

Governor's Council for Workforce and Economic Development

MEETING MINUTES

Date: January 27, 2023

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 and determined there was a quorum. He welcomed the group. Since there are a number of new Council members, he asked everyone to introduce themselves. Chair Gray said that he would like to move agenda item #5 to follow agenda item #2 since Brent Kisling will be discussing the Governor's Executive Order 2023-02 and Corbin Wright from the Governor's office can follow him with any other updates. Chair Gray reviewed the agenda.

Governor's Executive Order 2023-02

Brent Kisling, Executive Director, Oklahoma Department of Commerce, discussed the Workforce Transformation Task Force that has been formed as a result of the Governor's Executive Order #2023-02 and in conjunction SB621. He said the current structure of the workforce delivery system suffers from a fragmentation of responsibilities and funding between several state agencies. Because of this fragmentation, Brent asks, "Who owns Workforce in Oklahoma? and Who do you call?" It is essential that the work performed by all of these agencies be coordinated and administered in accordance with best workforce development practices. The Task Force will be co-chaired by Secretary of Commerce and Workforce Development, Chad Mariska, and by President and CEO of the State Chamber, Chad Warmington. Secretary of Science and Innovation, Elizabeth Pollard, has been named to the Task Force. Other members have not been identified yet. The Task Force must put together a report and submit it to the Governor by April 15, 2023. This is still in the early stages, so Brent doesn't have any further information at this time, although the Task Force has already begun meeting. He has been invited to join in on the meetings. Q&A.

Governor's Office Update

Corbin Wright, Legislative Analyst, Office of the Governor, said that everything with the Executive Order and Senate Bill 612 is so new that there is nothing definitive to report at this time. The bill needs to move forward and until then, he doesn't have anything to report. Q&A

Approval of October 28, 2022 Minutes

A motion to approve the October 28, 2022 minutes was made by Marcie Mack and seconded by Dee Hays. No further discussion. The motion carried unanimously.

Consent Agenda

A motion was made by Valerie Thompson to approve the Consent Agenda. The motion was seconded by Michelle Choquette. No further discussion. The motion carried unanimously.

Presentation – "Show What You Know and UpskillOK – Pathways to Career-Focused Credentials"

Brad Griffith, Director of Online Learning Initiatives, Oklahoma State Regents for Higher Education, gave the following presentation:

- **Show what you Know** – is Oklahoma’s one-stop website for students to determine how their previous college credit for prior learning can help them towards degree completion.
 - *Course Equivalency Project (CEP)* – is a database containing faculty-generated course equivalencies for Oklahoma Institutions. There are 48 disciplines and 8,072 courses. Public institutions and HLC accredited private institutions can participate. The CEP benefits students by giving them the ability to see where their courses will transfer or where they can take a specific course to bring back to their home institution. Ultimately, saving them time and money on their journey to degree completion.
 - *Reach Higher* – is a statewide adult degree completion initiative that provides programs in flexible, non-traditional formats. Available programs are FlexFinish and DirectComplete. As of Spring 2022 there have been 10,124 graduates.
 - The website that can help students with previous college credit for prior learning can help them towards degree completion - <https://www.okhighered.org/transfer-students/intro-cep.shtml> :
 - Earned college credits and want to complete a degree program
 - Completed a Career Technology Center program connected to a Cooperative Agreement at a college
 - Completed Military study and training with a branch of the Armed Services
 - Earned an Industry Credential and/or would like to test out of a college course
- **UpskillOK** – Career-focused Credentials. The OSRHE launched a new micro-credentials website, <https://UpskillOK.org>, for students, employers, and institutions. Micro-credentials are alternative learning pathways directly aligned with Oklahoma’s most critical occupations, including health career, IT, cybersecurity, teacher education, etc. Students can search for micro-credential programs by focus area, campus or delivery method. Digital badges document achievement.
 - What is a micro-credential program? – Micro credentials are short-term learning programs comprised of a coherent set of measurable non-credit bearing activities or projects and/or up to 9 hours of credit bearing courses that provide specific career critical skills, competencies and knowledge that can be readily transferred to the workplace.
 - What does this mean for talent acquisition and development?
 - More programs for Oklahoma’s critical occupation areas
 - Innovative recognition of resume-worthy achievements
 - Identification of skills and outcomes employers care about
 - Opportunities for lifelong development, professional development, and training for emerging technologies
 - Integrated credentialing and professional development pathways
 - Pilot Project Fast Facts
 - Funded by OSRHE for last two years
 - 100+ programs created by 12 campuses to date
 - Matching scholarship funding available for learners
 - Current program count
 - 112 Programs
 - 14 Campuses
 - 37 Partners
 - Custom programs available through Coursera partner institutions
 - Powered by Digital Badging
 - Public badge view
 - Searchable talent director
 - Badge earner experience

