

**Workforce Investment Act**  
**Oklahoma Annual Report**  
Program Year 2009



## Contents

INTRODUCTION.....	3
GOVERNOR’S COUNCIL ACTION PLAN 2010.....	4
WAIVERS AND BENEFITS.....	6
State Waivers.....	6
Local Waivers.....	7
INTEGRATION OF PROGRAM SERVICES.....	9
YOUTH PROGRAM.....	10
Summer Youth Academy @ OSU-IT - Pryor.....	11
EleVate Career Summit.....	11
X-Treme Possibilities = Power Youth Summit.....	12
REGIONAL SUCCESSES.....	13
WIB Initiatives.....	13
People Getting Ahead.....	15
STATEWIDE ACTIVITIES.....	19
Oklahoma Green.....	19
Career Readiness Certificates.....	19
Work Ready Communities.....	21
Competitive Grants.....	21
BRAC Grants.....	22
Health Care Student Portal.....	24
OKCareerPlanner.com Website.....	25

# INTRODUCTION

We now know the recession ended just before the 2009 Program Year began, but you wouldn't know it to look at unemployment numbers or crowds at job fairs. Oklahoma struggled and Workforce Investment Act programs and funds, together with American Recovery and Reinvestment Act opportunities, eased the pain.

One big ARRA initiative is Oklahoma Green, a program to train 1,000 Oklahomans who need help, build careers in green industries and occupations. The program is funded by a \$6 million Department of Labor grant awarded in January.

Another highlight is Oklahoma's Career Readiness Certificate program, which uses ACT WorkKeys assessments to certify basic skills of workers who may or may not have many other credentials. Oklahoma added nearly 13,000 new Certified workers during the year and moved to accelerate development of the program. In addition, a 13-county area, most of southeast Oklahoma, was certified as a Work Ready Community where a significant percentage of the workforce hold Work Readiness Certificates. Oklahoma is one of very few states certifying cities, counties and regions as Work Ready.

An ongoing program is streamlining a confusing plethora of services at Workforce Oklahoma offices into Welcoming, Skill Development and Job Getting that clients can understand.

And speaking of clients, this report highlights just a few. Note the man who went, with the help of Workforce Oklahoma, from a low-prospect felon to an \$85,000-a-year welder. And the youth who grew at his summer job and won the hearts and wallet of his employer, who was inspired to send a \$10,000 thank-you gift to the agency.

Details of these activities and others are provided in the succeeding pages of this report.

## **Uniform Reporting**

The required elements of this report will be submitted in the WIASRD Reporting and Data Evaluation format to assure they are reported uniformly to allow state-by-state comparisons.

## GOVERNOR'S COUNCIL ACTION PLAN 2010

The Governor's vision for Workforce activities is to develop greater numbers of appropriately skilled and credentialed Oklahomans who can make Oklahoma more competitive in a global economy.

Three overarching goals are to:

1. Align education and training in order to be more responsive to employer needs
2. Expand Oklahoma's workforce
3. Increase high school graduation rates

To achieve these goals, the Governor's Council has identified the following funding priorities to further move the needle toward the goals, objectives and to achieve the ultimate vision:

- Continued focus on industry sector work, including sector studies and gap analysis
- System study/review to enhance/transform system development
- Continued investments in the Career Readiness System (CRC/Key Train/Profiling) to measure skills attainment, improve skills, provide employer services, and quantify skills to better support economic development.
- Success Coaches and related intervention strategies for youth
- Career pathway mapping (to link industry sector and skills development work)
- Incumbent Worker Training
- Data gathering/analysis and reporting and related communications strategies
- Education and outreach efforts

Significant activity and progress during Program Year 2009 included the following:

- **Waivers.** Oklahoma sought and received several waivers allowing funds to be deployed to in-demand activities, giving small businesses better access to the workforce development system, streamlining services, and putting more flexibility in the hands of local Workforce Investment Boards. The waivers allowed the state to serve more clients while making significant cost savings.
- **Integrated Services.** The state continued implementation of its new Integrated Services plans for adult, dislocated worker and labor exchange programs. This flexible model organizes customer flow by service, making the confusing array of programs invisible to the customer with the aim of providing more and better service to more customers.
- **Youth Program.** More than 2,000 youth participated in two youth summits in Muskogee and Durant aimed at preparing them for the world of work. Five youth symposiums in south central Oklahoma served a similar purpose. Students at a summer youth academy in Pryor built and demonstrated recycling machines. And in east central Oklahoma, Workforce leaders introduced a SKLZ 2 WRK Program offering hands-on introductions to occupations and an online tutoring program to help build math skills. Details of these activities and progress are provided in the succeeding pages of this report.

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# WAIVERS AND BENEFITS

## *State Waivers*

To make the best use of resources, Oklahoma continues to take advantage of federal waiver opportunities to seek relief from provisions that restrict flexibility and creativity or limit efficiencies. Oklahoma submitted waiver requests covering a broad array of workforce issues as part of the revised state plan in 2008. The approved waivers were extended thru June 30, 2010. The requested waivers were developed with Local Workforce Investment Boards and other stakeholders. They have provided the authority to increase local control of program delivery, improve Boards' ability to respond quickly to changing needs within their workforce areas, and increase flexibility at the local level to serve business and industry.

Listed below are the waivers Oklahoma had during program year 2009.

- Waiver that exempts reporting of the 17 core measures, which will allow better system alignment as the transition to common measures continues;
- Designation as a Work-Flex state and granting of several Work-Flex waivers to local areas;
- Extension of the waiver to permit use of a sliding scale in place of the required 50 percent employer match for customized training. This waiver puts the focus on employers' and job seekers' needs while minimizing programmatic and bureaucratic barriers. It opens the door for more small business participation in the Oklahoma workforce development system;
- Waiver to permit an increase in employer reimbursement for on-the-job training through a sliding scale based on the size of the business.
- A waiver for the time limit on the period of initial eligibility of training providers. This will allow the state to postpone the determination of subsequent eligibility of training providers. It also will allow the state to provide an opportunity for training providers to re-enroll and be considered enrolled as initially eligible providers.
- Waiver to allow up to 20% of local area dislocated worker formula funds to be used for incumbent worker training.
- Waiver to allow the state to use up to 20% of state Rapid Response funds for Incumbent worker training.
- Waiver requested to give local Workforce Development Boards the option to use the Eligible Training Provider system for older and out-of-school youth. Using Eligible Training Providers lets boards streamline the process of securing training; and
- Request for waiver for local workforce investment boards to use up to 25 percent of the funds allocated to them for adult, dislocated and youth and employment and training activities in the same manner and fashion as Statewide Activity Funds are used (including incumbent worker training). The purpose of the waiver is to give WIBs additional flexibility to meet demands of local workforce development area employers, incumbent workers, job seekers and youth.

## **Local Waivers**

To provide more tailored flexibility to the diverse needs of the different workforce areas, the following local waivers have also been obtained:

- Waiver to allow the use of Individual Training Accounts for youth that enrolled as young or in-school but now meet the minimum qualifications for enrolling in post-secondary education as required by the training institution;
- Waiver for the inclusion of Youth Follow-Up Services as a Youth Program Framework Service in order to create a clear line of Youth Case Management; and

**South Central.** The South Central Workforce Investment Board requested a waiver to allow inclusion of Youth Follow-up Services as a Youth Program Framework Service in order to create a clear line of Youth Case Management and to avoid confusion and services of Board and State monitoring units and WIA Title I Youth Providers. This waiver has been used in every instance of follow-up provided to youth participants during Program Year 2009. The benefits of this waiver included efficient case management for participants in follow up status, cohesiveness throughout the participant's enrollment, a single point of contact for all entities including businesses, schools, participants, and other interested parties, and resulted in clear case notes and progress/status reports for each participant. Anecdotally, South Central anticipates making performance measures in each of the three youth related common measures due to more streamlined and consistent contact and follow-up support to participants.

