Workforce Investment Act Annual Report Oklahoma

Program Year 2014
July 1, 2014 – June 30, 2015

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Executive Summary

Program year 2014 was a busy time for Oklahoma as it continued a variety of statewide workforce initiatives. As the Workforce Investment Act wound down, Oklahoma ramped up projects designed to help workers statewide. Oklahoma also began laying the groundwork for the Workforce Innovation and Opportunity Act which took effect on July 1, 2015.

While Oklahoma continues to have one of the lowest unemployment rates in the United States, there are several workforce challenges that require the full attention of our statewide partners.

Oklahoma began the program year with the launch of Oklahoma Works. An initiative sponsored by Governor Mary Fallin, Oklahoma Works is an initiative to increase the wealth of all Oklahomans through facilitating quality employment for workers and ready availability of highly skilled talent for business and industry. The initiative is a coalition of state agencies, educational institutions, businesses and other partners. It includes a website www.oklahomaworks.gov.

Oklahoma has a substantial skills gap in its workforce. As we look to the year 2020, the state's greatest challenge will be increasing the number of students with workforce credentials or associate degrees, as well as increasing the number of college graduates. Current estimates show a 23-point gap between our current workforce and the skilled workforce we will need by 2020.

For Oklahoma businesses to meet labor demands, and for Oklahoma citizens to maintain wealth-building occupations, we must understand that the new minimum for success requires a post-secondary degree or credential. Gov. Fallin created Oklahoma Works to address this crisis.

Oklahoma also continued helping veterans this program year, partnering with state agencies and the Oklahoma National Guard to hold hiring events in several locations across the state including Broken Arrow, Ft. Sill, Norman, and McAlester. Hundreds of job-seekers attended these events and dozens of interviews and employment opportunities were extended. The events were open to all veterans, their spouses, and children. The events also received substantial media coverage across the state.

Oklahoma had many other successes including yet another county becoming a "Certified Work Ready Community." The state's Governor's Council also visited the Mid-America Industrial Park in Pryor, OK observing employers and workforce training programs in action.

Efforts to expand the Career Pathways Program as well as the Dream It. Do It. initiative also benefited greatly this year. The Oklahoma Office of Workforce Development helps lead the *Dream It. Do It.* efforts for the state. Local *Dream It. Do It.* initiatives are going strong.

Oklahoma's Workforce Investment Boards also has many great successes this program year. Some of their stories are included in this report.

OKMilitaryConnection.com Helps Oklahoma Veterans

Hiring Held in McAlester for Oklahoma Military Members

Oklahoma Military Connection held a hiring event in McAlester on April 2, 2014-- their first one in southeast Oklahoma. The event was held at the Armed Forces Reserve Center adjacent to the McAlester Army Ammunition Plant.

Southeast Oklahoma has "a unique set of needs," said David Crow with the Oklahoma Department of Commerce. "Companies in the area are looking to hire."

The Oklahoma Military Connection hiring event is a state initiative sponsored by the Oklahoma Department of Career and Technology Education CareerTech for Vets program, the Oklahoma Department of Commerce, the Oklahoma Employment Security Commission and the Oklahoma National Guard Employment Coordination.

Participating employers had jobs ready to fill and were prepared to interview eligible applicants, said Amy Ewing-Holmstrom, CareerTech for Vets coordinator.

"Our employer partners throughout the state are excited about attending our hiring events because they know the job seekers are prepared through our workshops and come ready to interview," she said. "These transitioning military members also bring the skills needed, along with the right experience and professionalism."

The goal is to make sure those who attend are pre-matched to companies that are compatible with their skills, Ewing-Holmstrom said.

"We're fortunate in Oklahoma to have a low unemployment rate. Employers are clamoring for workers," Crow said. "This is a good opportunity to take a group of folks with a variety of skill sets and match them with jobs, to help them become employed and help companies fill openings to be profitable and grow their businesses."

Pre-event workshops were also held to help prepare job-seekers focused on interview preparation, resume pointers and attire.

September 2014 OKMilitaryConnection Hiring Event Held at Ft. Sill

The Sept. 25, 2014 event was held at the Fort Sill Armed Forces Reserve Center located at Ft. Sill, OK.

Participating employers will have jobs they are ready to fill and will be prepared to interview eligible applicants, said Amy Ewing-Holmstrom, CareerTech for Vets coordinator.

Registration, available at www.okmilitaryconnection.com, is required to ensure job seekers can be matched with career fields from the various employers. The goal is to make sure those who attend are pre-matched to companies that are compatible with their skills, Ewing-Holmstrom said.

“Oklahoma’s dynamic economy requires the full use of its motivated and highly skilled workforce and will benefit greatly from the increased employment of the states job-ready current and former military personnel,” she said. “Many of Oklahoma’s veterans, military personnel preparing to leave active service and Guard and Reserve members are well-prepared and ready for employment now.

“They offer a wealth of transferrable skills and abilities as well as exceptional adaptability to immediately contribute to the state’s economy and to the success of its business community.”

Pre-event workshops were held leading up to the event to ensure attendees were prepared for the hiring event by focusing on interview preparation, resume pointers and attire. Registration is not required for the workshops, but is available by contacting Robert Phillips, Workforce Oklahoma, at 580-357-3500.

Hiring Event Held in Broken Arrow for Oklahoma Military Members

KJRH-TV interviews Col. Warren Griffis from the Oklahoma National Guard

More than 80 state companies and several national companies attended a hiring event for military members and veterans on July 10, 2014. The event was held at the Armed Forces Reserve Center in Broken Arrow, OK.

Earlier hiring events in Norman, Lawton and Stillwater resulted in soldiers receiving job offers the same day, said Amy Ewing-Holmstrom, CareerTech for Vets coordinator.

The Oklahoma Military Connection hiring event is a state initiative sponsored by the Oklahoma Department of Career and Technology Education CareerTech for Vets program, the Oklahoma Department of Commerce, the Oklahoma Employment Security Commission and the Oklahoma National Guard Employment Coordination. The agencies will host the hiring event for U.S. military veterans, transitioning service members and Guard and Reserve members from 10:30 a.m. to 2:30 p.m. July 10 at the Broken Arrow Armed Forces Reserve Center.

Third OKMilitaryConnection Hiring Event Held in Norman

Military members and veterans in Oklahoma who are looking for jobs got a boost at a November 6, 2014 hiring event in Norman. The event was held at the Armed Forces Reserve Center.

Registration, available at www.okmilitaryconnection.com, is required to ensure job seekers can be matched with career fields from the various employers. The goal is to make sure those who attend are pre-matched to companies that are compatible with their skills.

The hiring event will bring together military members and veterans and employers interested in hiring them and will benefit both, said Col. Warren Griffis, director of the Oklahoma National Guard Employment Coordination program. Jobseekers can find meaningful, reputable employment and become contributors to Oklahoma's economy, and employers can find high-quality employees with good work ethics and values learned through military experience, he said.

"We are highly trained to think on our feet, very safety conscious as often we find ourselves in military situations where our lives depend on our safety awareness and experience in handling situations that arise where there may not be an established rule book," Griffis said. "We've been taught to quickly assess a situation and develop a plan of action and execute it in short order, without having to be spoon-fed. And we are physically and medically fit and drug and substance free."

Two pre-event workshops were held focusing on interview preparation, resume pointers and attire to ensure attendees are prepared for the hiring event.

Oklahoma Aerospace Education and Industry Partnership (AEIP) Day Held at Rose State College

On July 31, 2014 the Coalition for the Advancement of Science and Math Education in Oklahoma (CASMEO), Oklahoma Department of Career and Technical Education, and Rose State College again partnered along with local aerospace and government groups to put on the 7th Annual Oklahoma Aerospace Education and Industry Partnership (AEIP) Day. Activities took place on the campus of Rose State College and at the Oklahoma City Air Logistics Center located at Tinker Air Force Base.

The goal of AEIP is to develop a future Science, Technology, Engineering, and Math (STEM)-based workforce for the Oklahoma Aerospace Industry, partnering Oklahoma STEM teachers in grades 3-12 with Oklahoma aerospace industry, business and government partners, designating them Oklahoma Aerospace Fellows. More than 120 teachers from all corners of the state attended the conference at Rose State College's campus in Oklahoma City.