- Employer interest form
 - List organization's needs
 - Connect with one or more institutions
 - Share opportunities and job postings
- New OSRHE Digital Toolkit for Employers
 - Tools for your workforce
 - Services for your business
- For information, contact Brad Griffith at badges@osrhe.edu

To view the full PowerPoint presentation, click here: [Governor's Council January 27, 2023 Meeting Documents & Presentations](#) .

Presentation – “The Invisible Workforce”

Tina Hanna, Executive Director, South Central Industries and Housing, gave the following presentation:

- South Central Industries provides vocational training and occupational opportunities to individuals with developmental disabilities (IDD).
- Its mission is a self-sustaining non-profit and social entrepreneurship agency located in the heart of Shawnee, OK. Founded in 1981, SCI empowers individuals with IDD to maximize their opportunities for independence through all phases of life.
- SCI provides vocational training, employment opportunities, daily life skills, and residential services.
- 2022 Data –
 - 120,000 vocational hours
 - 17,000 residential hours
 - 3,700 volunteer opportunities
 - 5,300 social activities
 - 350 medical appointments
 - 40,000+ medicine administrations
 - 23 business models
- Adaptive Technology – Adaptive equipment allows for warehouse, fulfillment, and delivery jobs
- Manufacturing – Adaptive equipment and repetition make manufacturing jobs ideal
- TEEM, OCI, MIO Oklahoma Coalition – Laundry, dishware, chemicals, furniture, installation services
- Volunteer opportunities – Community Market of Pottawatomie County, Legacy Parenting Center, Shawnee Senior Center, and Meals on Wheels
- Adult Day Services
 - 26 Oklahoma Day Centers
 - 80% IDD have family caregivers
 - Job loss prevention for eligible workforce
 - 66 average IDD lifespan
- Collaboration benefits Oklahoma
 - Oklahoma Community-based Providers
 - Oklahoma State Use Program
 - Department of Rehabilitation
 - Oklahoma Department of Commerce – Workforce Office
 - Oklahoma Department of Corrections
- Benefits for All
 - Less federal and state assistance required
 - Tax paying individuals
 - Dignifying differences

- Increase self-sufficiency
- Employer Benefits
 - WIOA Opportunity
 - Work Opportunity Tax Credits (WOTC)
 - Job Accommodation Network (JAN)
 - Higher employee retention rate
- The Oklahoma Academy 2022 Town Hall Findings Report
 - Current infrastructure does not support the workplace moving in a more technological direction.
 - Accessibility,
 - Accommodations,
 - Adaptive equipment
 - To lessen the skills gaps in Oklahoma, recommendation for educational institutions to identify what skills are in demand to guide growth and direction.
 - Collaboration among non-profit IDD providers and career techs to develop and implement in-demand skill training for IDD.
 - Recommendation to focus on the diversity of the workplace and reduce institutional barriers to marginalized groups.
 - Collaboration between employers, schools/education and advocates for IDD
 - Create asset mapping systems for resources offered
 - Utilize an integrated platform for shared closed loop referral and case management
 - Oklahoma Economic Challenge
 - Worker shortage of nearly 20,000 people by 2028
 - Contributing Factors
 - Aging population
 - Low workforce participation, low employment
 - A Strategic Solution
 - Increase IDD workforce participation
 - Eliminate workforce barriers
 - Educate and train in-demand skills
 - Objectives
 - Governor’s Council for Workforce and Economic Development – Strategic Goals
 - Expand Oklahoma’s workforce to satisfy industry and economic development goals
 - Upskill Oklahoma’s workforce
 - Offer workforce solutions to Oklahoma’s businesses
 - Build Oklahoma’s workforce system capacity
 - Providers for Individuals with IDD
 - Collaboration and connections to a trained and trainable workforce through marginalized populations
 - Support implementation of state’s integrated workforce program
 - Increased targeted programs for diverse and special populations including Veterans, justice-involved, and individuals with IDD
 - Adult Day and Day programming allowing non-disabled family members to remain in workforce

