

Workforce Investment Act Oklahoma Annual Report

Program Year 2010

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INTRODUCTION

Oklahoma's Workforce system continued moving forward during Program Year 2010, maintaining the everyday support for people seeking employment and job skills as well as putting new systems and technology in place to provide even better service in the future. The attached report details those activities.

The required elements of this report will be submitted in the WIASRD Reporting and Data Evaluation format to assure they are reported uniformly to allow state-by-state comparisons.

Performance/ Cost:

Performance improved during this fiscal year. Oklahoma did not negotiate down performance measures as part of the extension of the state plan, but rather extended the existing performance measures as part of the plan. Overall, the state met performance goals within the 80% range and exceeded in wage gains. Six (6) of the eleven (11) Workforce Investment areas met all performance measures and exceeded in some of them. The other five (5) of our eleven (11) Workforce areas met most of the measures and all 11 areas exceeded in some areas.

Effective July 1, 2011, the Department of Commerce became both the grant recipient and the administrative entity for WIA programs. Cost of performance is difficult to calculate as is indicated in the TEG; there are many ways to look at cost of performance. This will be an issue we look at closer this year as we focus more closely on performance and cost issues. This year the total number of clients served was approximately 141,000 and the yearly allocation was around 20M. Funds spent on direct services was approx 50M. Depending on how a cost per service/ participant served is calculated it would range from around 130.00 per client served to 900.00 per client served. A key emphasis of this year with our new administrative organizational structure will be evaluating the system, including performance and determining a cost for performance metric. We will also be looking at metrics other than the DOL performance measures.

THE GOVERNOR'S COUNCIL FOR WORKFORCE AND ECONOMIC DEVELOPMENT

The body overseeing workforce development in Oklahoma is the Governor's Council for Workforce and Economic Development, which coordinates and integrates workforce, education and economic development. This broad-based, industry-led, public-private partnership works to ensure that Oklahoma has an educated workforce prepared to meet employer demand.

The Council's overarching strategic goals are to:

- **Decrease Government Bureaucracy** by designing, aligning and integrating Oklahoma's nine-agency workforce/talent development and delivery system. The process includes developing an integrated information system and improving online information and tools.
- **Commit to ensure that employer talent demands are matched** with the talent supply chain through education and training. This builds on the Council's industry sector strategies and national leadership in WorkKeys and Career Readiness Certificates and adds expanded use of other industry-valued credentials.
- **Increase Oklahoma's educational attainment levels** to ensure a quality workforce with appropriate skills and credentials. That applies both to young people entering the workforce and to adults earning new credentials and includes development of a Career Pathways approach to help more low-skill learners move up by earning a degree or other credentials.

During the program year, the Council reached some important milestones toward those goals and met with a new governor who endorsed its mission and took an active interest in its recommendations.

Statewide KeyTrain gives employers and job seekers easy access to effective training.

High-Impact Acquisitions: KeyTrain and Burning Glass

There were at least two major developments with high-impact potential:

- The addition of the nation's first statewide Career Ready 101/KeyTrain license, giving every Oklahoma employer free access to effective interactive worker training and

giving Oklahoma workers an easy path to a Career Readiness Certificate. (See page 13.)

- The acquisition of artificial intelligence software from Burning Glass Technologies that will give both employers and job seekers easy online access to rich, real-time matchmaking information. (See page 12.)

Other highlights included:

- Completion of an employer survey identifying their needs and priorities with the workforce system. (See page 6.)
- Continuing expansion of Career Readiness certifications. (See page 13.)
- Training of the first 500 Oklahomans for green jobs through a Department of Labor stimulus grant. (See page 11.)
- Enactment of a law reinstating the state’s aerospace engineer tax credit to help that vital Oklahoma industry meet its talent needs. (See page 6.)
- Intensified planning for integration of planning and process among agencies, integration of data and access to data, and integration of career and educational pathways.
- Three Governor’s Council representatives in national leadership roles. (See page 7.)



Ending the year on a high note, the new governor, Mary Fallin, came to the Council’s June meeting to hear about its work, talk about her first five months in office, and ask for “game changing” ideas to move the state toward her top priorities – more jobs and more efficient and effective government. As an example, she cited the newly reinstated aerospace engineer tax credit that the Council supported.

Underpinning her focus on workforce and education, Gov. Fallin said she spends six to eight hours a week on parole cases. “It makes me sick,” she said. “The wasted lives. We need to focus on these young people and give them a better start.”

The governor spent over an hour with the Council, listening, speaking, answering questions and showing support for the Council’s work and eagerness to hear its proposals, which the Council planned to deliver in December.

Employer survey, *Building Blocks for an Employer-Responsive Workforce System 2011*, Calls for Better Skills Certifications, Clear Menu of Workforce Services

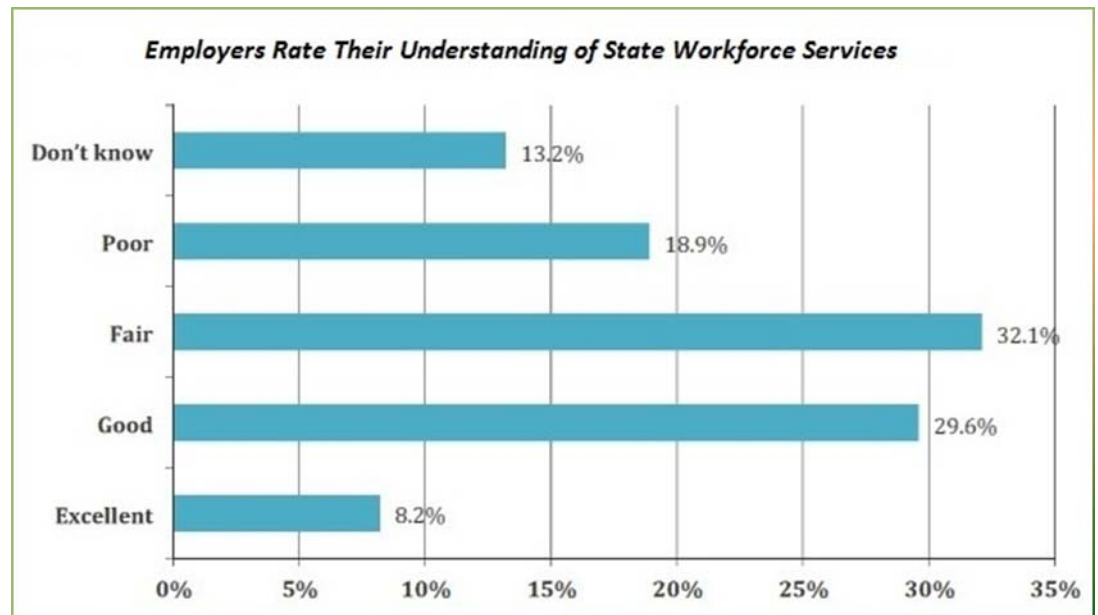
Oklahoma employers in a series of roundtable discussions identified better skills certifications and four other “building blocks” that could frame a new, more responsive workforce development system. Seventy employers probed at seven extensive input sessions across the state – with additional input from an employer survey – put these blocks on their wish list:

- Specific skill certifications as a key to employability – outranking college degree “generalists.”
- Clear menu of workforce services available to employers. Most employers just don’t know what’s being offered.
- Sector-specific websites and social media tools.
- Oklahoma CareerTech and two-year college sites as focal points for employers.
- Rapid redeployment of unemployment recipients, who are often seen as unmotivated.

One revealing survey finding: Employers don’t know much about the available Workforce services (see graph).

The findings are documented in *Building Blocks for an Employer-Responsive*

Workforce System 2011, published this year by the Council.



Aerospace engineer tax credit returns

Engineers hired by Oklahoma aerospace companies – which are actively pursuing them – are once again able to claim tax credits of up to \$5,000 a year under legislation signed into law by Gov. Fallin. The credit, designed to spur growth in one of Oklahoma’s top three economic engines, was first allowed in 2009 but was suspended last year to help close a \$1.2 billion state budget gap. The law, effective only through 2014, also gives employers a credit of up to

10 percent of the engineer's pay. At the time the law was enacted, Aerotek, ARINC, Boeing, Flight Safety, NORDAM, Northrop Grumman, Odyssey, Spirit, Tinker Air Force Base, and other aerospace employers were advertising job openings for engineers.

