
WORKFORCE INVESTMENT ACT

ANNUAL REPORT

OKLAHOMA



Program Year 2013

July 1, 2013 – June 30, 2014

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INTRODUCTION

Oklahoma's Workforce system continued moving forward during Program Year 2013, maintaining the everyday support for people seeking employment and job skills as well as improving systems and technology in place to provide even better service in the future. This report details those activities.

The Governor's Council for Workforce and Economic Development continued to sponsor several initiatives that resulted in achievements across the entire workforce spectrum. Among them were the System Building process "New Day, New Way", Career Pathways, and Dashboard data project.

Included in this report is a summary of achievements for Program Year 2013. From OKJobMatch.com's continued growth, surpassing 100,000 users in 2013, to Career Pathways projects helping young minds across the state; Oklahoma continues to set the standard for workforce development.

In support of our returning military, Oklahoma continued its assistance to military veterans and their families, through the OKMilitaryConnection.com initiative, by sponsoring hiring events in Lawton and Stillwater. These events successfully brought together dozens of Oklahoma employers and hundreds of job-seekers thus aiding veterans to become employed and employers filling skilled positions.

In an effort to interest youth and jobseekers, a video project was developed between Oklahoma Horizon and the Governor's Council which showcased in-demand careers across the state. Mills Machine, a small manufacturing business, was highlighted in one of the videos, focusing on the manufacturing ecosystem.

In Program Year 2013, Oklahoma continued its recovery from devastating severe weather by using a National Emergency Grant (NEG) through the U.S. Department of Labor, which led to temporary-paid employment positions to aid in cleanup and recovery work.

This report will highlight the challenges and accomplishments as well as expand into further detail on the programs that made Program Year 2013 a great year for workforce development.

GOVERNOR'S COUNCIL FOR WORKFORCE AND ECONOMIC DEVELOPMENT

The body overseeing workforce development in Oklahoma is the Governor's Council for Workforce and Economic Development (GCWED), which coordinates and integrates workforce, education, and economic development. The Council brings together leaders from across a variety of private and public sector organizations to develop a strategy for accelerated economic growth in order for Oklahoma to have a competitive advantage through integrated workforce and economic development objectives. The Council will achieve this vision through its mission to advance a demand-driven and economic development system.

Vision:

Oklahoma has a competitive advantage through integrated workforce and economic development objectives.

Mission:

Oklahoma advances a demand-driven workforce and economic development system.

Result:

Oklahoma achieves wealth-creation for business and individuals.

Council Committees:

- Workforce System Oversight Committee
- Career Pathways/Ecosystems
- Portal/Data
- Communication/Outreach
- Youth Council

Coordination and Integration Initiatives:

- Workforce Partners meetings established consisting of agency directors
- Service Delivery and system design task force initiatives
- "New Day, New Way" – Certifying regional systems and forming regional partnerships to foster regional collaboration
- Data integration initiative
- Career Pathways, STEM (Science, Technology, Engineering & Math), CORE
- Workforce Portal/Data/OKJobMatch, etc.

Accomplishments this program year included the continued work for integration of planning and process among agencies, integration of data and access to data, and integration of career and educational pathways.

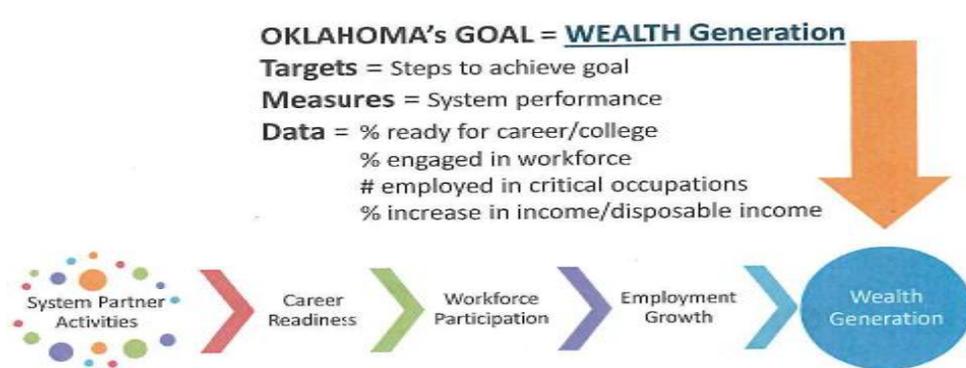
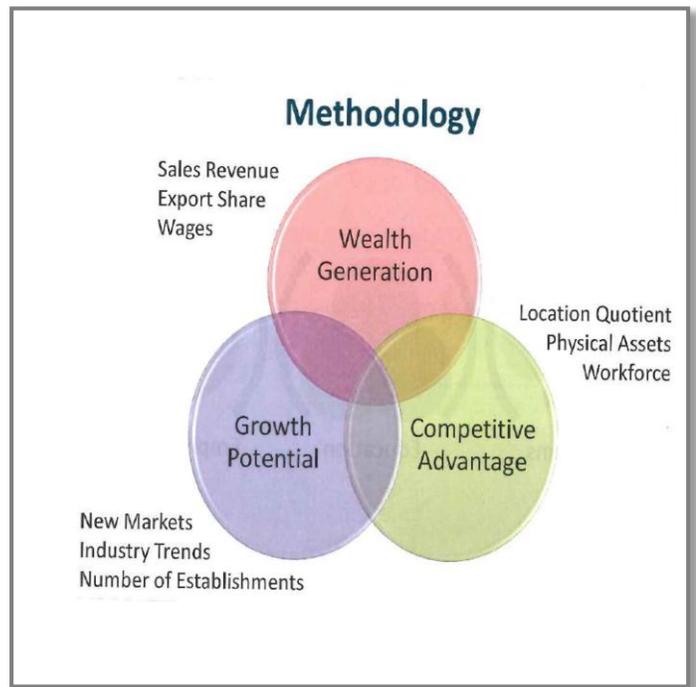
Governor Fallin became chair of the National Governors Association (NGA) in August 2013. She picked the initiative of workforce, entitled *America Works: Education and Training for Tomorrow's Jobs*. Gov. Fallin stated that "ensuring our states' and citizens' future economic security will require significant improvements to our education system and workforce training

programs. It also will require closer relationships among our high schools, colleges, workforce training providers and employers.” She has worked closely with staff and members of the Governor’s Council to promote the five ecosystems of the state - Aerospace & Defense, Agriculture & Biosciences, Energy, Information & Financial Services, and Transportation & Distribution – which are best positioned for wealth generation, competitive advantage and growth potential.

As a result of the work led by Gov. Fallin, the Governor’s Council has been working on a new Dashboard Data concept to measure how Oklahoma is doing – where we are and where we need to go. They started with the vision of the Governor and have been working cohesively as a team to move Oklahoma forward.

The methodology they have been looking at is wealth generation, growth potential and competitive advantage.

- Wealth Generation
 - Sales Revenue
 - Export Share
 - Wages
- Growth Potential
 - New Markets
 - Industry Trends
 - Number of Establishments
- Competitive Advantage
 - Location Quotient
 - Physical Assets
 - Workforce



Within the Ecosystems in the Oklahoma economy, there are both drivers and complementary systems:

- Driver Systems (drive wealth)
 - Aerospace & Defense
 - Agriculture & Bio
 - Energy
 - Information & Financial Services
 - Transportation & Distribution
- Complementary Systems (expand wealth)
 - Construction
 - Health Care
 - Education
 - Creative Industries

The complementary systems expand the economy so that more people can be involved in the wealth that is created by our driver systems.

In the past, for goals and targets, programs and activities have been measured. The Governor’s goal for Oklahoma is wealth generation. Every Oklahoman is going to have the ability to create his own future by having enough wealth in their household that they will be empowered to make decisions for a successful future. The Dashboard project will be completed in Fall 2014.

Wealth Generation		
Measure	OK	US
WEALTH		
Per capita personal income (% of US)	93.36	
Per capita disposable income (% of US)	95.21	
Median household income	24046	28051
Median net worth	53881	70359
Income poverty rate	16.6	14.9
Per capita income maintenance	791	851
% of households with savings account	60.0	69.2
Homeownership rate	0.4643	0.4757
Gini Index	0.4643	0.4757

Employment Growth		
Measure	OK	US
EMPLOYMENT		
Nonfarm total employment annual growth rate	0.9	1.7
Ecosystem employment	1.9	
Low-wage jobs	31.9	21
Average annual wage	42110	49612
Small business ownership rate	1.48	1.36
Microenterprise ownership rate	16.8	16.5
Unemployment rate (quarterly rolling average)	5.2	7.6
Labor underutilization U-6 (quarterly rolling average)	10.2	13.8
Youth unemployment rate (16-19)	19.1	24.1

Workforce Participation		
Measure	OK	US
WORKFORCE		
Labor force annual growth rate	0.8	-1.3
Labor force participation, total	63.8	62.8
HS degree and higher	86.2	85.7
Associate's degrees	6.9	7.7
Bachelor's degree and higher	23.2	28.5
Persons above 18 and under 65	61.4	62.8



Oklahoma's "A New Day, New Way" Update

Oklahoma System Building Process

What is it?

A process to achieve alignment of education and training programs for the purpose of building a talent pipeline of appropriately skilled and credentialed Oklahoman's to meet the talent demands of Oklahoma employers.

This alignment will serve to **create, build, and certify** a comprehensive workforce development **SYSTEM** within each region. This system will:

- Create user-friendly, customer-focused service delivery models that will transcend agency programs and silos
- Provide consistent, high-quality services to employers and job seekers throughout the state
- Ensure services to employers and job seekers are consistent, while encouraging local and regional adaptation
- Create a new normal surrounding stellar customer focus, program alignment and partner collaboration.

Each region's **system** that will be developed will include the “network of mandatory and optional partners, programs, centers and service providers that collectively address the community’s workforce development needs.”



To create this workforce development system, partners must:

- *look at the system holistically;*
- *look at where their particular agency and its services fit into the larger vision; and,*
- *commit to jointly producing the tools and processes needed to implement a workforce system. (By using the link <http://www.ok.gov/okworks/> you can access the “New Day, New Way” toolkit and its introductory letter.)*

The certification process **evaluates:**

- how well partners are working together to create a skilled and credentialed talent supply chain to help employers grow and prosper;
- whether a region has built a local workforce development system from all of the local players who provide workforce development services and products to job seekers, trainees, and businesses within the region.

The process ensures that a region has implemented an effective and comprehensive workforce development **system strategy** that includes:

- A **community-wide unified** workforce development **plan** based on the competency requirements (skills, knowledge, and abilities) needed for current and future local jobs that are key to community growth and prosperity
- A **common** workforce development **vision** shared by all partners within the community
- **Common goals** to reach that vision shared by all partners within the community
- An approach to **servicing job seekers** that is **integrated** across all the partner agencies
- An approach to **servicing businesses** that is **integrated** across all the partner agencies

Why is it necessary?