Fellows were treated to breakout sessions led by technical education organizations that demonstrated teaching techniques as well as instructional outlines and materials. The afternoon was highlighted by a tour of the Oklahoma City Air Logistics Center at Tinker, AFB. Each Fellow had a chance to apply for grants valued at a total of $19,000 and each received a $100 stipend and a $110 educational equipment gift card along with professional development credit.

Additional grants were presented for $2,000 each in support of Unmanned Aerial Systems technology.

AEIP is funded by the Boeing Company, the Oklahoma Aeronautics Commission, the Oklahoma Business Roundtable, the Oklahoma NASA Space Grant Consortium, the Oklahoma City Air Logistics Center, the Greater Oklahoma City Chamber of Commerce, the Oklahoma Department of Commerce, Oklahoma Department of Career and Technical Training, Rose State College, PITSCO, the Oklahoma Foundation for Excellence, ARINC, the Tinker Business and Industrial Park, Anautics, the Oklahoma 21st Century Community Learning Centers Grant and the Tinker Federal Credit Union.

AEIP Success Story

In July 2014, I received an AEIP grant for $1,000 which I used to add a glider challenge to the existing Geometry curriculum at my school. I believe that the addition was a huge success, and I wish to thank you on behalf of my students as well as my math department and school.

In May, after all geometry standards were covered, students conquered The Glider Project. I used the grant to purchase all materials (graph paper, cardboard, balsa wood, glue, cutting knives, modeling clay, instruction manuals, metal rulers) so that every student would be able to design, construct a cardboard model, construct a balsa prototype, and conduct flight trials with both the model and prototype. Ultimately, I had over 160 balsa planes in my classroom, some of which were expertly designed (and redesigned); many flew beyond expectation!

We began by watching Dr. Zoon's "Balsa Gliders" video, which introduced students to the basic instructions. Students were given time to brainstorm (with a partner or group) to develop design ideas, then they were instructed to design their glider (making sure their design was proportional to a life-size glider) using graph paper and isometric paper; students were also instructed to keep a journal of all geometric references, principles, concepts, etc., that were used during the project. Once design drawings were complete, students could create the design using cardboard.

Using their cardboard glider, students were able to test their glider's ability to fly and design flaws, then redesign and retest; they also critiqued each other's glider, which really demonstrated knowledge and correct application (learning from peers is so important!). Finally, after tweaking and changing their design and construction, they were given balsa blanks so that they could build the finished product.

This project allowed students to apply the high school geometry curriculum to real-world situations, and they absolutely rose to the occasion. They showed comprehension and appreciation for the information and skills that we had learned throughout the school year. I have no doubt that my classes gained great insights from this project, and I thank you again for the opportunity to bring this activity to my students. I have attached pictures to share with you.

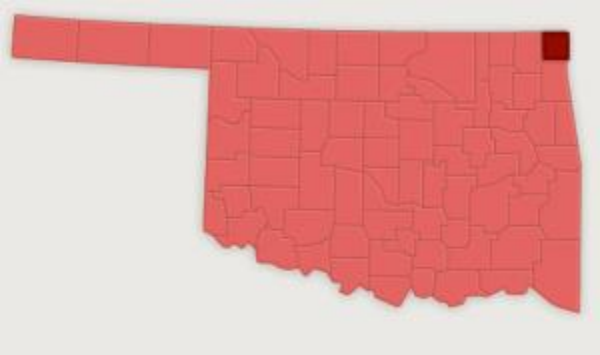
In addition to the activity, I invited two personal friends with military and engineering backgrounds to speak to my students about flight, design, and the application of geometry to real life. Mr. Doug Waldman and Mr. David Varner visited my classes on May 11. Mr. Waldman is CEO and President of Superior Linen Service, Inc., a graduate from the United States Merchant Marine Academy, past officer in the US Naval Reserve; Mr. Varner is Chief Strategy and Development Officer at Superior Linen Service, Inc., a graduate from the United States Naval Academy and Naval War College, former Blue Angel pilot and naval aviator. Both speakers were captivating and exciting, and they added another facet to the activity that was rewarding and worthwhile.

I absolutely love being an AEIP fellow, and I look forward to 2015 AEIP Day. I hope to receive details soon so that I can attend again this year as I believe AEIP provides me with the most rewarding professional development of the year. If there is any way that I can assist AEIP, please let me know.

Thank you once again for all you do for Oklahoma students and teachers!

Submitted by Priscilla Narvaez Griggs, Geometry Teacher, Edison Preparatory High School, Tulsa, OK.

Ottawa County Becomes Certified Work Ready Community



Closing in on completing its Work Ready goals, Ottawa County held its official public launch of Certified Work Ready Community (CWRC). County leaders gathered to celebrate the CWRC launch June 23rd at the Coleman Theater in Miami. While Oklahoma pioneered the local work ready initiative for its counties, Ottawa is the first in the Sooner State to "light up" in the nationwide ACT framework for CWRC. The Miami News Record newspaper covered highlights of the event.

Oklahoma enjoys strong participation in the youth/emerging/student category for the National Career Readiness Certificate (NCRC) through partnerships with career-technical education. As county leaders complete the remaining few NCRCs required, the launch of employer endorsements locally will push Ottawa past the finish line as a nationally-certified Work Ready Community.

System Building

Results of the Assessment of Oklahoma's Regions' System Building Progress

Assessment Based on the 6 Steps to Align their Local Workforce Development System

The six Oklahoma workforce area regions still actively building (using assistance through the regional technical assistance funds) their local region's workforce development system comprised of all local partners are Eastern, Southern, Northeast, Northwestern, South Central and Southwest. Below is a chart that identifies which of the six system building steps (outlined in the toolkit) that each region has completed. All are currently working on the development of their unified plan, as that is the next step. Each is pursuing a slight variation on their approach to developing the unified plan, based on the needs of their partners within their leadership teams.

Step	Activity	Eastern	Southern	Northeast	Northwestern	South Central	SouthWest
1 – Create Lead Partnership Team	Determine convener/ intermediary	X	X	X	X	X	X
	Invite key partners	X	X	X	X	X	X
	Form/Inform/Train Lead Team	X	X	X	X	X	X
2 – Develop Vision for an	Differentiate "system" versus "center"	X	X	X	X	X	X

Integrated System	Describe integrated system characteristics and benefits	X	X	X	X	X	X
3 – Develop Team Action Plan	Complete system self assessment	X	X	X	X	X	X
	Develop/prioritize team action plan	X	X	X	X	X	X
	Request training/information	X	X	X	X	X	X
4 – Develop Unified Workforce Development Plan	Determine key local workforce issues	X	X				
	Develop solutions, goals and measures						
	Determine partner roles and create memorandum of understanding						
	Identify policy changes						
	Create a budget						
5 - Implement unified plan	Train staff						
	Integrate augmented services						
	Make policy changes						
6 - Support continuous improvement	Determine feedback collection process						
	Collect feedback						
	Analyze the results						
	Use results to improve system						

Both Eastern and Southern identified a need this past year for a common database so that information about customers could be shared among the partners serving common customers. Both have addressed this issue by determining they would implement a locally developed and driven G-Stars data base system within their local partner organizations. Eastern took the lead and has implemented it within their Adult, Dislocated Worker, and Youth programs as well as the Employment Service, Veterans, and Trade programs. They are in the process of adding DRS and DHS programs. Southern has just purchased the system and is in the initial design process, with implementation to begin soon with the Adult, Dislocated Worker and Youth and employment services programs.

Assessment of Progress on Developing the Unified Plan

All regions have begun the development of their unified plan, but each have followed a process that fits the local needs of the leadership team. Northeast has included a survey for businesses to complete to identify their workforce development needs. Southern and Eastern began by reviewing ecosystem data and then pursuing the competencies required for the

jobs/occupations within those key industries. Regarding the process mapping activities, Southern and Eastern began by developing overall job seeker and business process maps, whereas South Central and Southwest developed specific services process maps first and then began developing the overall system-wide job seeker and business services process maps. Progress on each region's unified planning process can be seen in the chart below.