100 teachers are Aerospace Fellows at industry summit

Oklahoma's aerospace industry hosted about 100 teachers as Aerospace Fellows at Oklahoma's Aerospace Summit in June. To introduce STEM teachers from third to 12th grade to the opportunities in aerospace careers, the industry invited them to the Summit at the Tulsa Convention Center and to the Aerospace Education and Industry Partnership Day at Tulsa Technology Center's Riverside Campus. The teachers and counselors took home teaching materials they can use in their classrooms, as well as a \$100 stipend, connection to an aerospace mentor, and the opportunity to compete for \$10,000 in grants.

Three Governor's Council Representatives in National Leadership Roles

Oklahoma was well represented in national workforce-related organizations this year.



Phil Berkenbile, seated, talks with education secretary Arne Duncan at a June meeting of national vocational education leaders.

- Council Chair Steve Hendrickson was elected Vice Chair of the National Association of Workforce Boards (NAWB), and he's serving as Chair of State Chairs for the National Governor's Association. Hendrickson is director of government operations for The Boeing Company.
- Council member Phil Berkenbile was president of the Association of State Directors of Career Technical Education Consortium. Berkenbile is state director of the Oklahoma Department of Career and Technology Education.



- State liaison Terry Watson was vice-chair of the National Governor's Association's state liaisons' group during this program year. He was elected to serve as the Chair of the National Association of State Liaisons for Workforce Development Partnerships for the next 2 years. Watson is Director of the Workforce Solutions Division at the Oklahoma Department of Commerce.



WAIVERS TO IMPROVE PERFORMANCE

Statewide Waivers

To make the best use of resources, Oklahoma continues to take advantage of federal waiver opportunities to seek relief from provisions that restrict flexibility and creativity or limit efficiencies. Oklahoma submitted waiver requests covering a broad array of workforce issues as part of the revised state plan in 2009.

The approved waivers were extended through June 30, 2011. The requested waivers were developed with Local Workforce Investment Boards and other stakeholders.

They have provided the authority to increase local control of program delivery, improve Boards' ability to respond quickly to changing needs within their workforce areas, and increase flexibility at the local level to serve business and industry.

Listed below are the waivers Oklahoma had during program year 2010.

- Waiver to permit the state to replace the performance measures at WIA Section 136(b)

One waiver allows an adjustable employer match for training and makes it easier for small businesses to use the workforce development system.

with the common measures;

- Extension of the waiver to permit use of a sliding scale in place of the required 50 percent employer match for customized training. This waiver puts the focus on employers' and job seekers' needs while

minimizing programmatic and bureaucratic barriers. It opens the door for more small business participation in the Oklahoma workforce development system;

- Waiver to permit an increase in employer reimbursement for on-the-job training through a sliding scale based on the size of the business;
- A waiver for the time limit on the period of initial eligibility of training providers. This will allow the state to postpone the determination of subsequent eligibility of training providers. It also will allow the state to provide an opportunity for training providers to re-enroll and be considered enrolled as initially eligible providers;

- Waiver to allow up to 20% of local area dislocated worker formula funds to be used for incumbent worker training;
- Waiver to allow the state to use up to 20% of state Rapid Response funds for Incumbent Worker Training;
- Extension of the waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts (ITAs) for older and out-of-school youth allowing the use of ITAs for youth age 18 and older regardless of their age and classification at the time of enrollment;
- Waiver of the requirement for competitive procurement of service providers for one of the ten youth program elements: follow-up services. This waiver allows Oklahoma's One-Stop Career Centers or partner agencies to directly provide youth program elements.

Oklahoma had no local waivers in PY 2010.

INTEGRATION OF PROGRAM SERVICES

The Oklahoma workforce system provides universal access to customers for all core services by using an integrated customer flow model in the local workforce centers. The integrated model allows the workforce system to handle both employer and job seeker issues without being constrained by funding streams or program requirements. It is a system dedicated to integrated, demand-driven, local service delivery with maximum flexibility.

The integrated customer flow model is organized by service rather than program and focuses on "skills first" rather than "work first." Service integration unifies purposes, goals, metrics, and policies. It makes programs invisible to customers, who only want our assistance, regardless of program registration.

User-Friendly Functions

The integrated customer flow model is built around three user-friendly functions. A Welcoming Function offers initial assessment, career guidance, and labor market information and determines what services individuals may need next in order to gain employment. The Skill Development Function is responsible for assessing and developing the skills necessary to maximize an individual's ability to obtain and retain employment. And the Job Getting Function is responsible for basic job search, job development, job referrals, job placement, and follow-up for job retention.

Additionally, Oklahoma's ServiceLink database tracking system assists customers needing support for entry or re-entry into the job market by identifying targeted populations of those most in need. Although both customers and the workforce system struggled under an adverse economy last year, Oklahoma continued to provide quality services to adults and dislocated workers under the WIA adult and dislocated worker programs, both through self-services and staff assisted services in our integrated centers.

Physical access to local workforce centers is always available to customers. The state also promotes the availability of internet-based core services offered by the workforce system through the websites Oklahoma JobLink, www.oklahomajoblink.com, and www.OKCareerPlanner.com.

STATEWIDE WORKFORCE PREPARATION

Oklahoma Green

Oklahoma Green, planted in the previous program year, fully blossomed this year with diverse training programs in operation



across the state, a new energy center in place for future training, a teacher academy that filled instantly, an advanced new software tool purchased to help job seekers and green (and other) employers find each other, and other developments.

The project, funded by a \$6 million State Energy Sector Partnership and Training Grant through the American Recovery and Reinvestment Act of 2009, moved toward the goals laid out in the original statement of work.

Over 500 Get Green Occupational Skills Training By Year End

Funds were competitively awarded to six projects for Green Occupational Skills Training across the state. A local consortium, headed by a training institution partnered with employers and local workforce investment boards, administers those programs.

The training projects are preparing both incumbent and unemployed participants for green jobs in a wide variety of industries including construction, advanced manufacturing, healthcare, HVAC, and others. In addition, the University of Oklahoma's Lean and Green Program has scheduled all 20 training sessions, and has already completed many training classes for participants in every quadrant of the state. Overall, more than 500 Oklahomans have participated in green skills training, in the past year, with 217 receiving a credential and 133 being placed in training-related employment. Oklahoma is on track to far exceed the original goal of 1,000 participants by the end of 2012.



Students in a Weatherization Science course at East Central University practice using thermography to measure heating and cooling losses.

Artificial Intelligence Technology to Help Job Seekers, Employers Find Each Other

Oklahoma has purchased software to provide job seekers an advanced tool to find career opportunities in the state. The software, developed by Burning Glass Technologies in Boston, uses artificial intelligence to help a job seeker build a detailed resume, compare it to tens of millions of other resumes and to millions of current job openings, and identify obvious and sometimes less obvious job possibilities.

For employers, who have said they want a single place to access talent, the Burning Glass software can be that place, making it a major part of the Governor's Council's strategic move toward integrating service delivery through technology. Drawing from more than 17,000 employer sites, newspapers and other sources, the system catalogs the skills, skill clusters, education, certifications, experience and work activities needed for each job and makes the information available in interactive reports. It's real-time data, not the months-old information decision makers are used to. "It's unprecedented," Deputy Secretary of Commerce Norma Noble said,

The Burning Glass software will be a major part of the Governor's Council's strategic move toward integrating service delivery through technology.

A team of stakeholders has worked to develop and implement this software to maximize benefit to all parties.

Innovation Center, Teacher Workshop, Weatherization Move Forward

The Center for Energy Efficiency and Innovation (CEEI) is now fully equipped and housed on the Northeast campus of Tulsa Community College. Oklahoma Green Project funds purchased training equipment for the CEEI which will be used in the following year in conjunction with other Green Project training.

In June 2011, a partnership of higher education, career technology education, and a private nonprofit organization conducted a Summer Teacher Academy. Middle school teachers were introduced to green concepts which will be weaved into their curriculum during the year, and results will be reported in spring 2012.

The Easy Being Green academy, which filled up in the first hour of registration, gave teachers an up close look at Oklahoma’s emergence in the Green economy and reinforced a basic understanding of alternative energies. It was held over three days at the Science Museum of Oklahoma, Francis Tuttle Technology Center’s Portland campus, and PGC Worldwide, a Norman-based developer of sustainable energy for buildings.

Career Readiness

Oklahoma continued its leadership in the Career Readiness movement, issuing 14,450 new Career Readiness Certificates (CRCs) and preparing to step up the pace by acquiring the nation’s first statewide license for the Career Ready 101/KeyTrain training software.

