(Authority to Affect Positive Outcomes)</b>	
10. Commitments of support from workforce, K12, Community Colleges, University partners and employers on WTDB Workforce Readiness Committee. <b>(Influence to Impact Positive Outcomes)</b>	
11. WTDB Workforce Readiness Committee (WRC) Annual Report on Workforce Readiness. <b>(Authority to Affect Positive Outcomes)</b>	
12. Increase Board and Partner understanding of the specific gaps in system awareness and develop effective strategies to increase system awareness by customer groups. <b>(Awareness Building Toward Positive Outcomes)</b>	
12. Increase Board and Partner understanding of the specific gaps in system awareness and develop effective strategies to increase system awareness by customer groups. <b>(Awareness Building Toward Positive Outcomes)</b>	
13. Leverage existing surveys to develop and implement an Annual User Awareness and Satisfaction Survey. <b>(Awareness Building Toward Positive Outcomes)</b>	
14. Governor's office represented at WDTB meetings and in communication with Board leadership. <b>(Influence to Impact Positive Outcomes)</b>	
15. Governor solicits advising and recommendations broadly or on specific topics from WTDB. <b>(Authority to Affect Positive Outcomes)</b>	
16. Demonstrated changes to Board membership and active committees directly correlated to strategic partnership alignment and objectives. <b>(Authority to Affect Positive Outcomes)</b>	
17. Increased influence over investments related to workforce. <b>(Authority to Affect Positive Outcomes)</b>	
18. Governor calls for joint reporting by larger workforce system partners on shared workforce success goals. <b>(Influence to Impact Positive Outcomes)</b>	

**\*Shared Workforce Success Goals** and **Board Performance Metrics** call out three themes intended to empower the WTDB and foster positive outcomes. These themes are Awareness Building Toward Positive Outcomes, Influence to Impact Positive Outcomes, and Authority to Affect Positive Outcomes. The Definition of a Performance Metric is a measure assessing if and/or how well the WTDB is performing an action correlated with an objective.