

Governor's Council for Workforce and Economic Development

MEETING MINUTES

Date: April 30, 2021

Time: 9:00 A.M.

Place: Virtual Meeting via Zoom

Call to Order/Welcome

Chair, Chuck Gray called the meeting to order and welcomed the group. He announced that if there is an interruption with the audio and/or video of the virtual meeting and connection can't be made within thirty (30) minutes, then the meeting would be continued later on May 7, 2021 at 9:00 a.m.

A roll call of the Governor's Council members was taken and a quorum was announced.

Chair Gray introduced new members of the Governor's Council:

- Brian Banks, Owner/CEO – Providence Home Care, OKC (Healthcare)
- Stan Booker, Mayor of Lawton (Local Elected Official)
- Edwin Boothe, Director, Distribution Operations-Big Lots, Durant (Trans./Distr.)
- Weston DeHart, President-CMS Willowbrook, Inc., Chickasha (Healthcare)
- Jesse McCool, CEO-Wheeler Labs (Bioscience)
- Jenna Morey, Exec. Director-ReMerge of Oklahoma County (Non-profit/CBO)
- Traci Moseley, Senior Mgr, Workforce Staffing-Amazon, OKC (Trans/Distr.)
- Scott Mueller, Sec. of Commerce & Workforce Development

Consent Agenda

- A. Minutes of 11/13/2020 Meeting
- B. OWDI #01-2021 WIOA Case Management and Common Exit
- C. OWDI #02-2021 WIOA Core Performance Measures and Performance Success
- D. OWDI #03-2021 Local Workforce Development Board Certification
- E. OWDI #04-2021 Performance Incentive Awards for Local Workforce Development Boards
- F. OWDI #05-2021 Sub-grantee Risk Assessment
- G. OWDI #14-2017, Change 2 Rapid Response Activities and Layoff Aversion
- H. OWDI #01-2019, Change 1 Center Certification
- I. OWDI #02-2019, Change 1 Data Validation

Chair Gray asked if any Council member wanted to remove an item from the Consent Agenda for further discussion as a separate item. After no response, Chair Gray asked for a motion to approve the Consent Agenda. After discussion and based on the fact that the only policy that had not been approved by the Workforce System Oversight Committee or the Executive Committee was OWDI #04-2021 Performance Incentive Awards for Local Workforce Development Boards, a motion was made by Marcie Mack to approve the items A, B, C, D, F, G, H, and I, not including item E. which is the Incentive Awards policy, and have that reviewed by the WSOC and local directors and brought back prior to July 1, 2021. A second was made by Weston DeHart. A roll call vote was taken and the motion carried unanimously.

(Note: Referencing the Governor's Council April 30, 2021 meeting to defer approval of the Incentive Policy since it had not been reviewed by WSOC or the Executive Committee, which have the authority to approve policy on behalf of the Council per GCWED Bylaws, the Incentive Policy was sent to the WSOC and the local boards at the same time prior to the WSOC May 21, 2021 meeting. On May 21, 2021, the WSOC approved this policy as written. Given the WSOC's authority to approve policy on behalf of the Governor's Council for Workforce and Economic Development, 900 N. Portland Ave., Oklahoma City, OK 73107

Council, this policy, attached for your information, has been implemented. WSOC's approval precludes the need for a special GCWED meeting on this matter.)

Strategic Plan Revision

Chair Gray said that the Executive Committee met several times and had a number of suggested changes and comments incorporated into the Strategic Plan. The plan, which is a requirement under WIOA, was sent out to all Council members and he presumes that everyone had an opportunity to look at it and send back any feedback. A number of the provisions in there are attributed to the Maher & Maher pandemic response and recovery plan assessment so those were also incorporated.

After discussion, some of the workforce partners said that they would like additional time to review the Strategic Plan again and update or clarify data and other elements. It was agreed to table the Strategic Plan for additional input and bring it back to the Governor's Council at a later date.

Jenna Morey commented that she read the plan and was very pleased with it and thought it was aggressive in a really good way and could bring about some changes that are needed in the state and benefit people who need to get to work. Just overall, she was really pleased to see some big ideas and some innovation in this plan.

