



A Blueprint for Success

Oklahoma's Challenge

Oklahoma's economy is more diversified than ever however, experts predict that Oklahomans must earn significantly more postsecondary degrees and credentials to have the skills employees demand to continue to grow and prosper.

The Solution

Gov. Mary Fallin created Oklahoma Works to address the workforce crisis. Oklahoma Works is designed to increase the wealth of all Oklahomans by aligning education and training to create a workforce for Oklahoma's businesses. Oklahoma Works is composed of a coalition of businesses, educational institutions, state agencies and other partners. This initiative is aligned with the federal Workforce Innovation Opportunity Act (WIOA).

In 2015, a strategic plan was created for Oklahoma Works to help guide the initiative. This planning effort was an unprecedented convening of multiple agencies, and public- and private-sector representatives from all regions of the state. Working together, the group defined what needed to be done to create Oklahoma's future workforce.

Oklahoma Works catalyzes the creation of a talent pipeline to ensure all Oklahomans have the skills and education necessary to enter and advance in rewarding careers. In 2016, Gov. Fallin established Launch Oklahoma, a statewide attainment goal which calls for 70 percent of Oklahoma's workforce ages 25-64 to have education or training beyond high school by 2025. Additionally, Oklahoma established a statewide goal to have 20,000 registered apprenticeships and internships by 2020. This goal, known as Earn and Learn Oklahoma, was established in 2017.

Using Oklahoma Works' four objectives and associated strategies, we can help all Oklahomans achieve the American Dream.

Key Objectives

Objective 1: ALIGN AND CONNECT

Connect the education and training pipeline with the needs of regional economies by coordinating across the education and workforce system.



Objective 2: DATA

Integrate and use workforce and economic development data to inform policy, track progress and measure success.



Objective 3: PARTNERSHIPS

Build partnerships between industry and education at the regional level.



Objective 4: RESOURCES

Optimize the use of resources and incentives to achieve the Oklahoma Works goal.



By 2025, Oklahoma MUST:

- Increase employment in critical occupations
- Increase per capita personal income as a percentage of the national average
- Increase percentage of high school graduates meeting college readiness benchmarks on ACT and SAT
- Increase total labor force participation rate
- Increase number of degrees and certificates obtained
- Increase percentage of fourth grade students statewide who score proficient or above in reading
- Decrease state youth unemployment rate
- Decrease state poverty rate

ALIGN AND CONNECT

Career Pathways: Improve Oklahomans' exposure to careers, and the skills, education and training required for entry into and advancement within those careers, in order to increase the number of Oklahomans in the education-to-workforce pipeline. This includes Individualized Career and Academic Plans (ICAPs) for middle and high school students.

Postsecondary Attainment & Work-Based Learning: Create a highly skilled workforce with the necessary employability skills by increasing the number of degrees, certificates and workforce credentials obtained through postsecondary institutions and work-based learning opportunities.

Transportation Services: Provide transportation to Oklahomans in rural and urban areas, in order to address the fundamental challenge of connecting education, training and work opportunities with citizens who need them most.



DATA

Labor Supply and Demand Gap: Utilize statewide data to decrease the skills gap by defining benchmarks at all levels of education and training that lead to employability in identified ecosystems. Evaluate and use competencies and assessments. Identify and minimize existing data gaps.

OKJobMatch: Launch OKJobMatch as the official job and labor exchange system for the state. OKJobMatch will connect jobseekers with employers, while improving the accuracy of data available to decision makers.

Common Connectivity: Create a common intake portal so service providers can identify the eligibility of citizens and refer them to appropriate providers, ensuring more Oklahomans can enter and remain in the workforce.

PARTNERSHIPS

Regional Partnerships: Cultivate and maintain productive relationships between employers, educators and other partners to ensure an appropriately skilled workforce.

RESOURCES

Cross-Agency Resources: Identify and recommend creative, cross-agency and cross-sector funding models that support similar workforce programs. Include agency programs that potentially benefit from public-private partnerships.