Assessment of Oklahoma Regions Progress on Developing the Unified Plan

Unified Plan Requirements			Regions' Progress		
Category	**Section**	**Item**	**Needs to Begin**	**Has Begun**	**Completed**
Skills Validation	Local Region's Ecosystems /Driving Industry Sector(s	Determine the region's ecosystem(s)/driving industry sector(s) that the local system is working towards positively impacting and the occupations and jobs within them.	South Central Southwest Northwestern	Northeast	Southern Eastern
		Vet the competencies and the required education levels and credentials/certificates/diplomas required for each job.	South Central Southwest Northwestern	Eastern Northeast	Southern
		Determine any current career pathways and/or other talent/development pipeline activities that are locally available specific to each ecosystem/identified key industry cluster.	South Central Southwest Northeast Northwestern		Southern Eastern
		Determine sector partnerships that have been or will need to be developed the process to do so, the names of the members (and the agencies they represent) of the partnerships, as well as their current and projected role(s) in creating the talent pipeline.	South Central Southwest Northeast Northwestern		Southern Eastern
	Key Community Workforce Demographics	Based on the workforce demographic information reviewed, determine the key demographic issues and the individuals most at-risk of under-employment or unemployment impacting the region that this plan will address.	South Central Southwest Northeast Northwestern		Southern Eastern
	Key Community Workforce Development Issue(s) to Address	List the key community workforce development issues for the next five years that this plan will address based on the above information.	South Central Southwest Northeast Northwestern		
	Workforce Development System Goals	System goals established, agency responsibilities to assist in meeting them, the benchmarks and metrics that will be used to measure whether or not there is progression toward the goals and how you will know when they have been achieved.	South Central Southwest Northeast Northwestern	Southern Eastern	
Workforce Development	Job Seeker Services and	Determine the overall job seeker services system design including: how the matches and gaps in the	South Central Southwest	Southern Eastern	

Assessment of Oklahoma Regions Progress on Developing the Unified Plan

Unified Plan Requirements			Regions' Progress		
Category	**Section**	**Item**	**Needs to Begin**	**Has Begun**	**Completed**
System and Program Design	Skill Development	demographic information and employer data regarding key competencies and credentials for key jobs within the ecosystem were used to create the system design, how the system will implement/has implemented the changes to the current system design, the process to create each agency's program design that will support the system design.	Northeast Northwestern		
		Determine the job seeker services that will be offered within the overall system and define them including any new services that will be developed including how the career pathways models are incorporated and what roles the regional industry partnerships play.	Southern Eastern South Central Southwest Northeast Northwestern		
		Determine the job seeker and wrap around services service gaps and duplications identified during the service mapping and gap analysis process and how they will be addressed.	Northwestern	Southern Eastern South Central Southwest Northeast	
		Determine which agencies will provide which services and to what populations within the system design by completing service maps for job seeker and job seeker wrap around services.	*Wrap Around Service Map:* Southern Eastern South Central Southwest Northeast Northern	*Job Seeker Services Service Map:* Northwestern	*Job Seeker Services Map:* Southern Eastern South Central Southwest Northeast
		Develop the overall job seeker and job seeker wrap around services process maps and al specific service process maps.	South Central Northeast Northwestern	Southwest	Southern Eastern
		Determine what assessments will be completed, by whom, and how these assessments will be shared and accepted by all partners and avoid duplication.	Northeast Northwestern South Central	Southwest Southern Eastern	
		Determine who will complete an individual's employment plans and the process used to share them so they can be used by all partners and avoid duplication.	South Central Southwest Northeast Northwestern		
		Determine the process to make referrals, share what services are provided to a customer and the results of those services.	South Central Southwest Northeast Northwestern		Southern Eastern
		Describe the program design to address the specific needs of special populations such as individuals at-risk of long term underemployment and unemployment, persons with disabilities, and other populations identified by the workforce demographics as key workforce development issues.	Southern Eastern South Central Southwest Northeast Northwestern		
	Business Services	Determine the overall business services system design including: how the matches and gaps in the demographic information and employer data	Southern Eastern South Central		

Assessment of Oklahoma Regions Progress on Developing the Unified Plan

Unified Plan Requirements			Regions' Progress		
Category	**Section**	**Item**	**Needs to Begin**	**Has Begun**	**Completed**
		regarding key competencies and credentials for key jobs within the ecosystem were used to create the system design, how the system will implement/has implemented the changes to the current system design, the process to create each agency's program design that will support the system design.	Southwest Northeast Northwestern		
		Determine the business services within the overall system (including those beyond referral, recruitment and training, and any fee-for-service options for employers) that will be promoted to the business community and define them including any new services that will be developed.	Southern Eastern South Central Southwest Northeast Northwestern		
		Determine the business services service gaps and duplications identified during the service mapping and gap analysis process and how they were addressed.	NorthwesternS Southwest South Central	Northeast	Southern Eastern
		Determine which agencies will provide which services and to what businesses within the system design by completing service maps for business services.	Southern Eastern South Central Southwest Northeast Northwestern		
		Determine which partners are involved in business outreach, the process to integrate these services, who is responsible for coordinating business services, the process (including the methods and frequency) to share business information updates, and how business services success is measured, tracked, shared and utilized to make improvements.			
		Determine how the regional business partnerships were used to validate the overall and specific business process maps.			
	Skill Attainment	Certificates and Degrees – Determine the number of certificates needed to meet the needs of the ecosystem, the number of workers needed with the appropriate skills to meet labor market demand and how many you project will increase each year in the next five years.	Southern Eastern South Central Southwest Northeast Northwestern		
		Employer Validation – Determine how the industry sector partners will be involved in certifying skill attainment.			
		Partner Involvement - Determine each partner's role in promoting, verifying and capturing an individual's skill attainment.			
	Skill Matching	Determine how all partners ensure job seekers and businesses have access to okjobmatch.com.	Southern Eastern South Central Southwest Northeast		

Assessment of Oklahoma Regions Progress on Developing the Unified Plan

Unified Plan Requirements			Regions' Progress		
Category	**Section**	**Item**	**Needs to Begin**	**Has Begun**	**Completed**
			Northwestern		
	System Standards and Measures	Determine any governance changes that were made, need to be made, to meet the system standards/measures.	Southern Eastern South Central Southwest Northeast Northwestern		
		Determine the process to ensure the system will continue to meet each of the system certification standards and measures (governance, job seeker and business services).			
	System Changes	Determine how the system will implement/has implemented the changes to the system and program design (both job seeker and business service design) including the staff training that has been/will be conducted to assist staff in making the changes to the overall system and their respective program designs.	Southern Eastern South Central Southwest Northeast Northwestern		
		Determine the assistance that will be provided to any partner unable to effectively provide their respective services.			
	System Budget	Determine the process to create a community workforce development system budget including what services are included within the budget, and partners involved in creating the budget and included within the budget.	Southern Eastern South Central Southwest Northeast Northwestern		
		Complete an "incoming resources" resource map.			
		Complete a resource map that describes how the various funding sources will be used to provide services.			
Results and Continuous Improvements	Measurements	Determine how to track, measure and share program results among the partners and LWIB.	Southern Eastern South Central Southwest Northeast Northwestern		
		Determine how the program results will be used to improve the system design.			
	Continuous Improvement	Determine the process used by the workforce system to gather, analyze and utilize customer	Southern Eastern		

Assessment of Oklahoma Regions Progress on Developing the Unified Plan

Unified Plan Requirements			Regions' Progress		
Category	Section	Item	Needs to Begin	Has Begun	Completed
		feedback to improve services to both job seekers and business customers including: 1. the process to create the customer feedback process; 2. the process to conduct, analyze, and use it to make improvements to the system including the frequency of collecting the information and which agencies will be involved in each aspect..	South Central Southwest Northeast Northwestern		

Next Steps for Each Region

As noted in the chart above, each region is working on Step 4 - Develop Unified Workforce Development Plan of the six steps for system alignment. The following chart identifies the next steps for each region so they can continue developing the local unified plan.

