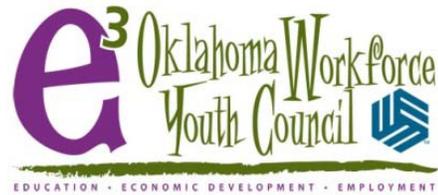




GOVERNOR'S COUNCIL FOR WORKFORCE  
AND ECONOMIC DEVELOPMENT  
EDUCATION. ECONOMIC DEVELOPMENT. EMPLOYMENT.



## Oklahoma Workforce Annual Report

**Program Year 2012**  
July 1, 2012 – June 30, 2013

# Contents

<b>Executive Summary</b> .....	<b>4</b>
<b>2013 Plan of Work Accomplishments</b> .....	<b>5</b>
<b>Governor’s Council Makes Recommendations</b> .....	<b>7</b>
<b>Oklahoma WIA Scorecard</b> .....	<b>9</b>
<b>System Certification Launched</b> .....	<b>10</b>
Oklahoma's New Day, New Way! Workforce Development System Certification Overview .....	10
Key Outcome and Reason for Workforce Development System Certification.....	11
Certification of Systems versus Centers.....	11
<b>OKMilitaryConnection.com Hiring Events Connect Veterans to Employers</b> .....	<b>13</b>
Commerce Assists with Homeless Veteran Event .....	15
<b>Career Pathways</b> .....	<b>15</b>
Career Pathways planning model developed and approved.....	15
Workforce plays an important role in Business Retention and Expansion (BR&E).....	16
Career Pathways Pilot Project in Southwest Oklahoma Culminates in a Statewide Conference .....	17
Dream It. Do It. Pilot adopted.....	17
<b>OKJobMatch.com Introduces Oklahoma Businesses to New Employees</b> .....	<b>18</b>
<b>Federal Grant Provides for Paid Storm Cleanup Jobs</b> .....	<b>18</b>
<b>Portal/Data</b> .....	<b>19</b>
<b>Statewide Workforce Preparation</b> .....	<b>20</b>
Oklahoma Green .....	20
Best Practice: Employer Outreach.....	20
Best Practice: WIB Outreach.....	21
Participant & Employer Snapshot:.....	22

<b>Southeast OK Region Earns Work Ready Communities Certification for Fourth Consecutive Year .....</b>	<b>22</b>
<b>Youth Program.....</b>	<b>23</b>
Governor’s Youth Council .....	23
Youth Council Social Media Success Continues.....	23
Oklahoma Students Enjoy Youth Summits .....	24
<b>Communications/Outreach Efforts .....</b>	<b>27</b>
<b>Success Stories .....</b>	<b>27</b>
Brittany Englehardt.....	27
Stephanie Cox Baker .....	28
<b>Customer Satisfaction.....</b>	<b>29</b>
<b>Statewide Tables .....</b>	<b>29</b>
<b>WIB Tables .....</b>	<b>34</b>
Central.....	34
East Central.....	35
Eastern.....	36
Northeast .....	37
Northwest.....	38
South Central.....	39
Southern.....	40
Southwest.....	41
Tulsa.....	42
<b>Table N: Cost of Program Activities .....</b>	<b>43</b>
<b>Waivers For Workforce Investment Act Title 1 Programs.....</b>	<b>44</b>

## Executive Summary

During Program Year 2012 the Governor's Council for Workforce and Economic Development continued its mission of helping the citizens of Oklahoma by continuing to improve the state's workforce system. From helping companies post more job opportunities to expanding Career Pathways, the goal of improving Oklahoma's workforce by increasing the quantity and quality of talent pipelines continued.

Even though Oklahoma has been blessed with a low unemployment rate and ample job opportunities, many challenges remain in helping Oklahoma's Workforce system respond to an ever growing list of challenges.

As seen on page 5, accomplishments were achieved in a multitude of areas, among them: planning & system oversight, the Workforce Portal/Data Grant, Career Pathways, Communications, and the Youth Council. This report will cover those areas and others in great detail including a look at specific measurements of success, programs in detail, as well as success stories.

Program Year 2012 was an eventful, busy, and productive time as Oklahoma's Workforce system underwent a series of major change. It also included technological innovations. OKJobMatch.com steadily grew from a website serving employees to a destination for businesses of all size looking to hire employees.

There were other notable achievements including a re-certification of a large swath of southeast Oklahoma as a Work Ready Community. A project between *Oklahoma Horizon* and the Governor's Council showcased in-demand careers across the state.

Program Year 2012 also brought other challenges. Following unspeakable destruction brought on by severe weather in several Oklahoma counties, the state secured a National Emergency Grant (NEG) through the U.S. Department of Labor, which 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 2012's successes possible.

## 2013 Plan of Work Accomplishments

### General

- Recommendations made to Governor and Legislature concerning:
  - ICAP
  - Guidance and Counseling Plan
  - Work Keys funding
    - Funding for continued use of WorkKeys and the NCRC was accomplished thru the Career Tech budget
- Support of Common Core- approved

### Planning & System oversight

- System certification “tool kit” developed
- Pilot areas completed phase 1 of service and process mapping
- Regional service delivery beta testing begun
- One-stop system operator pilot initiative in Eastern area
- Interim regional plans submitted
- Certification review team trained
- Regional planning draft guidance developed
- Continued to receive DOL technical assistance support for system work/ process and resource mapping/ planning and performance enhancements and system building.
- Analysis of Oklahoma Workforce Boards- Cost/ Benefit analysis completed

### Portal/ Data

- [Okjobmatch.com](http://Okjobmatch.com) official roll-out/ debut at April meeting
- Work on Integrating okjobmatch.com as OESC labor exchange system moved into full implementation mode. Full integration expected by January 2014.
- 100,000 resume milestone met for okjobmatch.com
- Office of Management and Enterprise Systems contracted to serve as technical project manager for phase 1 of Data portal grant project
- Key State agencies assign contact person to work with OMES on gathering needed data.
- OMES began interviewing agency contacts to gather needed data
- Work continued based on enterprise system plan/ framework developed as part of grant and the 2012 plan of work
- *Vision diagram* developed

## **Pathways/ Ecosystems**

- Career Pathways planning model developed and approved.
- Publication of Report: *“Creating a Proactive System to Help Oklahoma Businesses Stay Strong and Grow”*
- Pathways pilot in the SW area continued
- Statewide Career Pathways conference held- as a kick-off to statewide implementation
- Career Pathways tool kit developed
- Dream it Do it pilot adopted
- State DIDI license was acquired
- DIDI “onboarding” session held for areas already considering a DIDI initiative

## **Communications**

- 14 Council Matters published
- Promoted okjobmatch.com in various ways, media; personal presentations; trade shows; workshops; webinars;
- Social Media presence continued to be enhanced and utilized
- OKworks.org website enhanced- as part of ongoing data/ portal work
- Annual Report approved & submitted
- First Promotional video produced and aired
- Additional videos in the works
- Plans made to update Council collateral materials, including a plan on a page
- Enhanced and maintained okmilitary.com web-site
- Supported Lawton area military hiring event

## **Youth Council**

- Creation of the initiative Individual Career and Academic Plan for each student
- Developed a parents guide to career exploration and planning
- Support of regional youth summits
- Continued and enhanced Social Media presence for awareness
- Developed an updated strategic plan

## Governor’s Council Makes Recommendations

The Governor’s Council for Workforce and Economic Development (GCWED) recently approved several recommendations that it felt will greatly benefit the development of a talent pipeline in Oklahoma to support business expansion, retention and location efforts.

The Council is a business-led board, as codified in Oklahoma law SB 1734 (2006), charged with making recommendations related to creation of a workforce system, identifying talent and skill needs and aligning education, workforce and economic development in Oklahoma. It is also charged with serving as the State Workforce Investment Board as required in federal legislation (the Workforce Investment Act of 1998).