The state also completed job profiles for 23 employers, added new features to the program website, added new test sites for people seeking CRCs, and prepared to certify an entire Workforce Investment area as a Work Ready Community.

The state’s Career Readiness program has five parts:

- The **Career Ready 101/KeyTrain** online training system can help people prepare for the
- **WorkKeys** assessment. WorkKeys scores determine eligibility to receive a
- **Career Readiness Certificate**. A county or region with concentrations of CRCs and meeting high school graduation requirements can become a
- **Work Ready Community**, a status it can use in recruiting new business.
- **Job profiling** is the process of having a trained profiler study an employer’s jobs to determine the skills required and the WorkKeys scores that correspond to those requirements.

Nation’s First Statewide Career Ready 101/KeyTrain License Issued to Oklahoma

Oklahoma is now offering all its employers and all its citizens the opportunity to upgrade their work – and life – skills by using the Career Ready 101/KeyTrain online training system.



Career Ready 101 is a new comprehensive career training course that takes an integrated approach to exploring careers and their skill requirements and building life skills such as financial literacy and job searching. Career Ready 101 includes the KeyTrain software that has been shown to improve basic job skills and WorkKeys scores. “It’s a powerful way to build self-esteem, provide real credentials, and simply set students up for success,” says the vendor, ACT, the same company that produces the college entrance exams and the WorkKeys assessments.

Many schools, Workforce Oklahoma centers and other sites already offered KeyTrain. It is used as part of a for-credit course at Claremore High School, where it helped all 35 participating students raise their WorkKeys scores, in most cases by two or more points on the six- and seven-point scales. At Canadian Valley Technology Center, KeyTrain helped 241 of 250 students qualify to enter the programs they wanted at the school’s Chickasha campus.

Now, with the statewide license, employers, schools and other facilities can fill out a simple application and quickly become a Career Ready 101 training site at no cost to them. The statewide license was acquired in June, and more than 100 sites quickly applied for licenses even before the new license was formally announced.

Oklahoma Has Third Most Per-Capita Career Readiness Certificate Holders

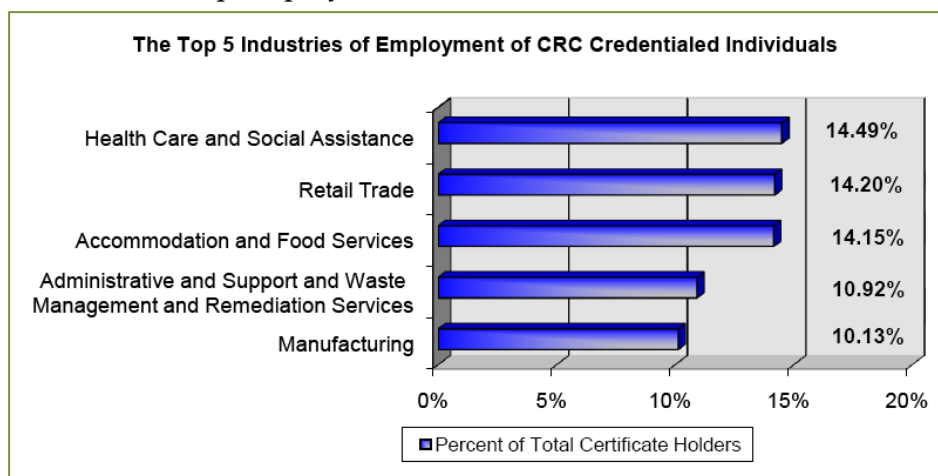
Oklahomans earned 14,450 Career Readiness Certificates during PY 2010. That brought the total since 2006 to 59,990, sixth highest nationally and third highest per capita.

The top employers of CRC holders are health care and social assistance, the state’s CRC

research committee has found. That sector is growing rapidly and pays above average wages. Other leading industries are retail trade and accommodation and food services.

The number of credentialed individuals who can be identified as employed has been rising by more than 13

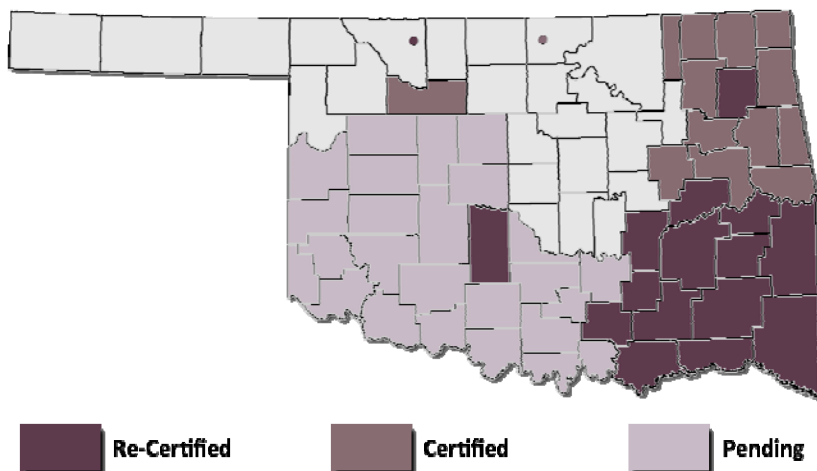
percent per quarter since 2008 when the CRC system expanded across the state. That’s doing well during a period when Oklahoma’s overall employment rose only 0.6 percent.



Meanwhile, the state is continuing to build its CRC infrastructure. The database was enhanced, and county-by-county statistics were added to the CRC website. The site was redesigned, a new www.okworkkeys.org domain was acquired, and other new features were added.

New marketing and communications materials were developed, including a case studies folder, a CRC/WorkKeys DVD for employers, a promotional CRC bookmark for students, a CRC magazine for job seekers and students, and other materials.

Work Ready Communities Poised for Surge



Every state in the nation is competing to attract industry and grow existing businesses.

Norma Noble, Oklahoma’s Deputy Commerce Secretary for Workforce Development, understands. “The key to economic development in Oklahoma is workforce recruitment, training, and certification,” she said. “What it takes to compete effectively is a skilled and available workforce.”

And quantifying the skilled workforce available to employers is just what Oklahoma’s Certified Work Ready Community program does. Leveraging the state’s Career Readiness Certificate (CRC) initiative for individuals, Work Ready Communities links workforce and economic development efforts within counties and regions, giving them a competitive advantage by certifying their workforce.

Leaders and organizations from the fields of economic development, education, and workforce development recognize the value of such certification and have stepped up to lead efforts in their areas. In fact, the growing success of Work Ready Communities is, in large part, due to the desire to certify entire Workforce Investment Areas.

Northeast region submits its application

In Northeast Oklahoma, for example, a broad array of partners – including the Cherokee Nation, the Eastern and Northeast Workforce Investment Boards, Northeastern State University, Rogers State University, the Northeast Oklahoma Rural Alliance, Workforce

Oklahoma, and multiple local economic development organizations – partnered to qualify a 14-county area as a certified Work Ready Community.

They submitted their documentation late in the program year. They were certified in July.

Cherokee Nation Principal Chief Chad Smith says, “It helps the entire community by ensuring citizens are employable and it increases our ability to recruit and expand businesses in our region.”

It was the second large area to be certified Work Ready and creates a Work Ready zone three to four counties deep along the eastern side of Oklahoma. A 13-county area of southeastern Oklahoma was certified in 2009.

Including the northeast area, 36 percent of Oklahoma counties are now certified Work Ready, and 51 percent are working to become Work Ready.

Work Ready Rulebook

To become and remain certified Work Ready, the county or region must meet the following requirements:

Workforce achievement:

- 3% of the *existing* workforce must be credentialed with CRCs; and
- 25% of the *available* workforce must be credentialed with CRCs;

High School achievement:

- A community commitment to improve the high school graduation rate; and
- At least 85% high school graduation rate OR at least 82% of current high school seniors must be credentialed with CRCs.

Competitive Grants

ODOC’s Workforce Solutions Division, on behalf of the Governor’s Council for Workforce and Economic Development, applied for five major competitive grants during the program year. One, totaling \$1,690,122 was awarded; two have decisions pending; and two weren’t awarded.

