

# Workforce Learning & Performance

## *Strategic Framework*

## Mission

Workforce Learning & Performance provides training opportunities to public service employees so they can learn and grow in order to effectively and equitably serve Washingtonians.

## Vision

To be trusted as the premier source of high quality, effective, accessible learning for Washington state public service employees.

## Values

Our values drive our decisions, guide our actions, and determine how we interact with others.

### Respect

We work to increase shared positive regard, understanding, and engagement.

### Integrity

We commit to be responsible, honest, timely, and reliable.

### Excellence

We provide relevant solutions that meet quality standards mutually valued by WLP and customers.

### Diversity, Equity & Inclusion

We expose and replace systemic, dominant norms with co-created processes and practices that create access for everyone. We foster personal awareness and continual learning.

### Learning

We exist to help people grow, and we model this ourselves by continually seeking to expand our thinking and improve our actions.

### Collaboration

We create better outcomes by working together, so we communicate openly and participate fully, honoring the contributions of everyone.

WLP provides training opportunities to **Washington state public organizations & employees**

So that **employees** can learn and grow, both personally & professionally

So that **employees** can perform their jobs with their best possible skill & **organization** cultures are positively influenced

So that **public organizations** can achieve their missions

So that **Washingtonians** are well served

## Teams

Workforce Learning & Performance is made up of the following teams who work together to accomplish the program's mission and vision.



### Learning Solutions

**Mission:** Provide strategic, consultative, and operational support for high quality and valuable instructor-led or on-demand training for public service employers.

**Vision:** To be recognized as the preferred resource for affordable, relevant, and impactful learning opportunities that empower customers to be successful.



### eLearning

**Mission:** Provide technology-based training and support that reinforces enterprise priorities for Washington state organizations.

**Vision:** To be the leading source for technology-based training, support, and enterprise best practices for Washington State organizations.



### Leadership Development

**Mission:** Design and deliver training and consulting to equip leaders to facilitate inclusive and collaborative team cultures.

**Vision:** To be trusted partners in building a culture of belonging.



[des.wa.gov/services/training](https://des.wa.gov/services/training)



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