### *Council*

#### *Recommendations:*

**\* Individualized Career & Academic Plan (ICAP)**

**\* Career Counseling in Secondary Education**

The Council has undertaken several initiatives over the past few years, including Career Ready Certificates, Certified Work Ready Communities, Industry Sector Partnerships, Skill Gap Analysis, Career Pathways and OKJobMatch.com (virtual workforce services) to name a few. A couple of ideas have actually resulted in legislation such as Graduation Coaches and the Aerospace Talent incentive.

The ideas presented in the following recommendations may require specific legislative or executive level support, and were presented for consideration.

### **1. Individualized Career and Academic Plan (ICAP)**

Recent federal and state education policies promote students being career and college ready. In Oklahoma, the Governor and Superintendent of Public Instruction include citizenship ready in these policies. One of the components missing in this equation is an actual system for career exploration and planning for students. As part of that system, students and their parents should have the opportunity to develop their own individualized career and academic plan which would guide them through 4 years of high school and at least 2 years of post-secondary education/training. Simply put, this is a “roadmap” that guides individuals through the coursework and activities needed to achieve their academic and career goals. The individualized career and academic plan would be fluid and adaptable to allow students flexibility as interests and abilities change and mature. Having students develop an individualized career and academic plan would support students in completing high school and continuing in post-secondary education/training to reach their career goals. Legislation may be required for this change – suggested language: All students shall have the opportunity to develop an individualized career and academic plan.

## **2. Career Counseling in Secondary Education**

### **Background/Premises**

- There is a consensus among all of the stakeholders in workforce development that career counseling must be added to the formal curriculum in K-12 to support an improved effort to better prepare students for work and/or college readiness.
- The challenges are great for adding an additional K-12 curriculum while meeting current legally mandated public education performance criteria, particularly in the continuing presence of budget and class-time constraints.
- Career counseling is a subject area that few K-12 educational staff are prepared to deliver, even if class time became available.
- Business and industry have been, and will continue to be, involved in the development of career pathways that provide the foundation for career counseling in secondary education.
- Career counseling throughout the K-12 educational period will greatly enhance a student's appreciation for, participation in, and success from the learning experience.

### **The Proposal**

- Pass State mandated legislation to add one task/expectation to the TLE – making career connections a logical extension of existing curriculum for each student in grades K-12. This would be part of a student career counseling process designed to connect learning to career goals. It could be accomplished through regular classroom curriculum and supplemented by periodic career specific classroom sessions. Such legislation would likely include aspects of the following proposed activities, including a Business and Industry (B&I) tax credit for the costs of the time spent by B&I employees while facilitating the career counseling.
- A consortium of educators (K-12, Career Tech, Community College, and Higher Ed) in partnership with appropriate business representatives from across the spectrum of Business and Industry in Oklahoma will develop the curriculum to be used.
- Oklahoma Career Tech, in partnership with the State Regents for Higher Education, could be the focal point for preparing the program materials to be used to facilitate the career counseling activities in individual, or grouped (e.g. K-4, 5-8, 9-12) grade levels throughout K-12.
- Buy-in from B&I throughout Oklahoma will provide local employees who will be trained in Career Techs to deliver the career counseling at their local K-12 schools. It is anticipated that the primary B&I employees will come from the appropriate business area, and be supported as needed by their business staffs for specific career orientations.

## **The Pay-off/Reward**

With the addition of carefully crafted and delivered career counseling in the K-12 system, Oklahoma can be assured that its graduating high school students will be career and college ready. Using the partnerships and consortiums suggested herein, all of the stakeholders in the state's future will have a role in producing, funding, and delivering this addition to Oklahoma's educational system. It can be win-win situation for all.

3. Support the funding request contained in the Oklahoma Career and Technology Education budget for Work Keys/ Career Readiness Certificate system.
  - a. The Career Readiness Certificate (CRC) is about job creation;
  - b. CRC demonstrates ROI for employers in terms of retention, reduced training/re-training, and finding, hiring, and promoting qualified employees;
  - c. Job seekers receive a credential now endorsed nationally by the National Association of Manufacturers, National Institute of Metalworking Skills, the Manufacturing Institute, and by local employers and education/training providers; the CRC is a foundational credential for manufacturing and aerospace programs and required for employment in these sectors.
  - d. CRC is being used as an alternative to End of Instruction tests; Shawnee example (small school district) 15 students, who would have failed to receive a high school degree, have a diploma and a CRC because of the use of KeyTrain and WorkKeys at their school.
  - e. The CRC system, which includes employer job profiles, job seeker/ student assessments and KeyTrain up-skilling/ remediation modules create a power tool that connects education, employers, economic development, and employment objectives.

The Council believes that incorporating the ideas included in these recommendations will lead to an appropriately skilled and credentialed workforce and help to create the talent pipeline that will support the economic development efforts of Oklahoma.

## **Oklahoma WIA Scorecard**

Oklahoma recognizes the importance of linking workforce development and economic development for the long-term success of the state. We know that we need a well-educated and skilled workforce to remain competitive in today's economy.

***For every WIA dollar that is spent, the State of Oklahoma sees \$3.48 in return.***

The purpose of this study is to provide a benefit-cost analysis of WIA programs and an economic impact analysis of WIB operations.

This study shows that the work the business-led Workforce Investment Boards are doing throughout the State of Oklahoma provides significant benefits to participants and to the state.

People who have gone through the programs that the WIBs provide are finding and retaining employment and are positively contributing to Oklahoma's economy.

For every WIA dollar that is spent, the State of Oklahoma sees \$3.48 in return. Also, the Oklahoma WIBs directly and indirectly generated \$3.6 million in income and supported 68 jobs in the state, while the funds that the WIBs administered to participants and to program service providers generated an additional \$12.4 million in income and supported 326 jobs. Oklahoma has been a leader in engaging the private sector in workforce strategies.

We know that in order to have a strong economy, we must have a strong workforce. This study shows that Oklahoma is on the right track, and we have many successes to build on as we move our strategies forward.

[Click here to read the full report and see the scorecard](#)

In addition to the above report, Cost of Workforce Investment Programs was evaluated using a cost per participant model. Dividing the numerator into the total cost of program activities for the Adult program resulted in 117.96 per entered employment for the Adult program. The DLW program, if calculated the same way, comes to 1074.05.

## System Certification Launched

### ***Oklahoma's New Day, New Way! Workforce Development System Certification Overview***

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. According to the Governor's Council on Workforce and Economic Development (GCWED), and Oklahoma Senator Tom Coburn who both conducted studies, nine state agencies and their local entities are working somewhat independently to create this talent pipeline, with **One Stop Centers as one silo**. But for Oklahoma to have a truly world class workforce/talent development system, the Governor and various agency system directors recognized that all agencies must go beyond being a "collection of hard working, effective individual agencies" and become an "efficient, effective **system** providing seamless and comprehensive services." To create this workforce development system, the directors must look at the system holistically and where their particular agency and its services fit into the larger vision. Then they must commit to jointly producing the tools and processes needed to implement a workforce system.

The Governor and the agency directors who represent the various parts of the system recognized the short and the long term benefits that having such a comprehensive system would bring to

Oklahoma. They recognized that a systemic approach would create not only a more effective service delivery approach for Oklahoma citizens and business, but a true competitive advantage for Oklahoma's economic development efforts; thus meeting their strategic vision that **"Oklahoma's workforce development system increases profitability for businesses and increases income for all Oklahomans."**

Knowing that what gets measured gets done; the GCWED mustered political will and called for "the development of a Workforce Development **System Certification** process with the anticipation of creating a 'new normal' surrounding stellar customer focus. Certification of the system is designed to ensure consistency throughout the system while encouraging local and regional adaptation." This new approach of systemically serving job seeker and business customers is called the New Day, New Way!