In February 2009, the U.S. Department of Labor/Employment and Training Administration awarded ODOC \$3,190,122 million in National Emergency Grant/BRAC funds. The first increment of \$1.5 million (Phase 1) was used to train **413** people. The second increment of \$1,690,122 (Phase 2) was approved at the end May 2011 and will be used to train **472** dislocated and incumbent workers. The total to be trained with Phase 1 and Phase 2 funds is **885**. ODOC also received approval for a 19-month extension, which changes the project’s end date to Dec. 1, 2012.

Grant Activity July 1, 2010 to June 30, 2011

Grant Program	Date	Amount Awarded/Requested	Status
Workforce Data Quality Initiative	August 2010	\$969,782	No award
Green Jobs Innovation Fund	March 2011	\$8,000,000	No award
Trade Adjustment Assistance Community College and Career Training (Co-applicant)	April 2011	\$19,639,972	Pending
BRAC 2 Phase 2	May 2011	\$1,690,122	Awarded
H1-B Job Training	June 2011	\$5,000,000	Pending

Source: Oklahoma Department of Commerce Workforce Solutions

BRAC Grants

Oklahoma has two Base Realignment and Closure (BRAC) grants. These grants are being used to ease the impact of military reductions in other parts of the nation that have resulted in the transfer of thousands of military personnel and their spouses to Oklahoma as well as increased mission capacity and additional U.S. Department of Defense (DOD) requirements for Oklahoma's military installations. Oklahoma's "BRAC gains" have increased workforce demand in both the military and commercial aerospace sectors across the state. As Oklahoma's military installations are required to meet new DOD productivity and performance measures associated with increased mission capacity, they also need to up-skill their existing or incumbent personnel. Further, as those military personnel and their spouses transfer to Oklahoma from other parts of the nation, it creates an opportunity to offer training designed to cultivate a highly skilled workforce for our advanced manufacturing and healthcare industries, which are in need of workers.

- BRAC 1—awarded in 2008—provided \$2.5 million for the Southwest Oklahoma Impact Coalition to provide training for the spouses of BRAC-affected workers

transferring into Ft. Sill from other bases and to help them find employment in high-growth, high-demand occupations in the advanced manufacturing and healthcare industries.

- BRAC 2—awarded in 2009—provided \$3.1 million to train dislocated and incumbent workers to meet the demands of the “BRAC gains” discussed earlier.

BRAC 1

In 2008, the U.S. Department of Labor/Employment and Training Administration awarded \$2.5 million in BRAC demonstration grant funding to the Southwest Oklahoma Impact

The Clinical Lab Simulator Program will enable the Region to train 500 additional healthcare workers a year.

Coalition (SOIC). SOIC continues to implement several large-scale projects, which include a Clinical Lab Simulator Program. In June 2010, DOL/ETA approved equipment purchases exceeding \$5,000 to enable the implementation of this

program.

As thousands of BRAC-impacted families continue to relocate to Ft. Sill, demand has increased beyond capacity for the healthcare training programs launched for these relocating spouses under this grant. Currently, more than 50% of the BRAC spouse participants are enrolled in training programs to meet the workforce demand of our healthcare industry.

The Clinical Lab Simulator Program is designed to ease this burden on the traditional classroom and clinical space and to enable a larger percentage of relocated military spouses to receive training. The core component of this innovative mobile laboratory program involves the purchase of multiple high-fidelity, full-spectrum medical simulators for use by the higher education institutions and hospitals across the SOIC Region. The SOIC Region has 27 hospitals, 12 LPN training sites, 4 two-year Associate of Nursing education sites, and 2 four-year Bachelor of Science Nursing education sites to cover an area of about 15,000 square miles.

The healthcare education institutions and employers involved with designing this program estimate that the use of medical simulators will enable the Region to train 500 additional

incumbent healthcare professionals and entry-level trainees annually. The purchase of these simulators and related equipment address three primary issues identified by the grant partners:

- Help alleviate training capacity issues and healthcare worker shortages by integrating training and cooperative efforts among military and civilian entities;
- Further develop the regional economy by supplying an increased number of healthcare workers trained on state-of-the-art technology;
- Introduce military spouses and others to the opportunities in the healthcare industry.

BRAC 2

In February 2009, the U.S. Department of Labor/Employment and Training Administration awarded the Oklahoma Department of Commerce, on behalf of the Governor's Council for Workforce and Economic Development, \$3,190,122 million in National Emergency Grant/BRAC funds. The first increment of \$1.5 million (Phase 1) was used to train 413 people. The second increment of \$1,690,122 (Phase 2) was approved at the end May 2011 and will be used to train 472 dislocated and incumbent workers. The total to be trained with Phase 1 and Phase 2 funds is 885. ODOC also received approval for a 19-month extension, which changes the project's end date to Dec. 1, 2012.

BRAC 2 Phase 1 Recap

The Southeast WIB worked with the McAlester Army Ammunitions Plant (MCAAP) and the Kiamichi Technology Center in McAlester to enroll 364 of its incumbent workers in Lean 101 training. The Southeast WIB also worked with Kiamichi and the Oklahoma State University Institute of Technology (OSU-IT) to develop a program and enroll 8 incumbent workers into its two-year electronic equipment technician degree program.

Because of BRAC, a high demand exists for Airframe and Power Plant (A&P) mechanics and aircraft sheet metal workers across Oklahoma. The Oklahoma City Air Logistics Center at Tinker Air Force Base (OC-ALC/Tinker) has an attrition rate for employees with A&P certification of more than 600 a year, creating a constant need for A&P mechanics. To help meet this demand, the Central Oklahoma WIB (COWIB) launched A&P and "Block 3" aircraft sheet metal projects in Phase 1. COWIB sent 30 dislocated workers to A&P mechanic training. COWIB, the Francis Tuttle Technology Center in Oklahoma City, and OC-ALC/Tinker also worked together to develop a "Block 3" Sheet Metal curriculum for dislocated and incumbent workers. Eleven dislocated workers completed their "Block 3" training and internships and became full-time OC-ALC/Tinker employees.

Skills Panels, Gap Analysis, and TeamAero-OK.org

At the start of Phase 1, ODOC asked the Oklahoma Aerospace Institute (OAI) to administer BRAC 2. In March 2010, OAI contracted with Oklahoma-based Anautics to organize and lead industry skills panels, conduct an industry skills gap analysis, develop an aerospace worker recruitment and development website (<http://www.teamaero-ok.org/>), and conduct additional research as needed to inform and guide the strategic initiatives launched to strengthen Oklahoma's aerospace industry and its overall economy.

The skills panels brought all stakeholders together to discuss BRAC and other challenges facing Oklahoma's aerospace industry. And, they enabled our local WIBs to conduct their own skills panels/focus groups with the major aerospace employers—military and commercial—in their areas. Topics discussed included soft skills; retaining/maintaining workers; entry level skills gaps in new hires; the challenges of an aging workforce; generational issues; how to address the need for defined and recognized industry certifications and credentials; and what companies are doing to address knowledge transfer.

BRAC 2 Phase 2

The Phase 2 project components were designed by a team of experts representing BRAC interests— aerospace employers (both military and commercial), local workforce investment boards (WIBs), the Governor's Office, economic development agencies, education/training providers, small businesses, and others. Further, the Phase 2 project components are based on qualitative and quantitative analysis, related research, and strategies developed by the skills gap analysis and industry skills panels launched and completed during Phase 1.

COWIB will provide NEG/BRAC funding for 72 dislocated workers to complete Airframe and Power Plant (A&P) mechanic training. Training these dislocated workers now will help fill the workforce pipeline for the next two to three years and help meet the increased workload caused by BRAC installation closings in other states. COWIB will also continue to move dislocated workers through "Block 3" Sheet Metal curriculum and, during Phase 2, an additional 90 dislocated workers will enter this program.

COWIB will serve another 24 dislocated workers and 6 incumbent workers through a pilot, on-the-job training and Registered Apprenticeship/mentorship program at AAR Aircraft Services in Oklahoma City. AAR currently has a shortfall of more than 100 A&P mechanics. Candidates will receive initial skills training and A&P certification training at Spartan Aeronautics in Tulsa. Once they successfully complete training, they transition into AAR's OJT and U.S. DOL Registered Apprenticeship/mentorship program. During OJT, each apprentice is assigned a mentor responsible for the apprentice's technical progression as well as helping that apprentice integrate into the existing workforce.

The East Central WIB will send 30 dislocated workers to A&P mechanic training to provide workers for OC-ALC/Tinker and AAR Aircraft Services in Oklahoma City.

