



**OKLAHOMA  
WORKS**

**Partners Conference 2016**

**System Oversight Subcommittee  
(SOS)**

# History

- Established in 2012 as Oklahoma Works System Review Taskforce (SRT) of the Governor's Council on Workforce and Economic Development's Governance Committee.
- Businesswoman Donnalla Miller was appointed as Chair of the taskforce.
- The taskforce was charged with building a Utopian system, responsive to needs of the business community.
- Framework, designed by the taskforce, received national acclaim due to its focus on the system as a whole and its "no wrong door" stance.
- In 2016, Renamed System Oversight Subcommittee (SOS).
- When WIOA was implemented, it changed the focus from system to center.
- Certification will now focus on the centers, with the system-level focus to be phased in as we evolve under WIOA.



# System Oversight Subcommittee

- Department of Career and Technology Education
  - Adult Basic Education (ABE) Program
  - Carl D. Perkins Career and Technical Education Act
- Department of Commerce
  - Community Services Block Grant (CSBG)
  - Community Development Block Grant (CDBG)
- *Department of Corrections (representative pending)*
- Department of Rehabilitation Services
  - Title IV- Public Vocational Rehabilitation
- Department of Human Services
  - Supplemental Nutrition Assistance Program (SNAP)
  - Temporary Assistance for Needy Families (TANF)
  - *Senior Community Service Employment Program (SCSEP)*
- Employment Security Commission
  - Wagner-Peyser
  - Veterans Services
  - Unemployment Insurance
  - Migrant and Seasonal Farmworker State Monitor Advocate
  - Trade Adjustment Assistance
- *Health Care Authority (representative pending)*
- Office of Workforce Development
  - Title I Programs (Adult, Dislocated Worker, and Youth)
- Regents for Higher Education
  - Institutions are service providers for specific degree programs
  - Reach Higher degree completion
  - OKHigherEdConnect.org for business services at each institution
- Local Workforce Development Board Representatives
- Key Economic Networks
- Governor's Council for Workforce and Economic Development



Governor Mary Fallin

Governor's Council for  
Workforce and Economic  
Development

System Oversight Committee

System Oversight  
Subcommittee

- Department of Career and Technology Education
- Department of Commerce
- Department of Corrections
- Department of Rehabilitation Services
- Department of Human Services
- Employment Security Commission
- Health Care Authority
- Office of Workforce Development
- Regents for Higher Education
- Key Economic Networks

- Richard McPherson, Oklahoma Employment Security Commission
- John Hawkins, Integrated Insurance Services
- Donnalla Miller, Princess Transport, LLC



# Roles and Responsibilities

- Acts as the “working arm” of the Governor’s Council on Workforce and Economic Development’s System Oversight Committee.
- Composed of state-level WIOA Partner staff.
- Tasked with developing the system-wide framework and policy documents that will comply with WIOA legislation and Federal regulations.
  - Ex: Center Certification Policy.
- Tasked with compliance review of the system.
  - Ex: Compliance monitoring of the system.



# SOS Workgroups

- **System Policy/Guidance Workgroup**
  - Purpose: Research and develop Oklahoma's Workforce System Framework Guidance, Policies and Procedures.
  - Melinda Fruendt, Workgroup Lead
- **System Compliance Review Workgroup**
  - Purpose: Ensuring Oklahoma's Workforce System compliance with Federal and State regulations and policies with the provision of technical assistance.
  - DeAnna Smith, Workgroup Lead



# Priorities

- Be flexible.
- State guidance and policy for the system: regional and local.
- Guidance for Local MOUs.
- Guidance for Local Planning Regions.
- One Stop Center Certification.
- System compliance review.
- Assisting with the efforts outlined in the Oklahoma Works Strategic Delivery Plan.
- Highlights from the Local Elected Official/Workforce Board Chair & Members Retreat (April 19).
- DOL Consultant to provide guidance to Oklahoma on how local planning regions get started (May 19).