Region	Next Steps
Eastern	• Continue to implement G-Stars within all partner agencies • Finalize the required certificates/credentials for demand occupations within the ecosystems/key industries • Create solution(s) using an affinity diagram process for solving the highest priority workforce development issue • Determine the system goals • Develop the job seeker and business services system and program design • Finish implementing G-Stars within all partner agencies
Northwestern	• Complete the job seeker and business services service maps • Conduct a gap and duplications analysis on the service maps • Address gaps and duplications • Begin process mapping
Northeast	• Complete the business services service map • Conduct a gap and duplications analysis on the businesses services • Review the business survey results and determine one item to address • Create and implement a plan to address the item

South Central	• Develop specific job seeker services system-wide process maps (assessment and career plan development) • Develop overall job seeker services process map • Begin analyzing data to determine and finalize ecosystems, demand occupations and their skill/education/certification requirements

Southern	• Continue the implementation of G-Stars within all partner agencies
	• Complete the plan to address the work readiness issue that was identified, including:
	  ○ determine work readiness standards to be met and taught
	  ○ market research and research on existing effective work readiness programs
	  ○ create work readiness curricula
	  ○ finalize approach throughout the partners
	  ○ determine goals, measures and the process to gather, share and use them

Southwest	• Finalize the overall job seeker services process map • Beta test the newly developed process • Address the state regarding the Career Tech concerns about questions to ask new customers and when to ask them • Begin analyzing data to determine and finalize ecosystems, demand occupations and their skill/education/certification requirements

System Review Team (SRT) Activities and Next Steps

The SRT met on 8/26/14 and 9/16/14. Both meetings were held between meetings of the regions in order to reduce travel costs. The purpose of the meeting on 8/26/14 was to determine how to adjust Oklahoma's system building and alignment to ensure compatibility with the new WIOA and to determine how to reward the pilots as they completed their pilot timeline. At that meeting, the team identified the need to create a cross-walk between a WIB strategic plan, the WIA compliance plan and the system building unified plan. Once the WIOA regulations are developed, the cross walk would include the specific requirements of the WIOA unified plan. The purpose of the 9/16/14 meeting was to remind the team of the purpose of each type of plan and review the draft crosswalk that had been developed by a team member. The team decided to change the format and have the unified plan components as the basis, and to include within each item, any connections to the compliance and WIB strategic plans.

Requested Upcoming Meetings

Regions have already requested meetings to begin their next steps. The following indicates the requests so far:

10/7/14 – Northeast Team meeting to review the business survey results, determine one issue to address and begin creating a plan to address it.

10/8/14 – TBD—We are currently working with the various teams to finalize this day.

10/9/14 –System Review Team meeting to review the revised plan instructions with the connections to the WIB strategic plan and compliance plan imbedded into it, as well as finalize the draft unified plan policy that will be signed by the leaders and distributed to the system partners. The team had separated the "policy" items from the "procedural" items that will be distributed in a separate document.

10/10/14 – Eastern Team meeting to continue with the development of the unified plan.

Ecosystem Reports

During Program Year 2014 the Oklahoma Office of Workforce Development completed 9 Workforce Investment Area profiles (1 for each region).

As part of the new WIOA law, 9 Key Economic Network (KEN) toolkits for the Oklahoma Works KEN business champions (1 for each KEN) were also completed as well as nine 9 Ecosystem Reports for various regions in the state.

Career Pathways Efforts Continue to Grow

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.

Guidance and counseling are key to any career pathway initiative. Whether it is K-5, middle, or high school students and their parents/guardians planning for the future or adults looking to prepare for a new career, every client needs knowledgeable assistance as they navigate the options in front of them and create an effective plan to meet their career goals.

A variety of **career pathways programs and activities** are already in place in many Oklahoma communities and regions. Examples include:

- **Duncan Public Schools** began with a Project Lead the Way Pre-engineering program four years ago to help students interested in manufacturing. Since then they have added

courses in Bio Medical and Computer Science to help create pathways for their healthcare and business and finance industries. Some students will go to work following high school; others will build on what they learned and seek technical certifications or college degrees.

- PoncaWorks, a program of the **Ponca City Development Authority**, held an exciting summer camp called **Girl Power- Girls Adventuring in Manufacturing, Science, and Technology**! The program is designed to educate 8th grade girls on "cool" career opportunities in Ponca City. The Camp highlighted local manufacturers, a construction company, a trucking company, the Ponca City Medical Center and Pioneer Technology Center. Sarah Linn, PoncaWorks Manager said, "Our goal with Girl Power! is to encourage the participants to start thinking about their future and open their eyes to some of the local opportunities they've never even considered. We want them to be exposed to careers that are needed in our community - like welding, laboratory science, construction, industrial maintenance, engineering and so on. It is impossible for a girl to dream of being an engineer or a machinist or a welder if they don't know what those people do. We also want to show them that women can go into the manufacturing and technology world and be highly successful."

Many regions across the state are arranging for **business and industry tours for teachers, administrators, counselors, and students** to help them better understand the needs of employers.

Career Fairs and Career Discovery Days for K-5, middle, and high school students and their parents provide career exploration and the opportunity to discuss careers with community members.

The U.S. Department of Commerce estimates that **jobs in science, technology, engineering, and math (STEM)** will grow 17 percent by 2018—nearly double the growth for non-STEM fields. By 2018, the U.S. will have more than 1.2 million unfilled STEM jobs because there will not be enough qualified workers to fill them. STEM is where jobs are today and where the job growth will be in the future. That's why **STEM programs must be a part of every career pathways initiative.**

Oklahoma has increased efforts to provide stronger STEM related educational experiences at all levels of education. Many K-12 schools and technology centers have adopted Project Lead the Way curriculum. These STEM-based, applied learning programs have been highly successful in improving student outcomes. Beginning in the fall of 2015 Oklahoma had:

- 49 Engineering Programs
- 28 Biomedical Sciences Programs

- 4 Computer Science Programs (this one is just getting started)
- 74 Gateway Programs (for middle school students)
- 26 Launch programs (for elementary students)

For career pathways efforts to be a success, educators must have a clear understanding of what happens in business and industry. Under the leadership of Ben Robinson, in the summer of 2015, Oklahoma completed the eighth annual Oklahoma Education and Industry Partnership Program (OEIP). The first seven years focused on Aerospace, a critical industry sector for Oklahoma. This year the event grew from one to three days and focused on three of the top five wealth producing industries in Oklahoma – aerospace, energy and agriculture. Participants visited the Oklahoma City Air Logistics Complex and the 552 Air Control Wing (AWACS) at Tinker or the Civilian Aerospace Medical Institute at the Mike Monroney FAA Center, the Noble Research Foundation in Ardmore, Devon Energy where they heard a presentation on Energy 101 and visited the Wellcon Control Center. Finally, the teachers heard a great presentation on OERB's work to clean up well sites and the education resources available through OERB. A total of 81 teachers from all levels of education participated in the event. By all accounts, the event was an overwhelming success. Thirty teachers received $1,000 grants to be used in purchasing scientific equipment from PITSCO. Evaluations from participants were outstanding. Planning is already underway for next year's event.

In addition to OEIP, school districts across the state are working with their local industries to set up tours for teachers, counselors and administrators. These tours have given teachers the opportunity to teach subjects in an "applied" way, because they have seen how math, language arts and other subjects are used in the real world.

Dream It. Do It.

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 over $60,000.

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. It is, in essence, career pathways for manufacturing.

The Oklahoma Office of Workforce Development helps lead the *Dream It. Do It.* efforts for the state. Local *Dream It. Do It.* initiatives are going strong. The original Northeast Oklahoma, Tulsa, and Duncan groups were joined, in FY15, by Ponca City, Muskogee, Lawton, and Mid-America Industrial Park at Pryor Creek.