The North Central WIB will work with Vance Air Force Base and CSC Applied Technologies to send 140 workers responsible for all base operations through compliance training at Autry Technology Center. This training, which will include Lean 101 and Continuous Process Improvement (CPI) principles and techniques (problem identification, problem analysis, compliance metrics, ISO 9000 requirements, etc.) will help the military installation meet U.S. Air Force mandates for ISO 9000 certification, having high performance work groups in place, and using CPI to improve efficiency and cycle times and reduce costs. Because of BRAC, Vance has received 25 additional aircraft lines to maintain and repair under these new mandates.

Under BRAC 2, funding is also available for training an additional 110 workers for up-skilling or employment at various military installations across the state, including Ft. Sill. However, specific project proposals haven't yet been received.

OKCareerPlanner.com

National ADDY Goes to OKCareerPlanner.com and Engineering Video Campaign

With its economy heavily invested in aerospace, manufacturing and energy, Oklahoma needs engineers. But to a young person, engineering can seem like a strange, far off practice

that they would like to keep that way. An award-winning Oklahoma Department of Commerce cartoon tries to turn that image around, telling young people, "U may not know that the stuff u know, the stuff u think's kewl, the things u do for fun's sake is the stuff that someday could change the world."



The series of three one-minute cartoons are part of an OKCareerPlanner.com promotion that won best of show and seven other awards at the Oklahoma City Ad Club's ADDY awards in January. The campaign, produced by the Oklahoma City design firm Staplegun, went on to win a national ADDY alongside entries from Disney, McDonald's and other household names.

The fast-talking videos feature three brightly colored, intense characters: Nar, a serious video gamer with a potential career as a software engineer; Tori, who loves music and plays in a band and might one day put those skills to use as a satellite engineer; and Mick, who loves airplanes and might make a great living someday as an aerospace engineer.

The videos played among the movie previews in Oklahoma City and Tulsa theaters during the 2010 Christmas season, and they can be found at OKCareerPlanner.com/engineer or on You Tube.

Career Pathways Prototype Near Completion

It's possible to progress from a welder's assistant to a welding engineer. A Career Pathways website that was being prepared to become part of OKCareerPlanner.com shows how to do it. The Pathways pages show career planners what it takes to get into 32 jobs, from entry level to advanced, in 14 career tracks in electricity and power generation, health care, laboratory science, and manufacturing and machining.

The sub-site is a prototype of one piece of the integrated information system being developed for the many agencies serving workforce needs. Content for the site was developed by Oklahoma State University and the Southwest Oklahoma Impact Coalition, and it was being packaged for the web by the University of Oklahoma Center for Public Management. It went live on the site a few weeks after the end of the program year.

YOUTH PROGRAM

Governor's Workforce Youth Council

Public and private sector executives from all levels, including the education system, are members of the Governor's Workforce Youth Council and are dedicated to creating a workforce strategy that coordinates with the state's economic goals of building wealth for all Oklahomans. Membership includes leaders from the judicial, legislative, education, service provider, private business, consumer, and state agency arenas.

Oklahoma Workforce Youth Council – Co-Chairs Jeff Pritchard, Superintendent of Schools and Chuck Mills, Private Business Owner

Engaging the business, education, and workforce resources Oklahoma has to develop the skills that count so we can be ready."

Purpose

To create an Oklahoma workforce strategy for youth that aligns with youth initiatives and provides common solutions that coordinate with the state's economic goals building wealth creation for all Oklahomans.

Goals

Oklahomans are aware and supportive of the state's emerging workforce and the effect of current trends and issues

- A youth workforce system is developed through a collaborative effort of networking that is inclusive of all state and local youth organizations
- The progress and impact of the youth system is benchmarked, measured, rewarded and best practices reported

Strategies

- Ensure local youth councils serve all Oklahoma youth
- Constantly scan the current state of Oklahoma's youth to ensure advancement of youth in work and college readiness
- Develop a statewide plan to prepare youth for college, careers and continuing education

- Develop a communication infrastructure that will inform and engage all stakeholders of the urgency of youth as the emerging workforce

Committee Structure

- Youth Service Delivery in the Workforce System
- Youth Career Planning
- Evaluate-Best Practices-Pilots
- Communication
- Local Youth Council Committee

Bold Initiatives for Current Year

1. Teacher effectiveness
 - a. Professional development training
 - b. Teach for America
 - c. Mentorship
 - d. Industry sector internships/ job shadowing
 - e. Summer teaching academies
 - f. Teacher’s Prep
2. Dropouts
 - a. Graduation coaches
 - b. Parental enrichment training
3. Student skills
 - a. WorkKeys as EOI test
 - b. Promote the Afterschool Network for career exploration

This State Workforce Youth Council in support of the local youth councils co-sponsored regional events across the state, including a large youth summit, summer employment programs, and supplemental math programs,

Xtreme Determination = Power: 1,200 Youths Attend Southern WIB Summit

Approximately 1,200 economically disadvantaged youth ages 14-24 from throughout the state of Oklahoma attended the fifth annual youth summit in Durant in June. Participants received an “Xtreme Determination = Power” backpack to gather brochures and information while visiting booths set up by universities and services providers from throughout the state.

Speakers and entertainment included Eddie Slowikowski, 5-time All-American & Member of the Loyola University Hall of Fame, a former member of the US Track Team, who delivered a positive message on the challenges each person has to face over the course of a lifetime; and Johnie Fredman, a hypnotist, who delivered a comical routine to a highly energetic crowd.

The event was organized and paid for by the Southern Oklahoma Workforce Investment Board and numerous partners and sponsors.

Elevate Youth Summits Fall Outside PY2010

Another annual summer youth summit, sponsored by three northeastern Oklahoma WIBs and numerous partners, was held on schedule but not during the program year. The 2010 EleVate summit took place in June 2010, and the 2011 summit, while planned during the program year, was held in July 2011.

TANF Summer Youth Employment Program Puts More than 1,000 to Work

During the summer of 2010 the Oklahoma Employment Security Commission (OESC) and Oklahoma Department of Human Services (OKDHS) partnered to implement the TANF Summer Youth Employment Program. Funding from OKDHS combined with staffing and infrastructure from OESC and Local WIA Youth Service Providers made it possible for youth across the state to gain employment during the summer months.

During the months of June through September, 1,034 youth participated in pre-employment and job readiness and academic enrichment workshops while also gaining work experience. The total amount of money expended was approximately \$1.4 million. Since the administration money for this project came from other available funding sources, the youth actually received all of the \$1.4 million via work experience wages and stipends for participation in workshops related to pre-employment and job readiness, college and/or career planning, or academic enrichment.

Southwest WIB Keeps Summer Employment Alive in Summer of 2011

For the summer of 2011, funding cuts ruled out summer employment in many places, but one place keeping the program alive was Southwest Oklahoma, where the Workforce Investment Board set aside funds to ensure that at least a small number of local youth received this valuable training.

As a result, twelve young adults received pre-employment training in the soft skills so valued by employers and then interviewed with local employers willing to provide supervision and training for them. All spent at least six weeks in a summer job, primarily learning how to work and gaining exposure to the requirements of employment.

In one case, a young man whose limited English abilities – and limited motivation – struck a deal with a case manager. If the youth would start taking his GED classes seriously, she would help him find a summer job that would train him for his real interest: welding. He never missed another class, got summer offers from two local employers, and chose the one with the potential to hire him and get him into welding classes once he turned 18.

Real Life Math! Shows Students There is Math after High School

Local employers are going to school in Southwestern Oklahoma and Northern Texas to show students how they use math at work.

The Real Life Math! program shows students how businesses use what they have learned in algebra, geometry or calculus. It also gives students hands-on demonstrations of the skills needed to excel in various STEM-dependent jobs in their local job markets. And, by exposing students to the opportunities available, the program discourages dropping out and instills a commitment to continuing their post-secondary education and training.

Participants include high school students in up to ten counties in southern Oklahoma and three counties in north Texas. The program was planned and implemented by the Texoma Regional Consortium (TRC) steering committee, which includes the Southern Workforce Board (Oklahoma), Southeastern Oklahoma State University Center for Regional Economic Development (SE CRED), and Workforce Solutions Texoma (Texas).



Alan Brooks, left, of Brooks Land Surveying visited Ms. Neta Newton's and Mr. Scott Bonnin's geometry classes and showed the students how he uses geometry in his job every day. Durant High School students pictured with Mr. Brooks and Mr. Bonnin: Delbert Taylor and Sean Childs.