**Eastern.** The Eastern Workforce Investment Area utilized the Youth ITA waiver. This waiver was very beneficial to the customer and to the case manager in tracking the participant's training progress. The Youth ITA waiver also made the administration of training to youth participants easier to manage.

**Southeast.** The waiver to include youth follow-up services as a youth program framework was very helpful in the Southeast area. Because the local elected official appointed the fiscal agent to do the framework services for youth and did not procure/contract with the Kiamichi Economic Development District of Oklahoma (KEDDO) for all ten elements, the waiver was necessary to include follow-up in the KEDDO provided WIA Youth Services. The waiver allowed a seamless service provision by the case manager to the participant.

**Southern.** The waiver to use the Eligible Training Provider system for older and out-of school youth has been utilized for some of the youth participants attending a training institution in which a youth contract has not been executed. This occurs specifically with the larger universities. The waiver allows makes youth training available in a faster and more efficient

manner, allows youth to chose the training provider they prefer, and eliminates duplication in securing service providers.

In addition, the waiver makes it possible to use the Eligible Training Provider system to include youth that were enrolled as younger or in-school but now meet the qualifications for post-secondary enrollment. This allows training services for youth to be available in a faster and more efficient manner. It is difficult to secure training providers willing to competitively bid to provide training to youth, and competitive procurement slows considerably the process of matching providers to youth.

The waiver to allow youth follow-up services as a youth program framework has also been utilized in the Southern region. The grant recipient/fiscal agent are already providing framework services to youth (as allowed under 664.405) and are in a better position to also provide follow-up services to these same youth. The requirement of an additional competitive bidding process for follow-up services is duplicative and burdensome. This waiver creates a more streamlined and cohesive approach to case management by allowing these providers of youth framework services to provide personal attention to each youth on a consistent basis throughout their service strategy.

## **INTEGRATION OF PROGRAM SERVICES**

Oklahoma continued implementation of an integrated customer flow model in the local workforce centers to provide universal access for all core services. The integrated model allows the workforce system to handle both employer and job seeker issues without being constrained by funding streams or program requirements. It is a system dedicated to integrated, demand-driven, local service delivery with maximum flexibility.

In addition, to support entry or re-entry into the job market, Oklahoma Service Link helps to identify the targeted population and assist those most in need. The state plans to substantially increase the number of adults and dislocated workers served under the WIA adult and dislocated worker programs, both through self-service and staff assisted service in our integrated center.

The integrated customer flow model is organized by service rather than program and focuses on “skills first” rather than “work first.” Service integration unifies purposes, goals, metrics, and policies. It makes programs invisible to customers, who only want to focus on services, regardless of what program they’re attached to.

The system is built around three user-friendly functions. A Welcoming Function offers initial assessment, career guidance, and labor market information and determines what services individuals may need next in order to gain employment. The Skill Development Function is responsible for assessing and developing the skills necessary to maximize an individual’s ability to obtain and retain employment. And the Job Getting Function is responsible for basic job search, job development, job referrals, job placement, and follow-up for job retention.

In addition to physical access, the State encourages local Workforce Centers to promote to customers the availability of Internet-based core services. This includes core services available through Oklahoma Job Link and [okcareerplanner.com](http://okcareerplanner.com).

## YOUTH PROGRAM

Public and private sector executives from all levels including the education system are members of the Governor's Youth Council which is a standing committee of the Governor's Council for Workforce and Economic Development. They are dedicated to creating a workforce strategy that coordinates with the state's economic goals of building wealth for all Oklahomans. In their first year of existence they supported and crafted recommendations to the Governor to expand the traditional school year to ensure applied learning for youth, additional learning opportunities and career academies in all school systems. The Youth Council is lead by appointed co-chairs from the private sector community and education community.

The council set an aggressive goal of ensuring 100% of Oklahomans graduate from high school and are prepared for a career or post-secondary education by 2020 . To accomplish this they have decided to

- Support the passage of legislation that would create and fund a "graduation or intervention coaches" program.
- Increase number of high schools with joint diplomas and CRC as an option to 50 in 2008-2009 school year
- Develop and implement comprehensive consistent career exploration opportunities for K-20 students and align them with strategic business and industry sectors.
- Provide guidance and support to the network of local youth councils around the state
- Develop recommendations for the workforce system and set meaningful measures for success of youth focus in system and for the Youth Council as a whole which include priorities below:
  1. Teacher Academies for Targeted Industries: Green Academies for middle and high school teachers, one academy per workforce area. Hands-on learning for teachers to learn applied concepts to take back to the classroom.
  2. Family Literacy Program: Reading programs that involve both parents and children. Five pilot sites, five families as participants per site.
  3. Female Inmate Family Literacy Program: One pilot site. Ten women and their school-age children as participants.

This State Youth Council in support of the local youth councils co-sponsored two regional youth summits in the state. Elevate in the Eastern and Northeast Areas and Xtreme Possibilities are Power in the Southern and Southeast areas. Both were successful and attracted approximately 1,200 program youth per event. Speakers were selected for their obvious messages of life lessons and motivation.

## ***Summer Youth Academy @ OSU-IT - Pryor***

Jason Edwards, Patrick Nelson, Calvin Stafford, David Harrison, Christian Cates, Jason Farmer, Garrett Wagnon, Shelby Hurst, Michael Martin, Mercedes Curley-Holt, Thomas Roman, Ashley Buckhanan, Samantha Teel, Katie Gore, and Shiane Foreman participated in the summer youth academy held at Oklahoma State University Institute of Technology in the Mid-America Industrial Park at Pryor Oklahoma. Chuck Jackson, local motivational speaker, prepared the kids for a week of activities. Marilyn Schueller, guest speaker, worked with the youth building teamwork and leadership skills. The students gave individual presentations before beginning to work on their group projects.

They were divided into two teams and given the assignment to design and build a recycling "Green Machine" with the capability to separate certain item(s) of waste. The students were responsible for identifying the item and all the aspects with the recycling process. Instructors from OSU assisted the students in developing the business structure, assigning job duties, then building and programming their machine. The last day of the academy the teams gave presentations which featured their team, their product and a 30-second commercial.

## ***EleVate Career Summit***

Approximately 1,000 young adults, ages 16-21, representing; WIA Youth, Tribal Youth, Department of Human Services, Department of Rehabilitation Services, Job Corps and Gear-Up attended the Green Country EleVate Career Summit at the Muskogee Civic Center June 22. More than 18 counties were represented.

Using an engaging and entertaining format, the summit sought to inform and educate youth about careers and educational pathways. The keynote speaker was **Arel Moodie**, America's Top Young



Speaker. Other presenters were **iBelieveguy** and **Cherokee Chief Chad Smith**. Inspiring entertainment was provided by Team Acrodunk, extreme basketball dunkers seen on America's Got Talent, ESPN and Ripley's Believe It or Not. Educational opportunities were provided by over fifty education and career exhibitors. Career information included four exciting tracks that youth could choose from. All youth participated in the life skills track!