- Today, employers and job seekers are plagued by a skills mismatch. Communities that can create an effective, on-going talent pipeline that ensures there are workers with the right skills to meet the ever-changing needs of businesses can grow and remain competitive.
- Individual agencies and programs working alone or towards disaggregate goals cannot effectively address all of the workforce needs within the community. Creating a globally competitive community requires the close collaboration of all of the workforce development agencies working together towards common goals.

Who is and must be involved?

At a minimum, the following State and local agencies:

- Governor's Council for Workforce and Economic Development (GCWED)
- Local Workforce Investment Boards and Staff (LWIBS)
- Oklahoma Adult Basic and Continuing Education (ABE)
- Oklahoma Department of Career and Technology Education (ODCTE)
- Oklahoma Department of Commerce (ODOC)
- Oklahoma Department of Human Services (DHS)
- Oklahoma Department of Rehabilitation Services (DRS)
- Oklahoma Employment Security Commission (OESC)
- Oklahoma State Regents for Higher Education
- Oklahoma State Department of Education
- Regional Education Institutions
- Regional Economic Development Entities
- Community and Faith-Based Organizations

What are the benefits?

- A more effective, consistent, user-friendly, customer-focused, high quality service-delivery approach for Oklahoma citizens and businesses
- Efficiencies for workforce programs and staff
- Alignment among education, workforce, and economic development
- Accountability for services and results
- A maximization of all workforce development resources
- A true competitive advantage for Oklahoma's economic development efforts
- A pipeline for Oklahoma of appropriately skilled and credentialed workers ready to meet the employment needs of Oklahoma employers

The workforce system is being designed to be the springboard to success for Oklahoma's business and job seekers, helping Oklahoma reach its strategic vision that Oklahoma's workforce development system increases profitability for businesses and increases income for all Oklahomans.

The annual partner's conference for all Oklahoma Workforce Development System partners and key players was a huge success. The one thing missing from the previous years was the support of the collaboration from the top down. It all came together due to the leadership of Governor Mary Fallin, in her role as Chair of the NGA and Deputy Secretary of Commerce for Workforce Development, Deidre Meyers, plus council members or their representatives that took part sharing with their frontline staff their commitment to the system building. Out of that effort came an obvious need to continue sharing and providing staff with the opportunity to have continuing education regarding serving the shared client and enhancing services. Academies are being planned starting in the fall that will be offered regionally on the three topics suggested by the Systems Oversight Committee:

Customer Service: In an effort to not only achieve, but enrich the outcomes of system enhancement, we are currently developing customer services training curriculum. This training will emphasize the importance of providing superior customer service, regardless of the point of entry into the workforce system.

Accessibility: One of the tag lines we adopted early on in the System Building initiative was *Access for All*. In keeping with this important emphasis we are providing an Accessibility Curriculum that will provide system staff the background and sensitivity to provide a pathway to employment that all our customers deserve.

Workforce 101: Did you think that "workforce development" was the responsibility of the Oklahoma Employment Security Commission and Workforce Investment Act adult, dislocated worker and youth programs? Are you uncertain as to your agency's role in workforce development? Participate in a session describing Oklahoma's workforce development system and learn how all partners interact to create it.

The first of the three academies will be the *Access for All* sessions presented by Oklahoma ABLE Tech which the Oklahoma Department of Rehabilitation Services has partnered with to provide the best possible curriculum for staff. To best prepare all job seekers to gain employment, our staff must be aware of the benefits and requirements for ensuring accessible Workforce services and environments. The *Access for All* academies will help staff learn how to best prepare and serve all individuals to have equal access to employment opportunities. Oklahoma ABLE Tech is a federally funded Assistive Technology Act Program serving Oklahoma. In 2004, ABLE Tech was legislatively appointed to provide training and technical assistance to Oklahoma state agencies, higher education, and CareerTech to help them ensure that Oklahomans would have full access to services and opportunities. ABLE Tech's role includes collaboration with the Office of Management and Enterprise Services to assist with the oversight and implementation of Oklahoma's Electronic and Information Technology Accessibility law and standards.

All agencies and workforce investment boards should consider the benefit of sending their own agency personnel to attend serving in the following roles: EO Officers, ADA Coordinators, and technical staff. Regional academy sessions for front line staff focusing on disability awareness and accessible programs services, will be offered in 2015. Schedules for these regional sessions will be shared as they are developed.

In Oklahoma, we as system partners are dedicated to serving the common customer and Oklahoma citizens in the best possible manner which in turn will assist in developing a wealth creation opportunity. As Oklahoma enters the era of the new system, these basic academies will offer a segue into the unified strategic planning efforts across the state.

Career Readiness

Career Ready 101 is a comprehensive career training course that takes an integrated approach to exploring careers and their skill requirements and building life skills such as financial literacy and job searching. Career Ready 101 includes the KeyTrain software that has been shown to improve basic job skills and WorkKeys scores. The local workforce centers utilize this tool as part of their routine intake and assessment process. The vendor, ACT, the same company that produces the college entrance exams and the WorkKeys assessments, says that it's a powerful way to build self-esteem, provide real credentials, and simply set students up for success.

Work Ready Communities

Oklahoma's Certified Work Ready Communities Project is an innovative program that encourages communities to link workforce and economic development. Talent pools aligned to industry needs that support an economic strategy create a powerful economic tool that will increase the wealth of its citizens and community. By utilizing Oklahoma's Career Ready Certificate, communities are able to document to economic development entities the work readiness of their citizens.

The availability of skilled workers is the #1 factor in business location decisions. Every state in the nation is competing to attract industry and grow existing businesses. The key to economic development in Oklahoma is workforce recruitment, training, and certification. What it takes to compete effectively is a skilled and available workforce.

Oklahoma's nationally recognized Work Ready Communities program gives counties and regions a way to earn certification of their workforce and thus assure employers of the quality of their workforce. This prestigious recognition gives these areas decided advantages when competing to retain, grow, and attract both human capital (jobs and talent) and financial capital (investment).

Leaders and organizations from the fields of economic development, education, and workforce development recognize the value of such certification and have stepped up to lead efforts in their areas.

Based on objective, verifiable data, the certification process quantifies the capability of a significant portion of the area's workforce and documents high school performance, as well as the continuing commitment to improve it.

Certification is good for one year only, assuring employers of the currency of the objective data at the heart of the program. Recertification requires an annual application process. This promotes a sustained commitment and effort at the local regional level to maintain this valuable certification.

To participate in the program, communities must develop and implement a plan to align educational institutions by adopting a curriculum that is seamless and aligned to the needs of industries through career pathways. The pathway developed should encourage lifelong learning enabling youth and adults to have access to relevant education continuously from high school to technical school, community college, or a four year university. Success will be measured by the community demonstrating a commitment to improve public high school

Work Ready Eligibility

A county or region (a group of contiguous counties) may apply.

Workforce achievement:

- 3% of the *existing* workforce must be credentialed with CRCs; and
- 25% of the *available* workforce must be credentialed with CRCs;

High School achievement:

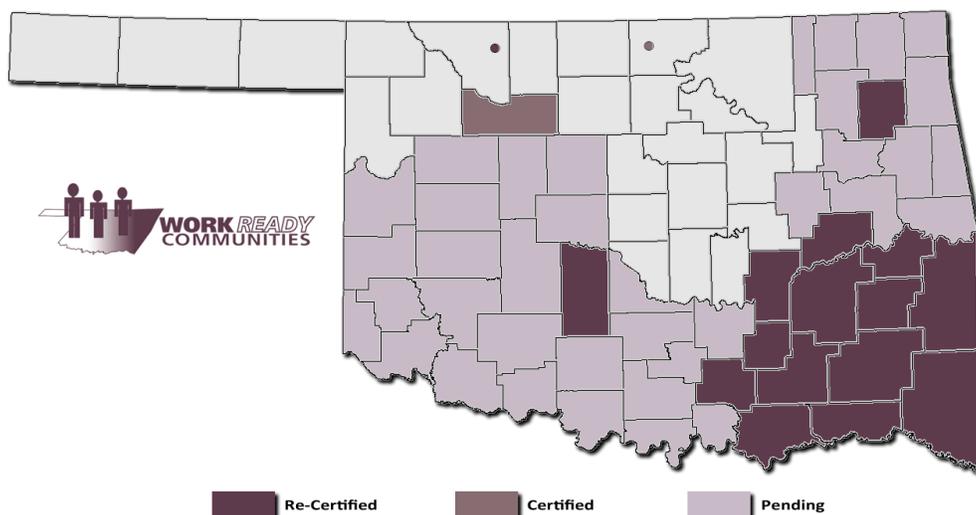
- A community commitment to improve the high school graduation rate; and
- At least 85% high school graduation rate OR at least 82% of current high school seniors must be credentialed with CRCs.

graduation rates and achievement of a percentage of the existing and available workforce obtaining an Oklahoma Career Readiness Certificate. Criteria for success include creating industry-driven workforce development solutions that

- identify and eliminate documented skill gaps,
- improve the community's high school graduation rate,
- engage at-risk and out-of-school youth,
- and transition dislocated workers

As depicted in the map below, a significant increase in the Certification's value is shown and our current stats are:

- Oklahoma was the first in the U.S. to certify a Work Ready Community. In fact, we certified the first 3.
- 16 counties are certified or re-certified = 20.7% of counties
- RECERTIFIED: [15 counties;] Grady & Mayes counties; Kiamichi Tech District aka Oklahoma's Premier Work Ready Region (13 counties)
- CERTIFIED: [1 county] Major County
- 37 counties are working toward certification (pending) = 49.3% of counties
- PENDING: [37 total unduplicated counties] Eastern & Northeast WIAs (14 counties); Southern WIA (10 counties); Southern Oklahoma Impact Coalition (SOIC) area (20 counties).
- 54 counties are participating = 70% of counties



OKCareerPlanner.com

OKCareerPlanner.com is a web site where you can explore careers, plan your education, or find a job in Oklahoma. It is sponsored by the Governor's Council for Workforce and Economic Development. From exploring careers to navigating Career Pathways, OKCareerPlanner.com provides a wealth of information for Oklahomans.

Learn about industries, occupations, salaries, shifting demand, job openings, Oklahoma opportunities, education and training, and much more. You can link to Oklahoma Career Information System (OKCIS) tools to assess your skills and interests, evaluate education and training opportunities, plan courses, find financial aid and create resumes.

The Career Pathways component of OKCareerPlanner.com provides a navigable route for someone considering a career in a variety of healthcare fields including nursing, respiratory therapists, imaging technologists, pharmacists, medical and laboratory technologists, physical and occupational therapists and scrub/surgical technicians. Other Career Pathways to explore are advanced manufacturing, aerospace, construction, and many more.