Although the program is in its infancy, success has already been achieved, and the TRC intends to continue to grow Real Life Math!" states Southern WIB Director Kerry Manning.

REGIONAL AND LOCAL SUCCESSES

Regional Workforce Board Initiatives

East, Northeast WIBs Summit with Neighbors, Finalize Regional Plan

The Northeastern and Eastern Oklahoma Workforce Investment Boards, working with the



Cherokee Nation and other partners, drew more than 300 community leaders to a productive regional economic summit at Northeastern State University in Tahlequah. The October 2010 summit covered 14 Oklahoma counties and parts of Northwest Arkansas. After initial general sessions, breakout groups focused on workforce, healthcare, economic development and other issues and came away with an updated, 22-page regional strategic plan built around community-based action teams and 60 action steps. Those teams will

report back at the next summit in October 2011.

WIB and Business Leaders Exchange Ideas at Regional Forums

The East Central Workforce Investment Board has designed a series of business forums that bring business leaders together with WIB leaders for an informal exchange of ideas and information. These meetings are held in small groups of 7-10 people to make for an easy exchange of ideas. The forums are held in each county so the topics vary greatly. The ECWIB has found this is an excellent way to educate the business community as well as gain essential information.

Regional Healthcare Panels Address Workforce Issues

The South Central Oklahoma Workforce Investment Board, The Southwest Oklahoma Impact Coalition (SOIC), and the Association of South Central Oklahoma Governments conducted two forums identifying and addressing the area's workforce issues in the healthcare. Thirty-five southwest Oklahoma healthcare professionals and educators attended a symposium in Lawton focusing on employee selection, retention, and training. Nine Chief Executive Officers of regional healthcare facilities met at another symposium to identify strategic workforce issues impacting the industry.

LEAN Integrated Services Initiative Cuts Intake Time by 46 Percent

The South Central Oklahoma Workforce Investment Area is streamlining customer service through LEAN Integrated Services, an approach borrowed from manufacturing.

The team, led by Jo Richter, ES/Center Manager in Chickasha Workforce Center, included personnel from the Welcome Function of each Workforce Center, Workforce Center Managers, Workforce Investment Board Staff, the OESC South Central Area Manager, the South Central Area Service Provider and some members of the Workforce Centers' Skills Development Function staff.

Through a series of Rapid Improvement Events, the team found wastes in the areas of waiting, defects, movement, motion and processing and developed plans to eliminate it. A trial phase of the Welcome Function began June 15, 2010, with follow-up to iron out wrinkles.

The result: immediate customer service with no waiting, fewer steps to provide service, and a 46 percent reduction in the time needed to work through the process with a customer. And for partner staff: a renewed interest in providing great integrated services to their combined customers. Following the success with Welcome, the team tackled the Skills Development and Job Getting functions.

Training and Career Help for Individuals and Groups

19 New WIA-funded Aircraft Maintenance Techs Graduate from MetroTech



New A&P grad Lisa Terry, right, with career counselor Josie Silva.

A third of the newly minted airframe and powerplant mechanics graduating from Metro Technology Center in March were funded through the Workforce Investment Act. The Central Oklahoma Workforce Investment Board WIB funded 19 of the new aerospace grads, including six covered by BRAC I funds, at a cost of \$109,000. Aerospace skills are in high demand in Oklahoma, and all the WIA students had jobs after completing an 18-month program with 1,980 hours of classroom, lab and hands-on training at Metro Tech's nationally acclaimed Aviation Career Campus in Oklahoma City. They also completed three Federal Aviation Administration certification tests.

Among the grads was Lisa Terry (at left). Lisa was on unemployment and lacking useful experience and skills when she came into a Workforce center in August 2009. By September,

she was a full-time aviation maintenance student, and now she is a certified A&P mechanic employed at Tinker Air Force Base.

TAA Grant Offers New Careers to 107 Former Imation Workers

The Workforce Oklahoma center in Clinton found itself with 107 new clients when Imation Corporation closed the doors on its nearby Weatherford manufacturing operations in April 2011, moving the magnetic coating and other work to Japan. The Southwest Oklahoma Workforce Investment Board had limited adult and dislocated worker funding, but the company's offshore move gave the board access to a Trade Adjustment Act grant to help those skilled workers.

The average age of the Imation workers was 49, and they had up to 36 years experience. Workforce was able to offer all of them a once-in-a-lifetime opportunity to train for completely new careers. Many of the workers were grabbed by other employers, and some were working with WIA case managers to decide what to do, but at least 16 of them have decided to make a career change. Those workers trained in truck driving, health science, applied medical science, welding and basic computer course, and six have completed retraining and obtained employment.

Three-Way Partnership Trains Dislocated Workers for Local Demand Occupations

The North Central Oklahoma Workforce Investment Board partnered with Pioneer Technology Center and the Ponca City Workforce Oklahoma Center to retrain dislocated workers for specific local demand occupations. The classes, at no cost to the workers, offered training in four diverse fields.

Pre-Nursing. Twelve dislocated workers, including iron workers and pipe fitters, had the opportunity to receive their CNA and Home Health credentials and complete a large portion of the standard LPN program. Besides the training, the students received two sets of scrubs, nursing shoes and socks, and stethoscopes. Of the twelve original students, nine completed the program, and eight are currently employed in the Ponca City area. Two others are pursuing their LPN certification, and one is focused on an RN degree.

Construction. Ten of 11 dislocated workers completed the construction program, receiving certifications in Basic Construction, OSHA 10, ACI Certification for Concrete Field Technician, Class D Distribution and Collection System Operator Certification, and Fork Lift Certification. Three of these graduates are currently employed in the

construction field, and the other graduates are expected to obtain construction employment. Even the dropout was a success, leaving to go back to work for a previous employer.

Electronics. This five-week class gives students competency in Basic Electricity, Electrical Control, Sensors, and PLCs. A local electronics firm guarantees they will hire all graduates.

Office Management. This six-week class provided instruction in MS Word 2007, MS Excel 2007, MS PowerPoint 2007, MS Access 2007, QuickBooks 2008, Windows Operating System, Workplace Effectiveness, and Work Habits. Local employers provided opportunities for mock interviews and resume' building. Eleven students completed this course, and are in the process of interviewing for positions in the area. One graduate, a 60-year-old woman, quickly obtained employment, earning over \$15.00 per hour.

The WIB spent \$63,900 in American Recovery and Reinvestment Act dollars for these programs and anticipates training 40 dislocated workers with a better-than-average success rate.

Workforce Oklahoma Success Story: Richard Propst; Dislocated Worker Prepares for Life of Crime Stopping

Richard Propst came to the Claremore Workforce Oklahoma office after being laid off from a local manufacturing facility. When he enrolled in the Dislocated Worker program, he requested help enrolling in the Criminal Justice program at Tulsa Community College with the ultimate goal of becoming a police officer.

Since enrollment in Tulsa Community College, Mr. Propst has maintained a B+ grade point average and, with the strong support of his wife and family, is making steady progress toward earning his A.A. degree in Criminal Justice. He has done so well that he has already secured a position as a reserve patrol officer with the Locust Grove Police Department. Once he graduates, he will be able to become a full-time patrol officer.

Workforce Oklahoma Success Story: Alexis Garner; Harrowing Childhood, WIA Funding Help Her Help Others

Alexis Garner is no stranger to hardship and adversity. At the age of eight, she witnessed the murder of her mother by a gunman who mistook her mom for someone else, leaving Alexis to live with various relatives in various states and countries until her senior year in high

school. Determined to achieve independence, she worked multiple jobs in high school and into college at Cameron University in Lawton, where she pursued a degree in criminal justice.

Then an unplanned pregnancy forced a sharp cutback in her work hours. Fortunately, she met Darlene Williams, a Workforce Oklahoma Skills Enhancement Function Leader. With Workforce Investment Act financial assistance, Alexis completed her undergraduate studies,

began working as a rehabilitative case manager at a behavioral health clinic, and started pursuing a master's degree in psychology.

“This is a debt I can never fully repay. I am going to try though, by being all I can be.”

Alexis doubts she would have completed her

undergraduate degree without the aid she received at Workforce Oklahoma. “I am eternally grateful to Ms. Darlene Williams and the entire staff at the Lawton Workforce Center for the support and encouragement they gave me,” she said. “This is a debt I can never fully repay. I am going to try though, by being all I can be.”