Center of Workforce Excellence Application(s)

Marcie Mack, Executive Director, CareerTech, said that they have another application for a Center of Workforce Excellence from Johnson, Atoka, Marshall and Murray counties (JAMM). It is focused on health care and has gone through Commerce and is coming to the Council for approval. It does meet all of the criteria in the application process and the established rubric, so the committee recommends that it be approved. Some of the pieces that was indicated from the individuals that reviewed it and where this application really excelled is how they provided an outline of how they are moving forward. They have an executive committee identified, they have scheduled dates, their defined goals have specific measurements to them, it is specific to health care so it ranges from meeting the need in the counties, they have all levels of education represented on the executive committee as well as non-profits, community leaders, tribal government, and those particular pieces are all engaged in this. As well as focusing on health care, they are recruiting for the nursing field and for nursing educators, recruitment, internships, apprenticeships, mental health and home health needs. They have some substantial targets and have identified a working group to move that forward. The individual submitting on behalf of this group is Gordon Frazier who is the executive director of the Johnson County Chamber of Commerce. The recommendation from the Centers of Workforce Excellence Review Committee is a recommendation for the Council to approve.

Jesse McCool asked if Dr. Mack could step through the highest level of measures or performance metrics. Dr. Mack said specifically on the first goal on nursing capacity, that particular piece is the measurement of the programs that are there for RN, LPN, etc., the second goal is pay for nursing educators, the next piece is recruitment into the health care shortage and their goals and measurements for that. The fourth goal is internships, externships, and apprenticeships, making sure that they have those opportunities available across those counties that they have identified. The other component is job postings for the region, making sure that they have a mechanism for the job postings for the region as it relates to health care. Then the sixth piece is the mental health and home health care components and making sure there's capacity. The seventh goal that they have is the COVID resource health. Those are some measurements they are targeting as they move forward.

Chuck Gray made a motion to approve the Center of Workforce Excellence application from Johnson, Atoka, Marshall and Murray counties. Melinda Fruendt seconded the motion. No further discussion. A roll call vote was taken and the motion was carried unanimously.

Core Partners WIOA Titles Update

- **Title III – Shelley Zumwalt, Oklahoma Employment Security Commission**
 - Shelley Zumwalt reported that they will start their statewide career fairs next week. They will be in Tulsa, Lawton, Enid, McAlester, and Oklahoma City over the next few weeks. They received CARES funding to put on the career fairs so they are not charging employers a fee,

which the agency has done previously, for the ability to put the career fairs on. They have almost 10,000 positions that are available for workers at all of the fairs for all types of jobs. At some of the fairs, they are still looking for additional employers to participate.

- They are still doing their technology transformation. By mid-September they will have the Unified Claims experience for claimants and employers finished and that's a big piece of it because it is one of the driving issues that causes claim issues for their claimants repeatedly because they have very old technology, both software and hardware.
- They have released a new fraud tool that will be informing to help us prevent fraud. They presented it at the National Workforce meeting earlier this week and got some great feedback. We are the first state nationally to do this type of work for fraud and recovery prevention.
- OESC is on track to pay out \$5 billion by next week, as of March 1, 2020. That is an unbelievable amount of money. That is almost double what the agency paid out from 2010-2019. They are still seeing elevated claim levels and still seeing an elevated need for those benefits but that is why they are putting on the career fairs and trying to get people back to work.
- She has been getting a lot of feedback from employers about people not returning to work or denying positions. Employers are having a hard time filling those positions. Shelley said that they do have resources and are doing a marketing campaign to promote the return to work piece.
- **Title II – Dr. Marcie Mack, Oklahoma Career and Technology Education**
 - Regarding Adult Basic Education (ABE), which is the area under WIOA, for High School Equivalency (HSE), they now have all of their testing sites open across the state. They will be able to provide the GED and the HiSET tests as online proctored testing (it will be approved in a couple of weeks). This will open up opportunities for people to be able to test, especially in rural areas who often have trouble getting to testing sites.
 - They are in the process of increasing their outreach to individuals and letting them know of the availability to obtain a HSE/GED. Marcie said looking at the last Census, they are anticipating the number of individuals in need of getting to that next level of education in a HSE/GED and it is going to still be at the level we are now or even greater, so they are trying to create that outreach so they can connect individuals with the services and get them back into that educational process. They have had an increase in calls from individuals age 16-17 who are wanting to test for their HSE/GED and they are very excited about that. One of the challenges that have arisen in the conversation with individuals wanting to test is funding for this specific test so they are currently working to partner with individuals who can provide funding directly to an individual who wants to take the test. Three or four years ago they opened the door for more economical testing in the state. CareerTech is one of five that offer more than just the GED, so their next level to that is helping students find scholarships or resources available that they can apply for on a needs basis to be able to fund those assessments, etc.
 - They are gearing up for re-granting of Adult Basic Education to make sure that it moves forward. They do have four new sites since the last Governor's Council meeting and they want to move that forward and make sure they are meeting the need. Right now, the numbers are low due to access to the sites but they're hoping to build that back up and have more connectivity. All of the ABE directors will come together in August to discuss that and other concerns and will continue to make progress.
- **Title IV – Melinda Freundt, Oklahoma Department of Rehabilitation Services**
 - Due to several new members on the Council, Melinda gave a basic overview of what the Department of Rehabilitation Services (DRS) provides. She said that they basically work with Oklahomans with disabilities on their employment needs and closing of gaps of barriers to their disability for returning back to work or entering the workforce for the first time. They work with adults as well as transition-age students from age 16 on up, and under WIOA, they are the Title IV partner that is for public vocational rehabilitation. In Oklahoma, they have a combined agency that combines our vocational rehabilitation that handles all disabilities except for blindness. They also have a division for services of the blind and visually impaired and they handle all other blind and visually impaired consumers that come