Users can see at a glance the knowledge, skills, education, and other qualities you'll need to get into a career and the additional steps it will take to get promoted.

Users can also access career information that provides information on schooling, salary, and job details for in-demand careers.

OKJobMatch.com Surpasses 100,000 Users

OKJobMatch.com, the state's official online job matching system, has reached a critical milestone of participation, with more than 100,000 people registered.

Since Gov. Mary Fallin's 2013 State of the State address, in which she named workforce development a top priority, the number of users with a work history using OKJobMatch.com has nearly doubled.

OKJobMatch.com is part of Gov. Fallin's ongoing efforts to help improve the skills and credentials of Oklahoma's workforce.

As the 2013-2014 Chair of the National Governor's Association (NGA), Gov. Fallin has made workforce development her centerpiece initiative. *America Works: Education and Training for Tomorrow's Jobs* seeks to help America's workforce by improving education and workforce training programs.

Launched in 2012, OKJobMatch.com has participation from all 50 states and the District of Columbia. Employers can also use OKJobMatch.com to post job openings at no charge.

OKJobMatch.com matches job seekers with employers based on a number of criteria, including experience, education, skills, certifications and licenses. The website also allows Oklahoma's employers to search for talent in a single place.

To find or post jobs, go to www.OKJobMatch.com, create a login, and see why more than 100,000 job-seekers are already there.

OKMilitaryConnection.com Hiring Events Held in Lawton & Stillwater

The Oklahoma Department of Commerce, CareerTech, the Oklahoma National Guard, and the Oklahoma Employment Security Commission helped more than 300 military-affiliated Oklahoma residents look for work and more than 60 companies look for employees.



The OKMilitaryConnection.com Hiring Event was held June 6, 2013 at the Armed Forces Reserve Center in Lawton, OK at Ft. Sill.

A similar event was held November 7 at Meridian Technology Center in Stillwater, OK. This is the second year of the OKMilitaryConnection.com program.



Lawton Event Metrics:

- ▶ 334 individuals participated in the Hiring Event.
- ▶ 61 employers participated in the Hiring Event.
- ▶ The event resulted in 26 interviews onsite and 150 interviews following the event, total of 176.
- ▶ 63 individuals received offers of employment as a direct result of the Hiring Event, with an average salary of \$40,000. This results in approximately \$2.4 million being infused into Oklahoma's economy upon acceptance of positions.
- ▶ More than 95 percent of participating employers rated the event as very good or excellent.
- ▶ The website and the Hiring Event used existing staff, resources and infrastructure, which allowed the project to offer booth space to employers participating in the Hiring Event

free of charge by utilizing Oklahoma National Guard facilities and existing manpower. This represented a savings of approximately \$75,000 to the 61 employers.

Sponsors of the hiring event included CareerTech, the Oklahoma National Guard Employment Coordination Program, the Fort Sill Army Career Alumni Program, the Lawton office of Workforce Oklahoma, the Oklahoma Employment Security Commission, Great Plains Technology Center and the Oklahoma Department of Commerce.



***Dream it. Do it.* helps students, educators and parents understand the great job opportunities in manufacturing!**

Manufacturing is a key part of Oklahoma’s economy and manufacturing jobs today are all about advanced technologies, state-of-the-art facilities, and fast-paced work environments. Jobs in manufacturing require high tech skill sets along with creative and innovative thinking, excellent problem-solving, the capacity to work effectively in a team environment, self-motivation, and solid communication skills. The average annual compensation in manufacturing in Oklahoma is \$60,473.

The intent of the *Dream It. Do It.* initiative is to help students, educators, and parents understand the great opportunities available in manufacturing and to inspire next-generation workers to pursue manufacturing careers.

The Oklahoma Department of Commerce leads the *Dream It. Do It.* efforts for the state. *Local Dream It. Do It.* initiatives are going strong in Northeast Oklahoma and the Duncan, OK area.

In the first eight months of 2014, Oklahoma’s *Dream It. Do It.* initiatives have been very active as indicated on the chart below.

	Activities	Students	Employers	Parents	Educators	TOTAL
NE Oklahoma	93	1,222	384	242	511	2,357
Duncan, OK	3	492	8	314	12	826
TOTAL	96	1,714	392	556	543	3183



Based in Tulsa and led by the Community Affairs Director at APSCO Manufacturing, Northeast Oklahoma's Dream It. Do It. encompasses MidAmerica Industrial Park and Pryor to Muskogee and Okmulgee and many points in between. A broad coalition of local readers from industry, K-12, CareerTech, and higher education, WIBs, economic developers, community leaders and non-profit representatives have come together to develop a regional workforce pipeline for manufacturers in northeast Oklahoma. Career fairs for parents, students and educators, industry tours, industry certifications, classroom visits by industry representatives, and a Dream It. Do It. website - <http://www.dreamitdoitok.org/> are just a few of the activities DIDI NEOK is facilitating to help young people know more about the great jobs available in manufacturing.



Duncan Area Youth Engineering

Hosted by the Duncan Area Economic Development Foundation (DAEDF), all students from 7th through 12th grades in the Red River Technology Center school districts are eligible to participate. Major sponsors include Halliburton, Wilco Machine & Fabrication, Cameron Measurement Systems, MIC Group, and Southern Machine.



Additional sponsors are Total Safety, Oklahoma Parks & Recreation, and the Lindley House Bed & Breakfast. This contest is possible because of DAEDF's partnerships with PITSCO, our local middle schools, high schools, Red River Technology Center, and Cameron University.

A part of Duncan's Dream It! Do It! initiative, the contest supports a manufacturing career pathway initiative. Additional partners include the Oklahoma Department of Commerce, the Southwest Oklahoma Impact Coalition, The Manufacturing Institute, and the National Association of Manufacturers (NAM).

In 2014, 398 students entered the contest and 350 submitted cars for judging. In addition to the actual race, the cars were also judged on their design and drawings to ensure the cars were within the specifications. Ultimately, 310 cars raced (202 middle school and 108 high school students).

Check out the 2-minute video here: <https://www.youtube.com/watch?v=z2Ebaat2ccU>.

Career Pathways Efforts Continue to Grow

Supporting and encouraging career pathways efforts in the state are the Career Pathways Committee and the Career Pathways Manufacturing Subcommittee which are chaired by members of the Governor's Council on Workforce and Economic Development.

The goal of Oklahoma's career pathways effort is to have a comprehensive system in place that offers students, dislocated workers, and existing workers a full range of education and training opportunities that corresponds to employer needs, assuring a pipeline of appropriately skilled and credentialed workers for Oklahoma companies and good jobs for Oklahomans.

Career pathways provide a clear sequence of employer-validated education coursework which result in industry certifications and credentials, and requires that K-12 Education, CareerTech Education and Higher Education work together to provide seamless offerings.

A variety of career pathways-related activities and projects are already in place in many Oklahoma communities and regions, including:

Duncan Public Schools will be in their third year of a career pathways initiative beginning in August 2014

Many regions across the state are arranging for industry tours for teachers, administrators, counselors, and students to help them better understand the needs of employers
Career Discovery Days for middle and high school students and their parents provide career exploration and the opportunity to discuss

Applied learning in science, technology, engineering and mathematics (STEM), is key to the success of the STEM programs. Curriculum like Project Lead the Way provides challenging, project based lessons. Oklahoma has a total of 142 PLTW Programs in the school year beginning in 2014:

- 41 Engineering Programs
- 20 Biomedical Sciences Programs
- 2 Computer Science Programs (this one is just getting started)
- 70 Gateway Programs (for middle school students)
- 9 Launch programs (for elementary students)

Rapid Response Updates Booklet & Video

Every year, thousands of workers become unemployed through no fault of their own. Rapid Response services and programs are intended to help those who have received notice of layoffs or termination due to downsizing or facility closure. Services focus on insuring that affected employees know how to take advantage of the many resources available to help them transition to a new job as quickly as possible.

Oklahoma's Rapid Response Team assists affected workers as they move through the process, beginning with the Rapid Response handbook - [Tools and Resources for Transitioning to Your Next Job](#), which is full of helpful information and tips for understanding the resources that are available, including:

- Programs and resources available to get someone through the transition
- Tips for finding that next job
- How to file for unemployment insurance

In 2013-2014 Rapid Response services offered by the Oklahoma Department of Commerce and our Workforce partners updated the toolkit for recently laid-off employees. Versions in both English and Spanish are available.

Many of the topics covered in the handbook were also made available in a series of videos. All of these resources are available on the Department of Commerce website: www.OKCommerce.gov.

Aerospace Education and Industry Partnership Day

The sixth annual Oklahoma Aerospace Education and Industry Partnership (AEIP) Day was held during program year 2013. The overall goal of AEIP is to develop a future Science, Technology, Engineering, Math (STEM) based workforce for Oklahoma's aerospace industry. "Tomorrow's workforce is in today's classroom; there, a strong and active partnership between education and industry is a necessity," said Gen. Ben Robinson, USAF Retired, who serves as the AEIP Chair.

The concept of AEIP is to create educational relevance and understanding of the Oklahoma aerospace industry by bringing together Oklahoma's STEM teachers in grades 3 – 12 with Oklahoma aerospace business and government partners. All teachers attending are designated an Oklahoma Aerospace Fellow.

This year's program enrolled 100 teachers and featured an address by Oklahoma Aeronautics Commission Director, Victor Bird and an employee panel of aerospace engineers and technicians. Dr. Melchor Antunano, Director of the FAA's Civil Aeronautical Medical Institute, was the lunch speaker.

Each Fellow (teacher) was treated to breakout sessions demonstrating innovative teaching techniques and heard from STEM education organizations. They each received a \$110 credit for purchases through PITSCO Education; a supplier of STEM education equipment, supplies, and curriculum. Additionally, Fellows received a \$100 stipend, \$10,000 in grants, mentors, networking, tour opportunities, flash drives, CD libraries, and lesson plans. A professional development certificate was also provided for attendees. During the closing session, Lt. Gov. Todd Lamb presented the Educational Grants sponsored by the Boeing Company and PITSCO Education.



Some of the comments received about AEIP Day shows that it is making a difference in the classroom.