### Key Outcome and Reason for Workforce Development System Certification



The key outcome of Workforce Development System Certification is to ensure that **"Oklahoma has a pipeline of appropriately skilled and credentialed workers ready to meet the employment needs of Oklahoma employers."**

The workforce development system will be designed to be the springboard to success for Oklahoma's businesses and job seekers. The benefits to Oklahoma, its

citizens and businesses are:

- Consistent, high-quality services to employers and job seekers throughout the state;
- User-friendly, customer-focused services;
- Alignment among education, workforce and economic development;
- Accountability for services and results; and,
- Maximization of all workforce development resources.

### Certification of Systems versus Centers

Although many states are creating certification systems and processes to certify **Centers**, the GCWED has chosen to focus on the certification of workforce development **systems**. A One Stop or Workforce Development Center is the "comprehensive physical location that houses multiple workforce development partners"; whereas the system is the "network of mandatory and optional partners, programs, centers and service providers that collectively address the community's workforce development needs". The GCWED was concerned that community perception states there is no difference between workforce development centers or systems, and, that the centers were the responsibility of only one or two of the partner agencies.

As discussed in the Introduction section, individual workforce development agencies 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, based on a

unified plan created to address the skills requirements of employers that are key to community growth and prosperity. Focusing only on one or two agencies that may be co-located within one building or facility, such as a One Stop or Workforce Development Center, will not be comprehensive enough. Therefore, this system certification evaluates how well all partners are working together to create a talent pipeline to assist employers to grow and prosper.

The certification process includes a local system's self assessment and action planning to prepare to be certified, development and implementation of a local unified plan, with a final pre-step of completing a system certification application form. Once the local system applies for certification, a trained, multi-member review team conducts both a desk-top and on-site review of the entire local workforce development system (including all local entities identified as a part of that system), based on a consistent, standardized evaluation tool. Once completed, the review team makes a recommendation for a local system's certification to the Workforce Solutions Committee of the GCWED, who will in turn send the final recommendation to the GCWED. The GCWED will certify each local system.

### Process to Develop the System Certification

The GCWED began by creating a Task Force of representatives from the nine state agencies and their local entities, including the:

- Governor's Council on Workforce and Economic Development (GCWED)
- Local Workforce Investment Boards and Staff (LWIBs)
- Oklahoma Adult Basic and Continuing Education (ABE)
- Oklahoma Department of Career and Technical 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 (Higher Regents)

The Task Force began its work by gathering and using customer feedback on the workforce development system. It then divided into three committees, each focused on one of the following categories: 1) governance; 2) job seeker services, and 3) business services. Over a six-month time period, facilitated by national consultant Richalene (Ricki) M. Kozumplik, the Task Force has developed a workforce development system certification:

- **framework** (how the system certification will be conducted, including a certification process flow chart and overall timeline for completion of the certification process )
- **standards** and draft **measures** (what each regional/local system must meet to become certified)
- local system **self-assessment** tool
- **pilot approach** including:

- *an application to become a pilot area;*
- *an evaluation form/process to select pilots;*
- *the selection of three pilot areas; and,*
- *an orientation/training process for the pilot areas*
- **Review team** (*comprised of one state representative from each of the nine agencies/entities.*)

*In addition, the following workforce development system certification tools are being developed:*

- *certification application*
- *certification evaluation form (both desk top and on-site)*
- *review team training curriculum*

## Toolkit Links

See how the System Certification works by clicking on the System Certification Toolkit as well as the application forms to begin the process:

[System Certification Toolkit](#)

[Toolkit Letter](#)

[Application Form](#)

[Intent to Apply Form](#)

## OKMilitaryConnection.com Hiring Events Connect Veterans to Employers

### **Norman Event:**

300 + Veterans; 50  
Employers

### **Lawton Event:**

In November 2012, More than 300 veterans and service members and over 50 employers took part in [Oklahoma Military Connection's](#) inaugural hiring event, which included kick-off remarks from Gov. Mary Fallin.

The inaugural hiring event was held November 8 at the Armed Forces Reserve Center in Norman. It included a unique approach to matching employers and job-seekers.

Veterans who pre-registered for the event were matched to employers with available job openings based on their skills or desired employment. Several veterans said they received multiple matches.



“Oklahomans have great admiration and respect for the men and women who serve our nation in the armed forces. To honor their service, we are working at the Capitol to ensure Oklahoma veterans are able to find good jobs when they return to the workforce,” said Gov. Mary Fallin.

A similar event was held in Lawton, OK on June 6, 2013. Over 50 employers participated with more than 400 job-seekers.

The Governor’s Council is a sponsor of [OKMilitaryConnection.com](http://OKMilitaryConnection.com).



## November 8th Hiring Event Metrics



economy.

- ▶ 422 individuals participated in the Hiring Event.
- ▶ 59 employers participated in the Hiring Event.
- ▶ The event resulted in 23 interviews onsite and 98 interviews following the event.
- ▶ 37 individuals were hired as a direct result of the Hiring Event, with an average salary of \$40,000. This results in approximately \$1.5 million being infused into Oklahoma’s

▶ The 37 individuals acquiring employment through the event could result in an average annual savings of unemployment benefits of \$10,672.80 per person with a total annual savings of unemployment benefits of \$394,893.60 to the state of Oklahoma.

▶ 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. This represented a savings of approximately \$70,000 to the 59 employers.

### ***Commerce Assists with Homeless Veteran Event***

The Oklahoma Department of Commerce assisted the Community Service Council of Greater Tulsa in applying for and in implementing a \$7,000 Homeless Veteran Re-integration Program- Stand Down grant. The 2013 Tulsa Stand Down event was held Saturday, May 11 to provide homeless veterans in the Tulsa area with a variety of services, including a connection to employment, family-sustaining wages, permanent housing, transportation, and a step out of poverty and homelessness. Nearly 175 homeless veterans were served this year.

The Tulsa Stand Down featured a job fair again this year, which provided homeless veterans an opportunity to interview with local employers and to hear firsthand about the skills and attributes needed. Local employers participating this year included Coke, Goodwill Industries, and Transportation Connection, which is a training and placement program funded by a Social Innovation Fund grant that provides workers for the aviation and logistics industries throughout Northeastern Oklahoma.

Five homeless veterans were hired this year, and 7 were hired at last year's Tulsa Stand Down, which was also funded by a \$7,000 Stand Down grant awarded to ODOC. One of the homeless veterans hired last year on the spot by Trinity Industries remains employed there as an industrial painter making \$16 an hour. Now living in his own apartment and having recently purchased a car, the veteran says he does indeed feel re-integrated and on his way to success. He is also now pursuing a CNC machinist certificate and taking business administration courses to "give the college thing a try."

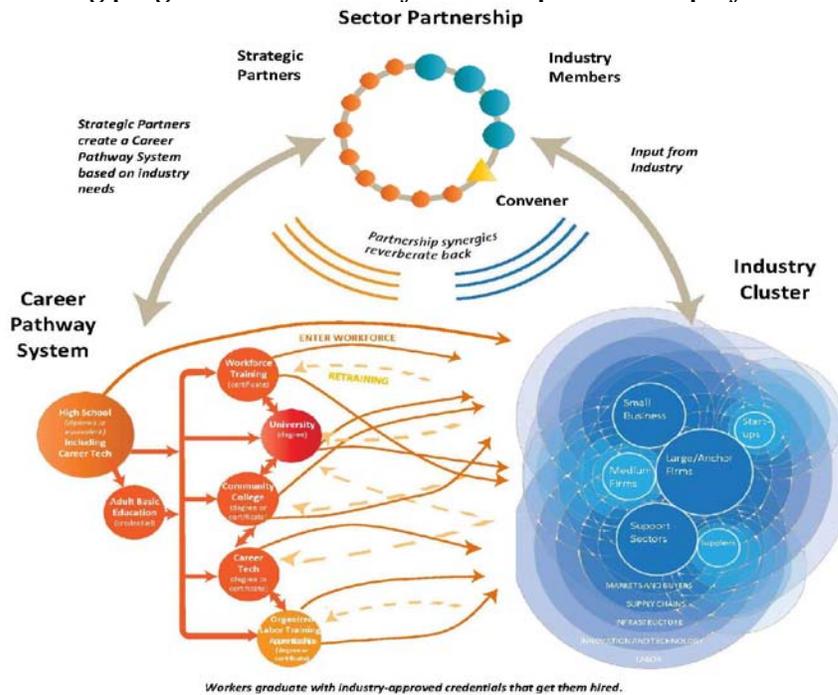
## **Career Pathways**

### ***Career Pathways planning model developed and approved***

Building on the Career Pathways Framework approved by the Governor's Council in PY12, the Career Pathways Committee put together a Regional Career Pathways Planning Model. The Model is intended to provide guidance for local and regional groups as they create career pathways talent pipelines that assure employers have an appropriately skilled and credentialed workforce.