to their doorstep. They also have a business services program that works for both divisions and they have been busy. In the last quarter, they kicked off a consumer-based training series in March and they are going to continue those monthly for the remainder of the year. Upcoming topics include Financial Literacy and Banking, Managing E-Mail and Social Media, and Obtaining State and Federal Employment. All of the consumer trainings will be hosted via Zoom and also broadcasted live via their Facebook and YouTube channel. The Business Services program has also certified the DRS individual specialists. They are certified in the Windmills Attitudinal Training Program which is a high-impact program changing the perception of disabilities. They are prepared to work with any partners or employers at your request, and will continue development of our partnership with United Healthcare, which they have started some direct placements of their consumers.

- Another area Melinda would like to mention is that under the services for the blind and visually impaired, they recently had some successful average wages of \$17.13/hour and those have occurred since January 1, 2021. They had 24 individuals that averaged that amount so things are on the uptake for that and looking encouraging, however there are still some individuals who are hesitant to return to work so she was happy to hear Shelley's report and the return to work commitment.

Oklahoma Office of Workforce Development, Executive Director's Report – Don Morris

Don Morris, Executive Director, gave the following update:

- Don said that he had toured several workforce centers yesterday and said that is where all of the work is being done and he encouraged Council members to stop in at the centers to see what they are all about and the people they are helping.
- Green Country Works – Don said they have been talking about this for a while and this is where the Tulsa Workforce Board and the Eastern Workforce Board merged together and became the Green Country Workforce Development Board (called Green Country Works) which is now a 11-country area. The work with the consulting group has been concluded and Don wants to thank the board members, chairs, CLEOs, etc. for all of their work and especially to Leon Warner, CLEO, Creek County Commissioner who led this entire process and who is the CLEO for the new Green Country Works, Rachel Hutchins, Executive Director, and her staff. There are now six workforce development boards in Oklahoma.
- Sector Partnerships – Together with the COVID Recovery Plan, they focused on helping businesses from a workforce perspective. One of those things was sector partnership grants. The grants help business to:
 - Align workforce development, education, economic development and community organization efforts with regional workforce needs
 - Convene by business leaders to create talent pipelines in high-demand fields
 - Close the skills gap by ensuring that career pathways are aligned to industry needs
 - Impact both worker development and retention
 - Address workforce and other competitive factors within an industry to strengthen Oklahoma's economy

They had 20 organizations apply for the Sector Partnership Grant and they awarded five recipients \$100,000 each. The five recipients of the 2021 Sector Partnership Grants are:

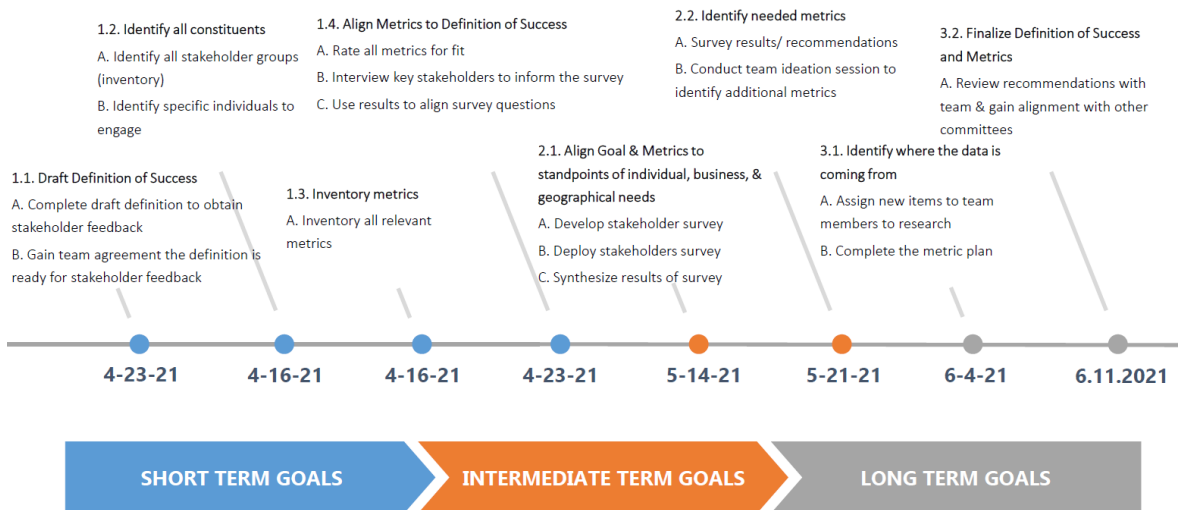
- Association of Central Oklahoma Governments
 - Oklahoma Manufacturing Alliance
 - Greater Guthrie Chamber of Commerce
 - Premier Logistics Solutions
 - Heavy Metal Training Institute
- One Workforce – There are seven cabinet members involved with the One Workforce project, which is referred to sometimes as The Force. It is heavily focused on all levels of education from early childhood to retirement.

Sub-committees are:

Committee	Purpose
Programs & Resources	The identification, alignment, and efficient utilization of workforce and education programs and resources, which currently make up the Oklahoma workforce landscape.
Distribution Model & Case Management	Focus on how workforce services are provided and align delivery of services through technology infrastructures and physical structures.
Special Populations	Focus on influencing equal access to education and career opportunities.
Research & Data	Consider what data elements are needed to build a long term platform for being proactive rather than reactive when the workforce landscape changes.
Consistent Messaging	Craft universal messaging and branding concepts for Oklahoma workforce.
Defining Success	Determine what metrics define success for workforce in Oklahoma.
Economic Development & Job Creation	Identify paths to create new employment opportunities for Oklahomans.

Committee milestones:

SUB-COMMITTEE GOALS & MILESTONES



Don said that he is on the Defining Success sub-committee. The overall objective is to combine everything that represents a human help to remove barriers between people and work. The Defining Success sub-committee is to get input from business, so this is where the Governor’s Council comes in. He has asked the business leaders to wait after the meeting and they will be put into a breakout room where Don will ask them some questions and Secretary John Budd has agreed to let them be that voice.

- MOU with Express Employment Services, Oklahoma Career and Technology Education, and Dept. of Commerce/Oklahoma Office of Workforce Development – A partnership to expand work-based learning opportunities in Oklahoma with Express, CareerTech, and Oklahoma Works.
 - Express will provide employment for apprentices and interns
 - Conduct site safety visits

- Assist employers in developing job descriptions, screening, interviewing, hiring and employee performance management
- Recruit potential apprentices and potential employers interested in work-based learning
- Develop and distribute marketing materials

PY19 DOL Performance Assessment

Dr. Natalie Daugherty said that PY19 covers the period of July 1, 2019 – June 30, 2020. Her presentation is as follows:

**PY19 Performance Outcomes
WIOA Core Programs**

Core Program	Rate for 2nd Quarter	Median Earnings-2nd Quarter	Rate 4th Quarter	Credential Rate	Measurable Skills Gains (Eligible PY19 Participants)
Title I Adult	70.8%	\$5,506	68.8%	76.0%	60.7%
Title I Dislocated Worker	78.4%	\$7,585	74.1%	72.2%	63.1%
Title I Youth	73.3%	\$3,514	73.7%	54.0%	64.7%
Title II Adult Basic Education	35.5%	\$3,770	30.2%	19.9%	40.6%
Title III Wagner <u>Peyser</u>	63.6%	\$5,618	65.5%	N/A	N/A
Title IV Vocational Rehabilitation	46.9%	\$4,093	44.6%	24.5%	46.4%

PY19 Performance Assessment

- While several performance indicator goals were negotiated with US DOL and US Dept of Ed, performance success and failures are not yet implemented.
- The WIOA core performance measures were not all collected in the previous act (WIA). Before performance assessments are enforced, there needs to be enough historical data.

