



Governor's Council for Workforce and Economic Development

YOUTH PROGRAM COMMITTEE

Meeting Minutes

Date: February 10, 2017

Time: 10:00 a.m.

Place: Oklahoma State University-Oklahoma City, 900 N. Portland Ave., Oklahoma City, OK

Call to Order/Welcome and Introductions

Co-chairs Chuck Mills and Cecilia Robinson-Woods called the meeting to order and welcomed the group. Chuck reviewed the agenda and said that he wanted to talk about the direction of the initiatives and resources.

Everyone was asked to review their contact information on the list that was provided and submit any corrections to Linda Emrich.

Approval of Minutes

A motion was made by Greg Hall to approve the December 2, 2016 minutes. A second was made by Karen Davidson. There was no further discussion and the motion carried unanimously.

Next Steps:

ICAP (Individual Career Academic Plan)

Sonia Johnson, SDE, speaking on behalf of Cindy Koss, said that they are creating a form for the ICAP process for the districts to sign indicating that they are willing to participate in the study, using the OKCareerGuide and the College Start or another program. The advisory group said that the schools will pilot the ICAP, provide a contact person, use one of the three online tools, will commit to providing parent nights – one in the spring and one in the fall, commit to attending four advisory group meetings, and 2-3 days of training. They are working hard to get the process in place so they can participate in the study and get good data on how it's working, and what changes might need to be made. Many other states are using this model and so we are learning from that. Sonia said that the key she sees is connecting the relevance for the students and connecting it to their career opportunities.

Cecilia said that this is all part of the New Skills for Youth grant. The data being gathered for the pilot group isn't about the outcomes but more about how individual schools can go about implementing based on size and scope because there are some districts that have one counselor per 800 students. This is the first phase. Implementation will come in phases. The first year is the pilot, the 2nd year will go to 20%, and by the year 2020 every district in the state will have to adopt some type of ICAP.

Sonia said that it would be good to interface with community partners and make a connection. Chuck would like to see more private sector employers involved. Cecilia said that business

partners can look at interns, job shadowing, and other opportunities. We could help by inviting business to the table.

Chuck added that our job as a committee is to develop and support initiatives for youth that the governor can support as part of the whole. This is an educational initiative but it has multiple partners that have to be involved. Resources will be needed and we can all help facilitate around the state. We can get the KENs involved too and convene activities in those areas. Sonia added that perhaps we can add in to the study participation commitment that they reach out to industry or to their KEN. Chuck said that we can get Sarah Ashmore involved as coordinator of the KENs. The KENs are charged as private sector business people and business leaders to convene and coordinate those activities in the whole state. Sarah added that most of the KENs are connected in some way to their economic development organization in their regions. Sonia said that perhaps we can go back and add this in to link it to community and employment in the process.

High School Equivalency

Chuck said that this is supposed to be tied to the individual workforce areas with our recovery of dropouts and dislocated youth which goes back to how we market, how we find them and get them to the table, how we connect them to the resources to get their GED and upskill them for demand occupation jobs that are available right now. We need to look at how we can support what Career Tech is doing with Adult Basic Education. Chuck stated that there are 330,000 people that are eligible to be in the system right now that we're not getting our hands on. That's 330,000 people that could be working in skilled labor jobs and making good money, but they are held back by the fact that they don't have a GED. We know that once they get a GED or high school equivalency, they need to go on to the next level which is some kind of certification in order for them to get a better job. This committee will be tasked with working with ICAP and the State Dept. of Education and its resources. Then we have the Adult Basic Education, GED program, the dropout recovery of dislocated youth that will be working with Career Tech and their program. Some of these things are already occurring and we can help in a support mode from the Governor's Council side. He said that hopefully we can develop some things that we can propose to the governor that will be legislative or promoted from the top down.

Character Development Program

Chuck would like for this group to develop some kind of program to start to create a culture of character, of integrity, and honesty and accountability for your actions. If this starts early and we can create these schools of character and create and encourage this culture, then maybe we can help some of these kids.

Sonia said that she has been talking with people at Tulsa Public Schools who is working on a social emotional (character building) learning piece with the Wallace Foundation. What she would like to see for the initial work of this group is to get up to speed on what this character development or social emotional learning looks like and how we can support initiatives going on around the state. If we work on just this character idea, Tulsa has a really nice piece going on with a national model and looking at where they can align school days and after school so they are pulling their youth-based organizations into this discussion to better align because we know that a lot of these opportunities can also take place in those organizations that are community and are supporting the schools. Sonia would like to see us thinking about this in a little broader form.

Chuck said resources are limited so we should take best practices and see how they got started. He would like for us to develop a model program that any school in the state can take and customize for themselves and use as their own and get something started. Some of the

results from a character program are anti-bullying, being polite and respectful, decrease in suspensions, better attendance, etc.

Cecilia said that we need to offer a framework of what schools can use, not necessarily a program. One thing we have to be sensitive about is if we offer this initiative statewide, is how culturally relevant some things might be in one place and how it might not be in another place. Our character initiative that we've just begun is solely based on an African-American young male figure and Migi does all of these wonderful things around showing empathy, etc. It is tied into their songs and music groups and casual Fridays, etc. She doesn't know how well Migi would do in a place like Woodward but it doesn't mean that our character program isn't working for our kids. So she wants to be careful when we talk about a program specifically.

