

Strategic Plan Overview

3 Year Plan (2025–2027)

Who we are

Vision

We envision an equitable future where all workers have what they need to thrive, race does not dictate career success, and every job is a good job.

Mission

We work to advance racial equity by reshaping the way workforce systems operate, so that workers, employers, and communities thrive together.



What we do

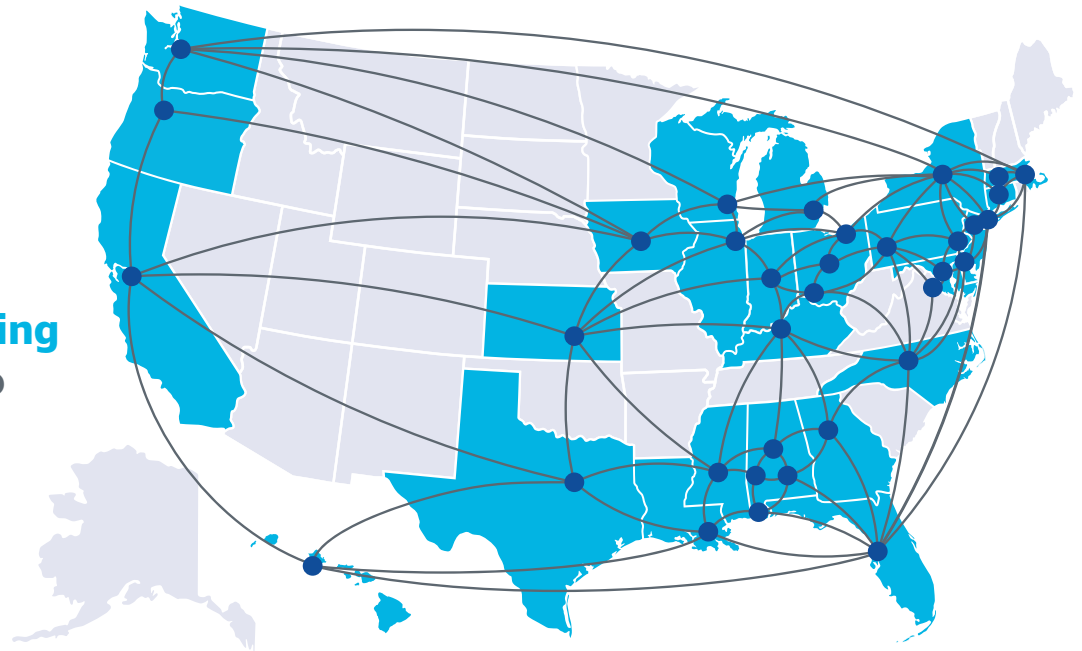
The National Fund unites a dynamic network of regional workforce leaders who partner with us to test new ideas, learn from success and setbacks, and share what works with the field.

That's why we collaborate with our Network Partners to:

Address systemic barriers to success in the workforce to ensure people have access to opportunities.

Transform career navigation and training systems to forge equitable pathways to good jobs.

Activate industry leaders to improve job quality in order to create more equitable workplaces.



How we work

We collaborate with Network Partners who have deep knowledge of workforce issues in their local regions, and understand how racial inequity affects the people and communities they serve. Their local lens and expertise drive the critical work needed to help realize our shared vision.



We Convene & Inspire

We create a robust support system for our Network Partners to build long-term relationships, share knowledge, learn from setbacks, and celebrate wins.

We Coach & Facilitate

We provide coaching and technical assistance, create practical tools, and share targeted financial resources to spark practice changes in the local workforce systems where our Network Partners operate.

We Amplify & Accelerate

We assess and share what we learn from our network and use our national platform to amplify what works to help accelerate the change needed to shift toward an equitable workforce.



Nationally powered, locally driven

Why we believe working locally is the key to success

Labor markets are local

Job opportunities, employers' talent needs, education and training systems, and access to resources vary significantly by community. Successful workforce solutions must be localized.

Local collaboration is key

Changing local systems requires coordinated action over the long term. Our Network Partners bring together local stakeholders — such as industry partnerships, employers, funders, educational institutions — to align resources, knowledge, strategies, and policies in regions.

Collectively we can achieve more

The National Fund's network fosters a robust support system for our Network Partners, fuels long-term relationships, and amplifies successful local strategies that can spark lasting change in communities across the country.

Strategic Priorities 2025–2027

1. Network Alignment

Strengthen the alignment between Network Partners and the National Fund around the strategy — including the vision, mission, focus on racial equity, and the roles the National Fund plays. Build clarity around where consistency across the network is required and where regional variation is desired and beneficial.

2. Co-Create Initiative Design

Develop and test a more inclusive and responsive approach for how we work with Network Partners by engaging them to co-design program initiatives.

3. National Employer Engagement Strategy

Create a new national employer engagement strategy that directly enhances the local efforts of our Network Partners.

4. Strengthen Connection Across National Fund Work

Enhance integration across all aspects of the organization to create a cohesive approach to achieving the mission, vision, and desired impact.

Strategic Priorities 2025–2027

5. Infrastructure Development for Strategic Plan

Build the necessary infrastructure to support the strategic plan, including resources, staff capacity, and organizational capabilities (e.g., systems, processes, technology).

- **Peer Learning and Convening Framework**

Develop and implement an approach for regular, coordinated, and strategic peer learning and convening, fostering a culture of ongoing peer support and knowledge sharing across the network.

- **Evaluation and Learning Framework**

Develop and implement a system for the National Fund to collect information from Network Partners and network peer learning sessions, analyze what's working, and determine what to share with the network and with the broader field.

- **Amplifier Framework**

Develop and implement a system and processes to support the National Fund in its role of amplifying what works to advance racial equity in workforce systems across the network and to the broader field.

6. Strategic Communications & Brand Positioning

Develop and implement a strategic communications plan aimed at updating brand identity to coincide with the organization's evolved mission and new strategic direction.

What we do: Focus Areas

Address systemic barriers to success in the workforce to ensure people have access to opportunities.

Current Initiative:

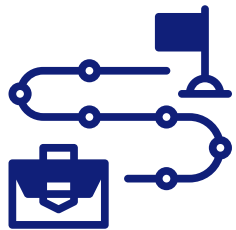


Shifting the Childcare Industry: Better Jobs for Better Access
Make childcare more accessible for all workers by improving job quality in the sector and pushing for policy and regulatory changes that will boost the number of workers and entrepreneurs operating programs.

What we do: Focus Areas

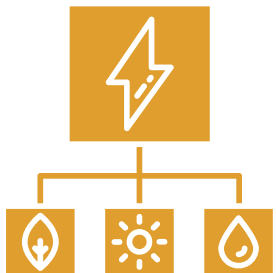
Transform career navigation and training systems to forge equitable pathways to good jobs.

Current Initiatives:



Advancing Equitable Career Pathways

Support community colleges and industry leaders to adopt practices within educational and training systems that ensure all students have access to the right information, supports, training, and connections that result in good jobs.



Advancing Workforce Equity in Energy & Infrastructure Jobs

Create pathways for more people to enter energy and infrastructure careers by providing greater opportunities and support to underrepresented workers in apprenticeship and training programs, ultimately aiming to enhance their participation and success in these fields.

What we do: Focus Areas

Activate industry leaders to improve job quality in order to create more equitable workplaces.

Current Initiative:



Centering Workers in Job Design

Help employers engage employees to co-design new workplace practices that boost job quality, through increased compensation and/or better career navigation services.