Performance Assessment Schedule

Title	Indicators of Performance	First Program Year for which Performance Success or Failure Can Be Determined
Title I: Adult, Dislocated Worker, & Youth	<ul style="list-style-type: none"> ▪ Employment 2nd Quarter after Exit* ▪ Median Earnings 2nd Quarter after Exit ▪ Measurable Skill Gains 	PY 2020
Title II: Adult Education	<ul style="list-style-type: none"> ▪ Employment 2nd Quarter after Exit ▪ Median Earnings 2nd Quarter after Exit ▪ Measurable Skill Gains 	PY 2020
Title III: Wagner Peyser	<ul style="list-style-type: none"> ▪ Employment 2nd Quarter after Exit ▪ Median Earnings 2nd Quarter after Exit 	PY 2020
Title IV: Vocational Rehabilitation	<ul style="list-style-type: none"> ▪ Measurable Skill Gains 	PY 2020
Title I: Adult, Dislocated Worker, & Youth	<ul style="list-style-type: none"> ▪ Employment 4th Quarter after Exit* ▪ Credential Attainment 	PY 2022
Title II: Adult Education	<ul style="list-style-type: none"> ▪ Employment 4th Quarter after Exit ▪ Credential Attainment 	PY 2022
Title III: Wagner-Peyser	<ul style="list-style-type: none"> ▪ Employment 4th Quarter after Exit 	PY 2022
Title IV: Vocational Rehabilitation	<ul style="list-style-type: none"> ▪ Employment 2nd Quarter after Exit ▪ Median Earnings 2nd Quarter after Exit ▪ Employment 4th Quarter after Exit ▪ Credential Attainment 	PY 2022

**Note that for WIOA title I Youth, these indicators include placement in education or training.*

Source: TEGL 11-19: Negotiations and Sanctions Guidance for the Workforce Innovation and Opportunity Act (WIOA) Core Programs



Performance Success Determinations

- DOL performed the assessment for PY19 for **informational purposes** only (see handout)
- The purpose of this information-only assessment is to prepare the states for what the determinations will look like and to do early interventions with underperforming states.
- Generally, once states are subject to formal determinations, the first year of failure receive technical assistance. Subsequent years of failures result in sanctions.

PY19 Overall Indicator & Program Scores for Title I & III (Information Only)

The figures below show the performance scores for Oklahoma. The color of the state map (i.e., **green** for performance success or **purple** for performance failure) indicates if Oklahoma had any type of performance failure. The boxes on the right show the overall state indicator scores and overall state program scores. There is a performance failure if any overall score is **below 90%**.

Oklahoma

Motto: Labor omnia vincit
(Hard work conquers all things)



Overall State Indicator Scores



Overall State Program Scores



PY19 Individual Indicator Scores for Title I & III (Information Only)

The figure below shows the individual indicator scores for each program. The scores are calculated by dividing the actual level of performance by the adjusted level of performance (the values used in the calculation are shown in the box). A failure occurs if an individual indicator score is **below 50%**.

Individual Indicator Scores



COVID-19 and Performance

- Measurable Skills Gains is the only “real-time” performance metric. Current participants in training need to show at least 1 skills gain between 7/2020 and 6/2021
- Employment related metrics and credential attainment are exit-based
 - PY20 Q2 is the first glimpse of employment during COVID-19 (employment during 4/1/2020-6/30/2020)
 - PY20 annual report will have employment data from January 2020-December 2020 data.

For the State Performance Assessment and how Oklahoma compares to all other states, go to this link on the Oklahoma Works website: [PY19 State Performance Assessment](#).

Committee Activities Update

Sarah Ashmore gave the following update on what the various committees of the Council have been working on:

GCWED Committee Updates

EXECUTIVE

- Strategic Plan Revisions
- Approval of Incumbent Worker Training

BENEFITS CLIFF

- Dashboard live
- Launching 3 pilot sites May 2021
- Hosting training May 2021

BUSINESS ENGAGEMENT

- Addressing structural issues from a business perspective

EMERGENCY RESPONSE

- Creating business continuity plan

HEALTH CARE

- Identifying strategies

WSOC/SOS

- Referral/co-enrollment policy
- Cross-training development
- Pilot of virtual referral platform

YOUTH COUNCIL

- Awaiting response on Career Ready Schools
- Continuing to share best practices

OKLAHOMA WORKS TOGETHER

- Continuing to receive and review applications for Centers of Excellence

Old Business

None.