High school teacher from Jenks, OK – *“I think the most important part of AEIP is giving educators the opportunity to talk to industry leaders about what our students need to know as they enter into the working world. I had no idea that the aerospace industry has such a vibrant and important presence in the Oklahoma economy.”*

Middle school teacher from Stillwater, OK – *“Being able to work with industry helps me bring the “why” to my students, showing them why this science is so important. Providing this real world connection not only makes students’ learning relevant, but it also exposes them to careers they might not encounter. Each year, I leave AEIP with new information, ideas, and connections to make the next year of teaching my best yet.”*

Elementary school teacher from Moore, OK – *“I have been teaching for 21 years and have always dreaded teaching science to my students because it is a subject that I never liked when I was in school. Because of my participation in the AEIP, I feel more comfortable, enthusiastic and equipped to teach STEM lessons in my classroom. I have had several AEIP mentors visit my class and this expanded my students’ knowledge base further and inspired them even more to be excited about STEM. The outcomes have been incredible!”*

STATEWIDE WORKFORCE PREPARATION



Oklahoma Greenovation-H1-B Occupational Skills Training Grant

Oklahoma Greenovation offers on-the-job training (OJT) opportunities statewide as well as LEED (Leadership in Energy and Environmental Design) and other “green-centric” training (online and traditional) components. It has been touted as a national model in connection with Vice President Joe Biden’s “Ready to Work” report released July 22, 2014 and is among 35 workforce programs across the nation featured in an interactive map entitled “What’s Working.”

<http://www.whitehouse.gov/ready-to-work#section-whats-working>

In 2011, the Oklahoma Department of Commerce (ODOC) received a \$5 million H1-B Occupational Skills Training grant from the U.S. Department of Labor to implement the program for the state’s construction, energy efficiency services, and related sectors. Day-to-day operations are carried out by Oklahoma State University-Institute of Technology, Oklahoma State University-Oklahoma City, and Tulsa Community College. The grant ends November 30, 2015.

For Oklahoma’s employers, Oklahoma Greenovation cuts training costs for potential employees; reduces risk and expense associated with new hires; provides a pool of highly trained candidates; and, may help qualify them for Work Opportunity Tax Credits.

For Oklahomans looking for quality employment, OJT helps them enter the target industries beyond the unskilled, entry level stages of their careers and gives them the opportunity to gain a position they may not have otherwise been eligible for due to lack of experience or training.

Greenovation in Action:

Before Kevin Callis began working in the heating, ventilation and air conditioning field, he was making only \$9 an hour as an apartment maintenance technician. Today, the Navy veteran earns \$24 an hour as an employee of Air Assurance, a growing HVAC firm based out of Broken Arrow.

Oklahoma Greenovation requires that all employer partners pay at least \$14 an hour. The program reimburses its employer partners \$7 an hour for up to 300 hours. Those participants exiting out of OJT and into, full-unsubsidized employment earn wages ranging from \$16 to \$34 an hour.

Oklahoma Greenovation's primary target populations include veterans, dislocated workers, the underemployed and the formerly incarcerated. The program works closely with Oklahoma's local Workforce Investment Boards to reach these populations and recruit participants. It offers the local WIBs an incentive of \$200 for each participant they refer to the program and who gets placed in OJT with an employer.

Employer Eligibility

Employers in the construction, energy efficiency services, and related sectors must fit the following criteria:

- No WARN notice filed or wage and hour violations in the last 12 months;
- Offer worker's compensation coverage;
- Offer OJT employees equal wages, benefits and working conditions as regular employees doing similar work;
- Good track record with previous OJT placements (if applicable); and,
- Must pay **at least** \$14 an hour – Oklahoma Greenovation reimburses \$7 an hour for up to a total of 300 hours.

Participant Eligibility

Applicants should fit the following criteria:

- Be 18 years old or older;
- Be a U.S. citizen or legally able to work in the U.S.;
- Have a high school diploma or GED as well as some form of post-secondary education **and/or** related work experience; and,
- Registered with the Selective Service.

Participant & Employer Snapshot:

- 160 participants (OJT & LEED) were served in the quarter; 490 total participants (OJT & LEED) served as of June 30, 2014. (Cumulative to-date total)
- 49 participants earned a credential in the quarter; 142 total participants earned a credential as of June 30, 2014.
- 120 participants were in OJTs in the quarter; 389 total participants have participated in OJT as of June 30, 2014.
- 40 participants received LEED training in the quarter; 102 total participants received LEED training as of June 30, 2014. As of June 30, 2014, 101 total participants have successfully completed LEED training and received a certificate.
- 37 participants have entered training related employment in the quarter; 134 participants have entered training related employment as of June 30, 2014.
- 10 new employer-partners started offering OJT opportunities in the quarter; 92 total employers have offered OJT opportunities as of June 30, 2014.

Workforce Data Quality Initiative Grant

Oklahoma Workforce Data Enterprise System (OK-WDES)

In July 2013, the Oklahoma Department of Commerce received a Workforce Data Quality Initiative grant from the U.S. Department of Labor. The grant ends June 30, 2015.

The Oklahoma Department of Commerce has three project goals:

- **Project Goal 1:** Develop an integrated workforce data enterprise system (OK-WDES), which includes a workforce longitudinal database and connects a diverse range of tools for common presentation to customers and integrative use of underlying data.
- **Project Goal 2:** Connect, through OK-WDES, with education data contained in partially and/or fully developed Statewide Longitudinal Data Systems (SLDS) databases within Oklahoma and explore opportunities to connect with SLDS and workforce longitudinal systems in bordering states and throughout our region of the U.S.
- **Project Goal 3:** Use longitudinally linked data from the SLDS database and the workforce longitudinal database to conduct analysis, implement continuous process improvement in the delivery of workforce and education services, enhance return on investment, and drive strategic policymaking.

OK-WDES consists of three components:

- (1) A common data warehouse that will serve as the workforce longitudinal database
- (2) OKJobMatch.com, a labor exchange and real-time labor market data system
- (3) OKWorks.com will be the integrating portal for all public workforce agencies and serve as the online resource hub for all workforce information, providing employers, job seekers and students with user friendly access to information and tools that support them in doing career planning, choosing relevant education, and in job matching. OKWorks.com will also serve as the user interface for a common intake and eligibility wizard for offerings across all workforce agencies, helping clients and case managers determine program appropriateness and eligibility and to apply for benefits and services.

The development of OK-WDES and the resulting data sets, performance measurement and reporting capabilities support the statewide system certification of our local WIBs and their regional planning processes. It will converge with our efforts to offer employers and job seekers 24/7/365 online services as well as the data and performance reporting needs arising from Governor Fallin's *America Works* initiative.

One of the technology solutions being implemented at the local level to enhance service delivery, G*Stars, is now in use by the Eastern and Southern WIBs. This puts in place a solution

for the common intake and eligibility wizard functions of OK-WDES. G*Stars is a front office solution for intake, case management, and reporting.

Through the state's Office of Management and Enterprise Services, the Oklahoma Department of Commerce has contracted with CPSI, a St. Louis-based company, to develop the data warehouse, which will be used for data collection, record-linking, and research and analysis. All data entering the data warehouse will be de-identified, meaning all personal identifying information will be removed to ensure full confidentiality and privacy. Only aggregate reports will be issued.

The following "Sample Research Queries for OK-WDES" are examples of the research and analysis to be conducted. These queries are designed to deliver the type of data stories needed to make informed, strategic policy decisions. They resulted from data needs study, the Governor's Council for Workforce and Economic Development strategic plan, employer needs studies, local-level customer feedback, meetings with our workforce agency partners, and the compilation of our detailed project plan.

Sample Queries

- (1) Which education/training programs (and certifications/degrees) yielded higher quality employment and led to self-sufficiency?
- (2) What are the educational/training backgrounds/career pathways of Oklahomans in the top 3rd/5th/10th/15th/20th, etc. percentiles in terms of wages?
- (3) How many Oklahomans are currently in the education/training pipeline and pursuing these high-yield career pathways?
- (4) What percentage of Oklahomans receiving workforce development services (individual training and employment plans, comprehensive assessments, training, etc.) are pursuing these high-yield career pathways?
- (5) What are the successful career pathways that lead to quality jobs within Oklahoma's ecosystems? At what percentage are Oklahomans pursuing the career pathways needed by our employers within these ecosystems? Is this enough to fill demand; where are the gaps?
- (6) What is the return on investment of these education/training programs (and certifications/degrees)—cost of attendance/completion versus expected salary and expected lifetime earnings? (By program and certification/degree).
- (7) What is the wage differential for individuals before/after post-secondary education?

- (8) How many Oklahomans continued education/training after receiving an initial certification/degree? What were the outcomes of this additional education/training in terms of wages, length of employment, and ease of mobility?
- (9) What are the current average annual, median, 25th and 75th percentiles, and outlier (those doing exceptionally well or exceptionally poorly) wages by highest education/training attainment?
- (10) What is the educational attainment of individuals who receive public assistance and/or workforce development supportive services/core and intensive services as defined by the Workforce Investment Act (WIA)?
- (11) What are the average annual, median, 25th and 75th percentiles, and outlier wages of individuals who received public assistance and/or workforce development supportive services/core and intensive services as defined by WIA? (By program.)
- (12) What is the average sustained employment of individuals who received public assistance and/or workforce development supportive services/core and intensive services as defined by WIA? (By program.)
- (13) What is the return on investment of these public assistance and/or workforce development supportive services/core and intensive services as defined by WIA—cost of delivery versus expected salary and expected lifetime earnings? (By program.)
- (14) How many Oklahomans are trained for the state’s wealth generating industries and high-demand occupations? (By industry/occupation and geographic location.)
- (15) What are Oklahoma’s high-demand occupations (by city, county, region, local WIA, etc.), and what are the specific skill sets needed for these occupations?
- (16) How many Oklahomans are in the education/training pipeline and being prepared to fill these high-demand occupations? Where are the gaps in talent supply and demand?
- (17) Of those trained for the state’s wealth generating industries and high-demand occupations, what percentage are currently working in those fields? (By industry/occupation and geographic location.)
- (18) Of those working for the state’s wealth generating industries and high-demand occupations, what are those average annual, median, 25th and 75th percentiles, and outlier wages? (By industry/occupation and geographic location.)
- (19) Of those working for the state’s wealth generating industries and high-demand occupations, how many received public assistance and/or workforce development supportive services/core and intensive services as defined by WIA to enter those

industries/occupations? (By program and by industry/occupation.)

- (20) How well do the education/training programs offered at Oklahoma's CareerTech technology centers, community colleges, and universities (private and public) align with the skill needs of employers within the state's wealth generating industries? (By institution, program, and geographic location.)
- (21) What is the impact of federal discretionary grants and what is the return on investment of federal funds used to deliver training and employment services? (By grant program.)

NEG-Disaster Recovery Grant

Multiple tornadoes hit Oklahoma on May 18-20, 2013. FEMA disaster declaration DR4117 originally included five counties: Oklahoma, Cleveland, Pottawatomie, Lincoln and McClain. That declaration was amended June 28 to also include the following counties, which were affected by high winds and major flooding: Atoka, Canadian, Coal, Hughes, Latimer, Nowata, Okfuskee, Okmulgee, Pittsburg, Pushmataha, and Seminole.

