

Governor's Council for Workforce and Economic Development

MEETING MINUTES

Date: April 29, 2022

Time: 9:00 A.M.

Place: 900 N. Portland Ave., Oklahoma City, OK 73107, Student Center, North & South Conference Rooms

Call to Order/Welcome

Chair Chuck Gray called the meeting to order, welcomed the group and reviewed the agenda.

Approval of February 11, 2022 Minutes

A motion to approve the February 11, 2022 minutes was made by Chad Mariska, seconded by Dee Hays. No further discussion. The motion carried unanimously.

Oklahoma Office of Workforce Development Update

Don Morris, Director, Office of Workforce Development, gave the following update:

- Quarterly Collaboration Calls with Local Workforce Boards – The first quarterly collaboration calls were a success and the calls are being expanded to invite the full Governor's Council to participate if they wish. It is a good opportunity to discuss successes and challenges.
- Impact Partnership Grants – The Office of Workforce Development is taking applications for the grants until April 30. The grants of up to \$175K are awarded by the Governor's Council to provide start-up funding for local industry and community leadership to develop talent pipelines. Five in-person and four virtual meetings have been held around the state. \$1M total investment supports current projects and local areas. There are five Sector Partnership grants currently active and five more to be awarded in May. The application deadline is April 30, 2022 and can be found at www.impactpartnershipsok.com.
- Apprenticeship Expansion – We are registering a new apprenticeable occupation not only for the state of Oklahoma, but for the entire country. The team has been in conversations with Teal Jones, an international lumber company with operations in Antlers, OK. Changing the tune on apprenticeships, we've launched "embrace the trades campaign" showcasing women in trades: www.apprenticeshipsok.com.
- WIOA Reauthorization – Authorization for WIOA expired in 2020. The Federal House put forth the Workforce Innovation and Opportunity Act of 2022 (H.R. 7309). It failed to reach committee in the Senate. Input is being sought from Governors and Workforce Leaders nationwide.
- GCWED Committees –
 - The Youth Committee has been blended into the Career Pathways Committee. Co-chairs for the Career Pathways Committee are Marcie Mack, MAIP, and Marissa Lightsey, SDE. They have not met yet.
 - The Business Engagement Committee chair is Chad Mariska. The committee is planning their first meeting on May 3rd.
 - The Healthcare Workforce Committee is co-chaired by Teresa Huggins and Dr. Steven Crawford.
 - The WSOC and Executive Committees remain the same.

- Poll the Audience – Don asked Council members to scan the bar code provided and answer questions pertaining to committee meetings. The survey answers will be provided at a later date.
- Talking Points – An information sheet with talking points has been included in each Council member’s packet. This is to provide up-to-date information for Council members to share and answer questions about Oklahoma’s Workforce efforts.

Financial Update

Connie Littleton, Director of Fiscal Compliance and Operations, Office of Workforce Development, presented the following information:

Workforce Funding

- Currently the majority of Workforce Funding is federally funded by the U.S. Department of Labor-Employment and Training Administration
- Workforce Innovation and Opportunity Act (WIOA)
 - Is a non-competitive reoccurring grant authorized by U.S. Congress
 - Passed-thru to all 50 states and U.S. Territories
 - Prescribed formula-data driven
 - Program and Fiscal Year distributions
 - Three funding streams
- Apprenticeship Grants
 - Competitive award-application and selection process
 - Currently administrators of three Apprenticeship grants
 - Another application is in the process
- Workforce PY21/FY22 Funding – July 1, 2021-June 30, 2022 Program Year; October 1, 2021-September 30, 2022 Fiscal Year
 - Oklahoma Allotment - \$22,847,497
 - Local Area Allotment - \$18,008,042
 - State Allotment - \$4,839,455
- State Spending PY21 – July 2021-March 2022 - \$1,965,669
 - Program Reimbursement - \$915,000
 - Facilities and Administration - \$311,663
 - Professional Services - \$408,395
 - Salary/Fringe - \$1,132,016
- Local Area Spending PY21 Reported Expenditures – July 2021-March 2022 - \$8,501,410
 - Service Provision - \$3,229,212
 - Direct Participant Training - \$2,989,654
 - Supportive Services - \$272,118
 - Youth Work Experience - \$648,187
 - Board Administration - \$510,218
 - Board Program - \$852,021
- State/Local Initiatives
 - Central Workforce Board in partnership with the Department of Libraries - \$275,000
 - Central Workforce Board in partnership with the Department of Corrections - \$100,000
 - Northeast Workforce Board – Service Delivery Pilot - \$180,000
 - Direct Participant Training Funding - \$230,000
 - Sector Partnership Funding (Round 2) - \$1,275,000

Centers of Excellence

Dr. Lee Denney, Interim State Director, Oklahoma Career and Technology Education, presented information on a new Centers of Excellence application from the Ada community. The convener is Ada Jobs Foundation and the industry sectors are Healthcare, Manufacturing, Information Technology and STEM. The Governor's Council recommended that the application be approved. A motion to approve the Ada Jobs Foundation application was made by Valerie Thompson and seconded by Chuck Gray. There was no further discussion, and the motion carried unanimously.

