



## GOVERNOR'S COUNCIL FOR WORKFORCE AND ECONOMIC DEVELOPMENT

### MEETING MINUTES

**Date:** January 25, 2019

**Time:** 9:00 A.M.

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

#### **Welcome/Call to Order**

Nathaniel Harding, chair, opened the meeting and reviewed the agenda. He welcomed new Council member Dee Hays, Excellence Engineering. Chairman Harding said that this is the first Council meeting under the new administration and we are looking forward to working closely with Governor Stitt and his staff to achieve their workforce development goals.

#### **Approval of Meeting Minutes**

Chairman Harding asked for a motion to approve the minutes from the October 26, 2018 Governor's Council meeting. Marcie Mack made a motion to approve the minutes, Chuck Gray seconded the motion. No further discussion. The motion carried unanimously.

#### **Oklahoma Office of Workforce Development (OOWD) Executive Director Report**

Dr. Erin Risley-Baird, Executive Director, reported on the following items:

- WIOA PY17 Annual Report – The Annual Performance Narrative Report was distributed in Council packets. This report was developed collaboratively by all WIOA Core Partners, includes titles I and III performance, as well as key updates from titles II and IV. It is on the Consent Agenda for approval before submitting to the Department of Labor.

Progress was made with the distribution of multiple WIOA compliant policies, data to determine baselines for performance measures were gathered, and initial analyses were performed to assist with continuous improvement toward federal and state goals. Together, all WIOA Core Partners in Oklahoma made strides in coordinating services and data.

- Oklahoma's Talent Pipeline – Erin thanked Jon Chiappe, Commerce, and his team and also Sarah Ashmore, OOWD, for their input. For the full report, access [here](#) .
  - Where we're at:
    - Unemployment Rate – 3.9%
    - Workforce Participation Rate – 61%
    - Per Capita Income as % of National Average – 86% (Our goal is 98.2%)
    - Median Household Income - \$50,051
  - Demand - By 2028, our projected employment growth is + 135,500, our projected talent gap is 19,400. Based on current population and replacement of retiring workers, Oklahoma is on track to experience an employment gap.
  - High-Growth, High-Demand Occupations
    - Tier 1:
      - Management
      - Business & Financial Operations
      - Installation, Maintenance & Repair
      - Healthcare Practitioners
    - Tier 2:
      - Arts, Design, Entertainment, Sports & Media
      - Healthcare Support
      - Office & Administrative Support
      - Construction & Extraction

- Supply – By 2028:
  - New entrants to workforce: 404,100
  - Eligible to retire: 288,000
  - Projected job growth: 135,500
  - If unemployment rates stay very low, we will need to attract out-of-state talent to fill the projected talent gap of 19,400 workers.
  - Aging talent – 1 in 5 workers are 55 years or older and eligible to retire in the next 10 years. In some demand occupations, the proportion is as high as 45%. This will be a sizeable loss of experienced skilled workers.
  - Skills needed by employers – Having highly defined soft skills can increase job security as processes become increasingly automated.
  - Workforce gaps – Less completions for higher education and vocational training compared to the number of annual job openings.
- Preliminary Recommendations
  - Develop state Sector Partnership Network
  - Expand work-based learning opportunities
  - Implement skills-based hiring practices
  - Certify quality career pathways that lead to high-demand occupations
  - Establish and promote an electronic hub for access to information about high-demand pathways
  - Expand information and data sharing
  - Invest in equity strategies to increase education attainment

### **Roundtable Discussion – Talent Pipeline Report**

Based on current population and replacement of retiring workers, Oklahoma is on track to experience an employment gap. By 2028, the projected employment growth will be +135,500, the projected talent gap is 19,400. After the Council discussed this, Chair Harding asked Chuck Gray, co-chair of the Career Pathways Committee, if the Career Pathways Committee could review the report and preliminary recommendations and bring back to the Council in April with feedback and a possible vote on the final report.

### **Consent Agenda**

A motion was made by Shelly Dunham to approve the Consent Agenda. A second was made by Chuck Gray. No further discussion, the motion carried unanimously.