Here are **examples of the Dream It. Do It. activities** held in FY15

Pryor & MidAmerica Industrial Park

- LEGO Robotics Camp – A three-day camp in which students 9-11 work in teams to construct a motorized robot from LEGOs, complete with light, sound, touch and ultrasonic sensors and then program the robot to complete a series of tasks and challenges. "It's been hard, but fun. It was more fun than I expected," said one student. "I did most of the programming and the other two people in my team did the building." Instructor Wade Friesen has been leading the LEGO Robotics Camp for several years. He said students must use critical thinking, problem solving, and teamwork. "They don't see all the ways they're integrating math and engineering," he said.

Muskogee

- Educators tour local manufacturer – Following a meeting of the Muskogee Area Education Consortium held at Advantage Controls, members were provided with a tour of the facility as a means of introducing the educational leaders to the manufacturing career opportunities in Muskogee. The Greater Muskogee Manufacturers Alliance, comprised of more than 70 area manufacturers, has recognized the need to address expected future workforce shortages and have bought into the concept of Dream It. Do It. Eight local manufacturers are serving on the newly formed committee, alongside educational and workforce partners to develop strategies to create a future pipeline of workers. "With the help of GMMA, local educational leaders are making a strong effort to connect with the business and industries in the area," said Tony Pivec, Indian Capital Technology Center superintendent.

In calendar year 2014, Oklahoma's *Dream It. Do It.* initiatives were very active as indicated on the chart below.

Activities	Students	Employers	Parents	Educators	TOTAL
88	5,974	1,511	1,416	3,685	12,586

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 workshops held locally. At these workshops workers receive a copy of 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

Rapid Response services offered by the Oklahoma Office of Workforce Development and our Workforce partners focused on getting our Spanish speaking staff trained so that they can conduct workshops ***without*** having to repeat in Spanish what someone is saying in English.

We also began including representatives for the four federal Trade Adjustment Assistance Community College and Career Training (TAACCCT) grants Oklahoma community colleges have received, including:

- Manufacturing Production Technician – Tulsa Community College
- Orthotic and Prosthetic Technologies – OSU Institute of Technology
- Certified Production Technician, Industrial Maintenance, and Electromechanical Technology and Manufacturing Technologies – OSU-IT at MidAmerica Industrial Park
- Commercial Food Equipment Service Technician – Oklahoma City Community College

For those who have been laid off, these programs provide an opportunity to train for a new career. Participants come out of the training with industry certifications. TAACCCT programs are offered at no cost to the participants.

State Looks at Best Practices for OKJobMatch.com

Officials with the Oklahoma Office of Workforce Development and the Oklahoma Employment Security Commission (OESC) toured state workforce centers in Louisiana and Kansas in December 2014 to look at best practices for each state's job matching system.

Those states were picked as part of an effort to gather information before putting out an RFP to find a new vendor to operate OKJobMatch.com.

David Crow and Robyn Coman met with officials in Baton Rouge at the Louisiana Workforce Commission where that state's job matching systems abilities were demonstrated. Crow and Coman also toured a workforce center in Baton Rouge and met with staff to gather feedback on how job-seekers responded to the system.

David Crow as well as staff from the Oklahoma Employment Security Commission had a similar meeting later in the month with state workforce officials in Topeka, KS.

The Oklahoma Department of Commerce and OESC have been working together for nearly 6 months to develop an RFP that will formally go out sometime in fall of 2015.

Key Economic Network Meetings Scheduled

"Oklahoma Works co-hosted their first regional Key Economic Network (KEN) meetings with the Oklahoma State Chamber in Oklahoma City and Lawton. The meetings demonstrated a large turnout, with over 160 registrants in Oklahoma City, and over 100 registrants in in Lawton.

The meetings featured a panel with Governor Mary Fallin who communicated her vision of Oklahoma Works, Mr. Fred Morgan, President and CEO of the Oklahoma State Chamber who established the need of business leaders to get involved with education and workforce and the regional Key Economic Network Champion. In Oklahoma City, Nathaniel Harding, President of Harding and Shelton Exploration, and in Lawton, Mr. Ryan Posey, President of HSI Sensing, both spoke about their perspectives on workforce readiness as business owners in their region.

After the panel, the audience discussed skills needed in today's modern workforce, as well as local best practices in education. Ideas for future partnerships and solutions to Oklahoma's skills gap were introduced. The respective regions will decide future meetings and working groups with business leaders, educators and agency leaders.

Additional regional KEN meetings will be hosted in Tahlequah on September 1, Altus on September 15, Ada on September 17, Shawnee on October 26, Woodward on October 27 and Chouteau on October 30. For more information regarding the regional KEN meetings, please visit www.okstatechamber.com/events. For more information on Oklahoma Works, please visit www.oklahomaworks.gov.

Governor's Council

The Governor's Council for Workforce & Economic Development continued its work from the prior program year, continuing its focus on expanding opportunities through advancing a demand-driving workforce development system for Oklahoma.

Gov. Fallin spoke to the Council in February 2015. She said the Council has done some great work for the state – good policies, sound ideas, best practices, metrics, and setting goals – she appreciates it. She asked the Council to go the extra mile this year.

Some of the priorities she wants the Council to work on are:

- Creating jobs – wealth generation. Her number one priority is to create jobs, jobs that generate wealth and raise the prosperity in Oklahoma. This means better jobs to support families, better education and workforce skills to get better jobs. It means to retain jobs in Oklahoma so people won't move out of state, and also how to get more people to participate in the workforce. Nationally, about 62% of people are involved in the workforce, in Oklahoma it's about 63%. She would also like to find ways to help more veterans and people with disabilities get involved in the workforce.

To focus on the goals, the Department of Commerce and Deidre Myers came up with the top five ecosystems of the state which provide wealth generation jobs. They are:

1. Aerospace & Defense
2. Energy
3. Agriculture & Biosciences
4. Information & Financial Services
5. Transportation & Distribution

Gov. Fallin said our job was to make sure these ecosystems have the skilled and educated workforce they need to grow and be successful. In order to accomplish this vision to generate more wealth and prosperity for the state, we need to develop strategic priorities and goals and measure them with metrics and data. We need to work with education, business, economic

development, public agencies, etc. to align all of these systems in the state to accomplish these goals and develop pipelines of workers that are needed.

Gov. Fallin stated that there are some things that hold us back and they will be discussed in detail today by the other presenters. Some of those things are over-incarceration, substance abuse and mental health issues. Some suffer from PTSD and are not effective in the workforce or are even in the workforce. Some are on some type of government program that taxpayers are paying for. Poor health affects many in the workforce. Something else we need to talk about is educational attainment and skill sets. Many employers are saying they can't find the skilled workers they need. Many people say they want to work but can't find a job. How do we align those educational and skill sets with the needs of our local economies, our five ecosystems, and make it all work better for the state?

Gov. Fallin said that they would also talk about how we can encourage more Oklahomans to get education beyond high school and why that's important. Oklahoma Works has already been launched. They've done lots of research on best models and practices, the realignment of education and workforce skills to match our economies and now is the time to put all of that work into action – and that is what Oklahoma Works is about. As we go through that process over the next many months, Gov. Fallin would like for Council members to really delve deep into Oklahoma Works and to look at the goals and vision for the state and how we can accomplish them.

The goal of Oklahoma Works is to identify very specific work skills that are needed in the various communities throughout the state and to develop local grass roots partnerships with the private sector and working with our state agencies to address those needs and as a result, to boost prosperity and wealth in Oklahoma.

Mid-America Industrial Park Visit

The Council held its April 2015 meeting at the Mid-America Industrial Park in Pryor. Council members were briefed on activities at the Industrial Park, heard from area students and teachers, and also toured several area businesses and educational facilities.

Council members got a first-hand look at manufacturers in the Industrial Park as well as nearby training programs run by Rogers State University and Oklahoma State University which are designed to increase the workforce pipeline.

Oklahoma Partners Conference

The Council also sponsored the annual Oklahoma Workforce Partners Conference in May 2015. The event brought together workforce professionals from across the state to share ideas and best practices. Speakers included Governor Mary Fallin, Secretary of Education and Workforce Development Natalie Shirley, and Governor's Council Chairman and Director of Government Relations at the Boeing Company Steve Hendrickson among others.

