

**Governor's Council for Workforce and Economic Development**  
**Career Pathways Committee**  
**July 20, 2017**  
**Meeting Notes**

**Attendees**

Peggy Geib, Chuck Gray, David Crow, Sarah Ashmore, Sandi Wright, Traci Brigham, Erin Risley-Baird, Kat Long, Natalie Shirley, Dave Rowland, Jeanie Bowden, Jimmy Curry, Jake Yunker, Scott Smith, Kevin Arnold, Stephanie Cameron, Chris Perry

**Introductions were made:**

Chuck Gray was recognized for his company, Frontier Electronics, recent recognition by NASA for their work in helping humans go to Mars.

Peggy Geib shared an email from Chuck Mills highlighting the need to integrate the work of the Youth Council with the Career Pathways Committee in terms of the work and focus on younger audiences.

**Comments from Secretary - Natalie Shirley**

- Career Pathways is a critical committee of the GCWED
  - Important to meeting the Governor's and WIOA's goals
  - The Committee must have a unified vision for moving the state forward
  - Committee builds intentional career pathways for older youth and adults
- In order to avoid duplication, the Committee is focused on:
  - Adults
  - Dislocated Workers
  - Youth 14 years and older
  - Other priority populations, including veterans and low-income populations
- Okay if existing members would like to join other committees focused on populations other than the ones described above (such as New Skills for Youth)
- To ensure alignment of all of the various career pathways initiatives, proposed appointing liaisons to New Skills for Youth and the Youth Council. Those liaisons will report back to the career pathways committee about the work being done in the other workgroups.
- Committee should help regions to standardize policies and initiatives
- If any questions arise, Secretary Shirley would like to hear from the committee – please call or email
- Shared news from a trip to Germany and Switzerland earlier this year to learn about apprenticeship programs. Sec. Shirley mentioned modeling apprenticeship programs in Oklahoma after components of what they saw in Europe. She also spoke about the perception of apprenticeships vs. internships.

**Regional Sector Partnerships – Erin Risley-Baird**

Presentation regarding Career Pathways and regional sector partnerships. Erin Risley-Baird spoke to the impact of having a coherent sector strategies approach to help guide career pathways and the talent pipeline. She mentioned asking the Governor's Council for permission to fund discretionary grants for

local workforce boards across Oklahoma to fund sector strategy efforts at the local level through convening of business & industry. Notes from presentation:

- Career Pathways are tied to regional sector partnerships. The Career Pathways system should:
  - Have multiple entry and exit points
  - Be tied to industry
  - Include stackable skills based on industry needs
  - Include supportive services
  - Be data informed
  - Include plans for sustainability and continuous quality improvement
  - Strengthen organizational capacity and alignment
- Working to build a more transparent system to allow for career pathways (e.g. career exposure, articulation agreements, etc.)
- USDOL has a focus on building sector partnership strategies at the state and local levels. From the committee perspective, we should look at how we are fostering the development of sector partnerships and career pathways.
- Will include in proposed budget to GCWED discretionary grants to the local boards to convene sector partnerships and strengthen career pathways (currently 7 local boards)
  - Boards will convene industry to discuss best practices
  - Can support 2-3 convenings per industry
  - Want to discuss career pathways in top occupations, relationships with education and training, skills gaps
  - Align to other state initiatives like Launch Oklahoma, Registered Apprenticeships, Work-based Learning
  - Ultimate goal is to build stronger partnerships between local workforce partners, education and industry – also to build partnerships between local boards and Committee
- Asking Committee to give input into the goals of sector partnerships and
  - Give guidance for local grants criteria and reporting
  - Guidance about how to build industry partnerships
  - Local boards would provide mid-year and end-of-year reports to committee
- Will need to consider how to get involvement from smaller business (50 or less people)

### **Career Pathways Champion Updates**

#### Stephanie Cameron:

- Tulsa hosted Summer Educator Academy and OEIP – educators touring industry
- Tulsa area implementing internships in nationally recognized credential programs in high school
- Planning career pathways fairs for the year and more tours
- Okmulgee had teacher externships
- Okmulgee planning manufacturing day events and exploring a partnership with the Air Show
- Muskogee is doing high school internships
- Muskogee is also hosting tours and conducting video campaign highlighting careers in manufacturing

- Pryor held teacher externship. Had idea of creating summer work experiences for teens in which businesses would pay them to do internship type work (work-based learning)
- Bartlesville hosted teacher tours
- Faces of Manufacturing campaign showcasing diversity
- Dream It Do It breakfasts in the works

Kevin Arnold:

- Asked by companies how to find students for employment and internships.
- What is the status of OKCareerGuide's business tool (businesses can look at resumes uploaded and match students with positions)
- Scott Smith volunteered to get an update to the group from CareerTech on the business tool status

Kat Long:

- NWOA/NW HIREs coordinating teacher externships in the region
- Youth Build is serving 16-22 year olds
- Hosting Girl Power Camps that exposes girls to non-traditional jobs (welding, CAD, construction, etc.)
- Manufacturing Mentors program – near peer mentors help expose students to careers
- Weld for Work Competition

Jeannie Bowden:

- Duncan is now doing city-wide internship program for high school students
  - Students get high school credit
  - Some companies pay and others don't
  - Program includes:
    - Haliburton – taking 10 students and paying wages and buying equipment
    - Byford Auto – positions: auto body, mechanic, sales, finance
    - Hospital
    - Nursing Home Administration

Other Career Pathways Initiative Updates:

- OEIP hosted 3 teacher externship events

**Other Career Pathways Discussions**

Dave Rowland was curious about veterans. Scott Smith from Career Tech mentioned the Solider for Life program and other efforts underway across the state at various military installations.

David Crow spoke about the OKMilitaryConnection.com program and the 9/14/17 hiring event at Ft. Sill.

The topic of Career Lattices for OKJobMatch which was on the agenda, was deferred for discussion at the next meeting scheduled for Oct. 12, 2017 at 1pm on the campus of OSU-OKC.

Meeting adjourned after 3:30pm.