To view the full PowerPoint presentation, click here: [Governor's Council January 27, 2023 Meeting Documents & Presentations](#) .

Presentation – “The STEAM Engine”

Morgan Jones, Founder and Executive Director, The STEAM Engine, gave the following presentation:

- The STEAM Engine is dedicated to unlocking the potential of Oklahoma youth. They help students, particularly those from populations underrepresented in STEM, to develop the confidence and skills they need to pursue STEM education and higher-wage careers. This creates opportunities to break the cycle of intergenerational poverty while developing a talent pipeline to close the STEM workforce gap in Oklahoma.
- Most kids decide whether they are good at science and math before they are reading chapter books as early as 2nd or 3rd grade.
- Each year, Oklahoma graduates 40,000 high-school students, but produces and retains just 2,400 STEM graduates to fill 6,400 STEM-related job openings.
- What if more kids had access? If more kids from more communities across Oklahoma are exposed to career opportunities in STEM and are given the tools and opportunity to build self-confidence, and develop learning, innovation, and stem skills, then they will be more likely to pursue STEM education and higher-paying careers (and be more likely to break the cycle of intergenerational poverty).
- Rather than duplicating resources by standing up brand new after-school programs, the STEAM Engine partners with existing after-school programs and community partners including Boys & Girls Club of Oklahoma County, the YMCA of Greater Oklahoma City, Freedom City, Urban Bridge, Millwood Public Schools and Oklahoma City Community College. Currently, they serve more than 200 students per week and expect to be serving more than 300 students per week by the end of the 2022-2023 school year.
- The STEAM Engine helps –
 - Youth, particularly those underrepresented in STEM, to develop the confidence and skills they need to pursue higher paying careers in STEM.
 - Youth-serving organizations integrate high-quality STEM and Arts activities into their existing program models.
 - Industry, higher education, and corporate partners connect with youth to develop and retain their future STEM workforce.
 - Institutional funders create systemic, structural change in the way Oklahoma prepares its future STEM workforce.
 - Educators test new teaching methods and provide access to curriculum and resources that can be used in their K-12 classrooms.

To view the full PowerPoint presentation, click here: [Governor's Council January 27, 2023 Meeting Documents & Presentations](#) .

Centers of Workforce Excellence

Amber Miller, Broken Arrow Economic Development Corporation, gave the following update:

- There are 11 Certified Centers for Workforce Excellence (CWE)
 - They are central conveners
 - Primary access point
 - Navigation system
 - Industry-driven
 - Workforce Analysis
 - Solutions advocates
- Ada Jobs Foundation CWE