# Workforce System Pilots

- Workforce Center Pilots.
  - Southern Area (McAlester) MOU/Cost-Sharing Pilot.
    - CFOs meet to discuss cost and allocation to partners.
      - Reviewed costs associated with Center.
      - Working group established for development of an RFP and job description for the One Stop Operator position.
      - Working group established to define infrastructure costs.
      - Proposed a three-year phase in plan.
  - Central Area MOU Service Delivery Pilot.
    - Draft MOU issued to partners for review.
    - System-Wide focus.



# Lessons Learned Thus Far

- Being flexible and willing to evolve.
- Documents produced as starting points.
  - Leveraging existing work from pilots and subcommittee.
- Awareness and inclusion of all required partners and additional stakeholders who have involvement/missions in education and training.
  - Ensuring inclusivity in development, review, and implementation.



# Questions?



# System Oversight

## Subcommittee Contact List

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# Appendices



# Department of Career and Technology Education (ODCTE)

## Adult Basic Education (ABE) Program

- ABE seeks to expand targeted services and increase opportunity in the educational and workforce development of adults as workers, parents, and citizens of Oklahoma.
- While playing a critical role in adult attainment of a high school equivalent diploma, the ABE program also aims to assist in the transition to postsecondary education and training through the use of career pathways.
- ABE will continue to assist adults to become literate and obtain the knowledge and skills for livable wage employment and economic self-sufficiency.
- ABE programs provide parents and family members with foundational skills that boost knowledge and confidence.



# Department of Career and Technology Education (ODCTE)

## Carl D. Perkins Career & Technology Education Act

- Distributes more than \$13 million to over 200 secondary school districts, technology centers and degree-granting institutions to support activities and services that result in more integrated and comprehensive offerings for Oklahoma students.
- Focuses on investments in innovation, emerging technologies and industries, alignment with Career Clusters, and partnerships among educational entities.
- Provides state-of-the-art equipment, aligned with industry, for hands-on instruction.
- Promotes strength through diversity and inclusion.
- Places emphasis on a competent, highly skilled workforce by focusing on developing solid career pathways leading to credentials, licensure, and degree completion.



# Department of Commerce (ODOC) Community Services Block Grant (CSBG)

- ODOC distributes funds, provides guidance, and monitors implementation.
- Roughly \$7 million of funding from DHHS each year is distributed to 19 community action agencies (CAAs) to help families in poverty become more self-sufficient.
  - Pays for direct and supportive services identified through a community needs assessment.
  - CAAs are governed by a board composed of at least 1/3 low income representatives.
- ODOC also administers weatherization assistance, prescription assistance, and Head Start state appropriated funding.



# Department of Commerce (ODOC)

## Community Development Block Grant (CDBG)

- Federal Funds provided to the State by the US Department of Housing and Urban Development (HUD).
- Department of Commerce designs, and implements the program. Approximately \$12.5 Million provided to the State each year.
- Through an application process ODOC contracts with Units of Local Government who are not Entitlements. Entitlements are Cities with a population greater than 50,000. Entitlements get there funds directly from HUD.
- Flexible program that can fund numerous types of activities. Based on their needs local governments choose the type of activities to address.
- Each project activity must meet a National Objective primarily benefitting at least 51% low to moderate income areas.



# **Department of Rehabilitation Services**

## **Access for All Initiative**

- DRS is leading Oklahoma's Workforce System towards enhanced accessibility to provide equitable services to individuals with disabilities and ensure that all workforce system partners comply with the Americans with Disabilities Act (ADA).
- Places a focus on recruitment, hiring and promotion of individuals with disabilities in the state of Oklahoma's workforce.
- Provides training, consulting, and resources to ensure that individuals with disabilities are intentionally included in efforts to achieve greater household wealth for Oklahomans.



# Department of Rehabilitation Services

## Business Services Initiatives

- Employer Outreach Program – Expanding opportunities for disability *Job Seekers* with private & public-sector Oklahoma companies.
- Enhanced utilization of OJT opportunities for disability *Job Seekers*.
- Expanded emphasis on work experience opportunities for disability *Job Seekers* through promotion of internships, apprenticeships, and job-driven employment opportunities.