The main tornado in South Oklahoma City and Moore was more than 2.6 miles wide, with winds clocked at 300 miles per hour. It destroyed houses, businesses, facilities and land over an area about 20 miles long and 2 miles wide. Twenty-four people were killed and almost 300 were injured and treated at medical facilities.

The storm that hit the Shawnee area on Sunday, May 19, destroyed at least 93 homes with another 31 structures, including businesses, sustaining major damage and 82 structures with lesser damage. Overall, 824 individuals have been displaced in the Shawnee (Pottawatomie County) area. Additional damage was noted in Edmond in Northern Oklahoma County on May 18, as well as Cleveland County on May 20, destroying or damaging more than a 100 homes and businesses. High winds and major flooding resulted from these storms.

The Oklahoma Department of Commerce (ODOC) received a \$5 million National Emergency Grant-Disaster Recovery from the U.S. Department of Labor. ODOC worked closely with the local WIBs directly affected by the severe storms and tornadoes as well as other state agencies and local FEMA representatives to assess the damage and determined that Oklahoma, Canadian, and Cleveland counties served by the Central Oklahoma WIB (COWIB) and Hughes, Lincoln, Okfuskee, Pottawatomie, and Seminole counties served by the East Central WIB (ECWIB) had the greatest need for disaster recovery funds and assistance with disaster recovery efforts.

COWIB has provided temporary employment for 700 people affected by the disaster, and ECWIB has provided temporary employment to 100. The grant ends November 30, 2014.

Participants have been placed in temporary employment to haul debris, monitor debris being brought through the transfer stations to ensure compliance with state and federal environmental and landfill regulations, staff warehouses that receive and distribute supplies for

disaster recovery and victim relief, serve as project staff, and assess damage and monitor recovery efforts.

List of Temporary Jobs and Worksites Include:

East Central WIB-Project Operator

Pottawatomie County-District 1: Debris Monitors, Debris Laborers

Pottawatomie County-District 2: Debris Laborers

Adventist Community Services (Donation Warehouse): Warehouse Office Manager, Warehouse Floor Team Leads, Warehouse Volunteer Coordinator, Warehouse Shipping Clerk, Warehouse Data Entry Clerk, Warehouse General Laborer

East Central WIB: Worksite Coordinator/Supervisor, NEG Specialist, Office Assistant, Intake/Application Specialist

City of Shawnee-Streets Department: Debris Laborers

City of Shawnee-Parks Department: Debris Laborers

City of Shawnee-(Donation Warehouse): Warehouse Supervisor, Warehouse Laborer

City of Shawnee-Emergency Management: Disaster Plan Editor

Native American Housing Services (NAHSI): Meal Server, Warehouse Laborer

United Way: Disaster Relief Coordinator

YMCA: Long Term Recovery (LTR) Coordinator

Lincoln County: Damage Mapping Coordinator

Hughes County: CDL Driver

Central WIB-Project Operator

Association of Re-entry Professionals: Administrative clerks

Bronco Gallop Foundation: Program Coordinator, administrative

Central OK Humane Society: Long-Term Area Resource Coordinator, laborers

Christmas Connection (donations collection and distribution center): Client Hosts, clerks

Church of the Harvest (donations collection and distribution center and volunteer housing/meals): Coordinators, project managers, administrator, cooks, laborers

City of El Reno: Team Lead, laborers

City of Moore: Administrative clerks

Cleveland County: Long-Term Recovery Committee Coordinator (LTRC)

City Reach-The Gate Church (donations collection and distribution center and volunteer meals): Administrative clerks, secretarial support, cooks, laborers

Consumer Credit Counseling Service: Administrative clerks

Eastern Cleveland County: LTRC Coordinator

United Way of Norman: LARC Coordinator

Fire House Community Outreach (donations collection and distribution center): Laborers, administrative clerks

Goodwill Industries of Central OKLA (donations collection and distribution center): Laborers, forklift operators, clerks, drivers for mobile donation units
LARC-Legal Aid Services of OK: Administrative clerks
Mustang Project: Team lead, laborers
Norman Emergency Management: Administrative clerks, laborers
Northeast Resource Center: Administrative clerks, secretarial support, laborers



OKLA Office of Disability Concerns: Project coordinator
OKC Church of the Nazarene (donations collection and distribution center): Case manager, administrative clerks and secretarial support



Redland Community College: General maintenance workers, laborers

Regional Food Bank of OKLA: Distribution center coordinators

Serve Moore: Project manager, administrative clerks

Suited for Success: Clerks

NEG-DRE Worksites in Action

Worksite 1-ECWIB: Shawnee YMCA, which provides office space for the Long-Term Recovery Coordinator, Mercy Derry, a participant hired to fill that role. Derry enrolled in the program after seeing a television spot, which was part of the PSA outreach campaign organized and coordinated by COWIB. Derry put together a long-term recovery plan that was used by the City of Shawnee, county commissioners, and others for the duration of the recovery and for future disasters/ emergencies. Derry also created a Facebook page to promote recovery resources available throughout the area. Further, she coordinates and facilitates the bi-weekly meetings of the long-term recovery team and executive committee, which brings together public and private sector organizations involved in the recovery effort.

Worksite 2-ECWIB: Shawnee Twin Lakes is a public lake area maintained by the City of Shawnee Parks Department. All public structures—picnic shelters, boat docks, etc. were destroyed during the tornado and floods. More than a dozen NEG participants cleared fallen trees and piles of brush and hauled debris away so city crews could begin rebuilding the public structures.

Worksite 3-ECWIB: City of Shawnee Parks Department—various drainage ditches around the city, which were clogged with debris from the tornado and floods. A crew of 15 NEG participants cleared these ditches to prevent further flooding and damage.

Worksite 4-COWIB: Church of the Harvest in Oklahoma City serves as the main clearinghouse for all donations being made to victims of the tornado and floods in Oklahoma, Canadian, and Cleveland counties. Church of the Harvest also provides dormitory space and houses and feeds FEMA officials and volunteers working in the area to assist with restoration.

COWIB’s NEG recovery effort involves providing a crew of 26 at the Church of the Harvest campus to work in the donation warehouses, to cook meals for disaster relief volunteers, to clean and maintain the dorms used by these volunteers, and to provide clerical support for the disaster relief efforts coordinated and managed by Church of the Harvest. Through the performance of their assigned jobs, the NEG participants who work in the kitchen are receiving several certifications besides the OSHA-10 and Smart Work Ethic training certifications. These are: Serve Safe, Food Handlers, and Table Side Service.

Worksite 5-COWIB: Goodwill Industries distributes donations to individuals and families affected by the tornado and floods. More than 30 NEG participants prepare, catalog, track, and display the disaster recovery donations moving through the Goodwill Industries warehouse. They provide daycare for families on “donation day” when people come to the Goodwill Industries store to “shop” for their donations. NEG participants also have designed and staff mobile donation units that can travel throughout the affected area. Participant Willa Rodgers, who was selected as the worksite coordinator, was almost immediately hired by Goodwill Industries to manage the disaster recovery project for Goodwill Industries. Further, many of the best practices developed by Rodgers and the other NEG participants in managing and organizing disaster recovery donations within the warehouse are now being implemented warehouse-wide to manage all Goodwill Industries donations.



Leading in a New Age: An Applied Continuing Education Experience



Leading in a new age is a world-class executive education experience customized for the challenges WIB executives face. This five-day program has been designed by experts and faculty affiliated with the University of Pennsylvania’s Fels Institute of Government in collaboration with the

National Association of Workforce Boards (NAWB). Oklahoma WIB Executive Director of the Eastern Workforce Investment Board, Nanette Robertson, completed this training and is a graduate of the Leading in a New Age program.

Regents Business Partnership Excellence Award

The Regents Business Partnership Excellence award is designed to highlight successful partnerships and to further cultivate the higher learning environment through State Regents' Economic Development Grants. Southeastern Oklahoma State University (SOSU) nominated the Oklahoma Department of Commerce, Workforce Solutions division.

While researching resources available to assist businesses in finding a qualified workforce, many of their questions were answered while attending an Oklahoma Economic Development Conference where Norma Noble, then Deputy Secretary of Commerce for Workforce Solutions (now retired), Oklahoma Department of Commerce, was speaking on their initiating of a new workforce development program. Since that day, Oklahoma has been in the forefront of addressing and providing the resources necessary to address the workforce shortage.

Southeastern Oklahoma State stated, that in conjunction with their local efforts, Deidre Myers, current Deputy Secretary of Commerce for Workforce Development, Terry Watson, Director of Strategic Initiatives, Policy & Program Services, and Jeane Burruss, Workforce Solutions Project Manager, have provided strong leadership and support for their workforce initiatives. A new initiative they are leading the state with is "New Day, New Way", which is a workforce system certification. This will assist all workforce providers by eliminating duplication of efforts, providing a communication tool, and allowing providers to get the unemployed trained and employed.

Lt. Gov. Todd Lamb and Chancellor Glen Johnson presented the award of excellence to Deidre, Terry, and Jeane, who happily accepted it on behalf of the Oklahoma Department of Commerce.

WIA Annual Alumni Celebration

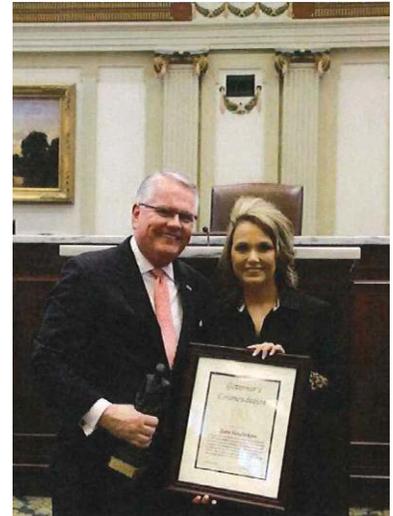
One of the highlights of the year is to attend the annual WIA Alumni Celebration. This program year, it was held on November 23, 2013, in the chambers of the Oklahoma House of Representatives at the State Capitol Building in Oklahoma City. It is such a joy to celebrate the success of the honorees with their families and friends. Their success was made possible by a workforce system, guided by business professionals, and the dedicated staff that work directly with customers on a daily basis.

Karen Davidson, President, Workforce Oklahoma Employment & Training Association (WOETA), stated this Alumni Celebration demonstrates that integral to the success of the human spirit is both the determination of the individual and the ability of a public workforce system to provide

both the path and the right opportunity. Many honorees have faced a situation that seemed insurmountable and certainly must have thought themselves without an opportunity to overcome their personal barriers. The Oklahoma Workforce System was and will continue to be the place where many of our citizens can find the opportunities that will provide them the chance they need to become productive and prosperous.

With the partnership of the public sector and the business community, the workforce system is able to provide customers the chance to learn, grow and obtain the work place skills they need to be successful in providing a quality of life for them and their families.

