

Workforce Investment Act Oklahoma Annual Report

Program Year 2007



GOVERNOR'S COUNCIL FOR WORKFORCE
AND ECONOMIC DEVELOPMENT

EDUCATION. ECONOMIC DEVELOPMENT. EMPLOYMENT.

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Oklahoma is blessed with abundant opportunity for our citizens and for our communities. Compared to other states, our economy is strong and our unemployment rate is low. However, we are facing a challenge that is crippling our capacity to grow - a combination of workforce shortages and workforce skills shortages.

Oklahomans have enjoyed the reputation of being hard-working people who will give an "honest day's work for an honest day's pay." In the 21st century, that just isn't enough. Today's jobs require specific knowledge acquired through specific training. For too many years we have depended on our work ethic and neglected to combine that work ethic with employer-driven job skills training.

We have lost many opportunities for businesses that would have made a big impact on our regional and state economy. Over the past two years, as companies were interviewed about the reasons why they did not choose to locate in Oklahoma, fourteen of them cited *workforce concerns* as their number one reason NOT to come to Oklahoma. These were companies that could have made enormous impacts on our local economies with 7,000 additional jobs at an average salary of \$30,000. This equates to over \$217,000,000 in lost annual payroll. A recent employer survey discovered that 39% of employers who had trouble finding qualified talent did not expand their businesses as planned. How many more companies could we attract and expand if we better-prepared our workers to meet those needs? The Governor's Council for Workforce and Economic Development, the state's Workforce Investment Board, is overseeing the process of creating a more talented and productive workforce in Oklahoma through initiatives that will not only enhance today's economy, but will provide the foundation for the economy of tomorrow.

The Governor's Council for Workforce and Economic Development, Oklahoma's State Workforce Investment Board, has a vision that Oklahoma will have a competitive advantage through integrated workforce and economic development objectives. The Council is governed by four guiding principles:

- Know its status relative to changing employer and workforce conditions due to globalization, new science, technology and demographics
- Have a competitive labor pool that addresses the quality and quantity needs of current and anticipated industry sectors and employer groups
- Command a strong base of public awareness and support for workforce and economic development issues and initiatives, including education
- Work through collaborative systems of policy governance, benchmarking, evaluation and rewards

The Governor's Council is a council of change, an intersection of workforce, education and economic development, with a plan that will impact our state's economy for decades to come.

Oklahoma's blueprint for economic advantage is based on the Council's vision, mission and results:

- The Vision, "Oklahoma has a competitive advantage through integrated workforce and economic development objectives,"
- The Mission, "Oklahoma advances a demand-driven workforce and economic development system," and
- The Result, "Oklahoma achieves wealth-creation for businesses and individuals and enhances quality of life in communities throughout the state."

The Governor's Council has three far-reaching initiatives that focus on key industries, provide personal and regional growth, remove barriers, align state agencies and provide for accountability.

- Initiative 1 – Growing talent, skills and knowledge
- Initiative 2 – Growing and delivering solutions for talent recruitment and retention
- Initiative 3 – Growing awareness and success

In Program Year 2007, task forces were formed to address each of the three initiatives and to move the Governor's Council to a deeper level of implementation.

Initiative 1

Growing talent, skills and knowledge by ensuring that our foundation, education and training, is better coordinated, accessible and relevant to today's life and work. We will ensure that our at-risk and underutilized youth and adults can more easily access the system to build their talents, skills and knowledge.

Education Alignment Task Force and Engaging Underutilized Populations were handed the challenge of Initiative 1.

The core objectives of growing talent, skills and knowledge, Initiative 1, are to develop and implement policy and legislation to enhance the educational system that, in turn, leads to the following:

- Decreasing high school drop out rates and increasing retention rates at all levels
- Improving pathways and resources for entrepreneurship and innovation
- Making career exploration and career guidance a priority in order to expand workforce talent that meets the needs of employers
- Increasing the worker participation rate by tapping underutilized populations including high school drop outs, individuals with disabilities, functionally illiterate, ex-offenders, youth who are aging out of foster care, displaced homemakers, independent living youth, homeless, legal immigrants with English as their second language, child care subsidy recipients, food stamp recipients and TANF recipients.
- Aligning processes that will fill the skill gaps that business is experiencing and bring all workers out of poverty.

Several recommendations were made by these two task forces including:

- Graduation Coaches
- Fully fund intervention and remediation strategies
- Individual Graduation Plans
- WorkKeys
- Re-skilling incumbent workers
- Identify and provide skills training to individuals whose earnings fall below the poverty
- by: Develop Re-entry Programs for Offenders

Initiative 2

Growing and delivering solutions for talent recruitment and retention by building a public/private partnership to better understand employer needs, deliver unduplicated service to business, recruiting and attracting talent and developing common matrix and accountability systems that all partners can work toward.

Two task forces prepared white papers for Initiative 2. *Talent Recruitment and Retention Task Force* and the *Transformation Task Force* developed these drafts to provide recommendations to the Governor's Council outlining several means to develop a talent pipeline that will support Oklahoma's economic development efforts. The desired state was "A public/private partnership that engages employers to understand and validate the skills they need, develops talent based on those needs and connects employers with appropriate skilled and credentialed workers." An Oklahoma world-class talent development and economic development system is driven by local and regional service provider entities in full collaboration with employers. The needs and general processes are driven by employers. At the same time, providers work in concert with economic development entities to grow existing companies and attract new ones that match Oklahoma's shared vision for the future.

Recommendations of the Transformation Task Force to meet this vision are:

1. Adoption of a conceptual framework to create a common vision for systemic change/transformation.
2. Using this framework, focus on a comprehensive review of the system to evaluate the strengths and weaknesses to determine gaps and to bring awareness to work being done.
3. Continued development of action plans that will result in strong transition points between the 3 interdependent parts of the system that will ensure a joint, comprehensive systemic response to business skills needs.

The Talent Recruitment and Retention Task Force cited a number of "basic truths" that must be understood:

1. The easy solutions have already been maximized.
2. Companies will have to agree that to be an exceptional workforce recruiter; they must first become an exceptional workforce retainer.

3. Companies must embrace the concept that they will be the ones to assess, adapt and then get engaged in solutions to their unique workforce shortage, both for today and for the future.
4. Solutions and assistance will come with the assistance of local, regional and state partners.
5. Best Practices must be identified and effectively presented to business and industry, encouraging and equipping them to adapt and implement new and innovative methods to recruit and retain a skilled workforce.

The teams have identified five opportunities to bring about real change and help for Oklahoma employers:

1. Full time talent recruitment and retention team to coordinate efforts to assist businesses and help to provide economies of scale and more efficient use of resources.
2. Project Boomerang to attract highly skilled individuals
3. Connecting with retiring and returning veterans
4. Development of an employer "HR Retention and Recruiting Tool Kit"
5. "Employee's Pick" certification and award program to identify exceptional employers

Initiative 3

Growing Awareness and Success

Key Focus of the third initiative of the Governor's Council for Workforce and Economic Development is communicating the sense of urgency and the call to action to our citizens and employers about the importance of credentials and continued educational attainment as an economic development driver.