# Department of Rehabilitation Services

## Business Services Resources

- National Employment Team (NET) - connecting disability *Job Seekers* to national employers.
- Talent Acquisition Portal (TAP)
  - Matching disability *Job Seekers'* talents and abilities to the employment needs of business, through a national database of job opportunities.
  - An uplink for disability *Job Seeker* resumes to be reviewed by NET companies for current employment opportunities.
- Strategic alliances with Oklahoma statewide business & program partners.



# **Department of Human Services**

## **Supplemental Nutrition Assistance Program (SNAP)**

- SNAP is a 100 percent federally funded program that helps low-income individuals and families improve access to nutritious food. The average benefit is \$4.02 per person per day or \$1.34 per meal. Participants use an Access Oklahoma electronic benefits card, similar to a debit card, which is accepted at 3,322 retail grocery outlets, including farmers markets. Altogether, 398,962 Oklahoma families participated in the program in 2014 – over 4,000 more than in the previous year. In 2015, DHS distributed \$900,724,879 in food benefits.



# **Department of Human Services**

## **Temporary Assistance for Needy Families (TANF)**

- A federally funded program designed to help families in need obtain self sufficiency through Education, Training and Employment. By providing cash assistance for basic living needs, Supplemental Food Assistance Program, Medical and Child Care.



# Employment Security Commission (OESC)

- OESC is a 100% federally funded agency, with the U.S. DOL allocating funds appropriated by Congress to administer our programs.
- Our primary goal is to assist job seekers, including unemployment insurance claimants, veterans, and others, in finding suitable employment.
- Additionally, the agency administers the unemployment insurance program to provide unemployment compensation to support qualified individuals during the transition period as they seek new employment.
- Finally, the agency is responsible for collecting, analyzing and disseminating a wide range of demographic, economic, and labor market information pertaining to Oklahoma for use by customers including businesses, economic developers, educators, and job seekers.



# Employment Security Commission (OESC)

## Wagner-Peyser

- The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices known as the Employment Service. The Act was amended in 1998 to make the Employment Service part of the One-Stop services delivery system also known as America's Job Centers.
- The Employment Service focuses on providing a variety of employment related labor exchange services including but not limited to job search assistance, job referral, and placement assistance for job seekers, re-employment services to unemployment insurance claimants, and recruitment services to employers with job openings. Services are delivered in one of three modes including self-service, facilitated self-help services and staff assisted service delivery approaches. Depending on the needs of the labor market other services such as job seeker assessment of skill levels, abilities and aptitudes, career guidance when appropriate, job search workshops and referral to training may be available.
- The services offered to employers, in addition to referral of job seekers to available job openings, include assistance in development of job order requirements, matching job seeker experience with job requirements, skills and other attributes, assisting employers with special recruitment needs, arranging for Job Fairs, assisting employers analyze hard-to-fill job orders, assisting with job restructuring and helping employers deal with layoffs.
- Job seekers who are Veterans receive priority referral to jobs and training as well as special employment services and assistance. In addition, the system provides specialized attention and service to individuals with disabilities, migrant and seasonal farm-workers, ex-offenders, youth, minorities and older workers.



# Employment Security Commission (OESC)

## Veterans Services

- The Veterans Services Program is established in Federal law and administered by the U.S. Department of Labor which, in turn, provides funding grants to state workforce agencies to provide specially-targeted services to veterans seeking employment and employers seeking to hire veterans. Through “Jobs for Veterans State Grants” (JVSGs), two service programs are administered:
- Local Veterans Employment Representative (LVER) Program – LVERs, located at select state workforce centers, conduct outreach activities to the employment community to encourage the hiring of veterans, to assist in the creation of job opportunities, and facilitate capacity building in the state’s employment service delivery system to ensure easier access to the appropriate employment and training services for veterans and others eligible for services under the Jobs for Veterans Can and in compliance with Federal regulations, performance standards and grant agreement provisions in carrying out requirements of Title 38 U.S.C. 4103 4104 and P.L. 107-288 in providing Veterans with maximum employment and training opportunities.
- Disabled Veterans Outreach Program Specialist (DVOP) Program – DVOPS, located at select state workforce centers and out-stationed as required, facilitate intensive services to disabled Veterans and other eligible persons with special employment and training needs including particular emphasis on those disabled veterans with serious barriers to employment opportunities in local areas. This includes compliance with Federal regulations, performance standards and grant agreement provisions in carrying out requirements of Title 38 U.S.C. 4103, 4104 and P.L. 107-288 in providing Veterans with maximum employment and training opportunities.