Attendees won exciting door prizes such as iPods, Wii's and an iPad! The Best Buy Tag Team award was presented to the Green Country Youth Coalition, which hosted the career summit, in the amount of \$6,000. Sponsors used this [video](#) to help promote the summit.

## ***X-Treme Possibilities = Power Youth Summit***

Approximately 2,000 economically disadvantaged youth ages 14-21 throughout the state of Oklahoma were in attendance at southern Oklahoma's fourth annual youth summit at the Choctaw Nation Event Center in Durant on June 23.

The X-Treme Possibilities = Power summit featured Eddie Slowikowski, a U.S. Olympian and dynamic motivational speaker who focused on empowering the participants to choose the correct career path. Team Acrodunk, premier providers of Acrobatic Slam Dunking, Inspiration, Entertainment, Education and Motivation for youth in America, put on an amazing demonstration.

Planning and funding came from the Southern Workforce Board Youth Council and many other organizations and donors.

## **sklz2wrk Career Introductions**

ECWIB, Inc., recently piloted a project in Lincoln County called sklz2wrk. Targeted to youth 14 to 21 years of age sklz2wrk introduces youth to various occupations through presentations by persons employed at varying worksites. The group from Lincoln County visited the Chandler Fire Department and was give a guided tour of the facility. The tour guide (who is a certified EMT and firefighter) not only explained the equipment used in his profession but detailed the skills required to be employed as a firefighter or EMT. The reaction to this project was extremely favorable, and ECWIB is setting up this project in the remaining counties.

## **ALEKS Math Tutoring**

A new computer based math tutoring program is starting up in the East Central. ALEKS is a Web-based system that uses adaptive questioning to determine what a student knows and doesn't know and then instructs the student on the topics she is most ready to learn next. ECWIB has found that youth enjoy the online activities and are increasing their understanding of math along with their math test scores. A math teacher serves as monitor to assist and motivate students via system email.

## **Workforce Preparation Symposiums for South Central Youth**

South Central Oklahoma Workforce Investment Board sponsored five youth symposiums in January. The symposiums provided area youth with tools and techniques that will better prepare them to enter the workforce. All area youth were invited to attend. The symposiums were held in Chickasha, Duncan, Ft. Cobb, Lawton and Wayne.

## REGIONAL SUCCESSES

### ***WIB Initiatives***

#### **Forums for Business**

East Central WIB has designed a series of business forums that bring business leaders together with WIB leaders for an informal exchange of ideas and information. These meetings are held in small groups of 7-10 people to make for an easy exchange of ideas. The forums are held in each county so the topics vary greatly. The ECWIB has found this is an excellent way to educate the business community as well as gain essential information.

#### **Streamlined Training for Adult & Dislocated Workers**

The North Central Oklahoma Workforce Investment Board partnered with Pioneer Technology Center and the Ponca City Workforce Oklahoma Center to provide four classes designed to retrain dislocated workers for specific local demand occupations at no cost to the workers.

**Pre-Nursing.** Twelve dislocated workers, including iron workers and pipe fitters, had the opportunity to receive their CNA and Home Health credentials and complete a large portion of the standard LPN program. Besides training, the students received two sets of scrubs, nursing shoes and socks, and stethoscopes. Of the twelve original students, nine completed the program, and eight are currently employed in the Ponca City area. Two others are pursuing their LPN certification, and one is focused on an RN degree.

**Construction.** Ten of 11 dislocated workers completed the construction program, receiving certifications in Basic Construction, OSHA 10, ACI Certification for Concrete Field Technician, Class D Distribution and Collection System Operator Certification, and Fork Lift Certification. Three of these graduates are currently employed in the construction field, and the other graduates are expected to obtain construction employment. And the enrollee who didn't finish also was a success, leaving to go back to work for a previous employer.

**Electronics.** This five-week class gives students competency in Basic Electricity, Electrical Control, Sensors, and PLCs. A local electronics firm guarantees they will hire all graduates.

**Office Management.** This six-week class provided instruction in MS Word 2007, MS Excel 2007, MS PowerPoint 2007, MS Access 2007, QuickBooks 2008, Windows Operating System, Workplace Effectiveness, and Work Habits. Local employers provided opportunities for mock interviews and resume' building. Eleven students

completed this course, and are in the process of interviewing for positions in the area. One graduate, a 60-year-old woman, has already obtained employment, earning over \$15.00 per hour.

The WIB spent \$63,900 in stimulus dollars for these programs and anticipates training 40 dislocated workers with a better-than-average success rate.

**Regional Healthcare Symposium and Healthcare Chief Executive Officer Panel Discussion.**

South Central Oklahoma Workforce Investment Board, Southwest Oklahoma Impact Coalition (SOIC), and ASCOG conducted two forums identifying and addressing workforce issues of the healthcare industry in Southwest Oklahoma. Thirty-five healthcare professionals and educators attended a symposium in Lawton focusing on employee selection, retention, and training. Nine Chief Executive Officers of regional healthcare facilities met at another symposium to identify strategic workforce issues impacting the industry.

## ***People Getting Ahead***

### **ARRA Making a Difference**

Funds through various economic stimulus programs made the difference for hundreds of Oklahomans, including these four.

#### **William Leihsing: Veteran**

William Leihsing came to Workforce Oklahoma on a referral from the VA representative in Woodward. He is a disabled Veteran who left active service in 1982. Since 2003 he has been doing various odd jobs such as lawn care, home repair and remodeling. He is a 50-year-old man that was unskilled and untrained. He expressed an interest in becoming a CDL Truck Driver as he was assured employment once he had obtained his CDL (Commercial Driver's License). He entered his training on 6/29/09 at Redlands Community College in Oklahoma City and successfully completed on 7/18/09. After completing the training, William was offered employment by Wheeler Brothers Grain in Watonga (where he resides), driving a truck for them.

#### **Sarah: Green**

Sarah is an 18-year old, high school graduate who participated in the ARRA Summer Work Experience program through the Muskogee Workforce Center. She was placed on a Work Experience as a Housekeeper, in the demand occupation field of Hospitality, at Greenleaf State Park in Braggs. With an extension, Sarah completed her Recovery Act funded program in November 2009 and then transitioned to a Formula-funded work program. In January 2010, Sarah gained unsubsidized, permanent employment as a park housekeeper. At Greenleaf State Park, all housekeeping staff are required to attend training in environmentally conscious use of chemicals, including safe usage and proper disposal, MSDS materials, following Hazardous Communications standards and Bloodborne Pathogens policies.

#### **Christopher Cox: Youth**

Christopher Cox is an 18 year old 2009 high school graduate from a low income family of nine who wanted to work to earn some extra money before starting college. Christopher inquired about the summer work program after seeing a flyer at Canadian High School and was accepted into the ARRA Summer Program. He started working at Canadian High School and also completed the Green Knowledge Educational Workshop during the summer program. Christopher said the money he earned will help him while attending college, and the job skills he gained he will use always in life.

#### **Aaron Wade Dodson: Dislocated Worker**

Aaron Wade Dodson is a married father of three children and a disabled veteran from the United States Marine Corp. He was laid off in March 2009 from his job as a test lab mechanic from Baker Hughes Oilfield Operations. Aaron had exhausted his GI bill and needed further assistance in making a career change since the manufacturing industry has changed drastically. Aaron came into

the local Workforce office to seek work and learned about the opportunity to attend occupational training. Aaron obtained occupational training assistance of \$4,238.00 at Roadmaster and mileage reimbursement. He was offered a position as a Class A truck driver with TMC Transportation upon graduation from Roadmaster on August 17, 2009, just 3 weeks before his unemployment benefits were set to expire.