The Core Objective is to create a paradigm shift among Oklahomans and businesses/employers through an ongoing awareness campaign that educates the community about:

- The value of lifelong learning and skills development
- The core issues and challenges facing individuals and businesses in growing and retaining talent
- Our collective efforts as measured by the Grow Oklahoma scorecard

Program Year 2007 Activities

Career Readiness Certification

Within today's global economy, finding and keeping a job requires higher skill levels than ever before. Employers want workers with documented skills based on the "real world" of any work place from a welding shop to a hospital.

The Governor's Council for Workforce and Economic Development (GCWED) rolled out WorkKeys system of assessment and certification designed to meet the needs of both employees and employers.

WorkKeys involves the following:

- A career-ready certificate (CRC) program with a portable credential documenting that potential or incumbent employees possess certain fundamental skills required by employers here and across the country.
- Uses nationally recognized assessments to measure skills and provide a common language between educators, businesses, and community members.
- Uses the assessment system to validate the skills and skill levels of job seekers and compare them to the skills needed for jobs in today's economy.

The initiative involves the assessment of thousands of potential and incumbent employees and hundreds of pre-assessment, assessment, and training sites across the state. In less than 2 ½ years, Oklahoma has certified that over 20,000 individuals possess the skills and abilities to be successful employees.

Certified Work Ready Communities

Certified Work Ready Communities is an economic development/workforce development project that was implemented in PY07 to provide an economic advantage to Oklahoma communities. Soon thereafter, the Chickasha/Grady County area was the *first in the nation* to achieve certified Work Ready status. The combined efforts of the city and county were honored recently at the Canadian Valley Technology School.

"Today, and into the foreseeable future, the key to economic development in Oklahoma is workforce recruitment, training, and certification," says Oklahoma Commerce Secretary Natalie Shirley. "Work Ready Community certification is another tool we have to focus efforts and prove results."

Launched by the Governor's Council for Workforce & Economic Development, Certified Work Ready Communities quantify a communities' skilled workforce to an existing employer or to a new business considering Oklahoma for a new location. The program is one of the first of its kind in the country.

To be certified Work Ready, the community must meet the following requirements:

- 3% of its incumbent, or existing, workforce must have either a gold, silver, or bronze CRC;
- 25% of its workforce not currently employed but looking for work must have a CRC;
- The school system must have a high school graduation rate of 82% or above or 82% of its high school seniors must have a CRC.

Every state in the nation is competing to attract industry and grow existing businesses, but it takes a skilled, available workforce to compete effectively. Communities in Oklahoma can now proudly verify that their workforce is ready to meet the challenge.

"When communities are certified as *work ready*, they gain a competitive advantage over non-certified communities because they can quantify a skilled workforce to an

existing employer or a new business considering Oklahoma for a new location," says Norma Noble, Deputy Secretary of Workforce Development for Commerce.

Chickasha/Grady County was the first community in the nation to be certified as work ready!



Pictured above at the Chickasha Certified Work Ready Community award ceremony is, from left: Jo Richter, Oklahoma Employment Security Commission; Greg Elliott, Mayor of Chickasha; Natalie Shirley, Secretary of Commerce and Tourism; Norma Noble, Deputy Secretary of Commerce, Workforce Development; Jim Glaze, Superintendent of Schools, Chickasha Public Schools; Larry Shelton, Chickasha City Manager

Employer Job Profiling

The Career Readiness Job Profiling service offers a concrete way for businesses to analyze the skills needed for specific jobs and to describe those needs to educators, students, and job applicants. By comparing job profile information with individuals' scores on the Career Readiness assessments, businesses can make reliable decisions about hiring, training, and program development. There are currently 9 Job Profilers assisting employers in Oklahoma with more to come!

2007 Workforce Report Card

The purpose of the Workforce Report Card is to provide insight on how Oklahoma compares to the surrounding states it competes with for success in the global marketplace and the United States as a whole.

For the Report Card, data on a series of measures on the workforce and economic competitiveness of Oklahoma and its surrounding states has been compiled. These measures fall into the areas of Employees and Establishments, with summaries of the healthcare, manufacturing and aerospace industries, labor force, education, income, wealth and poverty and population.

Grades were assigned by ranking the percent change, averages, and percent variables of each state and averaging the ranks.

In reviewing the results, Oklahoma does very well in terms of overall industry and manufacturing sector growth as well as population trends. The healthcare and aerospace industries are also doing well but show room for improvement. Conversely, Oklahoma performs at a lower level in the areas covering labor force, education and income. Many of the issues behind these lower grades are currently being addressed and should show signs of improvement in future years.

To view the complete 2007 Workforce Report Card:

http://staging.okcommerce.gov/test1/dmdocuments/Workforce_Report_Card_2007_0308072233.pdf

Youth Council

Public and private sector executives from all levels, including the education system, are members of the Governor's Youth Council. They are dedicated to creating a workforce strategy that coordinates with the state's economic goals of building wealth for all Oklahomans. In their first year they supported and crafted recommendations to the Governor to expand the traditional school year to ensure applied learning for youth, additional learning opportunities and career academies in all school systems.

The council set an aggressive goal for its second year of ensuring that 100% of Oklahomans graduate from high school and are prepared for a career or post secondary education. To accomplish this, they are supporting the following initiatives:

- Support the passage of legislation that would create and fund a "graduation (or intervention) coaches" program.
- Create an Oklahoma Youth Foundation
- Increase to 50 the number of schools awarding a CRC along with the diploma at graduation in 2008-2009 school year
- Increase awareness of CRC/WorkKeys
- Develop and implement comprehensive, consistent, career exploration opportunities for K-20 students and align them with strategic business and industry sectors.



Youth Retreat
February 28, 2008

Regional Youth Summits

“X-treme Ability is Power”, a 2008 Youth Summit, was held at the new Choctaw Event Center in Durant, Oklahoma on Thursday, July 10, 2008. The Summit, designed to be an educational and motivational fun-filled experience, helped prepare over 1200 economically disadvantaged and disabled youth, ages 14-21, for the employment challenges of the future.

A diverse partnership including Choctaw Nation of Oklahoma, Southern WIB, the Southeast WIB, Department of Rehabilitation Services, Chickasaw Nation, Creek Nation, Oklahoma Employment Security Commission, Citizen Pottawatomie Nation, Kiamichi Technology Center, Wynnewood Public Schools, Murray State College, Oklahoma Department of Commerce, Big Five Community Service Inc. and KEDDO was formed to create a Youth empowerment summit for economically disadvantaged youth to follow last summer’s successful, “X-treme Knowledge is Power”, held on June 5, 2007. The 2007 format was based on the Governor’s Council for Workforce and Economic Development’s youth initiatives and strategies of “Grow Oklahoma.” It was designed to increase youth awareness of career options and opportunities and how knowledge and skills development will increase personal income and develop economic strength. The summit, held at the Choctaw Arena, Durant, Oklahoma, provided career and educational information to over 1800 youth, ages 14-21, from throughout the state.

Growing STEM

Oklahoma CareerTech’s *Growing STEM* program is designed to enlarge the pipeline of students prepared to enter college and graduate with a degree in engineering, science, or mathematics, doubling the numbers by 2015. Citing *Keeping America Competitive*, “What U.S. manufacturing is facing is not a lack of employees, but a shortfall of highly qualified employees with specific educational skills,” they have prepared a program to make a dramatic impact on Oklahoma’s aerospace, health care, manufacturing and energy “super sectors.” Current initiatives include pre-engineering, biomedical sciences, and biotechnology for high school students and Gateway to Technology for middle school students.