Planning steps include – Identify Ecosystems/Industry Sectors, Create Industry Partnerships in identified industry sectors and identify workforce needs, and Create, design and redesign education and workforce programs to make relevant career pathways for the region.

The image below illustrates how Ecosystems/Industry Sector Partnerships align education and training programs with industry needs to produce employable workers.



Source: State Sector Strategies: Implications for State Workforce Policymakers – 2013 - National Governors Association – Corporation for a Skilled Workforce – National Skills Coalition. Adapted for Oklahoma.

## ***Workforce plays an important role in Business Retention and Expansion (BR&E)***

In a study commissioned by the Governor’s Council - [\*\*\*Creating a Proactive System to Help Oklahoma Businesses Stay Strong and Grow\*\*\*](#), Thomas P. Miller and Associates confirmed the value of proactive business retention and expansion (BR&E) efforts and the importance the workforce system plays in BR&E. Companies that are strong and growing are a major contributor to a strong economy and require a workforce system that understands the needs of employers, works together in a coordinated way to meet those needs, makes sure employers are aware of services available to them, and creates a pipeline of appropriately skilled and credentialed workers.

Career pathways efforts, the System Certification process, OK JobMatch.com, Career Readiness Certificates, the State Workforce Portal, and the Longitudinal Data System were all cited as key initiatives in Oklahoma’s BR&E efforts.

In addition, recommendations for moving forward included organizing local or regional teams and designation of a “lead” individual or organization for each team; targeting the sectors that have the biggest impact on the economy; increasing quality communication to businesses; and increasing collaboration among local partners. Between the System Certification initiative and Regional Career Pathways Planning efforts, these recommendations are being addressed.

## ***Career Pathways Pilot Project in Southwest Oklahoma Culminates in a Statewide Conference***

The career pathways pilot project in Duncan has proven to be very successful and continues to expand due, in large part, to dedicated superintendents at both the Duncan Public Schools and Red River Technology Center and involvement of the Duncan Economic Development Foundation and committed employers.

The Southwest Oklahoma Impact Coalition (SOIC) and Duncan Public Schools hosted ***Career Pathways – An Intentional Journey***, a conference, as the culmination of their pilot project. Communities were encouraged to bring teams to include the public school and career tech superintendents, community college administrators, economic development and chamber executives, city officials, workforce development leaders and business and industry. Participants walked away with a Comprehensive Guide for implementing Career Pathways.

## ***Dream It. Do It. Pilot adopted***

In order to be successful in the global economy, manufacturers need to attract the next generation of talent with the skills and attitudes for innovation and success.

Manufacturing careers offer good salaries and exciting opportunities to be on the cutting edge of new technologies and products. But, they are often misunderstood in the eyes of young people, and the parents and educators who influence them. To address this misconception, industry associations, educators, political leaders, manufacturers, and others have organized and executed initiatives to address the skills gap and to achieve a greater positive perception of manufacturing. While there are great efforts currently, we still need to continue to take action.



*Dream It. Do It.* offers local manufacturers, schools, community-based organizations and other stakeholders the opportunity to partner with a respected national platform to promote manufacturing as a top tier career choice. Recognizing that there is no “one size fits all” solution. *Dream It. Do It.* consists of a network of industry leaders that develop pro manufacturing activities customized to local, regional and statewide needs. Subscribers to the *Dream It. Do It.* network utilize a nationally recognized brand, a robust support network, and the leverage of The Manufacturing Institute with the support of the National Association of Manufacturers, to attract and recruit the next generation of qualified manufacturing workers.

Endorsed by the Governor's Council, a pilot of the Manufacturing Institute's *Dream It. Do It.* initiative is being implemented in Duncan. With interest from three other areas in the state, the Institute conducted an "onboarding" session for 30 people representing four areas of the state. Commerce acquired a statewide subscription agreement with the Institute and will continue to assist in efforts across the state.

## OKJobMatch.com Introduces Oklahoma Businesses to New Employees

[OKJobMatch.com](http://OKJobMatch.com), the free job matching website launched last spring by the Oklahoma Department of Commerce, is now open to employers searching for their next employee.

The new function allows employers to build a job description from scratch using an easy to understand question-and-answer format, post their job and begin connecting with the tens of thousands of active job seekers currently on OKJobMatch.com.

### Key Stats:

- 100,000+ Users with a work history registered in OKJobMatch.

Finding qualified employees can be difficult, especially in certain counties where the unemployment rate is below 3.5%.

Instead of waiting for someone to respond to a want ad, OKJobMatch.com lets employers search job seekers resumes and reach out to them directly. The goal is to make filling positions faster and easier by putting the power in the hands of employers.

OKJobMatch.com matches employers with job seekers based on a number of criteria, including experience, education, skills, certifications and licenses. OKJobMatch.com lets employers save, edit and manage their job postings as well as flag potential job seekers for follow up, add notes and find similar candidates.

OKJobMatch.com also allows employers the ability to show their interest in hiring veterans, people with disabilities or those receiving public assistance.

To get started and post your job openings, go to [www.OKJobMatch.com](http://www.OKJobMatch.com) create a login and begin building your job description.

## Federal Grant Provides for Paid Storm Cleanup Jobs

Residents from numerous Oklahoma counties were adversely affected by the tornadoes, straight-line winds, flooding and damaging hail that occurred in May 2013. The Oklahoma

**Oklahoma responds to devastating storms with National Emergency Grant.**

Department of Commerce was awarded a National Emergency Grant (NEG) through the U.S. Department of Labor, which will provide temporary paid employment positions to aid in cleanup and recovery work.

The primary purpose of this federal grant is to provide jobs while restoring public infrastructure and services so regular business and employment activities can resume. Worksites will be established in the areas designated by FEMA where clean-up, restoration, and service activities are currently being performed. The designated areas include Canadian, Cleveland, Lincoln, Hughes, Okfuskee, Oklahoma, Pottawatomie, and Seminole counties. Additional sites will be set up to assist in projects to provide humanitarian assistance to victims of the disaster and to aid high impact non-profits who are providing temporary services, restoring public services, etc.

Priority for participation in the NEG program will be given to those workers who experienced job loss as a result of the disaster. Others eligible to participate include workers who are temporarily dislocated, dislocated workers who are unemployed and not receiving income support, and individuals who have been unemployed for 15 weeks or more. Veterans are also encouraged to apply.

Workers will be paid minimum wage or a comparable rate for the occupation they are assigned to perform, with a maximum wage of \$12,000 (excluding benefits) limited to up to 6 months or 1,040 hours. Other benefits that may be available include covering costs of child care, transportation, as well as safety and work related equipment.

## Portal/Data

In program year 2012 major strides were made in the area of technology. Among the accomplishments:

- Work continued on integrating okjobmatch.com as OESC labor exchange system moved into full implementation mode. Full integration is expected by January, 2014.
- Over 100,000 resumes with a work history were placed into OKJobMatch.com by job-seekers. The milestone was met in part to statewide partnerships including an effective outreach campaign.
- The Oklahoma Office of Management and Enterprise Systems (OMES) contracted to serve as technical project manager for phase 1 of the Data portal grant project. Several key state agencies have assigned a contact person to work with OMES on gathering needed data. Work continued based on an enterprise system plan/ framework developed as part of grant and the 2012 plan of work. A diagram was also developed.