**Elizabeth Berger: Youth Intern**

Elizabeth Berger was looking for a summer job when she heard about the ARRA Youth Summer Work Intern Program. The internship she pursued included intensive workforce and life skills training and work as a child care assistant at the Simmons Center in Duncan. While overseeing the little ones, Elizabeth broadened her interpersonal and leadership skills and developed an interest in the medical field. Returning to Duncan High School as a senior, she is also enrolled at Red River Technology Center pursuing certification as a certified health care professional and a Licensed Practical Nurse. A hard-working self starter, Elizabeth already has a history of success, including 2006 Miss Junior Teen Oklahoma finalist, a Carpentry and Construction Training Certificate of Completion, and a Silver Oklahoma Career Readiness Certificate, among other honors and awards.

**Anonymous: At Risk Felon Makes Very Good**

*The At Risk Learner's Program at Autry Technology in Enid is for young offenders and others identified as "at risk" due to lack of skills and/or previous involvement with the court system. One young WIA client in North Central OK completed that training program and received his welding certification in March 2010. He recently heard about an employment opportunity with Northrop Grumman, a contractor for a Navy base in Louisiana, to weld on Navy ships. He applied on-line for the position, was offered the job, and went through a specialized two-week training program with the company in order to further enhance his new welding skills. He is now making an estimated \$85,000 per year and is very thankful for the opportunity to go through a WIA training program, which ultimately led to this exiting job opportunity. His felony conviction, lack of skills, and poor work history were huge barriers when he first came into the Workforce Center asking for help, and without WIA he does not know where he would be today.*

**WIA Success Stories**

In addition to the extra push from ARRA, traditional Workforce Investment Act programs continued changing lives in Oklahoma, including these.

**Ashley Avery: TANF SYEP**

Ashley Avery was a young lady who participated in the TANF SYEP working as an office assistant for Mayes County Court Clerk's Office. After working there for a short time she gained the confidence to take control of her life. She found permanent employment as a home health aide for the Department of Human Services in Mayes County. She has been able to get her own home, she is self sufficient for the first time, and she is attending classes to obtain her certification.

**Taylor: WIA Youth**

Taylor had been unemployed for nearly six months and was receiving food stamps when she enrolled in the WIA Youth Program in May 2009. A high school graduate with good work history, Taylor had a career goal: She wanted to become a dental assistant. With WIA funds backing her, Taylor enrolled in Dental Assistant training at Francis Tuttle Technology Center in August 2009, graduating in May 2010 and quickly finding work in her new field. She is now able to support herself and her young child and is very appreciative of the assistance that made her training possible.

**Angela Huff: TANF**

Angela Huff participated in the Summer TANF Program. She completed her work experience at the Chandler Tax Service to learn basic office skills and general bookkeeping. After completing the TANF program, she was hired by Central Disposal for full-time employment as an Office Assistant. She is earning \$8.50 per hour. The skills she gained through the summer program helped her secure the permanent position.

**Emily Gavin: Adult**

Emily Gavin was unemployed. She had worked only as a cashier and nurse's aid prior to enrollment. She had started her Associate Degree at Seminole State College but was unable to complete. After a re-evaluation of her goals and interests, she enrolled in the LPN program at Wes Watkins Technology Center in Wetumka and completed her Practical Nursing Certification in May 2010. She is currently working full-time at Holdenville General Hospital.

**Jonathan Chestra: In School Youth**

Jonathan Chestra was a participant on the WIA Youth Program since 2005 at the age of 16. Jonathan was an active participant in the Workforce programs all throughout high school. After successfully completing high school, Jonathan continued with his education at OSU-Okmulgee, receiving a Bachelors Degree in Information Technology; he is a first generation college graduate. Within one month of receiving his degree, Jonathan obtained employment as a computer programmer with a starting salary of \$37,000. Jonathan continues to develop his leadership skills by mentoring youth in his church.

**Kassie Meizere: Adult**

Kassie Meizere was a 25 year old single mother of two who came to WIA after being laid off from a low-paying job she'd held for six years. With WIA assistance she was able to pursue her goal to become an Aircraft Mechanic. She entered the Aviation Maintenance program at the Gordon Cooper Tech Center and emerged as a certified FAA Aircraft Mechanic. In March 2010, Kassie began working as a Sheet Metal Mechanic at Tinker Air Force Base with a starting wage of \$22 per hour and a raise due after six months. She is now able to afford health insurance for her family, is able to live in a nice neighborhood and has been able to

buy the car of her choice. During her assessment at intake she listed financial independence as a personal goal; according to her update she has attained this goal.

**Calvin: A Hit**

As a part of a Payne County youth program, Calvin was placed at the Elite Repeat Resale Shop in Stillwater, where he quickly became very popular. He was given responsibilities and support that allowed him to take pride in his work and gain immeasurable insight into the working world of retail, which was close to his chosen career path. After he left the summer job, a store manager wrote a letter of thanks to the WIA program manager, saying Calvin had worked well with many bosses and with many volunteers and in many departments. As he relaxed, he became comfortable taking casual ribbing along with others and fit in well, the manager wrote. But that was not enough. Two weeks later, the store's business manager also wrote, enclosing a check for \$10,000 "in acknowledgement of the wonderful work done by Calvin at our store this past summer."

## **STATEWIDE ACTIVITIES**

### ***Oklahoma Green***

The Oklahoma Green Project, initiated in January with a \$6 million State Energy Sector Partnership and Training Grant from the U.S. Department of Labor, aims to increase training capacity, increase the number of workers certified in energy efficiency occupations and assist employers within targeted industries to become more energy efficient and utilize related technologies.

The project targets construction, aerospace, health care, energy and advanced manufacturing industries as they relate to energy efficiency and use of renewable energy. Targeted technologies include wind, advanced biofuels, CNG, building retrofitting/ weatherization, solar and green hydrocarbons.

Training will target both incumbent and unemployed workers and is expected to train 1,000 Oklahomans. In addition, the project targets at-risk youth (18-24) who lack a diploma or GED. All training will result in an industry recognized certification, associate degree, apprenticeship certificate, Career Tech Certificate or a bachelor's degree. A Certified Work Ready (CRC) certificate may be issued where feasible and appropriate.

The Oklahoma Department of Commerce is administering the program. It has hired to full-time employees and contracted with the University of Oklahoma Lean Institute to provide Lean and Green training to 300 Oklahomans statewide. Three cohorts – Tulsa, Norman and the Oklahoma State Capital Complex – were started during the reporting period. The department is accepting proposals from other training providers.

In addition, a \$233,000 contract is underway to begin development of the Center for Energy Excellence at Tulsa Community College, and plans are being made for a Green Jobs conference in the fall of 2011.

### ***Career Readiness Certificates***

Oklahoma CareerTech issued 12,971 Career Readiness Certificates, more than 1,500 more than the year before, but that was just a small part of the rapid expansion of the CRC program's footprint during the program year.