Project MOVES (Manufacturing for Oklahoma’s Vital Economic Sustainability)

Funding from the U.S. Department of Labor provided opportunities to launch several initiatives with the advanced manufacturing sector:

- Oklahoma City Southeast Academy of Manufacturing (SAM) – Through extensive curriculum and supportive services, SAM serves approximately 600 youth, ages 14 – 18.
- Youth Career Academies – Ten CareerTech and higher education sites across the state expose youth ages 18 to 24 to intensive instruction in advanced manufacturing processes. Also included a mentoring component.
- Thunderbird Youth Academy – At-risk youth from various regions of the state participate in an educational program that is designed to enhance their employment prospects and earnings potential.

- Advanced Manufacturing Centers of Excellence – Funded three Centers across the state to offer intensive training services to advanced manufacturers.

The Oklahoma Shared Youth Vision Pilot Project

In 2004, the Departments of Education, Health and Human Services, Justice and Labor committed to a collaborative approach at the national, state, and local levels to serving our nation's neediest youth in order to develop innovative approaches, enhance the quality of services delivered, improve efficiencies, and improve the outcomes for the youth we serve. Fifty-one states attended a forum to learn about the initiative and develop a Shared Youth Vision Team for their state. Oklahoma participated in the forum and as a result formed an Oklahoma Shared Youth Vision State team.

In 2007, Oklahoma applied and received funding for a pilot initiative to develop a Shared Youth Vision statewide collaboration project in the state. Oklahoma is one of 16 states who received the funding for the pilot project.

The Oklahoma Shared Youth Vision (OSYV) pilot project was developed to streamline community resources in order to improve education and employability skills of our young people. Oklahoma decided to focus this project on youth transitioning from group home care and other foster care situations in the Tulsa Local Workforce Investment Area with the intent of replicating the project in other areas of the state.

The current graduation rate of youth in foster care is lower than our state average which is 73%. Without a basic education, finding a job, let alone one that will pay above minimum wage, is difficult. It is the vision of the Shared Youth Vision Team that participants who complete this project will transition into the community with the opportunity to attain education, training, and employment opportunities that allow them to succeed in work, life, and family.

The Goals of this Pilot Project are to:

- Develop a model that can be replicated in other group homes and foster care situations
- Identify strategies that will increase the foster youth high school graduation rate to the state average
- Streamline service delivery
- Examine targeted industry sectors and the Career Management System so foster youth can make informed decisions on careers
- Develop youth academies in Oklahoma's targeted industry sectors
- Assist youth in obtaining their State of Oklahoma Career Readiness Certificate
- Prepare participants for post-secondary education and employment

On March 17, 2008 the Oklahoma Employment Security Commission issued the "State Incentive Award Policy" for Local Workforce Investment Areas. In keeping with Oklahoma's Shared Youth Vision to support the neediest youth in a healthy transition to the roles and responsibilities of successful adults – Oklahoma established three new program measures that apply to the Youth Program in addition to the USDOL Common Measures as follows:

- Out of School Youth Enrollment – State Goal – 50%
- Foster Care Youth Enrollment – State Goal – 25%
- Youth Career Readiness Certificates – State Goal – 25%

In Program Year 2008, Oklahoma will implement the Pilot Project in other Local Workforce Investment Areas and capture base data on the three new program measures for the Youth Program.

Sector Strategies Initiatives Take Off in Oklahoma

September 2006 brought some exciting news to the Governor's Council. Oklahoma had been selected as a participant in the National Governor's Association Policy Academy for Sector Strategies. Program year 2007 brought many sector strategies activities including notification that we were selected again by NGA – this time as a Learning Network state. We would not only receive specialized assistance in our quest to be employer demand driven but we would be providing guidance to states that were beginning the process of implementing their own industry sector strategies. Facilitators from NGA as well as CSW have worked with our teams of partners to ensure that Oklahoma succeeds in this major undertaking.

Four “super sectors” have been identified by the Governor's Council: Manufacturing, Energy, Health Care, and Aerospace. Each plays a major role in the Oklahoma economy. Sector teams were formed made up of industry representatives as well as agency partners. This public/private partnership has been instrumental in the framework of Oklahoma's sector initiative. These teams have identified that although our four key industries have major differences, they all share the same workforce challenges:

- Connecting business to education- providing comprehensive business services.
- Awareness issues-
- Pipeline development based on industry sector skills gap analysis – data-based development
- Funding/Sustainability- Public/Private

Oklahoma's Program Year 2007 Industry Sector Strategies brought several innovative activities on the state and regional levels. Guided by a steering committee made up of various influential agency partners and industry representatives, two significant state-wide activities occurred.

State-Level Activities

“Delivering a Competitive Workforce for Oklahoma's Second Century”

The Governor's Council for Workforce and Economic Development hosted a “Grow Oklahoma” conference on October 2, 2007. Speakers included Governor Brad Henry, Greg White, Director of the Oregon Workforce Investment Board, Doug Ridge, Director, Texas Employer Initiatives, Debra Lyons, Director, Georgia Office of Workforce Development, Steve Hendrickson, Chair, Governor's Council for Workforce

and Economic Development, Dr. Cindy Koss, Assistant State Superintendent of Schools, Oklahoma State Department of Education, Dr Phil Berkenbile, State Director, Oklahoma Department of Career and Technology Education, Dr. Glen Johnson, Chancellor, Oklahoma State Regents for Higher Education, and Mason Bishop, former Deputy Assistant Secretary, US Department of Labor.

Citing a need for greater collaboration among educators and businesses, Gov. Brad Henry described a future that focuses on lifelong learning.

“We need to focus on a seamless educational system and lifelong education,” states Henry. “Skills change, technologies change, and companies change, and those workers that don’t learn new skill sets will fall behind.”

HB 3239 Engineer Workforce Bill Summary

Oklahoma’s aerospace sector is facing a critical shortage of engineering and technical talent while the state is undergoing record expansion. In order to win contacts within this window of opportunity, the Oklahoma Legislature has approved HB 3239, effective January 1, 2009. This bill will offer tax credits to aerospace companies that hire engineers, tax credits to engineering graduates who agree to work for an Oklahoma aerospace company and an employer tax credit of 50% of tuition reimbursement to a new engineer graduate for the first through fourth years of employment.

Oklahoma’s Aerospace Industry Workforce: 2007 Report

Oklahoma is one of the top six hubs for maintenance, repair and overhaul services, with the aerospace industry directly responsible for 72,535 Oklahoma jobs in the first quarter of 2006, or 4.3% of the state’s total employment.

Because of the impact of this industry, aerospace was the second sector selected by the GCWED for a comprehensive study of supply, demand, and gap analysis of current and future needs. Aerospace was chosen because of its:

1. Contribution as a major employer and economic engine in the state and local communities.
2. Significance with regard to Oklahoma’s national and international image.
3. Potential for future economic development.