Each year a Business Champion is selected for their outstanding leadership and dedication to Oklahoma's Workforce System. This year's recipient was Steve Hendrickson. Steve is the chair of the Governor's Council for Workforce and Economic Development (State WIB) and is the Director of Government Relations at The Boeing Company. He tirelessly gives many hours to the state of Oklahoma and is committed to making it a better place to live for all of its citizens.



Annual Oklahoma Workforce Partners Conference

On May 7, 2014, more than 400 Workforce partners from across Oklahoma came together for a 3-day conference to learn, share best practices and network. Attendees had access to instructional presentations and useful materials to help them continue to build the future of Workforce Oklahoma. Oklahoma system partners promoted a statewide vision to connect education and training systems with the needs of Oklahoma's economy; aligning and using state data to help determine skills gaps, workforce issues and trends; supporting and expanding partnerships to better connect education and training providers to the needs of business; and modifying the use of resources and incentives to support integrated vision.

For the first time ever, there was a panel discussion of State System Partners Executive Directors from the following state agencies:

- Governor's Office – Policy Director Katie Altshuler
- Oklahoma State Superintendent of Public Instruction – Superintendent Janet Barresi
- Oklahoma Department of Rehabilitation Services – Executive Director Joe Cordova
- Oklahoma State Regents for Higher Education – Chancellor Glen Johnson
- Oklahoma Department of Human Services – Executive Director Ed Lake (Representative)
- Oklahoma Employment Security Commission – Executive Director Richard McPherson
- Oklahoma Department of Commerce – Secretary of Commerce Larry Parman
- Oklahoma Career and Technical Education – State Director and Secretary of Education & Workforce Development Robert Sommers

- Moderated by Deputy Secretary of Commerce for Workforce Development Deidre Myers

One of the highlights of the conference was the welcome and opening remarks by Governor Mary Fallin.

SUCCESS STORIES

East Central



Aron Miller lost everything in the May 20, 2013 tornado: his home, his truck, his tools and equipment, and his job. He had been a heavy equipment operator for most of his life. After the disaster, he moved to Shawnee and stayed at the Salvation Army until he could find a job. Aron applied for the Disaster Related Employment program through the East Central WIB. He was placed at the City of Shawnee with the drainage crew removing debris from the city's creeks and water systems.

Aron worked as a chainsaw operator for seven weeks when the city encouraged him to apply for a position opening with the street department. Aron was hired for the full-time position. He has now been employed with the city for ten months.

The final two months of the debris crew, the city of Shawnee moved Aron to supervise the debris clean-up crew for the Parks Department.

Aron has come full circle. He has experienced the Oklahoma disaster from beginning to recovery and has rebuilt his life while repairing our community.

Eastern

Approximately 60 youth, who range in age from 16 to 21, spent their summer gaining skills in their prospective careers-as well as soft skills needed to find and keep employment. They were employed through a summer youth work program through the Eastern Workforce Investment Area.

One such youth, 19-year-old Darrel Dugger, is on the job at the Wilma P. Mankiller Clinic construction site. He is tasked with making sure employees sign-in each day, determining if they are a Native American worker, checking on safety regulations and making sure workers do things in a safe manner. The construction company is able to give Dugger hands-on training in the construction field while also receiving a laborer free of charge, since Eastern Workforce pays his salary.

Amber Burroughs, youth case manager at the Stilwell Workforce office, said she is proud of the work Dugger is doing. She says that he is staying on track and is meeting his goals.

The Workforce office provides steps to help participants get where they want to be in their career. Those steps include life skills-learning to show up on time, calling in when they are sick, etc. and career guidance.

Dugger said he plans to begin a six-month internship soon in commercial construction with Crosslin Construction and looks forward to a long career in construction and possibly owning his own company someday.

South Central

South Central Oklahoma Workforce Investment Boards partnered with the Oklahoma Department of Corrections, Cameron University, and Caddo Kiowa Technology Center to host Youth Challenges Conferences in Lawton and Fort Cobb.

Students from across the area participated in workshops and lectures to build awareness in topics such as internet safety, chat room dangers, drug dangers, protection against bullying, and development in self-esteem. The Conference provided an interactive day filled with unique opportunities for youth to learn how to address the challenges they face daily. The conference also provided many positive experiences and has been a great success in both areas. The board will continue to participate in the Youth Challenges conferences and hopefully expand the conferences to other communities throughout the eight county area.

Southwest

The Southwest WIB has multiple youth in the WIA program that have benefited from community-based programs such as transitional housing, youth mentoring, and employment opportunities.

Transitional housing programs provide temporary residence – up to 24 months – for people experiencing homelessness. Housing is combined with wrap-around services to assist the individuals with developing stability in their lives.

Youth mentoring is the process of matching mentors with young people who need a caring, responsible adult in their lives. The goal of youth mentoring is to improve the well-being of the child by providing a role model that can support the child academically, socially and/or personally.

Employment opportunities for young adults (18-22 years of age) living in transitional housing programs provides opportunities for youth to build skills, exercise leadership and become involved in their communities. Job placement incorporates positive youth development approach which is the best way to prevent risky behavior and assist youth to achieve their full potential to develop the skills necessary to become independent.

BEST PRACTICES

Oklahoma Greenovation's primary target populations include veterans, dislocated workers, the underemployed and the formerly incarcerated. The program works closely with Oklahoma's local Workforce Investment Boards to reach these populations and recruit participants. It offers the local WIBs an incentive of \$200 for each participant they refer to the program and who gets placed in OJT with an employer.

Alex Pippin, one of our successful WIB referrals, is 47 years old and was previously incarcerated. He was released in 2008, with very few prospects. After working one dead-end, low-paying job after the other, Pippin says he was probably headed back to prison. However, after connecting with Workforce Oklahoma he found the motivation to get his GED and began to see a different future. Pippin now attends the Air Conditioning & Refrigeration program at Oklahoma State University-Institute of Technology and has a 3.6 GPA. Because of his high GPA and overall great attitude, Pippin was referred to the Oklahoma Greenovation on-the-job training program. He was placed with McAlester Regional Health Center, Facilities Management Division, as an in-demand HVAC technician and energy efficiency project coordinator. Pippin has been trained in several different areas: piping, compressors, change of fans, filters, boilers, chillers, convector units, pneumatic chilled valves, and automated programming. Pippin has also been trained to use the COG system, which is an online system that helps to streamline work and ultimately, improve energy efficiency. Pippin produces preventative maintenance and efficiency plans, helps with the daily operations, and provides input as the hospital remodels or launches new construction designed to save energy and operate more efficiently. Pippin's supervisors, David Parish and Keith Mateychick, speak very highly of Pippin and stated he has been a "great employee and a tremendous help." They hope he stays on part-time when he returns to school, and they plan to offer him a full-time position when he graduates.

While Pippin looks forward to making family sustaining wages (\$22 an hour), Pippin says Oklahoma Greenovation has meant so much more to him. "It's made me the father I've always wanted to be," Pippin says. "The other night while watching me refurbish an old cooler in the garage and talking to me about school, my 6-year-old son said 'Daddy, when I'm grown up I'm going to be just like you.' There was a time in my life—the prison life—that would've been the last thing I wanted to hear. But, now I can be very proud of who I am; I'm finally a positive role model for my son, and I think that's going to make a huge difference in his life too."

YOUTH PROGRAM

Oklahoma Workforce Youth Council

Public and private sector executives from all levels, including the education system, are members of the Oklahoma Workforce Youth Council and are dedicated to creating a workforce strategy that coordinates with the state's economic goals of building wealth for all Oklahomans. Membership includes leaders from the education, service provider, private business, non-profit, consumer, and state agency arenas. Co-chairs of the Council are Jeff Pritchard, Superintendent of Seminole Public Schools, and Chuck Mills, Private Business Owner of Mills Machine.

Purpose

The purpose of the Youth Council is to create an Oklahoma workforce strategy for youth that aligns with youth initiatives and provides common solutions that coordinate with the state's economic goals building wealth creation for all Oklahomans.

Committee Structure

- Youth Service Delivery in the Workforce System
- Youth Career Planning
- Evaluate-Best Practices-Pilots
- Communication
- Local Youth Council Committee

Initiative for Current Year

The main initiative for the current year is professional development for teachers to occur on all sides of the spectrum, bringing individual partners to the table.

The project is to facilitate and oversee the creation and implementation of an industry relevant K-12 education career pathway awareness campaign and professional development program that is comprehensive, but yet developmentally age and grade level appropriate.

The overarching goal of the project is to create Oklahoma career awareness and industry relevancy with Oklahoma educators. The main objective of the project will be to forge strong public/private partnership opportunities for school districts and their local wealth generating industries to engage in. As a collaborative partnership, teams will be formed to create a comprehensive professional development program that will embed relevant career pathway awareness and guidance into new emerging instructional practices that will be used in Oklahoma classrooms.

The project will include a timeline detailing the project from drawing board to full implementation, complete list of human and capital resources as well as any and all fiscal impacts to consider. The curriculum will be embedded into classes, not just an "add-on" or Career Day, but students will build on relevant experiences. The five ecosystems will be targeted.

Mission Critical Requirements

1. Partnerships need to be formed and formally established
 - a. Partnership memo of understanding drafted and completed by both educational and industry entities
 - i. MOU will address key points and state specific partner responsibilities/commitments
2. Stakeholders are to be assembled
 - a. Respected K-12, Career Tech educators, instructional leaders, professors of Higher Ed and colleges of education
 - b. Industry leaders of all five (5) Oklahoma wealth generating ecosystems
 - c. Representation from OSDE, ODCTE, and Higher Education Regents (OSRHE)

- d. State government and policymakers
3. Data Gathering Initiative
 - a. Create a non-intimidating survey that focuses on overall career pathway awareness
 - b. Send survey out to all proposed stakeholder groups
 - c. Collect and analyze the data to determine a starting point for project
 - d. Base Professional Development (PD) activities around data findings
4. Focus groups and responsibilities assigned from stakeholders
 - a. *Executive Team* – designs the overall comprehensive plan that includes the following components:
 - i. Overall goals and benchmarked objectives of the project
 - ii. Approved and adopted timeline for creation of program and critical implementation timelines
 - iii. Identification of types of collaborative systems that will be the manner in which the project duties are to be carried out
 - iv. Identification of beta testing group for program
 - v. Securement of funding sources for the creation and implementation program
 - vi. Identification and emphasis on sustainment plan
 - b. *Implementation and Program Writing Team* – responsible for the following areas:
 - Writing the program linking instructional standards to relevant career pathway relation
 - Recruiting of trainers (educator and industry)
 - Create the operating infrastructure for program personnel
 - Scheduling the PD sessions in the beta test district
 - Overseeing all aspects of the program including all communications and follow-up sessions
 - i. Creation of Crosswalk of Standards to Career Pathway Relevancy
 1. Side by side charts that show educational standards matched to real world industry specific scenarios
 2. Training session design with best instructional practices that embeds career pathway relevancy into current teaching lessons at all levels
 - ii. Recruitment of training teams to facilitate PD sessions
 1. Teams will consist of an educator/industry professionals
 2. K-12 teachers, CT teachers, Higher Ed professors
 - a. Example: Bioscience team – 1 Elementary, 1 Middle, 1 HS, 1 CT, 1 Higher Ed professor, 1-3 Bioscience industry experts
 3. Representatives from the five (5) Oklahoma wealth generating economic driving systems
 - a. Aerospace Defense
 - b. Energy

- c. Agriculture and Bioscience
- d. Information and Financial Services
- e. Transportation and Distribution
- iii. Creation of a master calendar schedule for four (4) annual training sessions
 - 1. Schedule reflects district-wide PD schedule
 - 2. Four (4) on-site trainings
 - a. 1/2 day sessions
 - b. Two (2) trainings – Fall Semester
 - c. Two (2) trainings – Spring Semester

The Oklahoma Workforce Youth Council, in support of the local youth councils, co-sponsored regional events across the state.