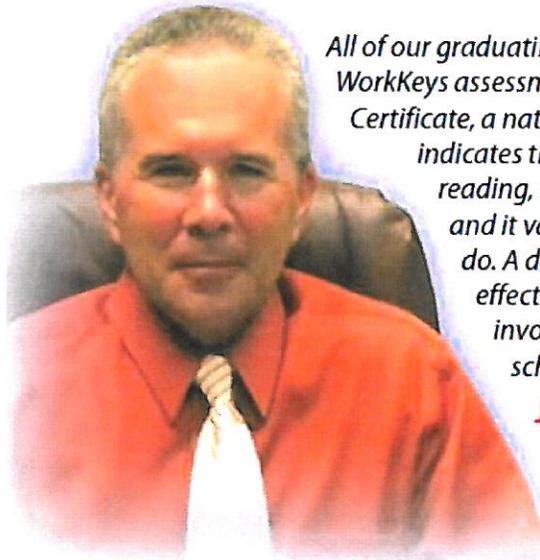
The program also completed WorkKeys Job Profiles on 42 specific jobs, more than three times the number a year earlier; launched an Employer Partner program; worked with numerous high schools on using WorkKeys as an End of Instruction test; and got aggressive about communications, in person, online, in the media and in other ways.

Job Profile volume, up from 12 the previous year, were built by working with local CareerTech Business and Industry Services offices, streamlining the process, and training three new ACT-authorized Job Profilers.

CRC launched an Oklahoma's Employee Partner program with an interactive website mapping locations of partners using CRC. That helps job seekers connect with businesses, promotes CRC to other employers and serves as an economic development tool.

## Graduation Readiness

Many high schools, faced with providing remediation for students not passing Achieving Classroom Excellence (ACE) End of Instruction tests, are turning to WorkKeys, the same assessment used to award Career Readiness Certificates, as an End of Instruction tests for high school



*All of our graduating seniors are required to take the WorkKeys assessment to earn a Career Readiness Certificate, a nationally recognized credential. It indicates the capability of our students in reading, math and locating information, and it validates what we (educators) do. A diploma doesn't do either. To be effective, more businesses need to be involved. When business demands it, schools will get on board.*

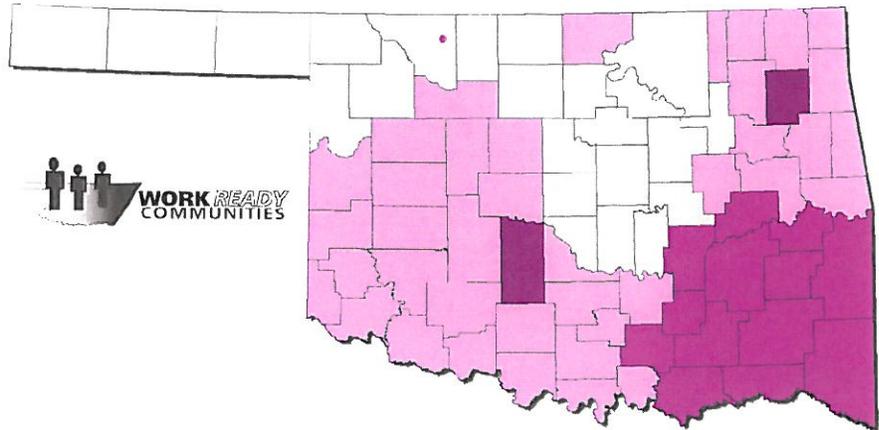
**Jeff Pritchard**  
Seminole Public Schools  
Superintendent

Applied Mathematics and Reading. CRC has assisted numerous high school and CareerTech staff develop solutions for their individual needs. CRC also developed a document explaining CRC scenarios for high schools.

CRC is also raising its profile, speaking to numerous groups, expanding its website, publishing brochures for job seekers, employers and job profile and Employee Partner candidates; developing a video clip for Oklahoma Horizons, creating a trade show banner and various posters, and issuing statewide press releases. Oklahoma was an early adopter and leader in WorkKeys nationwide and ranks No. 3 in CRCs issued per capital, and the program is moving to accelerate the pace.

## **Work Ready Communities**

Oklahoma's Work Ready Communities program, one of just a handful of similar programs in the U.S., leaped forward in November when a 13-county area covering most of southeast Oklahoma was recognized as Work Ready.



Work Ready Communities

builds on individual Work Readiness Certificates by recognizing cities, counties and regions that certify significant percentages of their workforce. When communities are certified Work Ready, they gain a competitive advantage over non-certified communities because they can quantify a skilled workforce to an existing employer or a new business considering Oklahoma for a new location.

Charles Kimbrough, Director of Recruitment, Business Location Division, for the Oklahoma Department of Commerce, appreciates the help. "Work Ready certification makes a significant difference in recruiting potential employers to the State of Oklahoma."

"The key to economic development in Oklahoma is workforce recruitment, training, and certification," said Oklahoma Secretary of State Susan Savage, speaking on behalf of Gov. Brad Henry, when the mass certification was announced. "The Work Ready certification is a tool that will strengthen the pipeline of skilled workers in Oklahoma. It says this region is ready to do business."

The pipeline of additional Work Ready Communities includes three other multi-county regions covering 13 counties that are completing applications.

## **Competitive Grants**

Oklahoma applied for three major complete grants during the program year and won two of them totaling \$6.65 million.

### **Grant Activity Totals**

<b>Applications Submitted (July 1, 2009 to June 30, 2010)</b>	<b>Awarded</b>	<b>Dollars Awarded</b>
3	2	\$6,652,924

*Source:* Oklahoma Department of Commerce Workforce Solutions Division

### **October 2009: Oklahoma Green**

The Oklahoma Department of Commerce, on behalf of the Governor's Council for Workforce and Economic Development applied in November for a Department of Labor Grant to train 1,000 Oklahomans for energy efficiency and renewable energy jobs that pay above the state's average wage. In January, Oklahoma was awarded the maximum \$6 million from the \$190 million program.

The grant launched the Oklahoma Green project described earlier.

### **May 2010: On-the-Job Training/National Emergency Grant**

As part of Oklahoma's larger initiative to get its unemployed citizens back to work—*Jobs for Oklahomans Now*—the Oklahoma Employment Security Commission, the Oklahoma Department of Commerce/GCWED, and local WIBs are using the \$652,924 awarded by DOL/ETA under the OJT/NEG grant program to launch an on-the-job training (OJT) effort across the state. Through its OJT effort, Oklahoma is offering dislocated workers training, support services, and employment opportunities to help reduce its rising jobless rate.

### **June 2010: State Health Care Workforce Development Planning Grant**

Recognizing the critical importance of Oklahoma's health care industry, the GCWED selected it to be the first for comprehensive study. The result of this effort was *Oklahoma's Health Care Industry Analysis: 2006 Report*. The *2006 Report* was nationally recognized and provided data to develop solutions, including the Oklahoma Health Care Workforce coordinate, facilitate, and communicate statewide efforts to meet supply and demand needs for Oklahoma's health care workforce.

The Center together with the GCWED applied for a \$150,000 State Health Care Workforce Development Planning grant from the U.S. Department of Health and Human Services to update the 2006 report, but the grant was not awarded.

### **BRAC Grants**

Oklahoma has two Base Realignment and Closure (BRAC) grants that are being used to moderate the impact of military reductions across two large areas of the state by developing

civilian industries, helping workers transition from military to civilian careers, and helping employers meet their skills needs.

- BRAC I is \$2.5 million for the Southwest Oklahoma Impact Coalition (SOIC) to assist BRAC-affected workers at Ft. Sill and Altus Air Force Base.
- BRAC II is \$1.5 million for goals established by the Oklahoma Aerospace Institute for the state's Aerospace Triangle in central and northeastern Oklahoma.