# Employment Security Commission (OESC)

## Unemployment Insurance

- The purpose of Unemployment Insurance is to ease the economic burden of unemployment by providing a temporary source of income for individuals who are unemployed through no fault of their own.
- Money from a payroll tax paid by employers is used to pay Unemployment Insurance. The rate the employer is taxed depends primarily on wages paid by the employer that are used by former employees to qualify for and to be paid Unemployment Insurance.
- People eligible for unemployment benefits include those who have worked in covered employment (employers subject to Unemployment Insurance taxes), federal civilian employees and ex-military personnel who have sufficient wage credits in their base period.
- A base period is the first four of the last five completed calendar quarters proceeding the calendar quarter in which the claim is filed. Only wages taxable in accordance with Unemployment Insurance laws that are paid during this period will be used to compute a claimant's benefit amounts.
- The weekly benefit amount and total entitlement amount are computed on the claimant's taxable base period wages. The taxable wage base changes on a yearly basis. The claimant has up to one year from the effective date to the claim in which to exhaust the total entitlement.
- Employers may object to a claim for Unemployment Insurance. The last employer of 15 or more working days is mailed a Notice of Application for Unemployment Compensation when an individual makes an application to receive unemployment benefits. The last employer may object to payment on the claim based on the reason for separation from work or any other eligibility condition in the law.



# **Employment Security Commission (OESC)**

## **Migrant and Seasonal Farmworker State Monitor Advocate**

- The State Monitor Advocate helps to ensure that the services provided to migrant seasonal farmworkers (MSFWs) are the same as the services provided to all other jobseekers. This is meant to guarantee that MSFWs receive all workforce development services, benefits and protections on an equitable and non-discriminatory basis.



# Employment Security Commission (OESC)

## Trade Adjustment Assistance (TAA)

- The TAA program provides assistance to workers who lose their jobs or whose hours of work and wages are reduced as a result of foreign trade. The following services are available to individuals eligible for TAA:
  - Reemployment Services - employment counseling, resume writing and interview skills workshops, career assessments, job developments, job search workshops and assistance, and job referrals.
  - Job Search Allowances – may be payable to cover expenses incurred in seeking employment outside a certified worker’s normal commuting area.
  - Relocation Allowances – may reimburse approved expenses when certified workers must move to a new area of employment outside their normal commuting area.
  - Training – individuals may be eligible for up to two years of training, including the cost of tuition and books. Allowable types of training include: 1) classroom training; 2) on-the-job training; 3) customized training designed to meet the needs of a specific employer or group of employers; 4) basic or remedial education, which may include training in literacy or English as a second language.



# Regents for Higher Education

- Goals: Increase the number of college graduates; Enhance access & improve the quality of public higher education for all Oklahomans; Better prepare students to meet the challenges of a global economy.
- Maintain degree program inventory and productivity for each college and university to assist business and industry in identifying workforce pipelines.
- OKHigherEDConnect.org is a source for higher education business services
- Promotion of large scale hiring efforts through campus career services personnel.
- Focused work with individual industries/businesses on training and education needs as requested.
- Focused work with colleges and universities when new degree programs are needed for specific industries needs.
- Connecting existing workforce with degree completions initiatives or specific degree programs for employee professional development.



# Key Economic Networks (KENs)

- KENs are geographical areas in which data demonstrate similar labor markets.
- Oklahoma has 9 KEN regions.
- Composed of regional business leaders, educators, and state agencies.
- Charged with identifying local workforce problems and generating regional solutions.
- Governor-appointed business leader Champions lead the local effort and work to generate quality relationships between educators and business leaders that lead to productive regional partnerships.