Quantitative and qualitative research methods were utilized in this study as they were for the PY06 Healthcare Report. A comprehensive study of Oklahoma’s manufacturing industry will follow in PY08.

http://staging.okcommerce.gov/test1/dmdocuments/Oklahoma_Aerospace_Industry_Workforce_Report_2007_0108072231.pdf

7th Annual Oklahoma Aerospace Summit and Expo Education and Training Day

The Seventh annual Oklahoma Aerospace Summit & Expo Education & Training Day was held June 23-25, 2008, at the Cox Convention Center in Oklahoma City. This

year's event set an attendance and an exhibitor record. We had just over 1200 registrations and 103 exhibitors. The inaugural Aerospace Education and Training Day was well received by all those that attended. There were over 100 educators in attendance, who were matched with mentors from industry (both public and private sectors). This year's event was recognized by those in attendance as the best summit to date.

To promote the Summit's vision, "Oklahoma - The Global Aerospace Destination!" several key industry officials from both the public and private sectors spoke and discussed issues such as convergence, supply chain management, commercial and government requirements. Keynote speakers included: Lieutenant General Terry L. Gabreski, Vice Commander, Air Force Materiel Command; Paul Creider, General Manager, Tulsa Base Maintenance, American Airlines; Hal Chrisman, Principal, AeroStrategy; Jack Pelton, CEO, Cessna; and Jim Hall, Assistant Deputy Under Secretary of Defense for Logistics Plans and Studies. The two day Summit included activities for industry and government aerospace entities including panel discussions, breakout sessions, one-on-one sessions and an Extreme OEM Experience allowing attendees the opportunity to meet with purchasing managers and procurement officers from industry and government.

New this year to the summit's agenda was the Education & Training Day which took place on June 25. The entire day was dedicated to bringing education and training, industry and government leaders together to inform each other and develop action plans and tactics to help nurture and grow Oklahoma's future aerospace workforce. Lieutenant Governor Jeri Askins gave the keynote address and attendees participated in several panel discussions as well as a number of break-out sessions. The Aerospace Education and Training Day will create on-going partnerships between the industry and higher education, CareerTech and common education to better prepare for Oklahoma's rapidly growing aerospace industry.

Oklahoma Health Care Workforce Center

Health Care is one of Oklahoma's four "super sectors", facing major shortfalls in clinical employees through the year 2012. The Oklahoma Health Care Workforce Center's #1 priority is to increase the capacity of Oklahoma's health care education pipeline by prioritizing allocation of education funds for high-demand professions and occupations. Legislation will be pursued the next session for scholarships and matching grants for nursing faculty, online learning, and for individuals to pursue degrees in nursing and allied health.

The Oklahoma Health Care Workforce Center (OHCWC) serves as a clearinghouse that coordinates, communicates and facilitates activities designed to meet the supply and demand needs of Oklahoma's Healthcare Industry sector. Under the direction of a board of directors, OHCWC set three primary goals. The goals are to ensure Oklahoma's current education and training systems have the resources and support necessary to produce the number of health care workers needed; increase the job satisfaction and retention rates of current health care workers; and increase the level of awareness among young people and adults of the opportunities available in health care, therefore, increasing the number of individuals entering a health career.

Progress has been beyond expectation with the private sector leading the effort to increase funding of the center and accomplish their goals. In 2007 OHCWC designed a leadership training series for registered nurses to increase retention rates. "This training will give nurses the tools and incentive to stay in health care, grow their leadership and management skills and contribute to the growth of other employees in their organizations," said Sheryl McLain, Executive Director of the Oklahoma Health Care Workforce Center, Oklahoma City.

An on-line clinical placement process was also developed and a master scholarship program has been established to increase the number of health care instructors.

Best Practices Workshop on Retention was held in October 2007 at OSU-OKC and was co-sponsored by the GCWED.

Exploring best practices is ongoing work for the OHCWC Retention Committee in 2008. Priorities include 1) leadership and management development; 2) mentorship; 3) coaching; and 4) staff orientation/transition into practice. Delivery methods include: online and distance education, face-to-face meetings and tool-kits. Work within the four sub-committees is ongoing.

In 2007, the OHCWC received an RWJ/NW Health Foundation grant focused on employee leadership and management development, in order to increase the retention of current nurses in three rural underserved regions.

Econ103: Regional Approaches to Workforce Development

The Governor's Council for Workforce and Economic Development sponsored three summits in three communities across the state in November 2007. Hundreds of economic development practitioners, Chamber of Commerce representatives, Certified Economic Developers (CecD), local elected officials, state economic development association representatives, Workforce Board Members and staff, and local and state workforce professionals from all over Oklahoma came together to learn more about:

- Working the workforce system
- Developing workforce partners
- Making workforce data work for you
- Exploring challenges facing partnerships between workforce and economic development
- Addressing rural, urban and suburban challenges
- Integrating workforce with economic development

Statewide Industry Sector Institute

Following Econ103, the Governor's Council for Workforce and Economic Development sponsored "Working Hard and Working Smart" – an industry sector institute in Norman, January 22, 23, and 24, 2008. The effort focused on developing regional solutions to workforce challenges facing Oklahoma's primary industries and the employers within them. Business leaders from health care, manufacturing, aerospace

and energy addressed the critical shortages of qualified job seekers within their industries.

Representation included K-12, private industry, higher education, CareerTech, economic development organizations, youth representatives, grant writers, representatives of people with disabilities, TANF representatives, Workforce Investment Board members and staff, and others. Eleven teams ranging from 6 to 22 members spent three days with industry representatives. National Governor's Association and CSW facilitators assisted the teams with their regional strategies to better identify and respond to the workforce needs of the key industries in their areas.

Unveiled at the Institute was the framework for Oklahoma's Sector Strategy Tool Kit, a step-by-step guide to building successful regional industry-led, employer-driven initiatives. Representatives from Minnesota and Colorado also attended the institute.



Gordon Andersen, Pelco, Edmond, and member of the Governor's Council for Workforce and Economic Development, discusses the workforce challenges of the manufacturing industry with team members attending the Sector Strategies Institute in Norman.

Regional Sector Strategies

TEACHER EXTERNSHIP PROGRAM: Making the Connection

The Teacher Externship Program was an initiative aimed at improving connections between the classroom and the workplace. This Program sent selected public school classroom teachers from the Eastern Oklahoma State College (EOSC) McAlester campus service area to local manufacturing firms, businesses and industries in order to create stronger connections between the classroom and the workplace.

In late March 2008 applications to participate in the Program were distributed to area public schools. From the submitted applications, fifteen teachers were selected as participants. They came from six different schools ranging from elementary to high school. There were also two counselor participants. All participants attended a half-day orientation at EOSC on April 26, 2008, and were introduced to the externship key concepts and the materials to be completed. After lunch that day, the participants met with their business and industry partners and set

up the dates and times for their externships. Businesses that participated included heavy manufacturing, light manufacturing, and healthcare.

Externship participants were given a format for this activity. The format included specific questions to be asked, observations to be made and application for later classroom activities.

“Producing Success – Manufacturing Excellence in Southeastern Oklahoma” was the theme of a sector strategy conference in McAlester on the campus of Eastern Oklahoma State College in May, 2008. Last month’s “Making the Connection” attendees job shadowed at eight area businesses for a half-day, observing and learning from employees. Feedbacks from teachers was excellent, with many teachers stating that they had lived in the area for many years, but were completely unaware of the local jobs and the associated job requirements. The externship provided all teachers with a new understanding of their roles in workforce preparation within their classrooms and helped them to better communicate business needs to their students. The experience gave the teachers better insight into the business world, provided them with new ideas and tools for classroom lessons, and re-energized them for the coming school year.