## **BRAC I**

The Southwest Oklahoma Impact Coalition (SOIC) is moving on several large-scale projects to develop the area's economy and create jobs for transitioning military personnel.

Highlights include:

- **Manufacturing Symposium.** Regional manufacturers came together to address industry issues and challenges and offer ideas and solution. The symposium also created an alliance of manufacturers in Southwest Oklahoma and established a long-term opportunity for continuing collaboration.
- **Healthcare Symposium.** Regional healthcare institutions' Chief Operating Officers and Human Resources professionals attended and actively participated in seeking solutions to workforce shortages. As with the Manufacturing Symposium, a true regional healthcare industry alliance emerged that will facilitate long-term opportunities for collaboration.
- **Social Networking Survey.** The Corporation for a Skilled Workforce analyzed the connectivity of participants in economic and workforce development and the supported population in southwest Oklahoma.
- **Career Pathways Forum.** SOIC is seeking an educational and training model focusing on manufacturing and healthcare and unique to the southwest Oklahoma quadrant. The Center for Occupational Research and Development (CORD) was contracted to develop career pathways approaches, and results can be seen in this [report](#).
- **Career Pathways Education Forums and Career Pathways Leadership Certification.** These tools gave regional education professionals a nationally recognized certification in career pathways training and development.
- **Job Profiling.** This project encouraged regional businesses to profile their occupational specialties based on WorkKeys descriptions through Workforce Oklahoma and Great Plains Technology Center.

Other SOIC efforts included STEM counselor training for teachers of Science, Technology, Engineering and Mathematics and an asset mapping and collaboration website.

## **BRAC II**

The focus for the Oklahoma Aerospace Alliance has been on working on skills gap analysis in the and on training for dislocated and incumbent workers.

### **Skills Panel/Skills Gap Analysis**

Anautices, Inc., was awarded a contract to conduct the Skills Gap Analysis and Skills Panels projects as called for in the grant. Regional panels of human resources and operational managers have been meeting and serving as focus groups for the report and looking at short-term, tactical issues. In addition, two Future Skills panels, made up about 20 senior executives of Oklahoma aerospace companies, have been focusing on long-term, strategic issues.

Initial finding that have repeatedly come up in the panels include:

- Aerospace needs more workforce skill standards.
- STEM education and basic core competencies are not rigid enough in public, technical schools and colleges.
- Workforce ethics is deteriorating.
- Generational workforce issues must be addressed and updated.
- More Business/Industry/Education partnerships need to be created to improve the workforce skills pipeline and communication of wants and needs.

### **Training for Dislocated and Incumbent Workers**

From May 2000 through fall 2010, the Institute helped develop and recommend 45 aerospace workforce training project proposals from seven Oklahoma Workforce Investment Boards (WIBs) and the Oklahoma Aeronautics Commission (OAC). Of those projects, 11 were approved by the Oklahoma Department of Commerce (ODOC) for 475 people at a total cost of \$689,976.

### **Health Care Student Portal**

The Governor's Council is continuing to support Sector Strategy work, including support of the Oklahoma Health Care Workforce Resource Center. This center was established after the publication of the Governor's Council's Health Care report in 2007.

Support during PY 2009 has included administrative support for research and gap analysis,

as well as support for development of a student portal that will ultimately be a portal where students and faculty can go to find clinical opportunities and will help to ensure all clinical space is efficiently utilized. The Health Care report identified training capacity as a key issue that limits the numbers of individuals receiving training in nursing and allied health professions. This portal will ensure maximum use of all clinical space and thus increase training capacity.

### ***OKCareerPlanner.com Website***

GrowOklahoma.com became OKCareerPlanner.com in December, giving the site a fresher, more youthful appearance and more functionality. Behind the scenes, the new site became more flexible and adaptable to new content and new kinds of content.

The home page got dynamic graphics and space to highlight events and other material. New content includes a section on internships with an Internship Inventory for students looking for opportunities, a page on Free and Low Cost College, a page highlighting education planning tools from other sites, and an events calendar.

DOL GRANTS RECAP		
STATE OF OKLAHOMA		
For the Period Ending June 30, 2010		
	<b>Program Activity</b>	<b>Total Federal Spending</b>
	Local Adults	\$6,381,965
	Local Dislocated Workers	\$3,476,888
	Local Youth	\$5,947,264
	Local Administration	\$1,493,308
	Rapid Response (up to 25%) 134 (a) (2) (3)	\$984,515
	Statewide Required Activities (up to 15%) 134 (a) (2) (3)	\$34,946
Statewide Allowable Activities	<b>Program Activity Description</b>	
	Career Readiness Certification	\$137,141
	OKCareerPlanner.com	\$10,890
	Job Seeker Portal	\$41,200
	Capacity Building & T/A	\$6,400
	State Administration of WIA Grants	\$570,685
	State Wide Activities-OESC (15%)	\$335,000
	Rapid Response-OESC	\$207,262
	Education and Outreach	\$41,735
	Miscellaneous	\$382,921
<b>Total of All Federal Spending Listed Above</b>		<b>\$20,052,120</b>

<b>WIA Financial Statement</b>				
<b>Oklahoma Employment Security Commission</b>				
<b>For the Period Ending June 30, 2010</b>				
<u>Program Activity</u>	<u>Available</u>	<u>Expended</u>	<u>Percent</u>	<u>Balance Remaining</u>
<b>Adult</b>	\$7,002,194	\$5,028,520	72%	\$1,973,674
<b>Dislocated Worker</b>	\$7,520,638	\$6,575,794	87%	\$944,844
<b>Youth</b>				
<b>Out-of-School Youth</b>	\$4,362,107	\$3,648,939		\$713,168
<b>In-School Youth</b>	\$10,136,047	\$7,615,088		\$2,520,959
<b>Summer Employment (Non-add Item)</b>		<u>\$4,187,380</u>		
<b>Total Youth</b>	\$14,498,154	\$11,264,027	78%	\$3,234,127
<b>Local Administration</b>	\$3,729,021	\$2,726,658	73%	\$1,002,363
<b>Rapid Response</b>	\$495,467	\$236,189	48%	\$259,278
<b>Statewide Activities</b>	\$360,054	\$120,597	33%	\$239,457
<b>Grand Total</b>	\$33,605,529	\$25,951,785		\$7,653,744

Adult Program Results At-A-Glance			
Program Year 2009			
Performance Measure	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	71%	50.2%	24995 49812
Employment Retention Rate	83%	76.8%	23484 30561
Average Earnings	\$11,200	\$11,699	270930190 23159

Outcomes for Adult Special Populations								
Program Year 2009								
Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	53.7%	173	53.1%	3598	41.2%	851	37.5%	2190
		322		6773		2066		5835
Employment Retention Rate	78.2%	186	79.3%	3234	74.2%	816	76.9%	2046
		238		4079		1100		2660
Average Earnings	\$9,560	1778091	\$13,856	41026356	\$10,117	7861080	\$13,210	27015276
		186		2961		777		2045

Other Outcome Information for the Adult Program				
Program Year 2009				
Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	63.3%	549	49.9%	24446
		867		48945
Employment Retention Rate	80.6%	593	76.8%	22891
		736		29825
Earnings Replacement Rate	\$13,184	7765390	\$11,660	263164800
		589		22570

Dislocated Worker Program Results At-A-Glance			
Program Year 2009			
Performance Measure	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	76%	40.9%	3186
			7797
Employment Retention Rate	90%	82.2%	481
			585
Average Earnings	\$12,600	\$14,117	6776213
			480