## Statewide Workforce Preparation

### Oklahoma Green

#### Key Stats:

- **104** participants were served in the quarter; **149** total participants served as of 6-30-13.
- **13** participants earned a credential in the quarter; **13** total participants earned a credential as of 6-30-13.
- **95** participants were in OJT in the quarter; **140** total participants have participated in OJT as of 6-30-13.

Oklahoma's H1-B Occupational Skills Training grant program—Oklahoma Greenovation—offers “green-centric” certification (Leadership in Energy and Environmental Design or LEED) and on-the-job training (OJT) opportunities designed to transform workforce development in the energy-efficiency services (EES), construction, and related industry sectors.

Participants enter career pathways within these sectors above entry level through a variety of OJT opportunities that offer real-world experience and educational attainment required for success and further

advancement.

While the Oklahoma Department of Commerce, Workforce Services serves as the lead grantee and administrative and fiscal agent, we have subcontracted with a consortium of four, public educational institutions that offer certifications, industry-recognized credentials, and two- and four-year degrees. Those are: Oklahoma State University-Institute of Technology (OSU-IT), which serves as the consortium lead; the Oklahoma Department of Career and Technology Education (CareerTech); Oklahoma State University-Oklahoma City (OSU-OKC); and Tulsa Community College.

#### ***Best Practice: Employer Outreach***

Oklahoma Greenovation leverages the strong, existing relationships with employers previously developed by the consortium. These employer-institution partnerships have been developed through the use of Employer Advisory Councils or other program/training development groups, which give Oklahoma employers a real voice in the types of training offered, how the curriculum is developed and delivered, and the types of certifications and/or degrees granted at these individual institutions.

Oklahoma Greenovation has also partnered with the Oklahoma Chapter of Associated General Contractors, a trade association of almost 300 companies in the EES, construction, and related industry sectors. We have hired a statewide coordinator focused solely on developing

relationships with these companies interested in offering participants OJT opportunities across Oklahoma.

And, TCC's and OSU-OKC's partnerships with state-wide utilities, industry advocacy groups such as Sustainable Tulsa, and nation-wide energy efficiency consulting firms presents a fantastic opportunity to connect highly skilled EES workers with jobs in Oklahoma. Nearly all companies in the EES and green building community work with these consulting firms in some capacity.

### ***Best Practice: WIB Outreach***

From the very beginning, Oklahoma Greenovation involved representatives from its nine local workforce investment boards (WIBs), the Oklahoma Employment Security Commission, which provides general management and front-line staff in all Workforce Oklahoma one-stop centers, and our service providers, including DESI and ResCare Workforce Services. These representatives were involved in early working group sessions and helped us develop the Oklahoma Greenovation Policy and Procedures manual as well as the processes and forms needed for employer partner review and approval, participant enrollment, OJT monitoring and re-imburement, etc. They are also invited to all monthly consortium conference calls and on-site meetings held at various locations throughout the year.

Oklahoma Greenovation created an incentive program that offers local WIBs \$200 for every successful participant referral. The WIBs can use these incentive payments to make improvements to their Workforce Oklahoma one-stop centers and/or to enhance program offerings. In February, we held two trainings for front-line staff that took them step-by-step through the participant referral and re-imburement process.

### **Participant Success**

Clint Condren, a graduate of OSU-IT's technical design program, was given an OJT opportunity with Tulsa construction design firm Sisemore, Weiz & Associates. The firm specializes in using 3D models to reduce the amount of construction materials used onsite, the energy needed in construction and during operation, and the waste created.

Although Clint was formerly incarcerated, Sisemore agreed to give him a chance because of the strong reputation of OSU-IT's technical design program and because of our thorough vetting process. Clayton Cantrell, Sisemore project manager and Clint's OJT supervisor, says they couldn't be more pleased with his performance and work ethic. Clint completed his 300-hour OJT and now works for Sisemore in full-time, unsubsidized employment, making \$24 an hour.

### ***Participant & Employer Snapshot:***

- **104** participants were served in the quarter; **149** total participants served as of 6-30-13.
- **13** participants earned a credential in the quarter; **13** total participants earned a credential as of 6-30-13.
- **95** participants were in OJT in the quarter; **140** total participants have participated in OJT as of 6-30-13.
- **9** participants received LEED training in the quarter; **9** total participants received LEED training as of 6-30-13.
- **10** participants have entered training related employment in the quarter; **17** participants have entered training related employment as of 6-30-13.
- **29** employers started offering OJT opportunities in the quarter; **69** total employers have offered OJT opportunities as of 6-30-13.

## **Southeast OK Region Earns Work Ready Communities Certification for Fourth Consecutive Year**

The Oklahoma Department of Commerce (ODOC) recognized fifteen counties in Southeast Oklahoma for being “Work Ready” for their fourth consecutive year. The Career Readiness Certificate, powered by the ACT WorkKeys assessments, is a job skill assessment system that measures real world skills employers believe are critical to success in a job environment. The skills measured in the assessment are valuable for a wide variety of occupations, whether skilled or professional, and at any level of education.

“The designation as a Work Ready Community gives these counties an advantage when competing to retain, grow and attract jobs and talent”

The fifteen-county region being recognized, known as Oklahoma’s Premier Work Ready Region, includes Choctaw, Haskell, Latimer, LeFlore, McCurtain, Pittsburg, Pushmataha, Atoka, Bryan, Coal, Johnston, McIntosh, Pontotoc, Marshall, and Hughes counties.

“The designation as a Work Ready Community gives these counties an advantage when competing to retain, grow and attract jobs and talent,” said ODOC Work Ready program director Jeane Burruss. “By investing in and linking economic development,

education and workforce, these fifteen counties can provide a talent pool of skilled, work-ready job candidates to meet the needs of employers and the goals of workers. Work Ready regions



verify to businesses that they have a sustainable, reliable pipeline that delivers the right workers with the right skills at the right time.”

The Work Ready Communities program expands Oklahoma’s Skills Assessment and Certification program for employees and job seekers, which uses ACT’s WorkKeys assessment tool and Career Readiness Certificates (CRCs).

To be considered a Work Ready Community, an area must meet the following criteria:

- 3% of the existing workforce must earn a Career Readiness Certificate credential.
- 25% of the available workforce must earn a Career Readiness Certificate.
- Either a minimum of 85% high school graduation rate or 82% of high school seniors earn a Career Readiness Certificate.

Businesses use the nationally recognized program to recruit and hire new employees and promote and train incumbent workers. Job seekers use WorkKeys and CRCs to identify education or training gaps and to validate their qualifications. And school systems use the program to help students plan their study paths and careers and to develop curriculum that bridges the gap between education and the world of work. Oklahoma’s Work Ready Communities program brings together employers, all levels of education, economic development organizations and various government entities in successful and powerful coalitions.

## Youth Program

### ***Governor’s Youth Council***

In program year 2013, the Governor’s Youth Council continued its mission of reaching Oklahoma’s youth. The Youth Council enjoyed the following accomplishments:

- Creation of the initiative Individual Career and Academic Plan for each student
- Developed a parent’s guide to career exploration and planning
- Support of regional youth summits
- Continued and enhanced Social Media presence for awareness
- Developed an updated strategic plan

### ***Youth Council Social Media Success Continues***

The State Workforce Youth Council’s Facebook and Twitter pages continued to garner likes and followers in program year 2013.



[The Youth Council's Twitter feed](#) has more than 100 followers. Tweets are sent out targeting Oklahoma's Youth as well as updates on Youth Council activities.



