

PORTLAND WORKFORCE ALLIANCE

DEI IMPACT REPORT

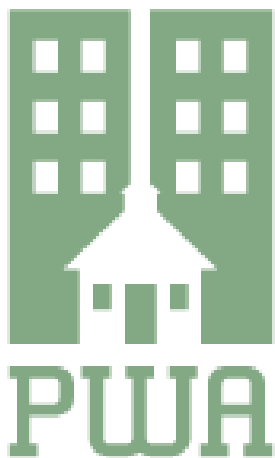
2024-2025



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 8,884 students from the Portland metro area in 2024-25

CAREER DAYS

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

587 students attended 30 career days in 2024-2025.

- 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, 58% 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.

5,600+ students and educators from across Oregon and Southwest Washington attended the 21st annual Expo in 2025.

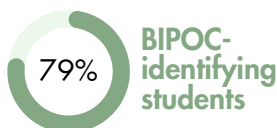
PWA prioritizes registration for partner districts and uses an equity lens to support student participation from underrepresented, marginalized, and rural communities. Student groups participating in the 2025 Expo included:

African Youth & Community Organization, Friends of the Children, Migrant Education Program High Schools, Washington State School for the Blind rural communities, 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 2024-2025 Program year, our mentorship programs included 108 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

In the Youth Impact Council (YIC) students are empowered to shape PWA programming and develop their career skills and goals. The YIC evaluates and provides a student perspective on PWA's programming, and works as student volunteers supporting their peers at the Expo.

*"I loved how community centered the YIC was I also believe that we grew as a team and it allowed us to be **heard and active in our community.**"*

2024-2025 YOUTH IMPACT COUNCIL STUDENT

The Summer Career Academy is a career-mentoring program for students with marginalized genders (including female, non-binary, and trans youth).



Of the 22 students in the 2025 program, 95% said they felt more prepared for their future career

*"My favorite part was the positive environment that we were in. I really liked the idea of **successful career - women empowering girls** during this program."*

2024-2025 SUMMER CAREER ACADEMY STUDENT

SUMMER CAREER ACADEMY



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.

75

The Expo Chill room served 75 students in 2025, and significantly more educators were aware of the resource.

"I had a student ask for the Chill Room and I love that they saw it as a valuable and a resource they could access."

2025 EXPO EDUCATOR ATTENDEE



MENTORSHIP STATISTICS:

**REYNOLDS
CAREER SERIES**



**BIPOC-
identifying
students**

**FUTURE OF
NURSING**



**BIPOC-
identifying
students**

To learn more about our mentoring programs, visit:
www.portlandworkforcealliance.org/our-work/mentorinternships/

LOOKING BACK & **MOVING FORWARD**

In the 2024-2025 school year, PWA worked to prioritize DEI in our work by expanding our connections and opportunities for students:

- **Increased access of financial empowerment** programming to more of our mentorship programs.
- Moved our **equity commitment** into a strategic action plan, adopted by the board in June, 2025.
- **Collaborated** with Youth Impact Council to formulate ideas for how to implement the Alumni Network.
- Staff **participated in DEI workshops** centered in trauma-informed, equity-centered practices in non-profits.
- **Increased Career Days** that connect students with diverse professionals and careers to fit their multiple interests and backgrounds, including:



Turner Construction, Navex, Workday, OnPoint, Fortis Construction, Tonkin, Shadow Machine, Environmental Health with Multnomah County, Greenworks, Mental Health with Portland Street Response, Commercial Real Estate and Business Career Day with CREW

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

- Build a responsive system that proactively identifies gaps and removes access barriers.
- Foster a leadership culture grounded in equity and shared responsibility.
- Deliver culturally relevant, empowering, student-centered career experiences.
- Increase access for historically marginalized students including BIPOC, nonbinary, female, and neurodivergent youth.
- Equip the PWA team with the tools to lead equity-centered career programming.
- Build sustainable, reciprocal partnerships that uplift both students and employer partners.



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