Outcomes for Dislocated Worker Special Populations								
Program Year 2009								
Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	45.2%	443	29.1%	76	32.9%	357	41.8%	23
		980		261		1084		55
Employment Retention Rate	68.3%	43	50.0%	2	71.7%	38	88.9%	8
		63		4		53		9
Average Earnings	\$16,032	689366	\$17,753	35506	\$13,902	528268	\$12,661	101289
		43		2		38		8

Other Outcome Information for the Dislocated Worker Program				
Program Year 2009				
Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	63.1%	314	39.3%	2872
		398		7299
Employment Retention Rate	85.6%	286	77.7%	195
		334		251
Earnings Replacement Rate	\$14,069	4009612	\$14,188	2766601
		285		195

Youth (14-21) Program Results

**Program Year 2009**

<b>Performance Measures</b>	<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
Placement in Employment or Education	61.5%	57.6%	236
			410
Attainment of Degree or Certificate	43.5%	38.2%	192
			502
Literacy and Numeracy Gains	31.0%	29.4%	35
			119

**Table L - Other Reported Information**

Program Year 2009										
Program	12 Month Employment Retention Rate		12 Mo. Earnings Increase for Adults and 12 Mo. Earning Replacement for Dislocated Workers		Placements for Participants in Nontraditional Employment		Average Quarterly Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	77.6	25,323 32,639	-\$1,729	- 32,265	0.1	14 24995	\$4,578	113,075,737 24,701	46.0	251 548
Dislocated Workers	81.8	350 428		68.7		4868439 7083799		0.3		10 3186

**Table M - Participation Levels**

Program Year 2009		
	Total Participants Served	Total Exiters
Total Adult Customers *	135,733	128,740
Total Adults (self-service only)	70,014	70,103
WIA Adults	134,444	127,674
WIA Dislocated Worker	23,189	18,072
Total Youth (14-21)	1,669	654
Out-of-School Youth	764	288
In-School Youth	905	366

Table O - Local Program Activities Program Year 2009				
Central Workforce Investment Area	Total Participants Served	Adults	29,584	
		Dislocated Workers	7,004	
		Older Youth	220	
		Younger Youth	267	
ETA Area # 40075	Total Exiters	Adults	28,055	
		Dislocated Workers	5,179	
		Older Youth	79	
		Younger Youth	91	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	71.0%	47.2%	
	Dislocated Workers	76.0%	42.9%	
Retention Rate	Adults	83.0%	79.4%	
	Dislocated Workers	90.0%	80.1%	
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$12,530	
	Dislocated Workers	\$12,600	\$15,396	
Placement in Employment or Education	Youth (14-21)	61.5%	60.6%	
Attainment of Degree or Certificate	Youth (14-21)	43.5%	11.1%	
Literacy and Numeracy Gains	Youth (14-21)	31.0%	20.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		4	3	2

Table O - Local Program Activities Program Year 2009				
Cleveland Workforce Investment Area	Total Participants Served	Adults	6,024	
		Dislocated Workers	1,821	
		Older Youth	32	
		Younger Youth	52	
ETA Area # 40025	Total Exiters	Adults	5,705	
		Dislocated Workers	1,341	
		Older Youth	8	
		Younger Youth	13	
Reported Information		Negotiated Performance Level		
Entered Employment Rate	Adults	71.0%	49.5%	
	Dislocated Workers	76.0%	37.9%	
Retention Rate	Adults	83.0%	80.8%	
	Dislocated Workers	90.0%	87.1%	
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$12,463	
	Dislocated Workers	\$12,600	\$14,756	
Placement in Employment or Education	Youth (14-21)	61.5%	81.8%	
Attainment of Degree or Certificate	Youth (14-21)	43.5%	42.9%	
Literacy and Numeracy Gains	Youth (14-21)	31.0%	0.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	3	3

		Adults	7,099
East Central Workforce Investment Area	Total Participants Served	Dislocated Workers	137
		Older Youth	36
		Younger Youth	85
		Adults	6,791
ETA Area # 40040	Total Exitors	Dislocated Workers	87
		Older Youth	14
		Younger Youth	37
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	71.0%	52.9%
	Dislocated Workers	76.0%	45.3%
Retention Rate	Adults	83.0%	72.3%
	Dislocated Workers	90.0%	100.0%
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$9,926
	Dislocated Workers	\$12,600	\$11,397
Placement in Employment or Education	Youth (14-21)	61.5%	41.5%
Attainment of Degree or Certificate	Youth (14-21)	43.5%	25.6%
Literacy and Numeracy Gains	Youth (14-21)	31.0%	0.0%
Overall Status of Local Performance	Not Met	Met	Exceeded
	5	3	1

Eastern Workforce Investment Area	Total Participants Served	Adults	16,166
		Dislocated Workers	2,924
		Older Youth	133
		Younger Youth	262
ETA Area # 40055	Total Exitors	Adults	15,010
		Dislocated Workers	2,353
		Older Youth	31
		Younger Youth	93
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	71.0%	48.7%
	Dislocated Workers	76.0%	36.7%
Retention Rate	Adults	83.0%	75.0%
	Dislocated Workers	90.0%	78.6%
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$11,052
	Dislocated Workers	\$12,600	\$14,149
Placement in Employment or Education	Youth (14-21)	61.5%	54.7%
Attainment of Degree or Certificate	Youth (14-21)	43.5%	35.2%
Literacy and Numeracy Gains	Youth (14-21)	31.0%	22.2%
Overall Status of Local Performance	Not Met	Met	Exceeded
	3	5	1

**Table O - Local Program Activities Program Year 2009**

Northwest Workforce Investment Area	Total Participants Served	Adults	1,655	
		Dislocated Workers	187	
		Older Youth	7	
		Younger Youth	2	
ETA Area # 40005	Total Exiters	Adults	1,651	
		Dislocated Workers	224	
		Older Youth	3	
		Younger Youth	1	
Reported Information		Negotiated Performance Level		
Entered Employment Rate	Adults	71.0%	44.3%	
	Dislocated	76.0%	47.1%	
Retention Rate	Adults	83.0%	78.3%	
	Dislocated	90.0%	83.3%	
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$11,629	
	Dislocated	\$12,600	\$10,655	
Placement in Employment or Education	Youth (14-21)	61.5%	50.0%	
Attainment of Degree or Certificate	Youth (14-21)	43.5%	33.3%	
Literacy and Numeracy Gains	Youth (14-21)	31.0%	0.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	5	1

**Table O - Local Program Activities Program Year 2009**

South Central Workforce Investment Area	Total Participants Served	Adults	10,062	
		Dislocated Workers	359	
		Older Youth	26	
		Younger Youth	71	
ETA Area # 40020	Total Exiters	Adults	9,724	
		Dislocated Workers	239	
		Older Youth	20	
		Younger Youth	50	
Reported Information		Negotiated Performance Level		
Entered Employment Rate	Adults	71.0%	54.5%	
	Dislocated	76.0%	46.1%	
Retention Rate	Adults	83.0%	77.0%	
	Dislocated	90.0%	94.7%	
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$10,559	
	Dislocated	\$12,600	\$11,643	
Placement in Employment or Education	Youth (14-21)	61.5%	58.3%	
Attainment of Degree or Certificate	Youth (14-21)	43.5%	49.2%	
Literacy and Numeracy Gains	Youth (14-21)	31.0%	28.6%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	5	2

