

Talking Points to Present the OK Workforce Development System to Agency Heads in Local Areas

Reminders of Why This Process Is Important to Oklahoma

- Employers and job seekers are currently plagued by a skills mismatch. This mismatch stands in the way of Oklahoma remaining globally competitive.
- To remain competitive, Oklahoma must create an effective on-going talent pipeline that ensures there are workers with the right skills to meet the ever changing needs of employers.
- Currently nine state agencies and other entities are working somewhat separately to create this ongoing talent pipeline. To create a truly effective talent pipeline requires the synergy created when all agencies and entities work together as a system, instead of a collection of agencies, to address the workforce development needs within the community.
- When acting as a system, the individual agencies look at the system holistically and then look at where their own particular agency and its services fit into the larger vision. Then they commit to jointly producing the tools and processes needed to implement a workforce system, focusing their identified resources and services.
- A comprehensive workforce development system
 - produces more Oklahomans with the right skills needed by employers;
 - supports business location, expansion and retention;
 - leads to higher paying jobs;
 - increases per capita income;
 - facilitates efficient and profitable businesses; and
 - improves Oklahoma's economic development status.
- If we don't do it, Oklahoma will be left behind—we won't be competitive with other states.
- To ensure Oklahoma has a comprehensive workforce development system the GCWED was charged by the Governor to create a workforce development **system** certification.

Why This Process is Important to Our Organization – WIIFMs (What's in it for me)

A workforce development certification system will ensure the region's community workforce development system will:

- Streamline services
- Provide greater efficiencies (non-duplications) in service provision
- Provide opportunities to respond to the gaps and open new lines of services
- Create a positive image of the WFD system and our part within it
- Help citizens know that its public funds are being used to their fullest and will support the continued usage of those funds

Therefore, the certification system will, in the long run, save us money, give us new opportunities and provide continued funding for our services.

What is Oklahoma's Workforce Development System Certification?

- This certification process will go beyond certifying just one aspect (such as the One Stop Centers) of the total workforce system. It will certify that a region has implemented an effective and comprehensive workforce development system strategy. The strategy must include:
 - A community-wide unified workforce development plan based on the competency requirements (skills, knowledge and abilities) of current and future local jobs
 - A common workforce development vision shared by all partners within the community
 - Common goals to reach that vision shared by
 - An approach to serving job seekers that is integrated across all the partner agencies
 - An approach to serving businesses that is integrated across all the partner agencies
- This workforce development certification system will provide guidance, urgency, support, and momentum to all system partners to work together and will recognize them for their efforts once they do so. Working together as a system allows Oklahoma to meet the needs expressed by employers such as eliminating multiples points of contact, providing streamlined services, and decreasing bureaucracy.
- The GCWED has already developed and approved
 - a framework for the certification process (bring a copy to share)
 - standards and draft measures for the system to meet to be certified (bring a copy to share). These standards were based on customer (job seeker and customer), staff and stakeholder feedback.
 - a self evaluation tool (bring a copy to share)

Who Has Signed on to Support This Effort?

This initiative was developed and approved by the GCWED. All private and public sector members are aware of this initiative and have agreed to support this effort with their state and local agencies they represent. Some of the public representatives include:

Janet Barresi
State Superintendent of Public Instruction

Phil Berkenbile
Oklahoma Dept. of Career and Technology
Education

Burg, Timothy
Shawnee Economic Development Foundation

Preston Doerflinger
Oklahoma Department of Human Services

Jacquelyn Hensley
Office of Gov. Mary Fallin (Native American
Liaison)

Phyllis Hudecki
Secretary of Education, State of Oklahoma

Glen Johnson
Oklahoma State Regents for Higher Education

Dave Lopez
Secretary of Commerce and Tourism

Thomas McKeon
Tulsa Community College

Richard McPherson
Oklahoma Employment Security Commission

Michael O'Brien
Oklahoma Department of Rehabilitation Services

Matt Robison
The State Chamber

Steve Stokes
Office of Disability Concerns

Valerie Thompson
Urban League of Greater Oklahoma City, Inc.

What are our Responsibilities as a Pilot?

- We are one of three pilots
 - Southern workforce area -14 counties
 - Eastern workforce area – 10 counties
 - Big Region – comprised of Central, East Central and Tulsa workforce areas
- Our pilot responsibilities are to
 - Complete the self assessment
 - Create an action plan to address any needs outlined in the self assessment
 - Implement the plan
 - Continuously re-evaluate our progress towards certification
 - Request TAT as necessary to move towards certification
 - Complete and submit a certification application
 - Participate in a desk-top and on-line review process
 - Provide feedback on all aspects of the certification (including the tools, process, framework, standards and measures)

Serving as a pilot gave our region the opportunity to create the final certification process and content, access to six additional months to prepare for certification, and access to DOL training for the needs identified at the pilot orientation session.

What Progress Has Our Local Pilot Made?

- At the Pilot certification orientation session held on November 28 and 29th, I participated in the team's initial self-assessment against the certification's standards and draft measures (bring a copy to share)
- From that self assessment we created an initial action plan to move the community towards certification (bring a copy to share)
- We developed a plan to share this information with the local staff from each agency (quickly review the process)
 - We have
 - Identified missing members of the pilot team (bring a copy to share)—and created a method to recruit them

- Determined who will serve as the team facilitator, leader, historian/recorder, and staff support (state who was selected within your pilot to fulfill each role)
- a plan to update the agency leaders (what we are doing right now)
- a plan to orient the team members who were unable to attend the orientation

What I Need From You Today

- An understanding of this information
- An approval to go ahead with orienting our local agency staff on this initiative—we need staff to understand and provide feedback around
 - Oklahoma’s certification process,
 - our pilot’s self assessment results,
 - our pilot’s action plans we have created to date
 - our pilot’s initial TAT needs list(Remind them of your pilot team’s plans to orient its local staff)
- An acknowledgement for me to continue serving on the local pilot team as our agency’s representative
- An opportunity to continually update you on the progress of our local pilot and the progress of the state’s certification process

What Questions Do You Have of Me?

Answer their questions and develop next steps with them