“All About Manufacturing” was a two-day program provided through a grant from the Oklahoma Department of Commerce under Project MOVES (Manufacturing Oklahoma’s Vital Economic Sustainability). Held on the campus of OSU in Okmulgee, 96 educators toured American Castings LLC and Labinal Inc. to meet with industry leaders and discuss career opportunities in Oklahoma manufacturing industries. To get a better idea of what programs OSU Institute of Technology/MAIP offers to prepare students for these careers, the teachers also teamed up to do hands-on activities, such as using computers and LEGOs to construct and operate a miniature conveyor system which sorted LEGOs bricks by color. “One of our goals was to brainstorm with educators on how to interest students and adults in manufacturing careers,” said OSU/MAIP Training Center Manager Scott Fry.



“Changing teachers’ perception of manufacturing is one step toward shifting students’ perceptions.”



The new Manufacturing Education Training System (NETS)

Another PY07 project, the NETS program is an effort formed by local manufacturers, Pioneer Technology Center, and the Ponca City Development Authority that promotes and develops careers in the manufacturing industry. The NETS group provides job shadowing and paid internship opportunities for Pioneer Tech students who qualify and who are enrolled in machine tool technology, welding technology, or industrial technology.

Pioneer Technology Center's NETS program is on the road to help grow Oklahoma's workforce through hands-on educational encounters for young and adult learners alike! Their "Skills on Wheels" experiences won't be forgotten!



Lawrence Beliel of the Pioneer Technology Center in Ponca City explains the value of a "very cool" mobile manufacturing lab to attendees of the Sector Strategies Institute.

Southern Oklahoma and North Texas Education Summit June 12, 2008

Teachers, principals, school superintendents and business leaders came together to create an awareness between education and industry to ensure that students are ready to transition from school to work and meet the workforce needs of business and industry. The day included great interactive discussion and presentations from local workforce and education representatives.

Central Oklahoma WIB Construction Summit

The Central Oklahoma Workforce Investment Board hosted representatives of the construction industry at a summit in Oklahoma City at which they identified the primary challenges faces by their industry today. The group agrees that

- 1) The construction industry needs an improved image
- 2) Job placement has become increasingly difficult
- 3) We need more public education about the benefits of construction careers.

Task forces will follow-up on suggestions to meet these challenges in Central Oklahoma.

Customer Care Summit

The Central WIB sponsored a Customer Care Summit in October 2007, hosting 116 participants. Two focus groups resulted, a general focus group and a DOL Apprenticeship Program focus group. Subsequently, COWIB is the first board in the nation to sponsor a registered DOL apprenticeship program, and this is the first DOL registered apprenticeship program in the nation for the Customer Care Contact Center industry.

Southwest and South Central Boards Join Forces for Summits

The Southwest and South Central WIBs co-sponsored an education summit for school superintendents and administrators on April 29, 2008. Approximately 70 attendees from education discussed the role of education in the workforce pipeline.

The two WIBs also joined forces to sponsor a Southwest Oklahoma Impact Coalition (SOIC) conference on innovation and collaboration on January 10 -11. Approximately 100 attended from economic development, education and the manufacturing sector.

Childcare and the Working Parent

The Southwest WIB and SWODA, the Southwest Oklahoma Development Authority, co-sponsored a summit with Child Care providers on creating ways to deal with the challenge of child care for parents in the workforce. It was hosted on May 20 with approximately 15 in attendance. They represented youth, educators and business sector.

Public Awareness

e-Blast

Keeping the Legislators, Governor's Council for Workforce and Economic Development members and Workforce Investment Board members informed and engaged is a gargantuan project. To that end a "Workforce Development e-Blast" was designed and published to run after every Governor's Council meeting. Accomplishments, best practices, national workforce news, and legislative issues are "blasted" electronically to Governor's Council members, WIB members, WIB Staff, and Economic Developers, keeping them informed of all current issues.

Grow Oklahoma Campaign

The Grow Oklahoma marketing campaign is consistent throughout our displays, brochures, posters and other materials. During the 2007 Program Year, each of Oklahoma's twelve workforce investment regions was provided new Grow Oklahoma display banners to use at local job fairs, trade shows, open houses, etc. Two large Grow Oklahoma displays, two tabletop displays, and a new Career Readiness display were also purchased and are available for all partners' use, thus providing a consistent message to the public - "Economic growth occurs through workforce growth."

WIA Alumni Celebration

Workforce Oklahoma has evolved from being a job training program into a system of partners providing seamless integrated services responsive to the needs of the job seeker and business.

Each year, the WIA Alumni Celebration honors one business from each Workforce Investment Area for their community leadership. Outstanding WIA participants are also honored for their commitment to excellence and for their accomplishments. Awards are presented at Oklahoma's State Capitol Building in the Chambers of our State Legislature. Legislators, partners, WIB members, family members and media attend the yearly event.



**Workforce Oklahoma WIA Alumni Celebration
February 14, 2008**

The Northeast Region Outstanding Employer and Alumni are pictured from left to right: Ron Novotny, Northeast Board Director, Retired; Joseph C. Juarez, Employment and Training, Dallas Region, US Department of Labor; Tammy Chalakee, Northeast Workforce Investment Area Outstanding Alumni; David Chaussard, Northeast Workforce Investment Area Outstanding Alumni; James Alan Stone, Northeast Workforce Investment Area Outstanding Alumni; Nanette Robertson, President, Workforce Oklahoma Employment and Training Association; Norma Noble, Deputy Secretary of Commerce for Workforce Solutions

From the Council's Chair

The Tulsa World and *The Daily Oklahoman*, Oklahoma's two largest newspapers, are publishing articles by the state council chair, Steven Henrickson of The Boeing Company. The first was a discussion of our industry sector approach to economic development "Super Sectors Strengthen State's Economy; Workers Needed Now." The second, "Graduation Just the Beginning", targeted the importance of lifelong learning and the most recent was about Oklahoma's Certified Work Ready Communities, "Work Ready Certification Boosts Communities." Read by thousands – elected officials, workforce board members, businesses and the general public, these articles are creating public awareness of the workforce needs of Oklahoma's business community as well as the benefits to the public of increased education and training for today's and tomorrow's job skills.

Community Developer

An electronic and printed publication of the Oklahoma Department of Commerce, the *Community Developer* reaches businesses, legislators, partners, and individuals across the state. Each monthly publication includes workforce articles. In addition to various articles based on Council initiatives, a series highlighting the WIA Alumni Celebration individuals from all parts of the state are included in a series of 12 issues. Career Readiness Certification, or CRC, is also a monthly inclusion. Current and back issues are available for viewing at WWW.OKCommerce.gov

Career Management Web Site
www.GrowOklahoma.com

Whether you are a young person or adult exploring career options, planning your education, job hunting, starting your own business, or an employer seeking to hire a great employee, GrowOklahoma.com will meet your needs. Counselors and teachers will find helpful information for students questioning schools and career choices and as a tool for parents, they will be able to guide their children in their choices with tuition information as well as financial assistance availability. Retiring baby boomers can explore the next career. Returning Oklahomans and those who have never come to our beautiful state can explore the financial benefits and social advantages of living in America's Heartland. From wage conversions to videos of specific careers in action – it's all there at www.GrowOklahoma.com.