The Workforce Youth Council continues to operate a Facebook. The page has already garnered more than 50 likes. It provides the ability to post links to news stories related to Oklahoma's Youth, updates on meetings, and much more.

The Facebook page also allows for the promotion of events and the ability to post pictures.

### ***Oklahoma Students Enjoy Youth Summits***

Hundreds of Oklahoma youth again participated in youth summits in Tulsa and Durant in June 2013. The summits were sponsored by numerous partners and included motivational speakers, door prizes donated by local businesses, and a variety of activities. The mission of the summits was to inform and education youth about careers and educational pathways through an informative, engaging, and entertaining format.



*Elevate 2013*, at the Tulsa Community College Northeast Campus, included speeches by the Power Team as well as hands on exposure to careers in IT, aerospace, manufacturing and health care.

“Xtreme Leadership is Power”, a 2013 Youth Summit, was held at the Choctaw Event Center in Durant, Oklahoma on Wednesday, June 26, 2013 from 10:00 a.m. to 2:00 p.m. The Xtreme Summit, designed to be an educational and motivational fun filled experience, prepared over 1200 economically disadvantaged and disabled youth ages 14-21 for the employment challenges of the future. This event featured live educational and motivational entertainment. Among those speakers was Tom Thelan, author of *Teen Leadership Revolution*. His message on teen leadership and bullying prevention has reached over 500 youth audiences since 2002.



Travis Brown, aka Mr. Mojo, delivered a high energy, intense message on anti-bullying. He is the author of Teen Leaders are Mojo Makers and Mojo Up & Stop Bullying. He has delivered over 200 hours of motivational presentations nationwide. Race Dance Company, out of Oklahoma City, brought about social awareness and change through dance performances and education as well.

All agencies providing services to youth were invited to sponsor youth for participation in this dynamic event. The event held opportunities for the youth to obtain occupational and educational materials through partner display booths.

This event was provided to area youth courtesy of the Choctaw Nation of Oklahoma, Southern Workforce Board, Inc., Big Five Community Services, Inc., Southeastern Oklahoma State University, Oklahoma Department of Rehabilitation Services, and the Oklahoma Department of Commerce.

### **Pontotoc County Hosts Second 8th Grade Career Discovery Day**



On Wednesday, January 30, 2013, every eighth grade student in Pontotoc County gathered at East Central University for a Career Discovery Day. As a vision of Senator Susan Paddack, the event was designed to be more than a standard career fair, and more than a one day activity.=

The idea behind Career Discovery Day was sparked by a visit to Senator Susan Paddack's Office at the Oklahoma state capitol by Mike Southard, President & CEO of the Ada Jobs Foundation. Southard asked the two high school students shadowing Senator Paddack what their future career plans were. Their answers illustrated a disconnect between awareness of available jobs, training requirements for these jobs, and how students could utilize existing programs to receive training before graduation.

Following the legislative session, a taskforce was organized to develop a program to address these disconnects among students in Pontotoc County. The original plan was to focus on high school students, but, after some research, Senator Paddack learned that the eighth grade year is the pinnacle year to address a student's future goals and plans.

By showcasing career opportunities and programs for training to students before they reach high school, there is a greater likelihood of them staying in school and being work ready once they graduate. The taskforce that was organized to oversee the entire program consisted of representatives from: area school districts, technology center, businesses, economic development agencies, chamber of commerce, universities, workforce board, and tribal entities.

Several planning meetings were held by the taskforce to determine a date for the event and to get a commitment from every school district in the county. After the initial planning meetings were conducted, the taskforce created four committees to oversee various aspects of the program.

Each student participated in an opening session which addressed “soft skills” -- things they need to say like, “Yes sir,” and “thank you,” as well as how to shake hands and respond when greeted with, “It’s nice to meet you.” The students also saw a skit that showed “do’s” and “don’ts” of interviewing.

Following the opening sessions, students attended three break-out sessions based upon selections they made from available careers. Area professionals spoke in these sessions about their chosen careers, and gave the students an idea of a typical day as well as classes that would be helpful for a similar career path and salaries they can expect in a variety of occupations.

Eighth grade parents were invited to attend a Parent meeting that evening where a variety of topics that are important to their children’s future were discussed. School counselors covered the career assessment test, graduation requirements, OHLAP program, and business leaders discussed what jobs would be available in 2016 when these students graduated. Representatives from both East Central University and Pontotoc Technology Center were on hand to discuss their programs and financial aid opportunities.

Garvin County and Bryan County hopes to mirror Pontotoc County’s success by hosting their first 8th Grade Career Discovery Days sometime in 2014.

## **Follow-Up Career Discovery Day Services offered to Pontotoc County 9th Graders**



Last January all the eighth grade students in Pontotoc County participated in Career Discovery Day, where they were exposed to three career tracks that they were interested in pursuing. The businesses, entities, and individuals that helped organize this event promised the students that this would not be just a one-time activity. Yesterday, business and community leaders held the ninth grade Career Discovery Day. The same students that participated

in the program last year were split up based on their desired career and were exposed to an in-depth, hands-on program for that specific career field. Students participated in the following career fields: Architecture, Arts, Business, Communications/Tourism/Hospitality, Construction/Manufacturing, Finance/Accounting, Healthcare/Dentistry/Pharmacy, Information Technology & Engineering, Legal, Public Safety/Security, Science & Research, Transportation/Logistics, and Veterinary Medicine. Some of the day's activities included a mock trial at the courthouse for legal students and a robotics lab for IT & engineering students.

This event was a major success and gave students the opportunity to learn more about their desired career and make decisions regarding whether or not they wanted to continue to pursue that career and the education requirements they would need. The committee that oversees Career Discovery Day is already planning activities for these students as



they advance to tenth grade and are currently organizing Career Discovery Day for this year's class of eighth graders.

Over the next couple of years, the program will expand to include Career Discovery Days for high school sophomores, juniors and seniors.

## Communications/Outreach Efforts

In program year 2013 a variety of outreach efforts were utilized to more effectively tell the story of Workforce. These efforts took for the form of newsletters, presentations, websites, and television.

- [14 Council Matters newsletters published](#);
- Promoted [okjobmatch.com](http://okjobmatch.com) in various ways, media; personal presentations; trade shows; workshops; webinars;
- Social Media presence, via [Facebook](#) and [Twitter](#), continued to be enhanced and utilized;
- [OKworks.org](#) website enhanced- as part of ongoing data/ portal work;
- Worked with Oklahoma Department of Career Technology to develop [videos promoting Oklahoma careers in demand](#);
- Additional videos in the works;
- Plans made to update Council collateral materials, including a plan on a page;
- Enhanced and maintained [okmilitaryconnection.com](http://okmilitaryconnection.com) web-site;
- Supported Norman & Lawton area military hiring events;

## Success Stories

### ***Brittany Englehardt***



Brittany Englehardt came into the Pryor Workforce Center looking for a job to help her grandmother pay the bills. She had no work experience except for helping in the library at her high school.

“Without Sheila and the Workforce Center, I would never have had the opportunities I have been given...”

Englehardt was paired with Sheila Walker, a DESI career manager. Walker administered various assessments to determine which would be better for Englehardt—work or school. Completing the OKCIS and participating in several interviews helped determine that working was Englehardt’s preference for the time being. She already possessed a strong work ethic, but needed to work on her communication skills.

Englehardt completed assignments on Careeready101 soft skills and was then placed in a part-time position at the mayor’s office. Mayor Jimmy Trammel stated that he was very impressed with Englehardt and her work. He transferred her to the Pryor Creek Recreation Center to greet

people at the front desk and do some filing. After only a few days, Brittany began to shine in the position. With each visit from Walker, Englehardt appeared to have found her home at this job.

A few weeks later, one of the managers who opened the center in the mornings resigned. Englehardt's on-site supervisor, Dick Holmes, stated he wanted to hire Englehardt as a manager. After consulting with Walker, Englehardt accepted the offer, which added the responsibility of opening the center Tuesday through Thursday.