New Business

None.

Next Meeting

The next Governor's Council meeting is July 30, 2021.

Adjournment

The meeting adjourned at approximately 10:31 a.m.

*Respectfully submitted,
Linda Emrich*

OKLAHOMA WORKFORCE DEVELOPMENT ISSUANCE #04-2021

TO: Chief Local Elected Officials
Workforce Development Board Chairs
Workforce Development Board Staff
Fiscal Agents
Service Providers

FROM: Don Morris, Executive Director

DATE: June 1, 2021

SUBJECT: Performance Incentive Awards for Local Workforce Development Boards
(LWDBs)

PURPOSE: The Oklahoma Office of Workforce Development (OOWD), as the Governor's chosen Workforce Innovation and Opportunity Act (WIOA) administrative entity, provides this issuance as guidance to the local workforce development boards and all recipients of Workforce Innovations and Opportunity (WIOA) funds. This policy outlines the criteria for awarding incentives to Local Workforce Development Boards for Program Year performance.

REFERENCES:

- The Workforce Innovation and Opportunity Act of 2014 (Public Law (Pub. L. 113-128)) Title 1, enacted July 22, 2014
- WIOA Section 134(a)(3)(A)(xi)
- 20 CFR 677.215

MESSAGE: The Oklahoma Office of Workforce Development will issue incentive awards for annual program performance achievements. These awards are in place to encourage each local area's participation in assisting the State of Oklahoma's performance success and achievement of statewide goals. The funds are intended to assist in the improvement and development of the local areas in accordance with the Workforce Innovation and Opportunity Act with greater flexibility than funds distributed by formula.

This issuance provides specific guidance and policy direction to LWDBs on the criteria that will be used to determine Performance Incentive Fund (PIF) grants to each local area as a result of annual program performance. It further explains the categories that will be rated for each area to determine PIF allocations.

INSTRUCTIONS: These performance incentive funds are provided to local workforce areas for exemplary performance on local performance measures, local and regional engagement of workforce and employer partners, and local coordination and implementation of program activities.

The Governor's Council for Workforce and Economic Development (GCWED) has approved the following criteria for PIF grants. LWDBs in Oklahoma will be eligible for a PIF grant when they achieve a minimum score of 8/10 on a series of key performance indicators. The amount of

funding available for PIF grants is based on federal funding and may change each year. OOWD cannot guarantee that funding for PIF grants will be available every program year.

A. Categories to be Rated:

The categories that will be rated to determine the PIF allocations align to the priorities identified by the GCWED Strategic Plan and the WIOA State Plan, in addition to each area's performance on its local core performance measures. The rating categories will fall under the umbrella of:

- Expand Customer-Centered Service Design and Delivery
- Engage, Upskill, and Retain Oklahoma's Current and Potential Workers
- Offer Workforce Solutions to Oklahoma's Businesses
- Build Oklahoma's Workforce System Infrastructure and Capacity
- Meet and Exceed Core Performance Measure Targets

B. Timeline:

July 1 – June 30, annually

- Collect and report all required data and documentation throughout the Program Year

October 30, annually

- LWDBs eligible for incentive awards based on the guidelines set forth in this policy will be notified of the monetary value of the award by October 30 following the end of the program year (June 30). PIF grants will be distributed to the LWDB's designated Fiscal Agent and must be spent in accordance with WIOA financial regulations. PIF grants are not subject to a 10% administrative rate and do not count toward federal or state expenditure requirements.

EQUAL OPPORTUNITY AND NONDISCRIMINATION STATEMENT: All Recipients, and Sub-recipients/Sub-grantees must comply with WIOA's Equal Opportunity and Nondiscrimination provisions which prohibit discrimination on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, political affiliation or belief, or, for beneficiaries, applicants, and participants only, on the basis of citizenship status or participation in a WIOA Title-I financially assisted program or activity.

ACTION REQUIRED: This Oklahoma Workforce Development Issuance (OWDI) is to become a part of your permanent records and made available to appropriate staff and sub-recipients.

INQUIRIES: [If you have any questions about this issuance, please contact Staff in the Oklahoma Office of Workforce Development. Contact information can be found at <http://www.oklahomaworks.gov/about/>.](#)