It is a “career management system at your fingertips”, offering insights into careers and what it takes to get there. Hot jobs, salary expectations, training facilities, financial assistance – it's all there in one place. You can build your own unique resume and make it available to potential employers to access.

Grow Oklahoma is a website for teachers, job seekers, students, counselors, mentors, employers, out of state professionals wanting to come home to Oklahoma, and more!

Phase III will launch this fall.

Effects of the National WIA Rescission on the State of Oklahoma

Due to the national WIA rescission, Oklahoma lost \$10.6 million dollars of WIA funding causing the Oklahoma Workforce Investment Boards to reevaluate the “way they do business”.

Currently, Oklahoma's 12 workforce investment boards are charged with creating a workforce development system that supports economic development and provides more efficient comprehensive services to business. The Boards must determine the current and future workforce needs of a region and ensure those needs are met by developing programs and offering training to potential participants seeking entry or re-entry into the workforce. The One Stop centers operated by these boards provide invaluable services to the citizens of Oklahoma who are seeking to strengthen their skills to vie for a place in Oklahoma's changing workforce.

Because of the national WIA rescission, reduced services to local business and industry will:

- Hamper recruitment services in support of economic development;
- Reduce funding for statewide recruitment projects and support for business services teams;
- Diminish the ongoing processes to determine customer requirements that will create a demand-driven system; and
- Reduce funding to train employees for the aerospace and nursing industries.

Because WIA funds are in short supply — Oklahoma’s Workforce Investment Boards have to reduce training and services for current and potential customers by:

- Freezing all new enrollments in occupational skills training, work experience, and on-the-job training resulting in new customers being turned away;
- Cutting incumbent worker training;
- Discontinuing support services except to those customers currently enrolled in training;
- Reducing staff resulting in too few staff members to provide sufficient services and increasing the workload for the remaining staff; and
- The closing of centers in rural areas

However, Oklahoma’s Workforce Investment Boards are diligently seeking efficient and effective means to offer services to maximize the benefits and resources available.

Enhance an integrated service delivery system

Beginning in July, 2006 Oklahoma issued policy implementing Oklahoma’s vision for “Integrated Services” between Employment services and WIA Title I in order to move from a focus on the operation of silo programs to a focus on quality integrated service delivery. This policy mandated a common customer pool for WIA and Labor Exchange Adult programs. Oklahoma believed that the alignment of services was both an opportunity and a tool to effectively organize staff and facilities in a manner to further streamline customer service delivery, capitalize on the strengths of staff, location, and technology capabilities. During the remainder of PY06, OESC continued to share with Local Workforce Investment Boards, Board Staff, Workforce Center Managers, and functional unit staff, techniques and processes to overcome the challenges of creating a demand driven, skills-based, integrated service delivery system. This training discussed the purposes, outcomes, and process steps of each of the three functional units anticipated in the single customer flow model, generated ideas for developing local procedures and protocols, and captured peer learning for best practices.

The State continued to encourage integrated resources and services through functional alignment of WIA Title I and Wagner-Peyser during PY07 by issuing a “Local Workforce Integration Policy” in July, 2007 clarifying that the Local Workforce Investment Boards were responsible for the demand driven, skills based and integrated service deliver of the workforce system in their respective areas. While there were now a number of fully integrated, skills-based Workforce Centers, many Centers remained challenged, finding it difficult to move forward with integration. In order to establish some consistency among workforce investment areas, the State issued minimum standards for integrated service delivery. Among these minimum standards was the ability of a designated Center Manager of each comprehensive integrated center to organize staff by function, designate functional unit supervisors, establish the purpose of each functional unit, and utilize a single customer flow model based on customer need, not program requirements.

As part of the State's initiative to further encourage Local Workforce Investment Areas to develop and implement functional alignment strategies the State issued their "Incentive Award Policy" for Local Workforce Investment Areas in March, 2008. This policy establishes three new Integrated Service Measures that apply to the WIA Adult, Dislocated Worker and Labor Exchange combined customer pool. The results of this new initiative will not be known to the State until October 30, 2008.

In May, 2008 OESC issued "*Procuring Integrated Services Toolkit: For Developing a Request for Proposal (RFP) to procure integrated services for serving Adults and Dislocated Workers*" to assist the Local Workforce Investment Boards in moving forward by procuring integrated services for serving Adults and Dislocated Workers based on a skills-based, demand-driven, integrated service delivery model. The characteristics of an effective integrated service delivery model are the ability to:

- Respond to 21st Century industry demand and the contemporary workforce crisis;
- Assure that services and training are in alignment with current local and regional labor market requirements;
- Shift service priority to an emphasis on worker skills – assisting workers to gain the skills leading to self-sufficiency, and responding to employer demand;
- Cope with limited and declining funding through a more efficient use of resources and a reduction of program duplication and requirements; and
- Systematically improve the coordination of Workforce Investment Act (WIA) and Wagner-Peyser Act (WPA) funded services to achieve improved customer outcomes and more efficient and effective customer service.

The goal behind the issuance of this toolkit was to ensure Local Workforce Boards were procuring WIA Adult/Dislocated Worker service providers "to provide services consistent with the Local Workforce Board's integrated service delivery design." Boards for the most part had created an integrated service delivery design for their areas by designating comprehensive centers, adopting integrated customer flow models, and developing local integration policies and procedures; however they were still procuring "WIA service providers" and not "integrated services".

In order to ensure potential service providers had a clear understanding of the services for which they were bidding on and that Local Boards were buying services that were consistent with their local integrated service delivery design, the State developed and issued the above toolkit to assist Local Boards in their development of Request for Proposals and procurement process that would allow them to be in control of their local integrated design to ensure that prospective bidders understood, followed, and adhered to the Local Board's approved integrated service delivery design and the scope of work required by the Local Boards.

**DOL GRANTS RECAP
STATE OF OKLAHOMA
For the Period Ending June 30, 2008**

Table N - Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$16,602,668.89
Local Dislocated Workers		\$10,860,231.08
Local Youth		\$18,207,150.95
Rapid Response (up to 25%)		\$3,269,480.49
Statewide Required Activities (up to 15%)		\$4,753,805.97
Statewide Allowable Activities	Program Activity Description	
	Career Readiness Certification	\$89,547.59
	Grow Oklahoma Initiatives	\$542,465.77
	Healthcare Workforce Resource Center	\$47,340.78
	Assistance to Local Areas	\$483,851.06
	Capacity Building & T/A	\$505,758.84
	State Administration of WIA Grants	\$1,622,179.34
	Miscellaneous	\$75,845.14
Total of All Federal Spending Listed Above		\$57,060,325.90

15% Recap	Admin.	Program	Total
Adult	\$0.00	\$0.00	\$0.00
DLW	\$0.00	\$0.00	\$0.00
Youth	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00

Adult Program Results At-A-Glance			
Program Year 2007			
Performance Measure	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	70%	69.6%	29400
			42247
Employment Retention Rate	82%	81.9%	12134
			14815
Average Earnings	\$10,900	\$11,375.80	136794223
			12025

