

PORTLAND WORKFORCE ALLIANCE

DEI IMPACT REPORT

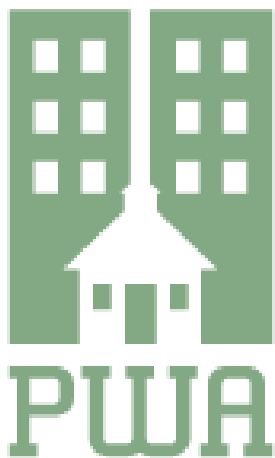
2023-2024



WHO WE ARE

PWA serves as a bridge between employers and Portland-area high schools. We see meaningful and equitable access to career development as a matter of social and economic justice, and young people as the key to our region's long-term economic prosperity and quality of life.

OUR WORK



We work to facilitate diverse and equitable partnerships and experiences that allow young people to prepare for life after graduation through the development of skills, networks, confidence and knowledge.

Over the years, PWA's programming has invested heavily in the needs and schedules of BIPOC students, female students, LGBTQ students, students from higher-poverty households, and schools within under-resourced communities.

SERVING STUDENTS

PWA served more than 8,800 students from the Portland metro area in 2023-24

CAREER DAYS

During our Career Days, students have explored workplaces in every corner of Portland, getting hands-on, in-person insights into local careers.

667 students attended 31 career days in 2023-2024.

- More than half of our Career Day attendees attended an under-resourced high school or qualified for free-and-reduced lunch.
- Among attendees who shared racial/ethnic data, 62% identified as BIPOC.



NORTHWEST YOUTH CAREERS EXPO

PWA's Careers Expo leverages PWA's network, programming and resources to reach as many students as possible and create a lasting community impact.

5,400+ students and educators from across Oregon and Southwest Washington attended the 20th anniversary Expo in 2024

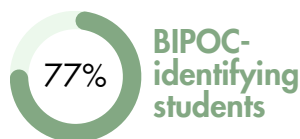
PWA prioritizes registration for partner districts and uses an equity lens to support student participation from underrepresented, marginalized, and rural communities. Student groups participating in the 2024 Expo included:

African Youth & Community Organization, Friends of the Children, the Migrant Education Program of Kiona-Benton City, Washington State School for the Blind; rural communities such as Estacada and Dayton; and multiple special education and youth transition programs.

MENTORSHIP PROGRAMS

PWA collaborates with community partners to offer programs for students to work with employers, network, and gain valuable career experience and skills.

In the 2023-2024 Program year, our mentorship programs included 88 students from 19 different Portland area high schools



PROGRAM HIGHLIGHTS

Examples of PWA program initiatives designed to focus on increasing access and involvement of under-resourced and underrepresented communities include:

YOUTH IMPACT COUNCIL

The Youth Impact Council (YIC) students are empowered to shape PWA programming and develop their career skills and goals.

In the 2023-24 school year, 15 YIC students evaluated and provided feedback on PWA's financial literacy program, website, career day and expo resources. They also took a leadership role in the Careers Expo by running the Student Help Desk.

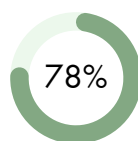
*"The Expo and the mock interview **changed my life for the better.** I really put myself out there through PWA's YIC, which I really appreciate!"*

2023-2024 YOUTH IMPACT COUNCIL STUDENT



SUMMER CAREER ACADEMY

The Summer Career Academy is a career-mentoring program for students with marginalized genders (including female, non-binary, and trans youth). It was developed in 2021 in response to the pandemic's disproportionate impact on women in the workforce.



Of the 18 students in the 2024 program, 78% identified as BIPOC

"I learned so much about my future and what I can do to improve. Thank you so much for this opportunity to learn!"

"I had no idea I was going to get such a wonderful experience. From the volunteers to the organizers, I really learned a lot!"

2023-24 SUMMER CAREER ACADEMY STUDENTS

EXPO CHILL ROOM

The Chill Room is available to all students during the Expo to make the experience more welcoming and inclusive by providing a quiet space for students to rest and access sensory tools.

85

The Expo Chill room served 5 students in 2023, and grew to serving 85 students in 2024.

"The Chill Space is **hands down the reason** some of my more hesitant youth eventually committed to attending this event."

EDUCATOR EXPO ATTENDEE

LOOKING BACK & MOVING FORWARD

In the 2023-2024 school year, PWA worked to prioritize DEI in our work by expanding our connections and opportunities for students:

- Grew partnerships with organizations that focus on working with and supporting under-resourced and underrepresented communities.
- Developed financial empowerment programming to address inequities in the availability of financial resources.
- Initiated a Mentorship Student Alumni Network to encourage lasting relationships and involvement.
- Increased Career Days that connect students with diverse professionals and careers to fit their multiple interests and backgrounds, including:



Microchip, MHCC Physical Therapy, Anesthesiology at Legacy, Civic Engagement and Technology with Multnomah County, and Entrepreneurship/ Business with Nike and Uplift



PWA has set some goals as we plan our work for the coming year:

- Further engage board members, alumni, staff, and volunteers who reflect the demographics of the communities we serve.
- Continue to engage and integrate youth and educator expertise in the development of our programs.
- Manage programs with an equity lens to reduce participation barriers and support access to students from underrepresented and marginalized communities.
- Track and review students outcomes to evaluate, adapt, and improve our work.
- Share best practices with industry partners on creating welcoming environments for all students.
- Establish equity as a core pillar of our mission by dedicating board and staff time and resources.

To learn more about our mission and equity commitment, visit our website at <https://www.portlandworkforcealliance.org/about-us/mission/>