Workforce Oklahoma Success Story: Nathan Sayers; Workforce Steers Job Hopper down a Higher Road

After going through many unstable, dead-end jobs, Nathan Sayers was looking for truck driver training when he sat down with Kristi Fritz, a manager at the Workforce Oklahoma office in Miami. After a career assessment and some discussion, it was clear that Nathan's interest in truck driving was limited to the paycheck. But he had a genuine interest in being a crane operator, and soon he was enrolled in a mobile crane operations program at the Oklahoma College of Construction in Oklahoma City. That was 200 miles from home. The Workforce Investment Act provided room and board.

Two weeks after graduation, Nathan found a job starting at \$25.25 an hour – “more money than I had ever dreamed,” he said. “Kristi Fritz in my opinion went above and beyond to get me where I needed to be in order to help kick start my life back on the right track. ... I just want to thank Workforce Oklahoma and Kristi for everything they have done. They have given me a chance at a life that I could not have done financially on my own.”

**Workforce Oklahoma Success Story: Brian Werts;
Father of Four Was Going to Waste Before OJT Rescue**

With 13 years' experience in wastewater treatment, the last two supervising the maintenance department, Brian Werts seemed to be on solid ground – until he was laid off and went nine months trying to support a wife and four children with no work.

At one point he applied for a job with a manufacturing company despite his lack of the required skills. But a Workforce Oklahoma on-the-job-training coordinator contacted the company's human resources manager. He was receptive. The OJT program reimburses the employer for up to 50 percent of the training costs for up to 16 weeks, a good incentive to hire an eligible candidate. Brian started training for his new career as a manufacturing set-up person in February 2011, finished in June and continues working for the company.

"I have a job and I'm thankful for it," Brian said. So was his employer. "If it hadn't been for the program, we may not have gotten such a good employee," said the HR manager. "We'll continue to work with the OJT program when we can."

**Workforce Oklahoma Success Story: Michelle Parrish;
That New Assistant in OR Used to Be a DLW**

After being laid off from her job at a finance company, Michelle Parrish attended a Job Skills Workshop through the Pryor Workforce Center and decided she wanted to go back to school. She applied for the Surgical Technology Program at Community Care College in Tulsa but balked at the huge loan payments she would face to pay for the program.

She checked back with the Workforce center and, working with career manager Sheila Walker, completed an O*Net Interest Profiler and other research that confirmed her interest in the medical field. Michelle applied for Dislocated Worker Training through the American Recovery and Reinvestment Act, which allowed her to start classes in May of 2010. She completed the program a year later and was quickly hired by Wagoner General Hospital in Wagoner, where she has excelled.

Sometimes when she's assisting with a surgery, Michelle has to remind herself that it's not training anymore. It's her new life.

FINANCIAL AND PERFORMANCE TABLES

Adult Program Results At-A-Glance			
Program Year 2010			
Performance Measure	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	50%	47.2%	24333
			51563
Employment Retention Rate	83%	76.3%	21676
			28393
Average Earnings	\$11,200	\$12,850	275683553
			21454

Outcomes for Adult Special Populations								
Program Year 2010								
Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	52.9%	285	47.4%	3027	34.6%	787	34.2%	2298
		539		6392		2273		6714
Employment Retention Rate	75.5%	246	75.1%	2987	70.6%	666	76.4%	1863
		326		3980		943		2438
Average Earnings	\$10,707	2633964	\$14,760	41194227	\$10,511	6695382	\$14,653	27298982
		246		2791		637		1863

Dislocated Worker Program Results At-A-Glance			
Program Year 2010			
Performance Measure	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	50%	42.0%	8024
			19127
Employment Retention Rate	90%	79.3%	5862
			7393
Average Earnings	\$12,600	\$14,772	85573330
			5793

Outcomes for Dislocated Worker Special Populations								
Program Year 2010								
Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	41.2%	910	29.2%	226	32.2%	965	48.3%	70
		2211		773		2995		145
Employment Retention Rate	76.2%	722	72.9%	148	76.4%	640	72.1%	44
		948		203		838		61
Average Earnings	\$17,048	11251885	\$11,265	1520804	\$15,966	10218354	\$7,393	325309
		660		135		640		44

Outcomes for Dislocated Worker Special Populations								
Program Year 2010								
Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	41.2%	910	29.2%	226	32.2%	965	48.3%	70
		2211		773		2995		145
Employment Retention Rate	76.2%	722	72.9%	148	76.4%	640	72.1%	44
		948		203		838		61
Average Earnings	\$17,048	11251885	\$11,265	1520804	\$15,966	10218354	\$7,393	325309
		660		135		640		44

Other Outcome Information for the Dislocated Worker Program				
Program Year 2010				
Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	71.5%	426	41.0%	7598
		596		18531
Employment Retention Rate	85.1%	353	78.9%	5509
		415		6978
Earnings Replacement Rate	\$15,923	5588819	\$14,698	79984512
		351		5442

Youth (14-21) Program Results			
Program Year 2010			
Performance Measures	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	61.5%	54.1%	333
			615
Attainment of Degree or Certificate	43.5%	39.1%	227
			580
Literacy and Numeracy Gains	31.0%	25.6%	89
			348

Table L - Other Reported Information										
Program Year 2010										
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	78.3	21,043	-\$2,682	-71,029,201	0.1	25	\$4,753	114,855,683	41.1	330
		26,882		26,488		24,333		802		
Dislocated Workers	81.5	3,953	72.8	60131442	0.1	12	\$5,468	43,504,541	40.4	172
		4,848		82545937		8024		426		

Table M - Participation Levels	
Program Year 2010	
	Total Participants Served
Total Adult Customers *	125,965
Total Adults (self-service only)	63,532
WIA Adults	125,218
WIA Dislocated Worker	17,969
Total Youth (14-21)	1,531
Out-of-School Youth	754
In-School Youth	777
	Total Exited
	117,440
	61,320
	116,758
	17,243
	875
	471
	404

**DOL GRANTS RECAP
STATE OF OKLAHOMA
For the Period Ending June 30, 2011**

Table N - Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$16,180,999.57
Local Dislocated Workers		\$12,396,440.06
Local Youth		\$22,533,942.86
Local Admin		\$4,411,083.00
Rapid Response (up to 25%)		\$3,219,830.25
Statewide Required Activities (up to 15%)		\$3,150,606.59
Statewide Allowable Activities	Program Activity Description	
	Career Readiness Certification	\$1,432,515.56
	GrowOklahoma.com	\$314,548.42
	Healthcare Workforce Resource Center	\$297,609.50
	Assistance to Local Areas	\$870,796.43
	Capacity Building & T/A	\$1,511,382.21
	State Administration of WIA Grants	\$2,649,155.10
	Miscellaneous	\$60,016.50

Total of All Federal Spending Listed Above

\$69,028,926.05

Table O - Local Program Activities Program Year 2010				
Central Workforce Investment Area	Total Participants Served	Adults	30,572	
		Dislocated Workers	6,058	
		Older Youth	253	
		Younger Youth	258	
ETA Area # 40080	Total Exiters	Adults	28,735	
		Dislocated Workers	6,102	
		Older Youth	173	
		Younger Youth	194	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	50.0%	45.0%	
	Dislocated Workers	50.0%	41.6%	
Retention Rate	Adults	83.0%	77.1%	
	Dislocated Workers	90.0%	78.3%	
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$13,049	
	Dislocated Workers	\$12,600	\$14,166	
Placement in Employment or Education	Youth (14-21)	61.5%	48.0%	
Attainment of Degree or Certificate	Youth (14-21)	43.5%	16.6%	
Literacy and Numeracy Gains	Youth (14-21)	31%	16.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	4	2

Table O - Local Program Activities Program Year 2010				
East Central Workforce Investment Area	Total Participants Served	Adults	6,945	
		Dislocated Workers	386	
		Older Youth	36	
		Younger Youth	65	
ETA Area # 40040	Total Exitors	Adults	6,239	
		Dislocated Workers	214	
		Older Youth	28	
		Younger Youth	42	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	50.0%	52.1%	
	Dislocated Workers	50.0%	44.3%	
Retention Rate	Adults	83.0%	73.5%	
	Dislocated Workers	90.0%	81.8%	
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$11,843	
	Dislocated Workers	\$12,600	\$14,188	
Placement in Employment or Education	Youth (14-21)	61.5%	46.9%	
Attainment of Degree or Certificate	Youth (14-21)	43.5%	54.7%	
Literacy and Numeracy Gains	Youth (14-21)	31%	18.2%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	3	4