Mayes County Youth Interactive Career Expo

The Northeast Oklahoma Workforce Investment Board hosted the first Mayes County Youth Career Expo on September 25, 2013, at the Mid America Industrial Park in Pryor, OK. The one-day event provided a unique, hands-on learning environment for local high school to explore their career options and discover their talents. Juniors and seniors from Pryor, Salina, Adair, Locust Grove, Choteau and the Thunderbird Youth Academy participated with a total of 531 students attending throughout the day. Area education providers, businesses and industries from the manufacturing, health sciences, information technology, government & military and construction were given the opportunity to showcase their professions in 31 STEM related exhibits. The event was a huge success.

Moms Dare to Dream Program

Danna Minnick, youth coordinator for the Eastern Workforce Investment Board, said that when they saw an increase of teen moms in the Youth Workforce Oklahoma Program, it spurred an idea to create a new program to assist young mothers. The Moms Dare to Dream program provides young mothers access to fundamental tools every mother needs. The first meeting was attended by 12 young mothers. Each participant picked three things from a table of donated baby items provided by the Muskogee community. One young lady won a new baby stroller at the meeting.

To participate in the meetings, a person must qualify for the Youth Workforce program. The program assists youth with furthering their education and finding jobs. Education is a priority in the program. Participants are always encouraged to go to school and are made aware of resources available to them.

Elevate Eastern Youth Summit – Muskogee

The Elevate Youth Summit in Muskogee hosted by the Eastern Workforce Investment Board was held on June 26, 2014 at the Civic Center. The summit was to introduce area youth to career and education possibilities. It was a hands-on event featuring healthcare, information technology and manufacturing tours as well as having a helicopter on-site. There were more than 350 participants, ages 16 to 21, from seven counties that the Eastern WIB serves: Muskogee, McIntosh, Wagoner, Cherokee, Adair, Sequoyah and Okmulgee. Vendors included area colleges, career tech schools, tribes, businesses and the military. The Elevate Summit also featured inspirational programs such as Peace During War, an organization of former criminals who now seek to keep youth away from violence. The acrobatic basketball team AcroDunk was also on hand to inspire and motivate future leaders of tomorrow.



Elevate Youth Summit - Tulsa

The Elevate Youth Summit was held in June at the Tulsa Community College's Northeast campus. The purpose of this event was to expose northeast Oklahoma and Tulsa area youth to career exploration opportunities and help lay their career pathways to a successful future. The day began with a motivational speech and workshop hosted by the dynamic Coach Darrell "Coach D" Andrews. Coach D's Passion Mapping workshop engaged the youth to think about their interests and talents. From there the youth were able to identify career sectors and professions that apply these interests and talents. Once the workshop convened lunch was served. The latter portion of the day was designed to connect the youth with education providers and businesses, laying the pathway to their careers of interest. They were able to gain information regarding the training requirements for the career fields, as well as visit with employers regarding daily functions, responsibilities, and salary range of the professions. It was said by all involved at the event that it was a huge success. In total 277 youth attended, with 30 exhibitors and over 25 volunteers.

Xtreme Attitude is Power – Southern Youth Summit

Over 900 students were in attendance at the Xtreme Attitude Youth Summit this year representing 10 ½ counties in southern Oklahoma. The event's purpose was to provide kids role models, encouragement, leadership skills, career exploration, a can-do attitude, and drop-out prevention. Numerous volunteers and exhibitors participated in the event. Acrodunk was the feature this year. They talked about the importance of school, believing in yourself, how attitude is something that you can change, how everyone has obstacles to overcome, and encouragement and strength. Jerry Burrell, founder of Acrodunk, shared his motto, "Stand tall, stand strong, stay focused. You are one of a kind. Focus on what you can control. Focus on your best. Being you requires courage. You are priceless".



CUSTOMER SATISFACTION

Customer satisfaction is measured through an electronic process in the American Job Centers. Customers are made aware of the electronic survey and asked to complete it as part of their on-line services and after specific services are completed. A sample of questions with responses are outlined below:

Which of the below best describes the staff person you met with today?

96% of respondents agreed –

Staff appeared knowledgeable and genuinely interested in helping me get employed.

Which of the below best describes today's experience?

95% of respondents agreed –

Time well spent. I developed a partnership with the staff that assisted me, identified my occupational skills and potential barriers to employment (if any), developed a Basic Employment Plan, identified resources to assist me in achieving my employment goals, and created a resume.

Did you use the Center's Resource Room?

82% of respondents indicated they used the resource room.

Did you get the help you needed in the Resource Room?

83% of respondents reported they got the help they needed in the Resource Room.

Were the services helpful?

98% of respondents reported that services were helpful.

How did you find out about Workforce Oklahoma?

27% reported they found out about Workforce Oklahoma from a return visit.

21% reported they found out about Workforce Oklahoma from a friend/family.

31% reported they found out about Workforce Oklahoma because of an Unemployment benefits requirement.

FINANCIAL AND PERFORMANCE TABLES

All required elements have been reported uniformly so that state by state comparisons can be made.

Adult Program Results At-A-Glance			
Program Year 2013			
Performance Measure	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	53.5%	54.5%	27409
			50327
Employment Retention Rate	81.0%	82.1%	27913
			33984
Average Earnings	\$13,000.00	\$12,619	345038161
			27343

Outcomes for Adult Special Populations								
Program Year 2013								
Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	70.6%	370	60.7%	3020	42.8%	981	40.3%	3362
		524		4976		2291		8340
Employment Retention Rate	79.1%	352	84.8%	3390	75.0%	881	81.5%	3281
		445		4000		1175		4027
Average Earnings	\$11,243	3912389	\$15,223	44541358	\$11,311	9155485	\$13,736	44970389
		348		2926		808		3274

Other Outcome Information for the Adult Program						
Program Year 2013						
Reported Information	Individuals Who Received Only Core Services		Individuals Who Received Only Core and Intensive Services		Individuals Who Received Training Services	
Entered Employment Rate	53.9%	26164	61.2%	499	76.9%	738
		48537		816		960
Employment Retention Rate	81.9%	26503	85.2%	595	86.9%	807
		32349		698		929
Earnings Replacement Rate	\$12,585	326911818	\$11,767	6542091	\$14,320	1148466
		25977		556		802

Dislocated Worker Program Results At-A-Glance			
Program Year 2013			
Performance Measure	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	55%	73.4%	528
			719
Employment Retention Rate	85%	87.1%	670
			769
Average Earnings	\$14,450	\$14,435	9613472
			666

Outcomes for Dislocated Worker Special Populations								
Program Year 2013								
Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	74.1%	43	42.1%	8	64.4%	76	70.0%	7
		58		19		118		10
Employment Retention Rate	85.1%	74	78.6%	22	90.3%	112	90.9%	10
		87		28		124		11
Average Earnings	\$14,886	1056879	\$13,112	288454	\$14,067	1561399	\$10,449	104494
		71		22		111		10

Other Outcome Information for the Dislocated Worker Program						
Program Year 2013						
Reported Information	Individuals Who Received Only Core Services		Individuals Who Received Only Core and Intensive Services		Individuals Who Received Training Services	
Entered Employment Rate	75.6%	93	63.0%	138	78.7%	296
		123		219		376
Employment Retention Rate	82.9%	199	92.0%	184	87.2%	285
		240		200		327
Earnings Replacement Rate	\$12,742	2484617	\$12,968	2386145	\$16,611	4734205
		195		184		285

Youth (14-21) Program Results			
Program Year 2013			
Performance Measures	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	66.0%	63.0%	390
			619
Attainment of Degree or Certificate	53.0%	51.0%	270
			529
Literacy and Numeracy Gains	40.0%	36.3%	134
			369

Table L - Other Reported Information										
Program Year 2013										
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	85.5	27,945	\$357	11,883,326	0.1	27	\$4,843	130,415,137	50.8	375
		33,864		33,302		27,409		26,930		738
Dislocated Workers	86.6	818	\$109	11622786	1.5	8	\$6,129	3,236,152	53.7	159
		945		10675756		528		528		286

Table M - Participation Levels		
Program Year 2013		
	Total Participants Served	Total Exiters
Total Adult Customers *	128,528	126,533
Total Adults (self-service <u>only</u>)	90,127	81,768
WIA Adults	128,495	126,503
WIA Dislocated Worker	937	645
Total Youth (14-21)	1,651	864
Out-of-School Youth	927	548
In-School Youth	724	316

Cost of Program Activities Program Year 2013	
PROGRAM ACTIVITY	TOTAL FEDERAL SPENDING
LOCAL ADULTS	\$3,007,662
LOCAL DISLOCATED WORKERS	\$1,641,453
LOCAL YOUTH	\$3,614,227
RAPID RESPONSE (up to 25%) 134 (a) (2) (A)	\$227,068
STATEWIDE REQUIRED ACTIVITIES (up to 5%) 134(a) (2) (A)	\$686,507
STATEWIDE ALLOWABLE ACTIVITIES 134 (a) (3)	
Various capacity building and staff training including technical assistance, including but not limited to:	
Workforce initiative memberships, and professional development	
National Governor's Council activities	
Skill certification licensing	
Outreach	
	\$100,996
TOTAL OF ALL FEDERAL SPENDING LISTED ABOVE	\$9,277,913

Table M - Participation Levels		
Program Year 2013		
	Total Participants Served	Total Exiters
Total Adult Customers	128,528	126,533
Total Adults (self-service <u>only</u>)	90,127	81,768
WIA Adults	128,495	126,503
WIA Dislocated Worker	937	645
Total Youth (14-21)	1,651	864
Out-of-School Youth	927	548
In-School Youth	724	316

