A Strategic Framework for Oklahoma’s Workforce

Submitted to
The Honorable Kevin Stitt, Governor, State of Oklahoma
Executive/Advisory Committee Members
The Honorable Matt Pinnell, Lieutenant Governor, State of Oklahoma
Oklahoma Secretary of Commerce and Workforce Development Sean Kouplen
Brent Kisling, Executive Director, Oklahoma Dept. of Commerce
WORKFORCE IS COMPLICATED

1. Number of stakeholders involved
2. Access/Delivery of resources vary
3. Different mandates, rules and regulations
4. No central convener
WORKFORCE DEVELOPMENT IS A DIFFERENTIATOR IN ECONOMIC DEVELOPMENT
MISSION and PURPOSE

1. The Committee and Process
2. Initial Conclusions and Key Requirements
3. Key Strategies Identified
4. Specific Recommendations
5. Ongoing review and improvement
Governor Stitt’s Primary Initiatives

- Economic Growth
- Education
- Government Efficiency
THE PROCESS
Guiding Principles

• Common Goal to Achieve Top 10 Status
• Utilize existing platforms, resources, and programs when possible and engage stakeholders.
• Embrace career paths for all levels of workforce demands.
• Scalable-recognizing rural nature of State
KEY REQUIREMENTS
1. A framework that allows state agencies, tribal governments, and civic organizations to be more effective in resource delivery.

2. Local ownership of the regional workforce issues, along with a central convener and an engaged group of stakeholders that are dedicated to collaboration and cooperation.

3. Adopted and aligned career pathways in state and regional ecosystems for all students. Career pathways should include on and off ramp capability, articulation among educational institutions, and focus on industry-based certifications and degrees.

4. Accountability in the measurement of skill, talent and aptitude for workforce pipeline. (PK-12 and postsecondary)

5. Integration of character education, leadership, career exposure/awareness and career skills development in PK-12 education including STEM education as a priority. In addition, these programs must be dynamic and use new, creative models that engage students to learn and participate.
6. Accessible, ecosystem based, training developed by business and industry that leverages existing educational resources and systems to move Oklahoma to Top 10.

7. State-wide training facilities with applicable resources that provide relevant programs to meet the current and future needs of key industries.

8. A well-trained and experienced support team to assist regional areas in implementation, coordination, and ongoing performance measurement of the new workforce model.

9. Establish a “Single Point of Contact” system for each workforce area to assist business and industry in accessing resources and services.

10. An effective strategy for developing the program’s “brand promise” and the execution of a communications plan to launch it as one of the nation’s premier workforce programs.

11. Strong support from the Governor, execution from the legislature and public engagement.
SYSTEM STRATEGIES
SYSTEM STRATEGIES

• Ecosystem-based workforce model supported by ODOC, Local Workforce Boards and other state agencies/stakeholders that aligns programming and curriculum with local and regional demand.

• Leverage Career Tech’s existing infrastructure

• Establish regional Workforce Centers of Excellence

• Driven by Oklahoma Business and Industry leaders

• System will be effectively branded and marketed

• Establish a Single Point of Contact system

• Establish a common system of Data Accumulation and use by participating agencies.
1. Further leverage the new ICAP and OK EDGE programs by implementing new and innovative **career awareness** and **character education** initiatives.

2. Provide **centralized support** through a consortium of Career Tech, Higher Education, Workforce Boards and the Dept. of Commerce to assist economic development groups establish local workforce advisory teams across the state.

3. Provide ongoing and unified **professional development and training** to local and state workforce boards, economic developer’s and local workforce advisory groups.

4. Establish a **Single Point of Contact** in each identified area that serves existing and prospective employers workforce needs by coordinating services.
Regional Workforce Centers of Excellence

- Regional Workforce Centers of Excellence
  - OK Works Regional Leadership Teams (7)
  - Ecosystem Alignment
    - Outreach & Advocacy
    - Workforce Development
  - Executive Director State Career & Technology ED.
  - Gov. Appt State Board of Career & Tech
  - Board Support Services
  - Job Seeker Services
  - Business Support Services
  - State/Tribal/Community Organizations
  - Private Ed & Trade Related Org’s
  - Regional Workforce Centers of Excellence (Career Pathways)
    - Use of multiple delivery methods
    - Focus on partner engagement
    - Regular assessment
    - Specialized training
  - WOA Care Partners
    - Outreach, Dismiss, closes
  - Local Title One
    - WP Board & Staff
  - K-12 Education
    - Career Exposure
    - Career Pathways
    - Work-Based Education
    - Educator Experiences
  - Local Career Tech’s
    - Targeted Training Facilities
    - Credential Training
    - B & I Services/Training
    - Outreach & Advocacy
  - Higher Education
    - HLC Accreditation
    - Micro Credentials
    - OneNet System
    - Outreach & Advocacy
  - Economic Development & Workforce Org’s
    - Employer Engagement
    - Resource Support
    - System Alignment
    - Outreach & Advocacy
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Local/Regional Ownership

LOCAL / REGIONAL OWNERSHIP
EXAMPLE

LOCAL WORKFORCE AREA

STATE WIOA COORDINATION & SUPPORT

OKLAHOMA DEPARTMENT OF COMMERCE

RESOURCES

Local Economic Development Organizations

Northwest Oklahoma Workforce Area

Key Metro
- Tulsa

Adjacent Metro Area
- Claremore

Key Rural Areas
- Pryor
- Catoosa
- Miami
- Bartlesville

Rural Communities
- Inola
- Grove

Identifiable Business Clusters/Ecosystems
- Port of Catoosa
- MidAmerica Industrial Park
- Claremore Industrial District

Communication
- Resource Deployment
- Local Resource Identification & Assessment
- Support (As Needed)

Trade Organizations
- Education & Training
- Federal Agencies
- State Agencies
- Civic & Non Profit Organizations
- Tribal Engagement
QUESTIONS?