Table O - Local Program Activities Program Year 2010				
Eastern Workforce Investment Area	Total Participants Served	Adults	15,574	
		Dislocated Workers	2,287	
		Older Youth	129	
		Younger Youth	242	
ETA Area # 40055	Total Exiters	Adults	14,400	
		Dislocated Workers	2,150	
		Older Youth	60	
		Younger Youth	57	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	50.0%	46.0%	
	Dislocated Workers	50.0%	41.2%	
Retention Rate	Adults	83.0%	72.7%	
	Dislocated Workers	90.0%	77.2%	
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$11,541	
	Dislocated Workers	\$12,600	\$13,623	
Placement in Employment or Education	Youth (14-21)	61.5%	56.0%	
Attainment of Degree or Certificate	Youth (14-21)	43.5%	34.8%	
Literacy and Numeracy Gains	Youth (14-21)	31%	37.8%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	6	3

Table O - Local Program Activities Program Year 2010				
North Central Workforce Investment Area	Total Participants Served	Adults	7,525	
		Dislocated Workers	1,222	
		Older Youth	16	
		Younger Youth	30	
ETA Area # 40010	Total Exiters	Adults	6,933	
		Dislocated Workers	1,113	
		Older Youth	10	
		Younger Youth	17	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	50.0%	48.4%	
	Dislocated Workers	50.0%	39.8%	
Retention Rate	Adults	83.0%	77.9%	
	Dislocated Workers	90.0%	80.0%	
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$12,837	
	Dislocated Workers	\$12,600	\$14,934	
Placement in Employment or Education	Youth (14-21)	61.5%	70.4%	
Attainment of Degree or Certificate	Youth (14-21)	43.5%	40.0%	
Literacy and Numeracy Gains	Youth (14-21)	31%	25.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	5	3

Table O - Local Program Activities Program Year 2010				
Northeast Workforce Investment Area	Total Participants Served	Adults	13,036	
		Dislocated Workers	2,213	
		Older Youth	30	
		Younger Youth	32	
ETA Area # 40050	Total Exitters	Adults	12,150	
		Dislocated Workers	2,110	
		Older Youth	27	
		Younger Youth	32	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	50.0%	51.2%	
	Dislocated Workers	50.0%	44.2%	
Retention Rate	Adults	83.0%	77.9%	
	Dislocated Workers	90.0%	81.5%	
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$12,894	
	Dislocated Workers	\$12,600	\$14,895	
Placement in Employment or Education	Youth (14-21)	61.5%	78.8%	
Attainment of Degree or Certificate	Youth (14-21)	43.5%	85.4%	
Literacy and Numeracy Gains	Youth (14-21)	31%	100.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	6

Table O - Local Program Activities Program Year 2010				
Northwest Workforce Investment Area	Total Participants Served	Adults	1,264	
		Dislocated Workers	116	
		Older Youth	4	
		Younger Youth	3	
ETA Area # 40005	Total Exiters	Adults	1,257	
		Dislocated Workers	96	
		Older Youth	3	
		Younger Youth	1	
Reported Information		Negotiated Performance Level		
Entered Employment Rate	Adults	50.0%	55.1%	
	Dislocated Workers	50.0%	58.6%	
Retention Rate	Adults	83.0%	80.0%	
	Dislocated Workers	90.0%	81.3%	
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$16,726	
	Dislocated Workers	\$12,600	\$17,412	
Placement in Employment or Education	Youth (14-21)	61.5%	40.0%	
Attainment of Degree or Certificate	Youth (14-21)	43.5%	0.0%	
Literacy and Numeracy Gains	Youth (14-21)	31%	0.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	2	4

Table O - Local Program Activities Program Year 2010				
South Central Workforce Investment Area	Total Participants Served	Adults	9,779	
		Dislocated Workers	276	
		Older Youth	46	
		Younger Youth	118	
ETA Area # 40020	Total Exiters	Adults	9,027	
		Dislocated Workers	122	
		Older Youth	17	
		Younger Youth	37	
Reported Information		Negotiated Performance Level		
Entered Employment Rate	Adults	50.0%	46.5%	
	Dislocated Workers	50.0%	62.5%	
Retention Rate	Adults	83.0%	75.2%	
	Dislocated Workers	90.0%	85.4%	
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$12,408	
	Dislocated Workers	\$12,600	\$14,697	
Placement in Employment or Education	Youth (14-21)	61.5%	48.9%	
Attainment of Degree or Certificate	Youth (14-21)	43.5%	45.9%	
Literacy and Numeracy Gains	Youth (14-21)	31%	8.7%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	3	4

Table O - Local Program Activities Program Year 2010				
Southern Workforce Investment Area	Total Participants Served	Adults	7,996	
		Dislocated Workers	1,739	
		Older Youth	22	
		Younger Youth	25	
ETA Area # 40060	Total Exiters	Adults	71,223	
		Dislocated Workers	1,954	
		Older Youth	16	
		Younger Youth	17	
Reported Information		Negotiated Performance Level		
Entered Employment Rate	Adults	50.0%	46.1%	
	Dislocated Workers	50.0%	40.7%	
Retention Rate	Adults	83.0%	79.4%	
	Dislocated Workers	90.0%	78.9%	
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$13,456	
	Dislocated Workers	\$12,600	\$15,537	
Placement in Employment or Education	Youth (14-21)	61.5%	65.2%	
Attainment of Degree or Certificate	Youth (14-21)	43.5%	57.1%	
Literacy and Numeracy Gains	Youth (14-21)	31%	33.3%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	5

Table O - Local Program Activities Program Year 2010				
Southeast Workforce Investment Area	Total Participants Served	Adults	8,282	
		Dislocated Workers	797	
		Older Youth	14	
		Younger Youth	15	
ETA Area # 40045	Total Exiters	Adults	7,838	
		Dislocated Workers	780	
		Older Youth	11	
		Younger Youth	13	
Reported Information		Negotiated Performance Level		
Entered Employment Rate	Adults	50.0%	47.6%	
	Dislocated Workers	50.0%	42.3%	
Retention Rate	Adults	83.0%	75.6%	
	Dislocated Workers	90.0%	80.9%	
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$14,182	
	Dislocated Workers	\$12,600	\$16,947	
Placement in Employment or Education	Youth (14-21)	61.5%	50.0%	
Attainment of Degree or Certificate	Youth (14-21)	43.5%	54.5%	
Literacy and Numeracy Gains	Youth (14-21)	31%	25.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	6	3

Table O - Local Program Activities Program Year 2010				
Southwest Workforce Investment Area	Total Participants Served	Adults	2,469	
		Dislocated Workers	555	
		Older Youth	17	
		Younger Youth	15	
ETA Area # 40015	Total Exiters	Adults	2,206	
		Dislocated Workers	524	
		Older Youth	6	
		Younger Youth	8	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	50.0%	47.3%	
	Dislocated Workers	50.0%	44.8%	
Retention Rate	Adults	83.0%	78.5%	
	Dislocated Workers	90.0%	79.5%	
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$15,703	
	Dislocated Workers	\$12,600	\$18,622	
Placement in Employment or Education	Youth (14-21)	61.5%	68.8%	
Attainment of Degree or Certificate	Youth (14-21)	43.5%	57.9%	
Literacy and Numeracy Gains	Youth (14-21)	31%	100.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	5

Table O - Local Program Activities Program Year 2010				
Tulsa Workforce Investment Area	Total Participants Served	Adults	21,781	
		Dislocated Workers	2,318	
		Older Youth	78	
		Younger Youth	89	
ETA Assigned # 40035	Total Exitters	Adults	20,754	
		Dislocated Workers	2,078	
		Older Youth	43	
		Younger Youth	65	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	50.0%	45.6%	
	Dislocated Workers	50.0%	41.5%	
Retention Rate	Adults	83.0%	77.0%	
	Dislocated Workers	90.0%	79.7%	
Six Month Earnings Change Earnings Increase	Adults	\$11,200	\$13,416	
	Dislocated Workers	\$12,600	\$15,389	
Placement in Employment or Education	Youth (14-21)	61.5%	60.9%	
Attainment of Degree or Certificate	Youth (14-21)	43.5%	56.5%	
Literacy and Numeracy Gains	Youth (14-21)	31%	43.8%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	5	4