**MISSION**
Provide skills training that leads to safe, meaningful employment while helping companies and communities to thrive.

**VISION**
OAI’s vision is for everyone to reach their career potential, work safely and build a good life.

**VALUES**

**RESPECT**
We strive to honor the diverse individuals and communities we serve.

**INNOVATION**
We are committed to pursuing and implementing new ideas that will benefit everyone.

**IMPACT**
We dedicate our resources to achieve positive, measurable outcomes for each individual, community, and partner we work with.

**INTEGRITY**
We continually evaluate and improve our performance through accountability and transparency.

**COLLABORATION**
We believe in the power of collaborations to strengthen and expand the effectiveness of our work.

**EQUITY**
We strongly believe anti-racism, diversity, racial equity, and inclusion are essential to our pursuit of providing individuals with meaningful employment and a safe place to succeed.

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**People First Investment Strategy**
Invest in talent development for staff to thrive at OAI and beyond.

**GOALS:**
- Center our DREI commitment in professional and career development
- Centralize opportunities for professional and career development that align with growth strategy
- Promote wellness and mental health for the entire organization
- Implement a competitive employee attraction and retention strategy

**Participant Choice**
Deliver a participant experience that provides a pathway to success.

**GOALS:**
- Define a supportive-care approach to participant success
- Build capacity and systems for a unified “One OAI” recruitment strategy that centers user experience
- Enhance participant self-determination through intentional coaching and service options
- Leverage all modes of training (i.e., hybrid, virtual, in-person) to create an effective user experience
- Prioritize long-term retention through a unified barrier-reduction approach

**Growth & Innovation**
Launch a growth and innovation strategy that aligns with the evolving workplace and OAI’s commitment to equity.

**GOALS:**
- Ensure program expansion results in continued diversification of participants and staff
- Develop 3-4 elements to comprise the three-year growth strategy to align with capacity and market opportunity
- Define and prioritize innovation and test new approaches for impact
- Use data to inform and guide strategy and operations
- Secure the future and diversify OAI’s business model through a private sector resource development strategy

**Amplification of Impact**
Tell the story of OAI’s impact to foster continued positive change.

**GOALS:**
- Develop a marketing strategy that centers anti-racism and racial equity and aligns with the growth strategy
- Commit marketing personnel to attract participants, business and community collaborators, and funders