Veteran Priority of Service		
Program Year 2013		
Population	Total	Percentage Served
Covered Entrants Who Reached the End of the Entry Period	9695	
Covered Entrants Who Received a Service During the Entry Period	9594	99.0%
Covered Entrants Who Received a Staff-Assisted Service During the Entry Period	3867	39.9%

Veterans' Outcomes by Special Populations						
Program Year 2013						
Reported Information	Post 9/11 Era Veterans		Post 9/11 Veterans who Received at least Intensive Service		TAP Workshop Veterans	
Entered Employment Rate	75.8%	1482	78.1%	75	93.7%	387
		1956		95		413
Employment Retention Rate	89.3%	1668	89.5%	102	97.8%	227
		1868		114		232
Average Earnings	\$14,927	18031359	\$17,673	1184110	\$15,189	1640429
		1208		67		108

Table O - Local Program Activities Program Year 2013				
Central Workforce Investment Area	Total Participants Served	Adults	32,838	
		Dislocated Workers	204	
		Youth	236	
ETA Area # 40075	Total Exiters	Adults	32,190	
		Dislocated Workers	117	
		Youth	157	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	53.5%	55.0%	
	Dislocated Workers	55.0%	77.0%	
Retention Rate	Adults	81.0%	85.0%	
	Dislocated Workers	85.0%	86.0%	
Six Month Earnings Change Earnings Increase	Adults	\$13,000	\$13,068	
	Dislocated Workers	\$14,450	\$13,773	
Placement in Employment or Education	Youth (14-21)	66.0%	62.0%	
Attainment of Degree or Certificate	Youth (14-21)	53.0%	43.0%	
Literacy and Numeracy Gains	Youth (14-21)	40.0%	31.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	3	5

Table O - Local Program Activities Program Year 2013				
East Central Workforce Investment Area	Total Participants Served	Adults	7,256	
		Dislocated Workers	58	
		Youth	52	
ETA Area # 40040	Total Exiters	Adults	6,796	
		Dislocated Workers	27	
		Youth	27	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	53.5%	54.0%	
	Dislocated Workers	55.0%	83.0%	
Retention Rate	Adults	81.0%	79.0%	
	Dislocated Workers	85.0%	93.0%	
Six Month Earnings Change Earnings Increase	Adults	\$13,000	\$11,639	
	Dislocated Workers	\$14,450	\$15,085	
Placement in Employment or Education	Youth (14-21)	66.0%	40.0%	
Attainment of Degree or Certificate	Youth (14-21)	53.0%	38.0%	
Literacy and Numeracy Gains	Youth (14-21)	40.0%	45.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	1	6

Table O - Local Program Activities Program Year 2013				
Eastern Workforce Investment Area	Total Participants Served	Adults	15,122	
		Dislocated Workers	71	
		Youth	86	
ETA Area # 40055	Total Exiters	Adults	15,696	
		Dislocated Workers	53	
		Youth	55	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	53.5%	49.0%	
	Dislocated Workers	55.0%	78.0%	
Retention Rate	Adults	81.0%	79.0%	
	Dislocated Workers	85.0%	90.0%	
Six Month Earnings Change Earnings Increase	Adults	\$13,000	\$11,442	
	Dislocated Workers	\$14,450	\$13,386	
Placement in Employment or Education	Youth (14-21)	66.0%	64.0%	
Attainment of Degree or Certificate	Youth (14-21)	53.0%	47.0%	
Literacy and Numeracy Gains	Youth (14-21)	40.0%	37.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			7	2

Table O - Local Program Activities Program Year 2013				
Northeast Workforce Investment Area	Total Participants Served	Adults	13,152	
		Dislocated Workers	123	
		Youth	31	
ETA Area # 40050	Total Exiters	Adults	12,614	
		Dislocated Workers	89	
		Youth	18	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	53.5%	57.0%	
	Dislocated Workers	55.0%	70.0%	
Retention Rate	Adults	81.0%	82.0%	
	Dislocated Workers	85.0%	88.0%	
Six Month Earnings Change Earnings Increase	Adults	\$13,000	\$12,700	
	Dislocated Workers	\$14,450	\$14,542	
Placement in Employment or Education	Youth (14-21)	66.0%	87.0%	
Attainment of Degree or Certificate	Youth (14-21)	53.0%	69.0%	
Literacy and Numeracy Gains	Youth (14-21)	40.0%	75.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			1	8

Table O - Local Program Activities Program Year 2013				
Northwestern Workforce Investment Area	Total Participants Served	Adults	10,592	
		Dislocated Workers	94	
		Youth	16	
ETA Area # 40005	Total Exitors	Adults	10,129	
		Dislocated Workers	67	
		Youth	10	
Reported Information		Negotiated Performance Level		
Entered Employment Rate	Adults	53.5%	60.0%	
	Dislocated Workers	55.0%	80.0%	
Retention Rate	Adults	81.0%	82.0%	
	Dislocated Workers	85.0%	85.0%	
Six Month Earnings Change Earnings Increase	Adults	\$13,000	\$12,837	
	Dislocated Workers	\$14,450	\$13,761	
Placement in Employment or Education	Youth (14-21)	66.0%	23.0%	
Attainment of Degree or Certificate	Youth (14-21)	53.0%	56.0%	
Literacy and Numeracy Gains	Youth (14-21)	40.0%	22.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	3	4

Table O - Local Program Activities Program Year 2013				
South Central Workforce Investment Area	Total Participants Served	Adults	9,732	
		Dislocated Workers	52	
		Youth	49	
ETA Area # 40020	Total Exitors	Adults	9,743	
		Dislocated Workers	45	
		Youth	43	
Reported Information		Negotiated Performance Level		
Entered Employment Rate	Adults	53.5%	57.0%	
	Dislocated Workers	55.0%	55.0%	
Retention Rate	Adults	81.0%	81.0%	
	Dislocated Workers	85.0%	86.0%	
Six Month Earnings Change Earnings Increase	Adults	\$13,000	\$11,579	
	Dislocated Workers	\$14,450	\$13,748	
Placement in Employment or Education	Youth (14-21)	66.0%	70.0%	
Attainment of Degree or Certificate	Youth (14-21)	53.0%	65.0%	
Literacy and Numeracy Gains	Youth (14-21)	40.0%	44.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			4	5

Table O - Local Program Activities Program Year 2013				
Southern Workforce Investment Area	Total Participants Served	Adults	17,214	
		Dislocated Workers	59	
		Youth	69	
ETA Area # 40085	Total Exiters	Adults	16,650	
		Dislocated Workers	40	
		Youth	22	
Reported Information		Negotiated Performance Level		
Entered Employment Rate	Adults	53.5%	54.0%	
	Dislocated Workers	55.0%	81.0%	
Retention Rate	Adults	81.0%	82.0%	
	Dislocated Workers	85.0%	77.0%	
Six Month Earnings Change Earnings Increase	Adults	\$13,000	\$12,498	
	Dislocated Workers	\$14,450	\$14,697	
Placement in Employment or Education	Youth (14-21)	66.0%	55.0%	
Attainment of Degree or Certificate	Youth (14-21)	53.0%	36.0%	
Literacy and Numeracy Gains	Youth (14-21)	40.0%	40.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	4	4

Table O - Local Program Activities Program Year 2013				
Southwest Workforce Investment Area	Total Participants Served	Adults	3,563	
		Dislocated Workers	20	
		Youth	24	
ETA Area # 40015	Total Exiters	Adults	3,500	
		Dislocated Workers	23	
		Youth	10	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	53.5%	52.0%	
	Dislocated Workers	55.0%	70.0%	
Retention Rate	Adults	81.0%	82.0%	
	Dislocated Workers	85.0%	92.0%	
Six Month Earnings Change Earnings Increase	Adults	\$13,000	\$14,076	
	Dislocated Workers	\$14,450	\$17,995	
Placement in Employment or Education	Youth (14-21)	66.0%	85.0%	
Attainment of Degree or Certificate	Youth (14-21)	53.0%	73.0%	
Literacy and Numeracy Gains	Youth (14-21)	40.0%	50.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			1	8

Table O - Local Program Activities Program Year 2013				
Tulsa Workforce Investment Area	Total Participants Served	Adults	19,026	
		Dislocated Workers	256	
		Youth	87	
ETA Assigned # 40035	Total Exiters	Adults	19,185	
		Dislocated Workers	184	
		Youth	40	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	53.5%	54.0%	
	Dislocated Workers	55.0%	70.0%	
Retention Rate	Adults	81.0%	83.0%	
	Dislocated Workers	85.0%	91.0%	
Six Month Earnings Change Earnings Increase	Adults	\$13,000	\$13,806	
	Dislocated Workers	\$14,450	\$16,136	
Placement in Employment or Education	Youth (14-21)	66.0%	65.0%	
Attainment of Degree or Certificate	Youth (14-21)	53.0%	51.0%	
Literacy and Numeracy Gains	Youth (14-21)	40.0%	37.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			2	7

WAIVERS FOR WORKFORCE INVESTMENT ACT TITLE I PROGRAMS

Effective 2012-2017

Waiver Extension Requests (Approved)

Changes to State Activities and Performance

Waiver to use common measures in lieu of performance measures for Workforce Investment Act title I and the Wagner-Peyser Act	The implementation of this waiver has allowed Oklahoma to successfully integrate Labor Exchange and WIA staff across the state. As Oklahoma expands with true “system integration,” the necessity for simplified performance measure will become more important than ever.
Waiver of the required 50% employer contribution for customized training at WIA section 101 (8)(c)	The benefit of this waiver has not been realized.
Waiver of WIA section 101 (31)(B) to increase the employer reimbursement for on-the-job training (OJT) to a sliding scale based on the size of the business	The benefit of this waiver has not been realized.
Waiver of WIA section 134 (a)(1)(A) to permit up to 20% of state rapid response funds to be used for incumbent worker training	The benefit of this waiver has not been realized.
Waiver of provision at 20 CFR 663.530 that prescribes a time limit on the period of initial eligibility for training providers	The benefit of this waiver has not been realized.
Waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts (ITAs) for older and out-of-school youth program participants	Creates a more efficient service delivery vehicle for older youth

New Waiver Requests (Approved)

Pursuant to WIA section 189 (i)(4)(B) and the WIA Federal regulations at 20 CFR 661.320, the State of Oklahoma requests a waiver to increase the allowable transfer amount between Adult and Dislocated Worker streams allocated to a local area	This waiver has directly affected local level performance outcomes through the provision of additional adult services that otherwise could not be realized.
Pursuant to WIA section 189 (i)(4)(B) and the WIA Federal regulations at 20 CFR 661.320, the State of Oklahoma requests a waiver to reduce the collection of participant data for incumbent workers	The benefit of this waiver has not been realized.