Table O - Local Program Activities Program Year 2009			
North Central Workforce Investment Area	Total Participants Served	Adults	8,483
		Dislocated Workers	2,090
		Older Youth	21
		Younger Youth	34
ETA Area # 40010	Total Exitors	Adults	8,486
		Dislocated Workers	2,171
		Older Youth	7
		Younger Youth	19
Reported Information		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
Entered Employment Rate	Adults	71.0%	50.3%
	Dislocated Workers	76.0%	39.1%
Retention Rate	Adults	83.0%	75.6%
	Dislocated Workers	90.0%	75.0%
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$10,870
	Dislocated Workers	\$12,600	\$15,343
Placement in Employment or Education	Youth (14-21)	61.5%	57.1%
Attainment of Degree or Certificate	Youth (14-21)	43.5%	9.5%
Literacy and Numeracy Gains	Youth (14-21)	31.0%	0.0%
Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	4	4	1

Table O - Local Program Activities Program Year 2008			
Northeast Workforce Investment Area	Total Participants Served	Adults	14,524
		Dislocated Workers	3,112
		Older Youth	31
		Younger Youth	49
ETA Area # 40050	Total Exitors	Adults	13,603
		Dislocated Workers	2,594
		Older Youth	11
		Younger Youth	26
Reported Information		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
Entered Employment Rate	Adults	71.0%	51.1%
	Dislocated Workers	76.0%	40.7%
Retention Rate	Adults	83.0%	76.3%
	Dislocated Workers	90.0%	77.5%
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$11,712
	Dislocated Workers	\$12,600	\$14,486
Placement in Employment or Education	Youth (14-21)	61.5%	62.5%
Attainment of Degree or Certificate	Youth (14-21)	43.5%	66.7%
Literacy and Numeracy Gains	Youth (14-21)	31.0%	100.0%
Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	2	2	5

Table O - Local Program Activities Program Year 2009			
Northwest Workforce Investment Area	Total Participants Served	Adults	1,655
		Dislocated Workers	187
		Older Youth	7
		Younger Youth	2
ETA Area # 40005	Total Exiters	Adults	1,651
		Dislocated Workers	224
		Older Youth	3
		Younger Youth	1
Reported Information		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
Entered Employment Rate	Adults	71.0%	44.3%
	Dislocated Workers	76.0%	47.1%
Retention Rate	Adults	83.0%	78.3%
	Dislocated Workers	90.0%	83.3%
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$11,629
	Dislocated Workers	\$12,600	\$10,655
Placement in Employment or Education	Youth (14-21)	61.5%	50.0%
Attainment of Degree or Certificate	Youth (14-21)	43.5%	33.3%
Literacy and Numeracy Gains	Youth (14-21)	31.0%	0.0%
Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	3	5	1

Table O - Local Program Activities Program Year 2009			
South Central Workforce Investment Area	Total Participants Served	Adults	10,062
		Dislocated Workers	359
		Older Youth	26
		Younger Youth	71
ETA Area # 40020	Total Exiters	Adults	9,724
		Dislocated Workers	239
		Older Youth	20
		Younger Youth	50
Reported Information		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
Entered Employment Rate	Adults	71.0%	54.5%
	Dislocated	76.0%	46.1%
Retention Rate	Adults	83.0%	77.0%
	Dislocated	90.0%	94.7%
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$10,559
	Dislocated	\$12,600	\$11,643
Placement in Employment or Education	Youth (14-21)	61.5%	58.3%
Attainment of Degree or Certificate	Youth (14-21)	43.5%	49.2%
Literacy and Numeracy Gains	Youth (14-21)	31.0%	28.6%
Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	2	5	2

Table O - Local Program Activities Program Year 2009				
Southeast Workforce Investment Area	Total Participants Served	Adults	8,599	
		Dislocated Workers	603	
		Older Youth	19	
		Younger Youth	34	
ETA Area # 40060	Total Exitters	Adults	8,047	
		Dislocated Workers	471	
		Older Youth	14	
		Younger Youth	26	
Reported Information		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
Entered Employment Rate	Adults	71.0%	48.9%	
	Dislocated Workers	76.0%	40.0%	
Retention Rate	Adults	83.0%	73.5%	
	Dislocated Workers	90.0%	78.6%	
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$12,633	
	Dislocated Workers	\$12,600	\$16,273	
Placement in Employment or Education	Youth (14-21)	61.5%	52.6%	
Attainment of Degree or Certificate	Youth (14-21)	43.5%	51.4%	
Literacy and Numeracy Gains	Youth (14-21)	31.0%	0.0%	
Overall Status of Local Performance	Not Met		Met	Exceeded
	3		4	2

Table O - Local Program Activities Program Year 2009				
Southern Workforce Investment Area	Total Participants Served	Adults	8,472	
		Dislocated Workers	2,196	
		Older Youth	30	
		Younger Youth	39	
ETA Area # 40045	Total Exitters	Adults	8,000	
		Dislocated Workers	1,410	
		Older Youth	6	
		Younger Youth	16	
Reported Information		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
Entered Employment Rate	Adults	71.0%	55.1%	
	Dislocated Workers	76.0%	44.7%	
Retention Rate	Adults	83.0%	79.5%	
	Dislocated Workers	90.0%	83.3%	
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$10,461	
	Dislocated Workers	\$12,600	\$13,718	
Placement in Employment or Education	Youth (14-21)	61.5%	57.1%	
Attainment of Degree or Certificate	Youth (14-21)	43.5%	71.4%	
Literacy and Numeracy Gains	Youth (14-21)	31.0%	0.0%	
Overall Status of Local Performance	Not Met		Met	Exceeded
	3		4	2

Table O - Local Program Activities Program Year 2009				
Southwest Workforce Investment Area	Total Participants Served	Adults	2,541	
		Dislocated Workers	616	
		Older Youth	8	
		Younger Youth	17	
ETA Area # 40015	Total Exiters	Adults	2,615	
		Dislocated Workers	455	
		Older Youth	4	
		Younger Youth	13	
Reported Information		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
Entered Employment Rate	Adults	71.0%	50.2%	
	Dislocated Workers	76.0%	41.6%	
Retention Rate	Adults	83.0%	77.3%	
	Dislocated Workers	90.0%	82.0%	
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$12,024	
	Dislocated Workers	\$12,600	\$14,605	
Placement in Employment or Education	Youth (14-21)	61.5%	70.0%	
Attainment of Degree or Certificate	Youth (14-21)	43.5%	69.2%	
Literacy and Numeracy Gains	Youth (14-21)	31.0%	100.0%	
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		2	2	5

Table O - Local Program Activities Program Year 2009				
Tulsa Workforce Investment Area	Total Participants Served	Adults	21,235	
		Dislocated Workers	2,140	
		Older Youth	62	
		Younger Youth	132	
ETA Assigned # 40035	Total Exiters	Adults	19,987	
		Dislocated Workers	1,548	
		Older Youth	21	
		Younger Youth	51	
Reported Information		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
Entered Employment Rate	Adults	71.0%	49.5%	
	Dislocated Workers	76.0%	41.4%	
Retention Rate	Adults	83.0%	78.1%	
	Dislocated Workers	90.0%	81.0%	
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$13,395	
	Dislocated Workers	\$12,600	\$14,050	
Placement in Employment or Education	Youth (14-21)	61.5%	63.6%	
Attainment of Degree or Certificate	Youth (14-21)	43.5%	57.8%	
Literacy and Numeracy Gains	Youth (14-21)	31.0%	38.1%	
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		2	2	5