Chuck said we can put together a framework that can be used for all schools and customized to their students. We don't have to reinvent the wheel. We can use the framework and the 11 Principles of Character.org, case studies and best practices to get started on a framework.

Steve Shepelwich asked if there was an inventory in the state of what schools are doing relating to the character piece. Sonia said that there is not at this time. There is no entry point or any mapping that has been done. He asked how does this tie in with employability skills? Sarah Ashmore said that last summer they surveyed businesses on which employability skills are most important and said that they would be happy to share the data with this group. Cecilia commented that this committee could work on that to show how the character piece aligns with employability skills. Steve said the Workforce Conference is coming up in April and there will be a couple of sessions on this issue with a presenter from the Center for Work Ethic in Dallas. The presenter would be more than happy to have breakfast with the committee or co-chairs if that would be of interest. We could sit down and have some from Career Tech or other folk and see what he has to say as an option. Chuck liked that idea.

Steve added that when talking to employers, what employability skills they want to see in a jobseeker depends a lot on the economy. For instance if there is a demand for employees, then they will take anybody. If they can pick and choose, then they'll look for those character pieces and other skills when hiring. He also would like to know what age range we are going to focus on – K-12 or go up to 24?

Jeff Downs said that they can look at best practices but there should be some "must haves". He said that the parents and the community must be involved. Cecilia said that we need to worry about what we can control. Sonia added that they should ensure that everyone is respectful of those parents and families and think of them as partners in this, and not focus on their lack of involvement, time, etc., because they have many struggles.

Steve asked what is the appropriate engagement role, what age? Chuck is talking about 6th grade because that is the beginning of basic math and science. He would like to see businesses encourage students to come out to their business and take a tour so they can see what all is involved in that business. There is a list of business around the state that are successful in opening their doors and allowing tours. Steve Shepelwich said that there is a national list and there are three businesses listed for Oklahoma. (Dream It. Do It.) Jeff suggested the committee contact those businesses and ask them how they do it and replicate in other areas of the state and create a framework for businesses to use. Chuck reiterated that a guide or a framework needs to be created and that the committee can contact businesses that are doing this in Duncan and Pryor to find out how they are doing it.

Jeff suggested that it might be better to do this on a local level first rather than a statewide level. Don Raleigh (MAIP) didn't have a guide, he got together with business and educators and had conversations then they started strategizing and they shared what they thought was best for their organizations and how they can mesh those together. Jeff said that it will be more powerful if we are the connectors.

Chuck used manufacturing as an example of how to get kids interested in manufacturing, how to get manufacturing into the classroom to talk to students. Scott Fry added that it is hard to get manufacturing involved. One reason is that a person has to be 18 or above in order to get in the doors. Their goal is to get more manufacturers into the classroom this year. Scott said they just recently purchased a license to a product that's a program to show students in a virtual way what manufacturing is all about without taking them on a tour because manufacturing doesn't want to give tours. By using this program, they can get 9-12 year olds into that environment without them actually physically being there because that is a major challenge.

Kim Osmani said that this comes down to two things: mentors and advisors. We need to get those businesses in as mentors – whether it is on the ICAP team or to talk about character and why it's important. She said that we need to keep in mind that there are other kids that we are reaching that aren't in a traditional public school setting. These other kids need to have access to this information. One of the greatest examples she likes to share is the partnership they developed with Gordon Cooper for kids at COJC (Central OK Juvenile Center) that can't go to a traditional school because they are behind a fence. They are allowed to work in small groups to do projects like advanced machining, solar energy, and robotics, and then they come out to work in construction trades like building solar panels, turbines, smokers, grills, etc. This is giving those kids a taste of what it is like. They aren't finishing classes or getting certified – they're just getting a taste so hopefully they will want to go into one of those industries.

Steve Buck (OJA) said that you don't know how many kids who are in his community supervision that they have lost to school and walked away from traditional learning, they just significantly disconnect. How do they incorporate change for them and give them direction and purpose for their lives?

Jackie Pearson said that she has some colleagues who are volunteering their time to mentor kids. For instance, they go to Millwood and mentor in robotics, which can transfer to manufacturing skills or programming skills.

Work Ready/Career Ready

Chuck said that Work Ready Communities was used in conjunction with ACT in areas of the state. It was used to attract businesses to the state to let them know that we had an educated workforce available to them. So the basis of having schools qualified through different metrics and using additional programs such as ICAP and the character piece is to successfully prepare students for the future and to provide a skilled and educated workforce for business. Chuck would like to have the committee prepare some criteria and asked if there should be different levels like Character.org, and should we develop a program where the governor recognizes the schools (beyond the SDE)? This will be part of the Governor's Council initiatives under the Youth Committee.

Cecilia said that she has pitched this to Katie Altshuler. She added that when she and Chuck were talking, they were looking at not just asking schools to do more with less but to also put in a process to ensure that kids are work ready. Recognition from the governor might be tied to some kind of grant dollars. When talking with her colleagues at the area superintendents

meeting, they would like to see recognition for something other than student outcomes when industry talks about schools in the state.

Committees

Chuck suggested that we go around the table and everyone name a committee that they are interested in serving on. If they want to serve on two committees, that is fine. See attachment for committee membership. Committee chairs were assigned.

New Business

None.

Old Business

None.

Next Meeting

The next Youth Council meeting is scheduled for April 14 but Chuck said it will probably need to be changed because he is not available on that date.

Adjournment

The meeting adjourned at approximately 12:00 p.m.

*Respectfully submitted,
Linda Emrich*