Youth Council

Providing a collaborative forum for affecting policy and making recommendations to Create Wealth in Oklahoma

Overview:

• Business and Education led

• Co-Chairs appointed by the Governor's Council for Workforce and Economic Development

- Jeff Pritchard, Superintendent of Seminole Public Schools, Member of GCWED
- Chuck Mills, Owner, Mills Machine, Member of GCWED

Oklahoma Workforce Youth Council

• Public and private sector executives from all levels, consumers, service providers, judicial, faith-based including the education system are members of the Governor's Youth Council.

Purpose

• 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

Goal 1

Oklahomans are aware and supportive of the state's emerging workforce and the effect of current trends and issues.

Goal 2

A youth workforce system is developed through a collaborative effort of networking that is inclusive of all state and local youth organizations.

Goal 3

The progress and impact of the youth system is benchmarked, measured, rewarded and best practices reported.

First Year

Supported and crafted recommendations to the Governor to:

• expand the traditional school year to ensure applied learning for youth,

• additional learning opportunities and

• career academies in all school systems.

Second Year

24 month goal

• The Council set an aggressive goal for ensuring 100% of Oklahomans graduate from high school and are prepared for a career or post-secondary education by 2020.

Second Year Initiatives

• Support the passage of legislation that would create and fund a "graduation or intervention coaches" program.

• Create an Oklahoma Youth Foundation

• Increase number of schools with CRC w/ diploma as an option to @50 in 2008-2009 school year

• Increase awareness of CRC/WorkKeys

• Develop and implement comprehensive consistent career exploration opportunities for K-20 students and align them with strategic business and industry sectors.

• Support state policy on dual credit/concurrent enrollment

• Support the network of local youth councils

Third Year

• Form ad hoc team to address workforce development system design as charged by the Governor's Council.

• Develop and set meaningful measures for success of youth focus in system and for the youth council as a whole.

Fourth Year

• Teacher Academies for Targeted Industries: Academies for middle and high school teachers, one academy per workforce area. Hands-on learning for teachers to learn applied concepts to take back to the classroom.

• Family Literacy Program: Reading programs that involve both parents and children.

• Female Inmate Family Literacy Program: Women and their school-age children as participants.

Summits

• Elevate in the Eastern and Northeast Areas held in Muskogee, OK

• Xtreme Possibilities are Power in the Southern and Southeast areas held in Durant, OK

Fourth Year

- Dropouts
  1. Graduation coaches
  2. Parental enrichment training
- Student skills
  1. WorkKeys as EOI test
  2. Promote the Afterschool Network for career exploration
  3. Move to Common Core as soon as possible
- Local Youth Council Committee

- Ensure local youth councils serve all Oklahoma youth Engage and support local youth councils

"Best Practices"

- Proposed Bold Initiatives
- Teacher effectiveness

1. Professional development training
2. Teach for America
3. Mentorship
4. Industry sector internships/ job shadowing
5. Summer teaching academies
6. Teacher's Prep

Best Practices

Northeast Oklahoma

Youth Incentive Policy

The Youth Incentive Policy rewards youth participants for attainment of goals. The youth participant stays in touch with the career managers and submits required documents. It also encourages them to take required post-test. The stipend encourages participation in tutoring, study skills and GED attendance.

Exit Reports –The Exit Report System includes the exit checklist and exit warning checklist.

The Exit checklist assures that appropriate data is entered into the system and performance measures are documented.

Exit Warning Checklist - alerts the career manager when goals have not been attained and provides an opportunity for the career manager to provide services that are conducive to the attainment of goals and performance measures.

Elevate - The Elevate Northeast Youth Summit brought over 200 teens and young adults ages 16 -21 to the Pryor High School campus on June 9, 2015. The Elevate Northeast Youth Summit was designed to inform and educate youth about careers and educational pathways through an informative, motivating and entertaining format and has become a yearly event since the original Youth Summit was envisioned in 2010 by the members of the Governor's Council for Economic and Workforce Development and members of the Northeast Workforce Investment Board. In past years, the event was coordinated by a combination of local workforce boards and partners. This year, the Northeast Oklahoma Workforce Board coordinated the event in partnership with local organizations to host the event in Pryor and focus on the communities of

Northeast Oklahoma serving Craig, Delaware, Mayes, Nowata, Ottawa, Rogers and Washington counties.

Business consortium – Claremore

The Business Services Consortium (BSC) is an ever-expanding group of individuals within a local organization with a mission to serve Rogers County Businesses. The purpose of the BSC is to inform and educate companies of resources and services that may be available to them.

With the constant change of programs, grants, and incentives for business, both small and large, we feel there is a need for information we can provide. Our goal is to connect with companies and present topics that concern each business so these resources can be utilized to the fullest advantage to ensure a successful and profitable enterprise.

South Central Oklahoma

South Central Oklahoma Workforce Board has worked with several of our partner agencies to host Youth Challenges Conferences and Career Pathway activities to Lawton, Chickasha and Duncan. 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. This year, the conferences also included career exploration and career pathways information. The board, along with the Duncan Area Economic Development Foundation was able to bring in the Mobile Manufacturing Education Training System (METS) lab for the events for over 650 students to experience. The METS lab provides a hands-on look at some of the careers available in manufacturing. The board will continue to partner in future Youth Challenge Conferences and Career Pathway events.

East Central Oklahoma

Central Oklahoma Juvenile Center (COJC) Project

"One of the top indicators to whether or not a youth re-offends is whether or not they get a job when they get out."

---Jerry Fry, Superintendent

Central Oklahoma Juvenile Center

The East Central Workforce Board in partnership with Central Oklahoma Juvenile Center is working to prepare youth to enter their home communities will the skills needed to get a job, keep the job and become a productive part of the workforce.

Central Oklahoma Juvenile Center is a medium secure State facility. It is located in Tecumseh, Oklahoma in Pottawatomie County.

COJC's Purpose: The purpose of Central Oklahoma Juvenile Center is to provide temporary residential care, offer effective intervention into the resident's delinquent behaviors, provide for the safety of the public and hold residents accountable for their behaviors.

The capacity of the facility is 116. Sixty youth currently reside at COJC. Residents of the facility are in the custody of the Office of Juvenile Affairs until they complete treatment and not to exceed 19 years of age.

COJC offers high school classes, therapy, life and independent living skills, and other programs to help residents succeed.

Residents at COJC progress through phases during treatment at the facility. The Program Phases are: Orientation Phase, Awareness Phase, Practice Phase, Leadership Phase, and Community Phase.

The East Central Workforce is committed to preparing these youth to enter their communities and find suitable self-sufficient employment.

Our plan is to begin working with the youth when they are in the leadership or community phase. Residents will be referred by the Superintendent of the facility. Workforce staff will establish eligibility and begin a service strategy and employment plan through career and skills assessments and personal career counseling. Once the youth is in the community phase, Career manager will develop a worksite according to the skills and interest of the youth. The worksite will allow the youth to gain experience that will help them get a job once they are back in the community. Other services such as training and supportive services will be offered to youth who remain in our area. For the youth who re-enter their communities outside of the East Central Area, ECWIB Staff will make referrals to the service providers in the Workforce area where the youth relocates.

Eastern Oklahoma

"Dare to Dream"

Through the Eastern Workforce Investment Board's WIA Youth program, the "Mom's Dare to Dream" program provides young mothers access to fundamental tools every mother needs. In addition to WIA Youth services, the Moms meet monthly to participate in activities that include: life skills, educational options and career pathways. The meetings help to build a support network they might not otherwise have.

Presenters from various social organizations, educational entities and businesses have volunteered their time to present topics such as financial literacy, success at work, domestic violence, safety, cooking, baby CPR and first aid, arts and crafts, etc.

For instance, the culinary department from Indian Capital Technology Center presented a class on cooking with a wok which promoted kitchen safety, healthy eating and education. The Moms also visited with students, many the same age as the WIA Moms, about the class, what their plans were after completing and why they were in the class. The instructor gave an overview of the training required for the certificate while the cooking demonstration was going on! It was a comfortable, yet conducive to learning environment for the Moms.