Outcomes for Adult Special Populations								
Program Year 2007								
Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	65.3%	435	70%	3792	54.9%	1023	55.1%	2483
		666		5418		1862		4507
Employment Retention Rate	83.6%	300	82.5%	1459	76%	342	81.3%	856
		359		1769		450		1053
Average Earnings	\$9,210.80	2707965	13,426.10	18527976	\$10,213.90	3360387	\$12,918.80	11058479
		294		1380		329		856

Other Outcome Information for the Adult Program				
Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	79.1%	708	69.4%	28696
		895		41358
Employment Retention Rate	91.0%	961	81.2%	11173
		1056		13759
Earnings Replacement Rate	\$12,709.20	12086416	\$11,261.30	124707806
		951		11074

Dislocated Worker Program Results At-A-Glance			
Program Year 2007			
Performance Measure	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	75%	78.2%	406
			519
Employment Retention Rate	89%	93.6%	570
			609
Average Earnings	\$12,800	\$13,569.10	7530867
			555

Outcomes for Dislocated Worker Special Populations								
Program Year 2007								
Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	84.9%	45	66.7%	12	60.4%	32	69.0%	20
		53		18		53		29
Employment Retention Rate	95.7%	45	93.8%	15	89.7%	34	100.0%	29
		47		16		38		29
Average Earnings	\$14,603.60	627956	\$18,052.00	270780	\$11,738.50	387371	\$11,057.30	309604
		43		15		33		28

Other Outcome Information for the Dislocated Worker Program				
Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	79.2%	336	73.6%	67
		424		91
Employment Retention Rate	93.2%	438	95.0%	132
		470		139
Earnings Replacement Rate	\$13,827.20	5848912	\$12,742.10	1681955
		423		132

Youth (14-21) Program Results			
Performance Measures	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	60.0%	63.3%	463
			732
Attainment of Degree or Certificate	42.0%	44.4%	338
			762
Literacy and Numeracy Gains	30.0%	29%*	65
			225

* The Literacy and Numeracy Gain performance level was calculated in accordance with TEGL 17-05, change 1, page 19, Option 1. Oklahoma was an early implementation state for this performance measure.

Table L - Other Reported Information										
Program	12 Month Employment Retention Rate		12 Mo. Earnings Increase for Adults and 12 Mo. Earning Replacement for Dislocated Workers		Placements for Participants in Nontraditional Employment		Average Quarterly Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
	Adults	84.0	5,011	\$1,817.90	\$10,749,026	0.2	45	\$4,535.80	\$132,497,597	59.9
5,965			5,913		29,417		29,226		705	
Dislocated Workers	90.8	619	108.6	8396080	3.9	16	\$6,426.20	\$2,602,612	43.5	147
		682		7732140		406		405		338

Table M - Participation Levels		
	Total Participants Served	Total Exiters
Total Adult Customers *	81,912	79,638
Total Adults (self-service only)	26,646	23,584
WIA Adults	81,461	79,288
WIA Dislocated Worker	1,027	567
Total Youth (14-21)	1,413	716
Out-of-School Youth	478	322
IN-School Youth	935	394

* Total Adult Customers includes everyone served by the WIA Adult or Dislocated Worker program regardless of the level of service. Customers may be included in more than one of the breakouts depending on the program funding the service. Total Adults Customers will not equal the sum of the three breakouts, Total Adults (self-service only), WIA Adults and WIA Dislocated Worker.

Table O - Local Program Activities				
Central Workforce Investment Area	Total Participants Served	Adults	14,680	
		Dislocated Workers	321	
		Older Youth	146	
		Younger Youth	184	
ETA Area # 40075	Total Exitters	Adults	13,776	
		Dislocated Workers	134	
		Older Youth	42	
		Younger Youth	128	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	70.0%	66.1%	
	Dislocated Workers	75.0%	74.8%	
Retention Rate	Adults	82.0%	77.9%	
	Dislocated Workers	89.0%	92.4%	
Six Month Earnings Change Earnings Increase	Adults	\$10,900.00	\$11,915.50	
	Dislocated Workers	\$12,800.00	\$14,706.00	
Placement in Employment or Education	Youth (14-21)	60.0%	47.9%	
Attainment of Degree or Certificate	Youth (14-21)	42.0%	11.2%	
Literacy and Numeracy Gains	Youth (14-21)	30.0%	20.7%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	3	3

Table O - Local Program Activities				
Cleveland Workforce Investment Area	Total Participants Served	Adults	3,302	
		Dislocated Workers	47	
		Older Youth	15	
		Younger Youth	33	
ETA Area # 40025	Total Exitters	Adults	3,105	
		Dislocated Workers	13	
		Older Youth	8	
		Younger Youth	18	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	70.0%	70.0%	
	Dislocated Workers	75.0%	92.9%	
Retention Rate	Adults	82.0%	82.1%	
	Dislocated Workers	89.0%	100.0%	
Six Month Earnings Change Earnings Increase	Adults	\$10,900.00	\$12,786.00	
	Dislocated Workers	\$12,800.00	\$15,590.90	
Placement in Employment or Education	Youth (14-21)	60.0%	75.0%	
Attainment of Degree or Certificate	Youth (14-21)	42.0%	63.6%	
Literacy and Numeracy Gains	Youth (14-21)	30.0%	0.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	1	7

Table O - Local Program Activities				
East Central Workforce Investment Area	Total Participants Served	Adults	3,518	
		Dislocated Workers	23	
		Older Youth	33	
		Younger Youth	119	
ETA Area # 40040	Total Exiters	Adults	3,171	
		Dislocated Workers	13	
		Older Youth	17	
		Younger Youth	56	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	70.0%	69.1%	
	Dislocated Workers	75.0%	64.7%	
Retention Rate	Adults	82.0%	80.9%	
	Dislocated Workers	89.0%	100.0%	
Six Month Earnings Change Earnings Increase	Adults	\$10,900.00	\$10,736.90	
	Dislocated Workers	\$12,800.00	\$14,472.80	
Placement in Employment or Education	Youth (14-21)	60.0%	56.4%	
Attainment of Degree or Certificate	Youth (14-21)	42.0%	37.5%	
Literacy and Numeracy Gains	Youth (14-21)	30.0%	33.3%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	4	3

Table O - Local Program Activities				
Eastern Workforce Investment Area	Total Participants Served	Adults	10,153	
		Dislocated Workers	68	
		Older Youth	42	
		Younger Youth	217	
ETA Area # 40055	Total Exiters	Adults	9,788	
		Dislocated Workers	63	
		Older Youth	7	
		Younger Youth	20	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	70.0%	67.3%	
	Dislocated Workers	75.0%	71.1%	
Retention Rate	Adults	82.0%	83.2%	
	Dislocated Workers	89.0%	93.3%	
Six Month Earnings Change Earnings Increase	Adults	\$10,900.00	\$10,791.70	
	Dislocated Workers	\$12,800.00	\$12,525.60	
Placement in Employment or Education	Youth (14-21)	60.0%	68.2%	
Attainment of Degree or Certificate	Youth (14-21)	42.0%	58.7%	
Literacy and Numeracy Gains	Youth (14-21)	30.0%	44.4%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	5