- BR&E Program
 - D.E.P.T.H. Action Teams
 - Manufacturer’s Roundtable Meetings
- Aerospace and Cybersecurity CWE – Tulsa Community College
 - Cyber Skills Center (24-week bootcamps)
 - Secure Information Systems Certificate Program (16-week program)
- Aerospace and Cybersecurity CWE – Rose State College
 - Cybersecurity Initiatives
 - Aerospace Initiatives
 - K-12 STEM Initiatives
- Broken Arrow CWE
 - Broken Arrow CWE is a collaborative effort focused on creating a navigable ecosystem for STEM education, training, and career pathways that meet industry needs with a focus on manufacturing and healthcare.
 - Manufacturing and Healthcare Career Awareness
 - Industry Steering Committees
- Canadian Valley CWE
 - Prison Work Program – Union City Community Corrections Center
 - Intentional Culture Development to Attract/Retain Employees
 - Positive Mental Health Development for Companies
- Duncan CWE
 - DHS Pathways to Future Careers
 - DPS/DAEDF Teacher Tours
 - CO2 Car Engineering Contest
- JBAMM Healthcare CWE
 - Early promotion of healthcare opportunities
 - Teacher/Counselor Healthcare Externship Program
- MidAmerica CWE
 - The MidAmerica CWE is focused on Technology, Training and Career opportunities for the manufacturing sector.
 - MidAmerica STEM Alliance
 - Serving 3,000 students annually through in-school STEM labs and out-of-school programs designed to expose students to various technologies and their application in the real world. Facilitates awareness to local careers and employment opportunities.
 - High School STEM Internship
 - Collaborating with the Oklahoma Center of Science and Technology, MidAmerica is piloting a new STEM internship program designed to connect with top talent and expose them to local career opportunities in STEM community after graduation.
- Muskogee County CWE
 - The CWE in manufacturing focuses on deploying resources, leveraging existing programs and aligning curriculum with local and regional employment demand. The Muskogee County CWE brings together the Port Muskogee’s office’s grassroots workforce initiatives (including future pipeline and current workforce) and community and educational partners to formalize a comprehensive state-approved workforce plan.
 - Port Muskogee – Work Ready Muskogee: Ready, Set, Move
- North Central Oklahoma CWE
 - Best Practice: Work-based Learning

- Best Practice: Sector Partnerships/Employer Needs
- Best Practice: Building Workforce Resource Network
- Rogers County CWE
 - Workforce Training
 - Port-Ability
 - Workforce Recruitment and Retention
 - Hiring Events and Career Fairs
- Tulsa's Future CWE
 - Manufacturing Council
 - Aerospace Council

To view the full PowerPoint presentation, click here: [Governor's Council January 27, 2023 Meeting Documents & Presentations](#) .

Career Pathways Committee Update

Marissa Lightsey, Co-chair of the Career Pathways Committee and Executive Director of College and Career Readiness, Oklahoma State Department of Education gave the following update:

- ICAP – A graduation requirement for all students entering 9th grade. The first class will graduate this year. For the last four years, they have been teaching career assessments, doing internships, pre-apprenticeship opportunities, and having conversations with mentors and career counselors
- The Career Pathways Committee – Dr. Mack represents workforce and Marissa represents K-12. If anyone is interested in attending the meetings, which meet quarterly, they are welcome to.
- At the last meeting on December 9, they decided to focus on areas such as goal-based education and high school dropouts, increasing employer engagement to all levels and increasing postsecondary education, and also adding postsecondary opportunities for military.

Oklahoma Office of Workforce Development Update

Don Morris, Director, Office of Workforce Development, and Susannah Gravley, Deputy Director, gave the following update:

- Healthcare Committee Vision – The Healthcare Committee is in statute and as a career pathway is partnering deeper with healthcare to find out specifically what we need in each area.
- Apprenticeships – Since July 2022 we've added approximately 16 new Registered Apprenticeships.
 - Truck drivers
 - HVAC
 - Geo-thermal and well-drilling operators
 - We have two new employees in Apprenticeships, John Woods and Joe Cox.
- Workforce Outreach and Website Renewal Project
 - Susannah Gravley reported that the new website will cost \$150,000.
 - OOWD will be receiving an Apprenticeship discretionary grant from the Department of Labor, and they will be doubling the amount that was approved so it will be around \$400,000-500,000 that OOWD will be able to use for significantly more outreach.
 - OOWD, along with OESC, will be getting a new case management system. This system will have the capability for all of our Core partners to use it if they so choose. It is Salesforce and Incapsulate.
- New Labor Market Briefings – Don said that if you go to our website at www.oklahomaworks.gov you will find recent updates to the Labor Market Briefings. He demonstrated how to get to the website and find the briefings. The briefings include data for each local workforce development

area by county for the following: Population, Education, Labor Market and Participation, Top Industries, and Target Sectors.