Another component of the Mom's Program was "Rock 'n Read" which encourages Moms to read to their children. The NBA Oklahoma City Thunder donated three-hundred (300) age appropriate books and the local Morning Optimist Club of Muskogee donated one-hundred dollars ($100.00) to purchase new books. At each meeting the children are allowed to pick out a book that is theirs to take home. Lake Area United Way also presented the Dolly Parton Imagination Library Program. Each child receives a book in the mail each month from Dolly Parton! A donated rocking chair was given away at the end of the meeting to one lucky Mom. The winner stated that the chair would help her to help her children learn to read. An article about this program ran in the Muskogee Phoenix local newspaper and a reader donated a rocking chair that was given away at the next meeting!

Photo: Courtesy Muskogee Phoenix

Central Oklahoma

The U. S. Department of Labor National Emergency Grant for Disaster Relief Efforts (NEG/DRE) was granted following the spring storms of May 2013 in Central Oklahoma which caused significant damage through the area. The Central Oklahoma Workforce Investment Board received the initial funding through the Oklahoma Department of Commerce during the summer of 2013 and enrolled its first participants in November 2013.

Each and every month we added participants to provide both clean-up and humanitarian efforts to those individuals and communities affected by the storm's damage. In Oklahoma and Cleveland County most of our efforts were in providing temporary employees to organizations

that were providing aid to the tornado victims. They included working with the Regional food bank, Goodwill, and a wide variety of other community based organizations.

Our participants were engaged in warehousing, cataloging, initiating service claims, clothing and food disbursements, clerical positions and even being used to enroll other participants. During the course of the grant we provided initial consultation with almost 700 applicants and enrolled 557 individuals and placed in a temporary position not to last more than 1000 hours.

All of these individuals had been long term unemployed and many gained valuable work experience that led to them returning to work in an unsubsidized position. During the course the grant $2,570,600.00 was paid to those participants who were providing disaster relief efforts and another $574,150.00 was paid to staff to enroll customers, find suitable work sites, place customers and generally administer the program over the course of 15 months.

Most of the staff that was hired to administer the program had also been unemployed as well. Our entered employment rate for customers leaving the project stands at 54.23% and we expect it go higher, while 98% of those that got another job were still employed two quarter later.

The project was a major success. Workforce became known as a willing partner to a whole new set of community partners. We also proved to municipalities that we could furnish a workforce to aid in their needed clean up areas and the program served a large of number of customers while providing much needed disaster relief.

Southern Oklahoma

Xtreme Youth Summit – The Southern Workforce Board teamed up with the Choctaw Nation to hold the annual “Xtreme” Youth Summit. Over 800 youth participated. The event this year was held at the Choctaw Capitol in Tuskahoma and featured motivational speaker expressing the importance of staying in school and work maturity skills.

STEM Academy – The Southern Workforce Board (SWB) was awarded an incentive grant from the Oklahoma Department of Commerce to provide STEM awareness to the populations that are underrepresented in STEM occupations. Priority was given to females and minorities. The SWB contracted with OSU-IT for this project. Six STEM Academy camps were held throughout the region serving a total of 78 students. Camps introduced the youth to STEM as well as robotics. They were two day events with one day focusing on STEM awareness including occupations in the STEM field as well as the educational requirements for those jobs, career pathways, developing a portfolio with resume, and reviewing soft skills. The students most enjoyed building a bomb demolish robot.

Data Tables

Adult Tables

Adult Program Results At-A-Glance			
Program Year 2014			
Performance Measure	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	57%	58.9%	13614
			23120
Employment Retention Rate	83%	82.6%	21356
			25857
Average Earnings	$13,000	$13,231	281376475
			21266

Outcomes for Adult Special Populations								
Program Year 2014								
Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	73.1%	450	56.4%	1279	40.6%	447	44.1%	1723
		616		2269		1100		3904
Employment Retention Rate	79.1%	397	82.7%	1986	76.6%	666	80.3%	2521
		502		2403		869		3138
Average Earnings	$11,770	4625640	$16,156	31198188	$11,474	7572911	$14,642	36868710
		393		1931		660		2518

Other Outcome Information for the Adult Program				
Program Year 2014				
Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	76.6%	722	68.3%	351
		943		514
Employment Retention Rate	85.8%	781	86.3%	408
		910		478
Earnings Replacement Rate	$14,304	11128557	$13,419	5447948
		778		406

Dislocated Workers Tables

Dislocated Worker Program Results At-A-Glance			
Program Year 2014			
Performance Measure	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	73%	77.9%	406
			521
Employment Retention Rate	87%	88.8%	436
			491
Average Earnings	$14,500	$15,475	6746910
			436

Outcomes for Dislocated Worker Special Populations								
Program Year 2014								
Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	67.3%	35	64.3%	9	62.2%	56	63.6%	7
		52		14		90		11
Employment Retention Rate	85.0%	34	88.9%	8	85.5%	53	100.0%	6
		40		9		62		6
Average Earnings	$18,701	635824	$13,455	107638	$14,776	783152	$7,323	43941
		34		8		53		6

Other Outcome Information for the Dislocated Worker Program				
Program Year 2014				
Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	81.2%	246	74.9%	131
		303		175
Employment Retention Rate	89.2%	257	88.3%	143
		288		162
Earnings Replacement Rate	$15,928	4093547	$15,207	2174581
		257		143

Youth

Youth (14-21) Program Results			
Program Year 2014			
Performance Measures	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	67.0%	62.0%	363
			586
Attainment of Degree or Certificate	54.0%	46.9%	253
			539
Literacy and NumeracyGains	40.0%	40.8%	122
			299

Other Statewide Tables

Table L - Other Reported Information										
Program Year 2014										
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	83.2	24,894	$112	3,326,378	0.3	35	$5,191	70,455,795	53.2	384
		29,927		29,820		13614		13,572		722
Dislocated Workers	90.8	475	100.0	7374960	3.5	14	$6,665	2,672,542	53.7	132
		523		7407671		406		401		246

Table M - Participation Levels		
Program Year 2014		
	Total Participants Served	Total Exiters
Total Adult Customers *	151,568	131,079
Total Adults (self-service only)	131,518	113,515
WIA Adults	151,543	131,059
WIA Dislocated Worker	642	439
Total Youth (14-21)	1,441	679
Out-of-School Youth	523	380
In-School Youth	618	299

Cost of Program Activities

PROGRAM ACTIVITY	TOTAL FEDERAL SPENDING
LOCAL ADULTS	$2,942,397
LOCAL DISLOCATED WORKERS	$1,526,818
LOCAL YOUTH	$3,348,489
LOCAL ADMINISTRATON	$400,506
RAPID RESPONSE (up to 25%)	
134 (a) (2) (A)	$526,903
STATEWIDE REQUIRED ACTIVITIES (up to 15%)	
134 (a) (2) (3)	$828,616
STATEWIDE ALLOWABLE ACTIVITIES	
134 (a) (3)	
Various capacity building and staff training/technical assistance, including but not limited to:	
Oklahoma Works Statewide Inititiative	
Workforce memberships and professional development	
Skill Certification Licensing	
Grants Management maintenance and licensing	
National Workforce Board/Governor's Council Activities	
WIOA Implementation	
	$240,886
TOTAL OF ALL FEDERAL SPENDING LISTED ABOVE	$9,814,615

Central

Table O - Local Program Activities Program Year 2014			
Central Workforce Investment Area	Total Participants Served	Adults	44,393
		Dislocated Workers	137
		Older Youth	155
		Younger Youth	258
ETA Area # 40075	Total Exiters	Adults	36,162
		Dislocated Workers	91
		Older Youth	71
		Younger Youth	156
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	58.0%	56.0%
	Dislocated Workers	78.0%	82.0%
Retention Rate	Adults	86.0%	85.0%
	Dislocated Workers	87.0%	82.0%
Six Month Earnings Change Earnings Increase	Adults	$14,000	$13,875
	Dislocated Workers	$14,000	$15,298
Placement in Employment or Educatio	Youth (14-21)	67.0%	58.0%
Attainment of Degree or Certificate	Youth (14-21)	47.0%	43.0%
Literacy and Numeracy Gains	Youth (14-21)	40.0%	42.0%