Core Partners WIOA Titles Update

- Title II – OK Career and Technology Education – Dr. Lee Denney, Interim State Director
 - Dr. Denney stated that Family Literacy/ABE served 8,710 students this fiscal year and last year they served 7,676, which means they had about 1,100 new students.
 - This fiscal year, they have had 1,608 students pass the High School Equivalency exam (639 passed the GED test and 969 passed the HiSET).
 - They have 100 testing centers that they use and they are submitting RFPs to regrant for new providers at this time.
 - Career Tech has 32 ABE centers.
 - They currently have 18 sites with Dept. of Corrections where they provide ABE and High School Equivalency testing.

- Title III – OK Employment Security Commission – Shelley Zumwalt, Executive Director
 - Director Zumwalt said that they were transitioning from an Unemployment Insurance (UI) focus to a workforce focus using a case management approach to helping people who are on UI and getting them into new employment situations, training, education, etc. Over the past month or so, they have had 12,000-14,000 people on UI – a record low for the state. They are looking at ways to best approach Employment Services and how to revamp what they do so that the results from the data that they receive is putting people in situations where they have long-term consistent employment.
 - Shelley and her communication director traveled to Washington, D.C. for the National Governors Association's Winter Meeting because OESC had applied for and received a Workforce Innovation Grant (WIN) that has the support and network of the NGA. Don Morris and Chuck Gray were also there for the NGA Chairs and Liaisons Meeting. Lynn Gray, OESC Director of Economic Research and Analysis, has put together data to help them drill into where unemployment, broadband networks and some other data points that have allowed them to help people who are teleworking. The plan for the grant is to identify where skill gaps are digitally for people who are coming to the American Job Centers. They want to create a pilot program where they can stand up the technical resources and the training for people in rural areas and use teleworking opportunities with the businesses they are working with, the public/private partnerships, and take that economic opportunity and invest it back into the rural areas. The state needs to find solutions for our rural areas so they are really excited about the pilot program. They are going to methodically and with data-driven decisions figure out where's the best place for this program and go from there.
 - The NGA Workforce Chairs and Liaisons Summer Meeting will be held in Oklahoma City, August 2022. The dates will be announced later. This will be a good opportunity to showcase Oklahoma. (Dates have been announced for August 15-17, 2022.)
 - NGA asked them to come up with a mascot so they came up with Giddy Up the Workhorse. Giddy Up is a quarter horse which is also the state horse for Oklahoma.

- Title IV – OK Department of Rehabilitation Services – Melinda Freundt, Executive Director
 - Business Services – Director Freundt said that the staff at OKDRS is focused on strengthening the state’s workforce. By assisting individuals with disabilities to pursue work, OKDRS is reinforcing the state’s talent pipeline. Their focus is helping businesses, employers, and the State of Oklahoma’s Workforce system build a stronger, diverse workforce. They are assisting Oklahoman’s with disabilities to achieve their life goals through education and training to successfully obtain employment. Employers can reduce turnover by hiring qualified, job-ready applicants who receive pre-employment testing and job-related training to ensure skills are matched to their job requirements. On-the-job training can be customized to fit their needs and follow-up services are provided to ensure employees’ success on the job.
 - The OKDRS Business Services Team has the following upcoming events planned for businesses:
 - Mercy Partnership – DRS really appreciates the initiative Mercy has taken to provide their “Lunch with a Leader” events for DRS clients (currently being held over Microsoft Teams). The May meeting will be with the Mercy Talent Selection Team and participants will learn about the role of a Recruiter in the healthcare industry and the recruitment and hiring process. In April, the meeting was with their Health Information Systems about their Health Information Services Associates positions and with their Public Safety Office about the Public Safety Officer positions. The February meeting was with the Communications Department, Communications Services Operator and Dispatch positions; Environmental Service Technicians, Housekeeping, Floor Care and Custodial positions. DRS appreciates Mercy’s partnership.
 - Business Advisory Councils (BACs) – (Collaborative councils between Businesses/Employers and OKDRS to provide better opportunities for job seekers). The meetings are quarterly in the six Workforce areas of the State. So far, they have had already Central Oklahoma, South Central, and Western. Tulsa (Green Country) is programmed to have the first one face to face after the pandemic and the hiring of Tulsa’s (Green Country’s) new Business Services Liaison at the end of May 2022.
 - Training Library for Businesses will be available by the end of July 2022. This will include ADA basics, Disability Etiquette, Work Opportunity Tax Credit, Removal of Barriers Tax Deduction, and Disabled Access Credit, Specific Disabilities related training (blindness and Low Vision, Mental Health, Deaf and Hard of Hearing, Developmental Disabilities). This library will be updated and new videos will be added according to the business’s needs and requests.
 - A series of Windmills Disability Awareness Training are programmed to be provided to businesses during the summer. The businesses that will receive this training are the University of Central Oklahoma, Grand Lake Mental Health, CVS Managers, and Leaders in Oklahoma.
 - Ready, Set, Hired Career Opportunities Expo is already scheduled for September 29, 2022, in partnership with Green Country Workforce Board and Tulsa Tech. The place for the event will be Tulsa Tech Lemley Campus. This big event will be done as part of the efforts to make sure clients can find opportunities for competitive and integrated employment and to provide the services to