Core Partners WIOA Titles Update

- Title II – OK Career and Technology Education – Brent Haken, State Director
 - The new state director is Brent Haken and he was welcomed to the Governor’s Council. Brent said that he was looking forward to working with everyone and the Task Force. His background is in education. He started out being a Career Tech teacher and loved it and that’s why he is here today. He is very passionate about what they can provide.
 - They have 30 programs for adult education and 18 correctional facilities that they are in and they are offering opportunities for High School Equivalency.
 - Before Covid, they had 10,000 students in this program, after Covid, this year they are back up to 7,494, so they are hoping they will exceed what they had prior to Covid.
 - Referring to his handout, it shows where their partnerships are and on the reverse side it talks about their Adult Education and Family Literacy program. If anyone has a question or needs more information, please reach out to Letha and the team and they’ll be happy to work with you.
- Title III – OK Employment Security Commission – Trae Rahill, Executive Director
 - Trae stated that they want two-way communication with their partners. OESC has been having monthly meetings with OOWD and meeting with other partners to collaborate and leverage resources. He said there is a ton of work to do and he wants everyone to work together.
 - They are working on their technology transformation and fraud detection program.
 - On February 7 they will be launching their new Employer Portal.
 - OESC has started some pilot programs. At some of the American Job Centers (AJCs), they have closed them down temporarily to do hiring fairs, etc.
 - They want to begin to have Employer Councils again.
 - OESC and OOWD are in contract with a new case management system, Salesforce/Incapsulate, and they are in the early stages of implementation. It may take 1 ½ years to implement.
- Title IV – OK Department of Rehabilitation Services – Stephanie Roe, Project Coordinator, reported for Melinda Fruendt, Executive Director.
 - Governor Kevin Stitt formed a Workforce Transformation Task Force on January 17, 2023 to evaluate and update the state’s workforce development system. DRS and other state agencies will provide information to the Task Force whose mission is to develop a more efficient, effective and better coordinated system in our state. Vocational Rehabilitation is Title IV and a core partner in the Workforce and Innovation Act. We plan to assist the Task Force to meet Oklahoma employers’ needs and improve the workforce participation rate for individuals with disabilities. We remain committed to providing opportunities for jobseekers with disabilities to become a critical and productive part of the workforce.
 - DRS VR/SBVI programs continue to implement new program common performance measures as put forth by the WIOA legislation. Measurable Skill Gains are the percentage of program participants who are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains. Defined as documented academic, technical, occupational or other forms of progress, towards such a credential or employment. The national

Measurable Skill Gains Rate for PY 2021 for Title IV was 43%. Oklahoma VR/SBVI ranked #2 in the nation with a rate of **75.1%** in PY 2021.

- Business Services have held two Business Advisory Councils having full houses of attendance. One in Eastern OK, sponsored by the Human Resources Association and one in Green Country with attendance of 36 businesses and partners.
- Facts and Snacks: Critical Occupations
- A series of informative sessions by businesses for Job Seekers and Workforce System employees (DRS Field staff, Workforce, Voc Techs, etc.) to provide awareness and education to our job seekers about critical occupations in our State. The Businesses have the spotlight to offer their expertise and employment opportunities.
- Small Hiring Events – A series of small job fairs with participation of five businesses with free booths and focused on them, their services and employment opportunities. We are putting special emphasis in marketing these events with 3 weeks in advance. The first one will be done in Tulsa in February with the participation of Amazon and other companies, and we are planning the second one with Ditch Witch in Stillwater.
- 2023 Business Summit planning in progress with Workforce Development partners.
- Please join us for the 29th People with Disabilities Awareness Day on March 7, 2023, from 12-4pm at the Oklahoma History Center.

Announcements

- Save the Date! People with Disability Awareness Day 2023 - March 7, 2023, at the Oklahoma History Center, 12:00 – 4:00 P.M.

Next Meeting

The next meeting of the Governor’s Council will be on April 28, 2023, at 9:00 a.m.

Adjournment

The meeting adjourned at approximately 11:20 a.m.

*Respectfully submitted,
Linda Emrich*