Table O - Local Program Activities				
North Central Workforce Investment Area	Total Participants Served	Adults	4,754	
		Dislocated Workers	26	
		Older Youth	9	
		Younger Youth	60	
ETA Area # 40010	Total Exiters	Adults	4,314	
		Dislocated Workers	15	
		Older Youth	9	
		Younger Youth	26	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	70.0%	72.4%	
	Dislocated Workers	75.0%	61.5%	
Retention Rate	Adults	82.0%	83.7%	
	Dislocated Workers	89.0%	88.9%	
Six Month Earnings Change Earnings Increase	Adults	\$10,900.00	\$11,058.10	
	Dislocated Workers	\$12,800.00	\$8,666.10	
Placement in Employment or Education	Youth (14-21)	60.0%	53.8%	
Attainment of Degree or Certificate	Youth (14-21)	42.0%	50.0%	
Literacy and Numeracy Gains	Youth (14-21)	30.0%	30.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	2	4

Table O - Local Program Activities				
Northeast Workforce Investment Area	Total Participants Served	Adults	9,463	
		Dislocated Workers	65	
		Older Youth	13	
		Younger Youth	34	
ETA Area # 40050	Total Exiters	Adults	8,410	
		Dislocated Workers	35	
		Older Youth	11	
		Younger Youth	18	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	70.0%	71.3%	
	Dislocated Workers	75.0%	86.4%	
Retention Rate	Adults	82.0%	83.9%	
	Dislocated Workers	89.0%	100.0%	
Six Month Earnings Change Earnings Increase	Adults	\$10,900.00	\$11,187.50	
	Dislocated Workers	\$12,800.00	\$13,666.40	
Placement in Employment or Education	Youth (14-21)	60.0%	85.7%	
Attainment of Degree or Certificate	Youth (14-21)	42.0%	66.7%	
Literacy and Numeracy Gains	Youth (14-21)	30.0%	60.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	9

Table O - Local Program Activities				
Northwest Workforce Investment Area	Total Participants Served	Adults	829	
		Dislocated Workers	11	
		Older Youth	0	
		Younger Youth	7	
ETA Area # 40005	Total Exitters	Adults	953	
		Dislocated Workers	7	
		Older Youth	0	
		Younger Youth	2	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	70.0%	74.5%	
	Dislocated Workers	75.0%	100.0%	
Retention Rate	Adults	82.0%	81.6%	
	Dislocated Workers	89.0%	85.7%	
Six Month Earnings Change Earnings Increase	Adults	\$10,900.00	\$12,528.60	
	Dislocated Workers	\$12,800.00	\$10,099.20	
Placement in Employment or Education	Youth (14-21)	60.0%	50.0%	
Attainment of Degree or Certificate	Youth (14-21)	42.0%	0.0%	
Literacy and Numeracy Gains	Youth (14-21)	30.0%	0.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		4	2	3

Table O - Local Program Activities				
South Central Workforce Investment Area	Total Participants Served	Adults	6,372	
		Dislocated Workers	301	
		Older Youth	15	
		Younger Youth	74	
ETA Area # 40020	Total Exitters	Adults	5,862	
		Dislocated Workers	191	
		Older Youth	6	
		Younger Youth	29	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	70.0%	71.3%	
	Dislocated Workers	75.0%	84.5%	
Retention Rate	Adults	82.0%	82.7%	
	Dislocated Workers	89.0%	93.5%	
Six Month Earnings Change Earnings Increase	Adults	\$10,900.00	\$11,235.70	
	Dislocated Workers	\$12,800.00	\$14,285.80	
Placement in Employment or Education	Youth (14-21)	60.0%	60.0%	
Attainment of Degree or Certificate	Youth (14-21)	42.0%	63.6%	
Literacy and Numeracy Gains	Youth (14-21)	30.0%	71.4%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	8

Table O - Local Program Activities				
Southern Workforce Investment Area	Total Participants Served	Adults	4,767	
		Dislocated Workers	31	
		Older Youth	22	
		Younger Youth	55	
ETA Area # 40045	Total Exiters	Adults	4,830	
		Dislocated Workers	12	
		Older Youth	12	
		Younger Youth	26	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	70.0%	71.1%	
	Dislocated Workers	75.0%	78.9%	
Retention Rate	Adults	82.0%	82.7%	
	Dislocated Workers	89.0%	100.0%	
Six Month Earnings Change Earnings Increase	Adults	\$10,900.00	\$11,630.40	
	Dislocated Workers	\$12,800.00	\$16,518.30	
Placement in Employment or Education	Youth (14-21)	60.0%	82.1%	
Attainment of Degree or Certificate	Youth (14-21)	42.0%	83.3%	
Literacy and Numeracy Gains	Youth (14-21)	30.0%	50.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	9

Table O - Local Program Activities				
Southeast Workforce Investment Area	Total Participants Served	Adults	5,985	
		Dislocated Workers	45	
		Older Youth	34	
		Younger Youth	102	
ETA Area # 40060	Total Exiters	Adults	6,343	
		Dislocated Workers	23	
		Older Youth	29	
		Younger Youth	53	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	70.0%	69.1%	
	Dislocated Workers	75.0%	91.7%	
Retention Rate	Adults	82.0%	77.1%	
	Dislocated Workers	89.0%	92.5%	
Six Month Earnings Change Earnings Increase	Adults	\$10,900.00	\$10,492.10	
	Dislocated Workers	\$12,800.00	\$12,024.60	
Placement in Employment or Education	Youth (14-21)	60.0%	71.4%	
Attainment of Degree or Certificate	Youth (14-21)	42.0%	54.4%	
Literacy and Numeracy Gains	Youth (14-21)	30.0%	40.9%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	5

Table O - Local Program Activities				
Southwest Workforce Investment Area	Total Participants Served	Adults	2,140	
		Dislocated Workers	62	
		Older Youth	9	
		Younger Youth	31	
ETA Area # 40015	Total Exitters	Adults	2,044	
		Dislocated Workers	31	
		Older Youth	5	
		Younger Youth	12	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	70.0%	70.2%	
	Dislocated Workers	75.0%	80.0%	
Retention Rate	Adults	82.0%	81.2%	
	Dislocated Workers	89.0%	100.0%	
Six Month Earnings Change Earnings Increase	Adults	\$10,900.00	\$12,188.00	
	Dislocated Workers	\$12,800.00	\$14,171.80	
Placement in Employment or Education	Youth (14-21)	60.0%	90.0%	
Attainment of Degree or Certificate	Youth (14-21)	42.0%	55.6%	
Literacy and Numeracy Gains	Youth (14-21)	30.0%	66.7%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	8

Table O - Local Program Activities				
Tulsa Workforce Investment Area	Total Participants Served	Adults	15,554	
		Dislocated Workers	30	
		Older Youth	31	
		Younger Youth	128	
ETA Assigned #	Total Exitters	Adults	16,762	
		Dislocated Workers	20	
		Older Youth	46	
		Younger Youth	137	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	70.0%	69.9%	
	Dislocated Workers	75.0%	84.6%	
Retention Rate	Adults	82.0%	83.1%	
	Dislocated Workers	89.0%	90.9%	
Six Month Earnings Change Earnings Increase	Adults	\$10,900.00	\$11,789.50	
	Dislocated Workers	\$12,800.00	\$16,028.50	
Placement in Employment or Education	Youth (14-21)	60.0%	65.8%	
Attainment of Degree or Certificate	Youth (14-21)	42.0%	41.4%	
Literacy and Numeracy Gains	Youth (14-21)	30.0%	21.7%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	2	6