Businesses so they can fulfill their needs of qualified staff with DRS and Workforce clients.

- To work with DRS's Business Services Team Contact:
<http://www.okdrs.org/business-services> for more information on the benefits and assistance available when hiring a person with disabilities.
Call OKDRS at 1-833-653-7748

Committee Updates:

- Business Engagement Committee – Chad Mariska, chair
 - Chad reported that he had a brief meeting with Council Chair Chuck Gray and Director Don Morris on March 2nd to consider what their first steps might be as they commence this phase of the Business Engagement Committee. They discussed the general scope and purpose of what to accomplish. They want to ensure that Oklahoma's workforce is prepared to meet the demands of the state's economic plans and ecosystems. The five ecosystems or drivers of the state are: 1) Aerospace and Defense, 2) Agriculture and Biosciences, 3) Energy, 4) Information and Financial Systems, and 5) Transportation and Distribution.
 - The Impact Partnership Grants (IPG) that we discussed earlier can be used to support the ecosystems and help drive the economy in Oklahoma moving forward through workforce. From the Strategic Plan that was mentioned at our last meeting, it says that "Oklahoma must develop and retain talent to attract new companies and to sustain existing companies and grow our economy." So it's pivotal that we align what we do with Commerce and Workforce Development and stay in lockstep with them.
 - Their first meeting is planned for May 3rd and they hope to develop a plan with some action steps and results that they can share at the next Council meeting.
 - Rep. Kendrix made the comment that what he hears on a fairly regular basis at the Capitol is that there's a lot of talk about bringing new companies in and providing a workforce for them but as these new companies come in and we're providing the workforce, many times it's not new jobs we're creating but it's upgrades or shifting. So you have scenarios where you're talking about such as in northeast Oklahoma, as they create jobs in an industry, it's going to be drawing from the workforce that's already there. He thinks that it is extremely important that we look to maintain and to assist those businesses, sustaining the workforce for those businesses as well because they've been the ones that have been contributing towards our economy. They are the ones who have built what Oklahoma is, that's our standard, it's the small business that's providing those jobs that are at maybe the 20, 50, or 100 job level that are so important to who we are. He said that he loves when new businesses comes here but it's important that we don't forget the existing businesses either.
- Healthcare Workforce Committee – Teresa Huggins, co-chair
 - It's the committee's goal to identify actionable work under the four initiatives that have been identified for the committee
 - Conduct data analysis and prepare reports on healthcare workforce supply and demand
 - Research and analyze state health professional education and training capacity
 - Recommend recruitment and retention strategies for areas of high need
 - Assessment of healthcare workforce policy and recommendations

- The committee has also discussed subjects surrounding mental health, dental, career exploration and awareness for middle and high school students, licensure board consolidation or the alignment of data collection across boards. They would also like to focus more on person-centered holistic care.
 - The Healthcare Workforce committee is ready to support any healthcare application that may be awarded in the upcoming Impact Partnership Grant (IPG) and will continue to look for solutions to the workforce shortage in the industry.
 - The state's healthcare system is in a big transition right now and they are looking at implementing managed care for the whole state. SB1337 gives the Oklahoma Health Care Authority the authority to issue an RFP for managed care for the state to take care of the state's Medicaid population and that would include the new Medicaid expansion population. So, this may require different types of workers in the health care field and different training. This will give us the opportunity to come up with new and innovative ideas to address the changing industry because it is going to change dramatically.
 - They are looking at dates to meet and if anyone is interested in serving on the Health Care Committee, reach out to Teresa.
- Career Pathways – Don Morris
 - Don said that they're excited to start work on the new Career Pathways Committee that has been combined with the Youth Programs Committee and start building pathways. Marcie Mack and Marissa Lightsey are co-chairs of the committee. If anyone would like to participate on the committee, just let Marcie or Marissa know.

Old Business
None.

New Business
None.

Other
Chair Chuck Gray said that the Business Toolkit Workforce 101 for Employers is being revised and if anyone would like to add or update anything, a draft can be emailed out for feedback.

Next Meeting
The next meeting of the Governor's Council will be on July 29, 2022 at 9:00 a.m.

Adjournment
The meeting adjourned at approximately 10:18 a.m.

Respectfully submitted,
Linda Emrich