

Guiding Principles for Partnership

Person-Centered

Treat the people we work with – agencies, community-based organizations (CBOs), participants, employers – as equal partners. Relationship focused being open, honest, respectful and ethical; trust building; acknowledging of history; committed to mutual learning and sharing credit in our work together.

Equity and access

Acknowledge and affirm diverse cultures, identities and experiences to build relationships. Promote equity and access to services by focusing on residents who are black, Indigenous and other people of color who face barriers to employment; and by reducing employment and income disparities.

Alignment and collaboration

Recognize systems achieve better outcomes when they operate collaborately. With our partners, create an interconnected set of solutions to meet the needs of workers and employers. Closing the skills gap; preparing people experiencing barriers to self-sustaining employment for promising career paths and connecting employers to a diverse pool of well-trained candidates to meet regional workforce needs.

Innovation and continuous improvement

Use creativity, problem-solving and problem prevention for personal and organizational progress. Support innovation and continuous improvement by identifying: existing resources (both people and funding), policies, practices and capabilities that partners bring to the table; activities that represent specific workforce development strategies; results; indicators of success; and long-term results that can be anticipated and measured by our work.

Transformative Experiences

Transformation that occurs at multiple levels, including:

- Personal transformation (e.g. employment with self-sustaining wages; career path)
- Institutional transformation (e.g. reduced employment and income disparities)
- Community transformation (e.g. reduced unemployment; create pipeline of qualified workers for employers; increased community wellness)