Overall Status of Local Performance	Not Met	Met	Exceeded
	0	6	3

East Central

Table O - Local Program Activities Program Year 2014			
East Central Workforce Investment Area	Total Participants Served	Adults	8,726
		Dislocated Workers	59
		Older Youth	67
		Younger Youth	86
ETA Area # 40040	Total Exiters	Adults	7,831
		Dislocated Workers	32
		Older Youth	200
		Younger Youth	35
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	55.0%	62.0%
	Dislocated Workers	83.0%	73.0%
Retention Rate	Adults	81.0%	95.0%
	Dislocated Workers	91.0%	71.0%
Six Month Earnings Change Earnings Increase	Adults	$11,750	$12,033
	Dislocated Workers	$15,300	$12,406
Placement in Employment or Educatio	Youth (14-21)	50.0%	41.0%
Attainment of Degree or Certificate	Youth (14-21)	54.0%	44.0%
Literacy and Numeracy Gains	Youth (14-21)	45.0%	41.0%

Overall Status of Local Performance	Not Met	Met	Exceeded
	1	3	5

Eastern

Table O - Local Program Activities Program Year 2014			
Eastern Workforce Investment Area	Total Participants Served	Adults	14,845
		Dislocated Workers	45
		Older Youth	53
		Younger Youth	80
ETA Area # 40055	Total Exiters	Adults	13,035
		Dislocated Workers	26
		Older Youth	28
		Younger Youth	47
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	52.0%	53.0%
	Dislocated Workers	80.5%	67.0%
Retention Rate	Adults	81.0%	80.0%
	Dislocated Workers	91.0%	85.0%
Six Month Earnings Change Earnings Increase	Adults	$11,750	$11,354
	Dislocated Workers	$13,600	$14,055
Placement in Employment or Education	Youth (14-21)	65.0%	67.0%
Attainment of Degree or Certificate	Youth (14-21)	50.0%	57.0%
Literacy and Numeracy Gains	Youth (14-21)	40.0%	37.0%

Overall Status of Local Performance	Not Met	Met	Exceeded
	0	5	4

Northeast

Table O - Local Program Activities Program Year 2014			
Northeast Workforce Investment Area	Total Participants Served	Adults	13,991
		Dislocated Workers	85
		Older Youth	32
		Younger Youth	19
ETA Area # 40050	Total Exiters	Adults	12,001
		Dislocated Workers	62
		Older Youth	24
		Younger Youth	7
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	60.0%	62.0%
	Dislocated Workers	73.0%	77.0%
Retention Rate	Adults	85.0%	86.0%
	Dislocated Workers	91.0%	93.0%
Six Month Earnings Change Earnings Increase	Adults	$13,000	$12,966
	Dislocated Workers	$15,000	$12,702
Placement in Employment or Education	Youth (14-21)	87.0%	81.0%
Attainment of Degree or Certificate	Youth (14-21)	77.0%	68.0%
Literacy and Numeracy Gains	Youth (14-21)	81.0%	100.0%

Overall Status of Local Performance	Not Met	Met	Exceeded
	0	4	5

Northwestern

Table O - Local Program Activities Program Year 2014			
Northwestern Workforce Investment Area	Total Participants Served	Adults	7,073
		Dislocated Workers	45
		Older Youth	17
		Younger Youth	31
ETA Area # 40005	Total Exiters	Adults	8,260
		Dislocated Workers	54
		Older Youth	6
		Younger Youth	20
Reported Information		Negotiated Performance Level	
Entered Employment Rate	Adults	62.0%	6300.0%
	Dislocated Workers	82.0%	85.0%
Retention Rate	Adults	84.0%	95.0%
	Dislocated Workers	87.0%	50.0%
Six Month Earnings Change Earnings Increase	Adults	$13,000	$13,494
	Dislocated Workers	$14,500	$14,814
Placement in Employment or Education	Youth (14-21)	53.0%	74.0%
Attainment of Degree or Certificate	Youth (14-21)	54.0%	53.0%
Literacy and Numeracy Gains	Youth (14-21)	35.0%	29.0%

Overall Status of Local Performance	Not Met	Met	Exceeded
	1	2	6

South Central

Table O - Local Program Activities Program Year 2014				
South Central Workforce Investment Area	Total Participants Served	Adults	11,845	
		Dislocated Workers	23	
		Older Youth	52	
		Younger Youth	106	
ETA Area # 40020	Total Exiters	Adults	10,123	
		Dislocated Workers	14	
		Older Youth	25	
		Younger Youth	53	
Reported Information		Negotiated Performance Level		
Entered Employment Rate	Adults	58.0%	59.0%	
	Dislocated Workers	65.0%	76.0%	
Retention Rate	Adults	83.0%	82.0%	
	Dislocated Workers	88.0%	84.0%	
Six Month Earnings Change Earnings Increase	Adults	$13,000	$12,554	
	Dislocated Workers	$14,500	$18,341	
Placement in Employment or Education	Youth (14-21)	73.0%	60.0%	
Attainment of Degree or Certificate	Youth (14-21)	67.0%	36.0%	
Literacy and Numeracy Gains	Youth (14-21)	49.0%	40.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	5	3

Southern

Table O - Local Program Activities Program Year 2014				
Southern Workforce Investment Area	Total Participants Served	Adults	21,607	
		Dislocated Workers	96	
		Older Youth	69	
		Younger Youth	103	
ETA Area # 40045	Total Exiters	Adults	19,581	
		Dislocated Workers	65	
		Older Youth	35	
		Younger Youth	25	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	55.0%	59.0%	
	Dislocated Workers	83.0%	82.0%	
Retention Rate	Adults	83.0%	81.0%	
	Dislocated Workers	82.0%	85.0%	
Six Month Earnings Change Earnings Increase	Adults	$13,020	$14,096	
	Dislocated Workers	$14,822	$16,332	
Placement in Employment or Education	Youth (14-21)	70.0%	81.0%	
Attainment of Degree or Certificate	Youth (14-21)	55.0%	60.0%	
Literacy and Numeracy Gains	Youth (14-21)	43.0%	52.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	6

Southwest

Table O - Local Program Activities Program Year 2014			
Southwest Workforce Investment Area	Total Participants Served	Adults	4,335
		Dislocated Workers	14
		Older Youth	22
		Younger Youth	12
ETA Area # 40015	Total Exiters	Adults	3,590
		Dislocated Workers	15
		Older Youth	17
		Younger Youth	8
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	55.0%	60.0%
	Dislocated Workers	66.6%	80.0%
Retention Rate	Adults	85.0%	83.0%
	Dislocated Workers	92.0%	95.0%
Six Month Earnings Change Earnings Increase	Adults	$14,500	$15,311
	Dislocated Workers	$17,000	$23,013
Placement in Employment or Education	Youth (14-21)	78.0%	64.0%
Attainment of Degree or Certificate	Youth (14-21)	62.0%	55.0%
Literacy and Numeracy Gains	Youth (14-21)	60.0%	75.0%

Overall Status of Local Performance	Not Met	Met	Exceeded
	0	3	6

Tulsa

Table O - Local Program Activities Program Year 2014			
Tulsa Workforce Investment Area	Total Participants Served	Adults	24,728
		Dislocated Workers	138
		Older Youth	95
		Younger Youth	184
ETA Assigned # 40035	Total Exiters	Adults	20,476
		Dislocated Workers	80
		Older Youth	44
		Younger Youth	58
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	57.0%	56.0%
	Dislocated Workers	75.3%	74.0%
Retention Rate	Adults	85.0%	90.0%
	Dislocated Workers	91.5%	78.0%
Six Month Earnings Change Earnings Increase	Adults	$14,000	$14,211
	Dislocated Workers	$16,000	$15,927
Placement in Employment or Education	Youth (14-21)	67.0%	56.0%
Attainment of Degree or Certificate	Youth (14-21)	60.0%	42.0%
Literacy and Numeracy Gains	Youth (14-21)	35.0%	27.0%

Overall Status of Local Performance	Not Met	Met	Exceeded
	2	5	2