### **Update on the Reach Higher Adult Degree Completion Initiative**

Dr. Debbie Blanke, Vice Chancellor for Academic and Student Affairs, Oklahoma State Regents for Higher Education, reported on the Adult Degree Completion Program and meeting workforce development goals. For the complete report, click on the link: [View Reach Higher: Oklahoma's Adult Degree Completion Initiative.](#)

- Reach Higher – Research
  - Over 300,000 Oklahomans left college with some credit and 2.0 or better GPA, but no degree (associate or baccalaureate).
  - People leave college for:
    - Family reasons
    - Finances
  - Two major reasons for returning to complete a degree:
    - Personal satisfaction
    - Better job opportunities
  - Factors impacting their re-enrollment in college:
    - Convenience
    - Accelerated format
    - Credit for previous experience
    - Cost
- Support for Adult Students

- State of Oklahoma has two completion programs for working adults
- Both have a dedicated coordinator on campus
- Both offer assistance with financial aid application and registration
- Both direct a student to other support services on and off campus
- Flex Finish is
  - Designed by university and college faculty and administrators in Oklahoma to meet the needs of businesses
  - Unique in the nation as to the collaboration, sharing of courses, sharing of marketing efforts, seamless path for students, and statewide commitment
  - Bachelor of Science in Organizational Leadership available at seven universities with common costs and curriculum and with a convenient on-line application process
  - Associate in Arts in Enterprise Development/Associate in Science in Enterprise Development available at 14 community colleges and technical branches with options in business and general studies, uniquely designed for each student
- Native American Education Partnership
  - MOU with Tribal Education Departments National Assembly expanding collaboration and support between the agencies through shared resources, expertise and technical assistance.
- Program Feedback Survey
  - 92.1% worked full-time during the program
  - 55.3% indicated that the degree resulted in higher pay and/or work promotion
  - 97.3% stated that they would recommend Reach Higher to a colleague, friend, or family member
  - 65% believed that the Reach Higher program was the only way in which they could have continued their education
  - 89.5% felt that the Reach Higher faculty cared about adult students and their success in the program
  - 94.8% believed they received an excellent education
- DirectComplete
  - Oklahoma was selected as one of five states funded by Lumina Foundation for an Adult Promise initiative coordinated through work with SHEEO.
  - Rather than three degree programs, degree programs approved in DirectComplete are linked to Oklahoma Works' 100 Critical Occupations List.
  - Funding from multiple entities is leveraged to cover an adult student's costs to complete a degree that leads to employment in a critical occupation.
- Criteria for Participating Institutions
  - Offer the degree programs that lead to employment on the Critical Occupations list or a funder's preferred degree program;
  - Provide assistance to students in finding educational funding (asset maps), and as funds are available, provide direct financial assistance (such as tuition waivers, fee waivers, book scholarships, emergency funding, child care assistance, etc.);
  - Identify a dedicated navigator/coordinator to work directly with identified students;
  - Commit staff for professional development to assist them in professional development to assist them in providing coaching, mentoring, and proactive advising activities for participating students (provided by State Regents);
  - Provide transcript reviews, degree audits and degree planning for participants;
  - Provide reports to the State Regents as requested on the program and participants.

## **Committee Updates**

Career Pathways Committee – Chuck Gray, co-chair, reported the following:

- Assembled subcommittee chairs for 2019 planning meeting on January 18, 2019
- Established 2019 Team planning calendar and quarterly objectives

- Establish joint collaboration initiatives between Work-Based Learning and Employer Engagement subcommittees to increase employer use of internships and apprenticeships
- Strengthen partnerships with regional workforce development boards to better understand and address priority needs at the local level – both cross-cutting concerns such as healthcare and unique regional challenges such as critical skill gaps
- Explore ABE initiatives focused on expanding Oklahoma’s skilled labor pool
- Deploy pertinent recommendations in the Oklahoma Pipeline Talent Report

Healthcare Workforce Committee – Shelly Dunham, co-chair, reported the following:

Status: 3-5 Year Goals

1. Increase the number of primary care professionals practicing in areas currently designated as primary health professional shortage areas
  - Physician supply issue brief contained recommendations to sustain and increase support for current Oklahoma recruitment and retention efforts
  - OSU/Cherokee National planning to open a medical school in Tahlequah in 2020 (DOs)
2. Increase the availability and accessibility of health professions training programs in rural areas
  - Nursing Workgroup’s Nursing Professions Issue Compilation Brief (produced in 2018) has received great attention from groups including the State Regents for Higher Education’s Presidents Council, the NE OK Workforce Investment Board/Health Care Advisory Board and the Oklahoma Nurses Association
    - Actions transpiring as a result include: the development of a position statement by the OK Nurses Association. Two shell bills to expand attention to workplace violence issues in the health care environment – authors: Sen. Yech and Rep. Cindy Roe
3. Establish health professions career pathways from pre-baccalaureate health professional to more skilled healthcare labor force
  - Community Health Worker (CHW) Taskforce/OU College of Public Health conducting listening sessions with CHWs and CHW employers.
  - CHW legislation (addressing certification and competencies) may be proposed in this legislative session.

Youth Programs Committee – Steve Shepelwich reported the following:

- As a reminder, Steve said that the Youth Programs Committee vision is to ensure that every child in Oklahoma will have an opportunity to build a career based on what they like and where they excel.
- The unique role of the Committee is similar to the role of the Governor’s Council and that is to bring together stakeholders from the public sector, state agencies, and private sector to gather diverse customer input, identify and vet potential solutions to meet customer needs, and develop recommendations for scalable implementation based on what works.
- The Committee informs policy, identify promising and best practices and align services and resources to build a system.
- The Youth Committee membership is a diverse representation of private sector employers, public educators and advocates, and agency stakeholders.
- The Committee makes connections – an example, Steve said his organization, the Federal Bank of Kansas City, Oklahoma City, has changed its approach to youth development by integrating workforce development into it and it has been done through a large part by this committee. We have Career Expo Week coming up and we have five different programs focused on youth throughout the week. One of those takes the career ladder through the finance sector through the local high schools. We have one of our employees who started out as an intern teller and went through the ranks and is now a commissioned bank examiner.
- Next steps are to continue to gather stakeholder input on needs, challenges and obstacles and to identify short-term and intermediate outcomes that will lead to the vision.

Workforce System Oversight Committee – Richard McPherson, co-chair, reported the following:

- The WSOC makes decisions on program governance, policy and capacity building. It serves as an oversight board and ensures compliance with WIOA. He wants to thank the committee members

and staff, Erin Risley-Baird and Jeane Burruss, for the support they provide. The committee is looking forward to working with the new administration under Gov. Stitt.

- The committee has a new co-chair, Donnalla Miller, who replaced John Hawkins, whose term was up. Donnalla is from the private sector and she also serves on the SOS subcommittee.
- Jeane Burruss reported on the activity of the SOS subcommittee:
  - The SOS has been working on updating the System Toolkit for WIA to be in compliance with WIOA. It is almost ready to submit to the WSOC for approval.

#### **Roundtable Discussion**

- State Board Strategic Planning – Chair Harding said now that we are under a new administration, it's a good time to complete strategic planning to support the new administration's goals as well as to make recommendations. He asked the Council if they would like to have a 1 ½ day training/strategic planning meeting. Travel costs may be covered by federal funds.
- Chair Harding asked what type of training would be most beneficial for the Council? Other states' best practices? National initiatives? Federal law specifics? Overview of state initiatives? How to remain a strategic entity?
- Most were in agreement to have a retreat and felt that strategic planning would be helpful to tie in with Sec. Kouplen's and Gov. Stitt's priorities and for writing the new WIOA State Plan.

#### **Old Business**

None.

#### **New Business**

None.

#### **Next Meeting**

The next meeting will be on April 26, 2019.

#### **Adjourn**

The meeting adjourned at approximately 10:39 a.m.

*Respectfully submitted,  
Linda Emrich*