She has begun manager training and Holmes expects to hire her on a full-time basis in a few months.

Englehardt is excited about her new responsibilities and states, "Without Sheila and the Workforce Center, I would never have had the opportunities I have been given. And this, I do believe, is just the beginning of my success story!"

### ***Stephanie Cox Baker***



Stephanie Cox Baker came into the Pryor Workforce Center asking to talk to someone about truck driving school. She met with Sheila Walker, DESI career manager, and discussed the options available to her. Baker talked about things in her past that had kept her from going to school before. She had some personal issues that were standing in her way. Baker said that driving a truck was all she had ever wanted to do.

"My life is better today because of this program"

Baker was determined to be eligible for the WIA Adult program. She then completed some initial assessments and the assessments also showed that truck driving would be a good match for her. Baker researched some local schools and decided on Roadmaster in Tulsa. She was still very apprehensive about attending training and the financial demands of driving to Tulsa every day. Walker contacted the school and was told that their training could include housing if there was a need. Housing arrangements were made for Baker and she started her training on October 8, 2012.

Baker had hit some roadblocks about halfway through the training, and it was not clear if she would be able to complete the training. Once she worked out the problems, the school let her return. Baker was still running into brick walls, however. She failed her first CDL exam. The instructors worked with her and she retested; the second time she passed the exam and got her CDL license on November 15, 2012.

Baker applied with Conway Trucking and was hired on December 3, 2012. She would have to complete 10,000 miles with a finisher from the company before she could get her own truck.

Baker has now completed the requirements from Conway Trucking and is driving her own truck, making 44 cents per mile. She has married and now lives in Fort Worth Texas. She states, "I am living my dream and it is a beautiful life. My life is better today because of this program.

## **Customer Satisfaction**

Customer satisfaction is measured through an electronic process in the 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. Questions with responses are outlined below:

How satisfied were you with the career services received? 80% Satisfied or Extremely Satisfied

Please rate your level of satisfaction with the following;

Finding the right job matches	81% Satisfied or Extremely Satisfied
Developing an effective resume	85% Satisfied or Extremely Satisfied
The application process	80% Satisfied or Extremely Satisfied
Interviewing Skills Training	88% Satisfied or Extremely Satisfied

Please rate your level of agreement with the following;

The services provided will help my job search	84% Agree or Absolutely Agree
I plan to transfer what I learned to my job search	80% Agree or Absolutely Agree
These services were effective in helping my job search	81% Agree or Absolutely Agree

## **Statewide 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 2012			
Performance Measure	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	52%	52.9%	26600
			50329
Employment Retention Rate	80%	81.1%	24411
			30109
Average Earnings	\$12,800	\$12,463	298673309
			23963

Outcomes for Adult Special Populations								
Program Year 2012								
Reported Information	Public Assistance Recipients Receiving Intensive or Training Services	Veterans		Individuals With Disabilities		Older Individuals		
Entered Employment Rate	63.8%	392	58.3%	3346	40.6%	961	38.7%	3046
		614		5736		2369		7879
Employment Retention Rate	81.6%	373	85.3%	3045	74.8%	782	81.1%	2467
		457		3568		1046		3042
Average Earnings	\$10,443	3864048	\$15,897	42063027	\$11,223	83616541	\$13,940	34390932
		370		2646		741		2467

Other Outcome Information for the Adult Program				
Program Year 2012				
Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	77.3%	675	52.4%	25925
		873		49456
Employment Retention Rate	86.1%	767	80.9%	23644
		891		29218
Earnings Replacement Rate	\$13,942	10652068	\$12,415	287930788
		764		23193

Dislocated Worker Program Results At-A-Glance			
Program Year 2012			
Performance Measure	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	50%	65.3%	1250
			1913
Employment Retention Rate	83%	84.4%	3508
			4158
Average Earnings	\$14,400	\$13,915	47755056
			3432

Outcomes for Dislocated Worker Special Populations								
Program Year 2012								
Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	62.9%	156	51.1%	47	50.6%	181	66.7%	16
		248		92		358		24
Employment Retention Rate	86.7%	429	77.5%	107	84.4%	475	74.3%	52
		495		138		563		70
Average Earnings	\$16,272	5858070	\$11,847	1184669	\$1,422	6835876	\$9,447	491246
		360		100		474		52

Other Outcome Information for the Dislocated Worker Program				
Program Year 2012				
Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	81.1%	348	60.8%	902
		429		1484
Employment Retention Rate	88.1%	400	83.9%	3108
		454		3704
Earnings Replacement Rate	\$15,778	6311127	\$13,669	<a href="#">41443929</a>
		400		3032

Youth (14-21) Program Results			
Program Year 2012			
Performance Measures	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	65.0%	63.2%	368
			582
Attainment of Degree or Certificate	48.0%	51.9%	268
			516
Literacy and Numeracy Gains	39.0%	38.3%	115
			300

Table L - Other Reported Information										
Program Year 2012										
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	82.2	24,109	\$1,000	28,886,831	0.1	19	\$4,844	126,821,313	52.0	352
		29,326		28,879		26600		26,183		673
Dislocated Workers	85.4	4,876	95.7	68487487	0.7	9	\$6,020	7,482,403	57.0	199
		5,708		71545313		1250		1,243		347

Table M - Participation Levels		
Program Year 2011		
	Total Participants Served	Total Exiters
<b>Total Adult Customers *</b>	<b>141,774</b>	<b>122,556</b>
Total Adults (self-service only)	77,258	63,176
WIA Adults	141,693	122,479
WIA Dislocated Worker	1,455	1,037
<b>Total Youth (14-21)</b>	<b>1,746</b>	<b>772</b>
Out-of-School Youth	986	454
In-School Youth	760	318

## WIB Tables

### Central

Table O - Local Program Activities Program Year 2012				
Central Workforce Investment Area	Total Participants Served	Adults	35,570	
		Dislocated Workers	340	
		Older Youth	255	
		Younger Youth	303	
ETA Area # 40080	Total Exiters	Adults	30,448	
		Dislocated Workers	307	
		Older Youth	102	
		Younger Youth	68	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	52.0%	53.9%	
	Dislocated Workers	50.0%	61.0%	
Retention Rate	Adults	80.0%	82.9%	
	Dislocated Workers	83.0%	85.1%	
Average Earnings	Adults	\$12,800	\$13,034	
	Dislocated Workers	\$14,400	\$13,709	
Placement in Employment or Education	Youth (14-21)	65.0%	69.5%	
Attainment of Degree or Certificate	Youth (14-21)	48.0%	48.8%	
Literacy and Numeracy Gains	Youth (14-21)	39.0%	39.8%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	8

**East Central**

Table O - Local Program Activities Program Year 2012				
East Central Workforce Investment Area	Total Participants Served	Adults	6,708	
		Dislocated Workers	43	
		Older Youth	40	
		Younger Youth	45	
ETA Area # 40040	Total Exiters	Adults	5,610	
		Dislocated Workers	33	
		Older Youth	14	
		Younger Youth	19	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	52.0%	54.4%	
	Dislocated Workers	50.0%	66.1%	
Retention Rate	Adults	80.0%	77.8%	
	Dislocated Workers	83.0%	85.0%	
Average Earnings	Adults	\$12,800	\$10,911	
	Dislocated Workers	\$14,400	\$14,828	
Placement in Employment or Education	Youth (14-21)	65.0%	53.7%	
Attainment of Degree or Certificate	Youth (14-21)	48.0%	63.4%	
Literacy and Numeracy Gains	Youth (14-21)	39.0%	61.5%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	6

