

Multiple Pathways to High Skills, High Wages

Strategies for moving Washington's workforce forward

Washington's new strategic plan for workforce development envisions our state's workforce system as a web of interconnected pathways, with multiple options for workers and students to advance. ([HCR 4403](#) and [SCR 8409](#))

Here are key objectives for those pursuing their initial career:



► Comprehensive Career & Education Planning

❖ Goal 1, Objective 1



- Enhanced career guidance
- Partner with employers

► More Work Readiness

❖ Goal 1, Objective 2

- Workplace & life skills
- Industry-based skill standards & credentials

► Clear Pathways to Education & Careers

❖ Goal 1, Objective 3

- Expand the use of Programs of Study
- Improve the transfer of credits to postsecondary

► Link Learning to Work

❖ Goal 1, Objective 4

- More workplace experiences for students and youth
- More employer engagement in classrooms and project-based learning

► Help Students Locate & Land First Job

❖ Goal 1, Objective 6

- Job search and placement support

► Improve Student Access and Retention

❖ Goal 1, Objective 5



One in four 9th graders do not complete high school on time. Washington's graduation rate ranks 32nd among the states.

HCR 4403 and SCR 8409 –
Endorses the state
comprehensive plan for
workforce training.

High Skills, High Wages – A Partnership for Success

The new plan (which **HCR 4403** and **SCR 8409** endorse) calls for strengthening performance accountability that focuses on employment and earning outcomes (Goal 3, Objective 1). The Workforce Training & Education Coordinating Board brings together the system’s customers (business and labor) and largest service providers. This partnership seeks co-investment of all participants to increase cost-effective results (Goal 3, Objective 2).

“In today’s economy, to get ahead, workers need the chance to learn at their job and get short-term training that can be stacked together into an industry-recognized credential that helps them advance up the career ladder into higher-level, better paid positions.”



Jeff Johnson, president of the Washington State Labor Council, and a Workforce Board member.

“Input from private employers is key to helping define the skills and abilities Washington workers need to succeed. We encourage more employers to get involved at all levels, whether it’s speaking to kids in a classroom or providing on-the-job training and internships.”



Don Brunell, former president of the Association of Washington Business, and a Workforce Board member.

The High Skills, High Wages Strategic Plan outlines key objectives for those pursuing their initial career (see other side) and for employers and workers.

Here are the key objectives for employers and workers:

Employer Engagement – Goal 2, Objective 1

- Greater employer engagement with the workforce and education system.

Stimulate Job Creation – Goal 2, Objective 2

- Perfect ways to deliver workforce development services to businesses that are growing or in need of high demand occupations.

Learning Opportunities for All – Goal 2, Objective 3

- Increase accessibility of career guidance and learning opportunities for all adult workers.

Target Unemployed and Underemployed – Goal 2, Objective 4

- Improve our ability to connect workers with training and employers who need their skills.

Board Members:

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