**Eastern**

Table O - Local Program Activities Program Year 2012				
<b>Eastern Workforce Investment Area</b>	<b>Total Participants Served</b>	<b>Adults</b>	19,548	
		<b>Dislocated Workers</b>	123	
		<b>Older Youth</b>	161	
		<b>Younger Youth</b>	212	
<b>ETA Area # 40095</b>	<b>Total Exiters</b>	<b>Adults</b>	17,341	
		<b>Dislocated Workers</b>	112	
		<b>Older Youth</b>	108	
		<b>Younger Youth</b>	150	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	<b>Adults</b>	52.0%	50.5%	
	<b>Dislocated Workers</b>	50.0%	66.5%	
<b>Retention Rate</b>	<b>Adults</b>	80.0%	78.0%	
	<b>Dislocated Workers</b>	83.0%	81.6%	
<b>Average Earnings</b>	<b>Adults</b>	\$12,800	\$11,152	
	<b>Dislocated Workers</b>	\$14,400	\$13,594	
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	65.0%	55.6%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	48.0%	35.1%	
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	39.0%	21.6%	
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		1	7	1

## Northeast

Table O - Local Program Activities Program Year 2012				
Northeast Workforce Investment Area	Total Participants Served	Adults	14,215	
		Dislocated Workers	206	
		Older Youth	28	
		Younger Youth	29	
ETA Area # 40050	Total Exiters	Adults	12,387	
		Dislocated Workers	144	
		Older Youth	18	
		Younger Youth	13	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	52.0%	56.2%	
	Dislocated Workers	50.0%	63.9%	
Retention Rate	Adults	80.0%	81.7%	
	Dislocated Workers	83.0%	83.0%	
Average Earnings	Adults	\$12,800	\$12,678	
	Dislocated Workers	\$14,400	\$14,013	
Placement in Employment or Education	Youth (14-21)	65.0%	66.7%	
Attainment of Degree or Certificate	Youth (14-21)	48.0%	75.0%	
Literacy and Numeracy Gains	Youth (14-21)	39.0%	71.4%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	6

**Northwest**

Table O - Local Program Activities Program Year 2012				
Northwestern Workforce Investment Area	Total Participants Served	Adults	10,836	
		Dislocated Workers	150	
		Older Youth	17	
		Younger Youth	33	
ETA Area # 40105	Total Exitters	Adults	9,143	
		Dislocated Workers	95	
		Older Youth	9	
		Younger Youth	15	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	52.0%	57.6%	
	Dislocated Workers	50.0%	77.0%	
Retention Rate	Adults	80.0%	82.4%	
	Dislocated Workers	83.0%	86.8%	
Average Earnings	Adults	\$12,800	\$12,836	
	Dislocated Workers	\$14,400	\$13,594	
Placement in Employment or Education	Youth (14-21)	65.0%	59.1%	
Attainment of Degree or Certificate	Youth (14-21)	48.0%	50.0%	
Literacy and Numeracy Gains	Youth (14-21)	39.0%	40.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	8

## South Central

Table O - Local Program Activities Program Year 2012				
South Central Workforce Investment Area	Total Participants Served	Adults	10,651	
		Dislocated Workers	100	
		Older Youth	69	
		Younger Youth	158	
ETA Area # 40020	Total Exitters	Adults	9,454	
		Dislocated Workers	91	
		Older Youth	40	
		Younger Youth	67	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	52.0%	51.7%	
	Dislocated Workers	50.0%	64.0%	
Retention Rate	Adults	80.0%	79.6%	
	Dislocated Workers	83.0%	84.2%	
Average Earnings	Adults	\$12,800	\$11,704	
	Dislocated Workers	\$14,400	\$15,931	
Placement in Employment or Education	Youth (14-21)	65.0%	67.7%	
Attainment of Degree or Certificate	Youth (14-21)	48.0%	71.8%	
Literacy and Numeracy Gains	Youth (14-21)	39.0%	41.5%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	6

**Southern**

Table O - Local Program Activities Program Year 2012				
Southern Workforce Investment Area	Total Participants Served	Adults	17,563	
		Dislocated Workers	83	
		Older Youth	45	
		Younger Youth	92	
ETA Area # 40085	Total Exiters	Adults	14,769	
		Dislocated Workers	62	
		Older Youth	20	
		Younger Youth	22	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	52.0%	51.9%	
	Dislocated Workers	50.0%	73.8%	
Retention Rate	Adults	80.0%	80.5%	
	Dislocated Workers	83.0%	85.4%	
Average Earnings	Adults	\$12,800	\$13,287	
	Dislocated Workers	\$14,400	\$14,938	
Placement in Employment or Education	Youth (14-21)	65.0%	70.6%	
Attainment of Degree or Certificate	Youth (14-21)	48.0%	53.3%	
Literacy and Numeracy Gains	Youth (14-21)	39.0%	56.3%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	8

## Southwest

Table O - Local Program Activities Program Year 2012				
Southwest Workforce Investment Area	Total Participants Served	Adults	3,679	
		Dislocated Workers	52	
		Older Youth	21	
		Younger Youth	15	
ETA Area # 40015	Total Exiters	Adults	3,046	
		Dislocated Workers	36	
		Older Youth	9	
		Younger Youth	13	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	52.0%	54.7%	
	Dislocated Workers	50.0%	74.1%	
Retention Rate	Adults	80.0%	82.7%	
	Dislocated Workers	83.0%	89.9%	
Average Earnings	Adults	\$12,800	\$13,764	
	Dislocated Workers	\$14,400	\$16,750	
Placement in Employment or Education	Youth (14-21)	65.0%	73.3%	
Attainment of Degree or Certificate	Youth (14-21)	48.0%	57.1%	
Literacy and Numeracy Gains	Youth (14-21)	39.0%	100.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	9

**Tulsa**

Table O - Local Program Activities Program Year 2012				
Tulsa Workforce Investment Area	Total Participants Served	Adults	22,923	
		Dislocated Workers	358	
		Older Youth	101	
		Younger Youth	122	
ETA Assigned # 40035	Total Exiters	Adults	20,281	
		Dislocated Workers	157	
		Older Youth	36	
		Younger Youth	49	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	52.0%	49.4%	
	Dislocated Workers	50.0%	72.5%	
Retention Rate	Adults	80.0%	84.1%	
	Dislocated Workers	83.0%	83.4%	
Average Earnings	Adults	\$12,800	\$13,465	
	Dislocated Workers	\$14,400	\$13,585	
Placement in Employment or Education	Youth (14-21)	65.0%	69.2%	
Attainment of Degree or Certificate	Youth (14-21)	48.0%	61.2%	
Literacy and Numeracy Gains	Youth (14-21)	39.0%	35.7%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	6

**Table N: Cost of Program Activities**

<b>PROGRAM ACTIVITY</b>		<b>TOTAL FEDERAL SPENDING</b>
<b>LOCAL ADULTS</b>		\$3,137,779
<b>LOCAL DISLOCATED WORKERS</b>		\$1,353,308
<b>LOCAL YOUTH</b>		\$3,656,410
<b>LOCAL ADMINISTRATON</b>		\$411,526
<b>RAPID RESPONSE (up to 25%)</b> 134 (a) (2) (A)		\$264,946
<b>STATEWIDE REQUIRED ACTIVITIES (up to 5%)</b> 134 (a) (2) (3)		\$1,078,002
<b>STATEWIDE ALLOWABLE ACTIVITIES</b> 134 (a) (3)		\$732,942
<b>TOTAL OF ALL FEDERAL SPENDING LISTED ABOVE</b>		<b>\$10,634,913</b>

## Waivers For Workforce Investment Act Title 1 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 measures 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 WIA Section 134(a) to permit local areas to use a portion of local funds 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	Creates a more efficient service delivery vehicle for older youth.

participants	
<b>New Waiver Requests (Approved)</b>	
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.
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 of the requirement to provide local workforce investment areas incentive grants to reward regional cooperation, local coordination of activities and exemplary performance	The reduction of the allowable administrative limits at the State level and the impact of sequestration created a need to request this waiver. Our local areas have performed at a level that would certainly warrant the release of Incentive Grants given appropriate levels of State administrative funding.