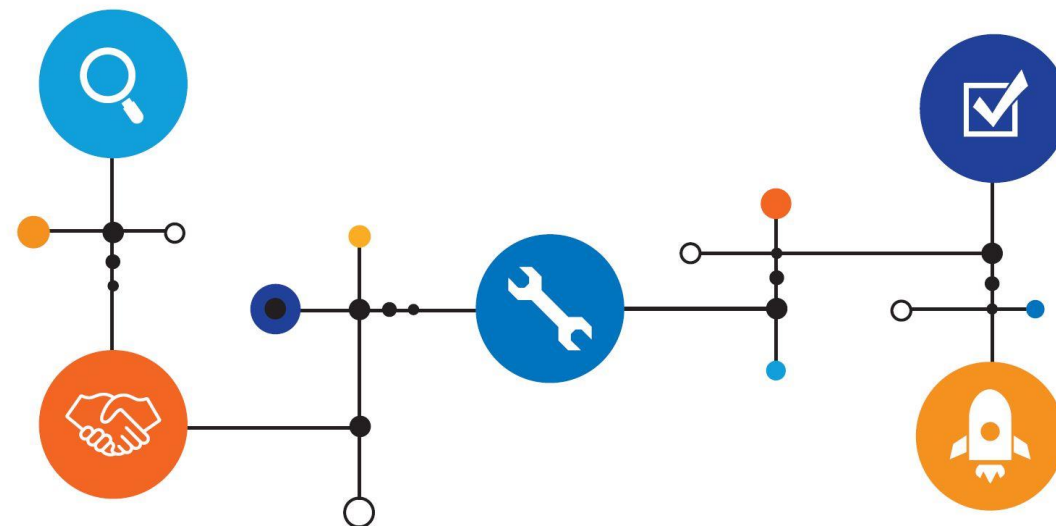
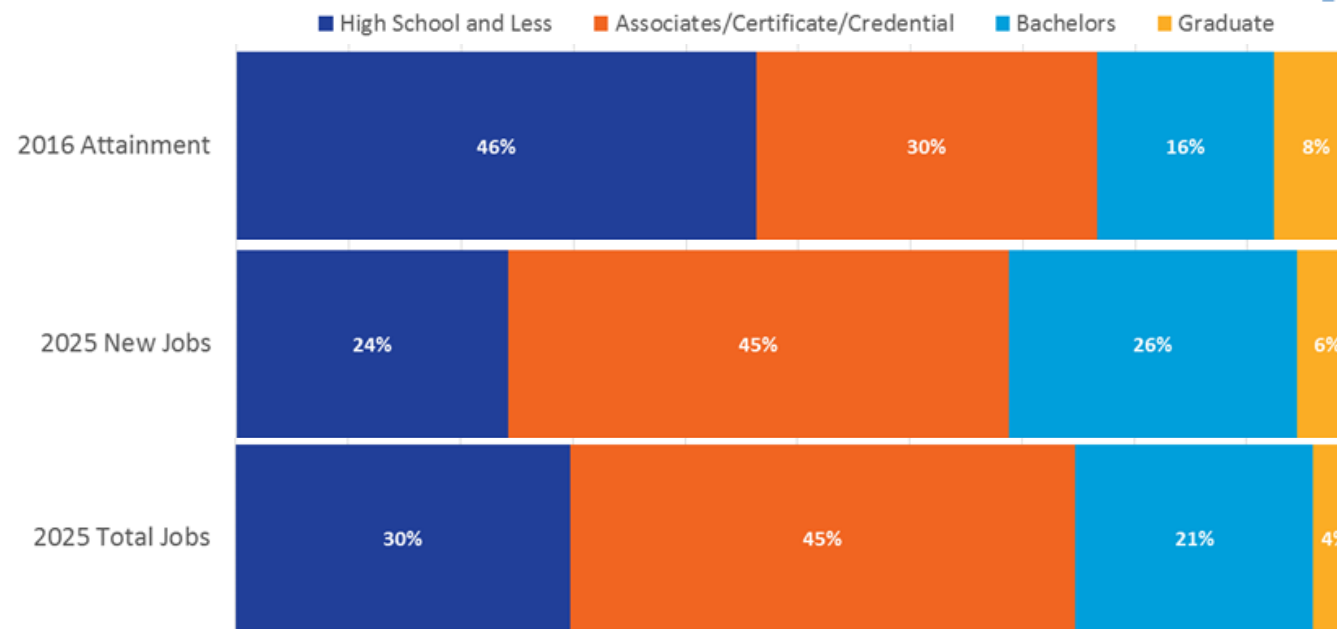


OKLAHOMA'S TALENT PIPELINE



STATE INITIATIVES AND PARTNERSHIPS

OKLAHOMA'S SKILLS GAP



Source: OK Office of Workforce Development; EMSI Q3, 2016
2025 New jobs estimates based on new jobs created and entry level job requirements

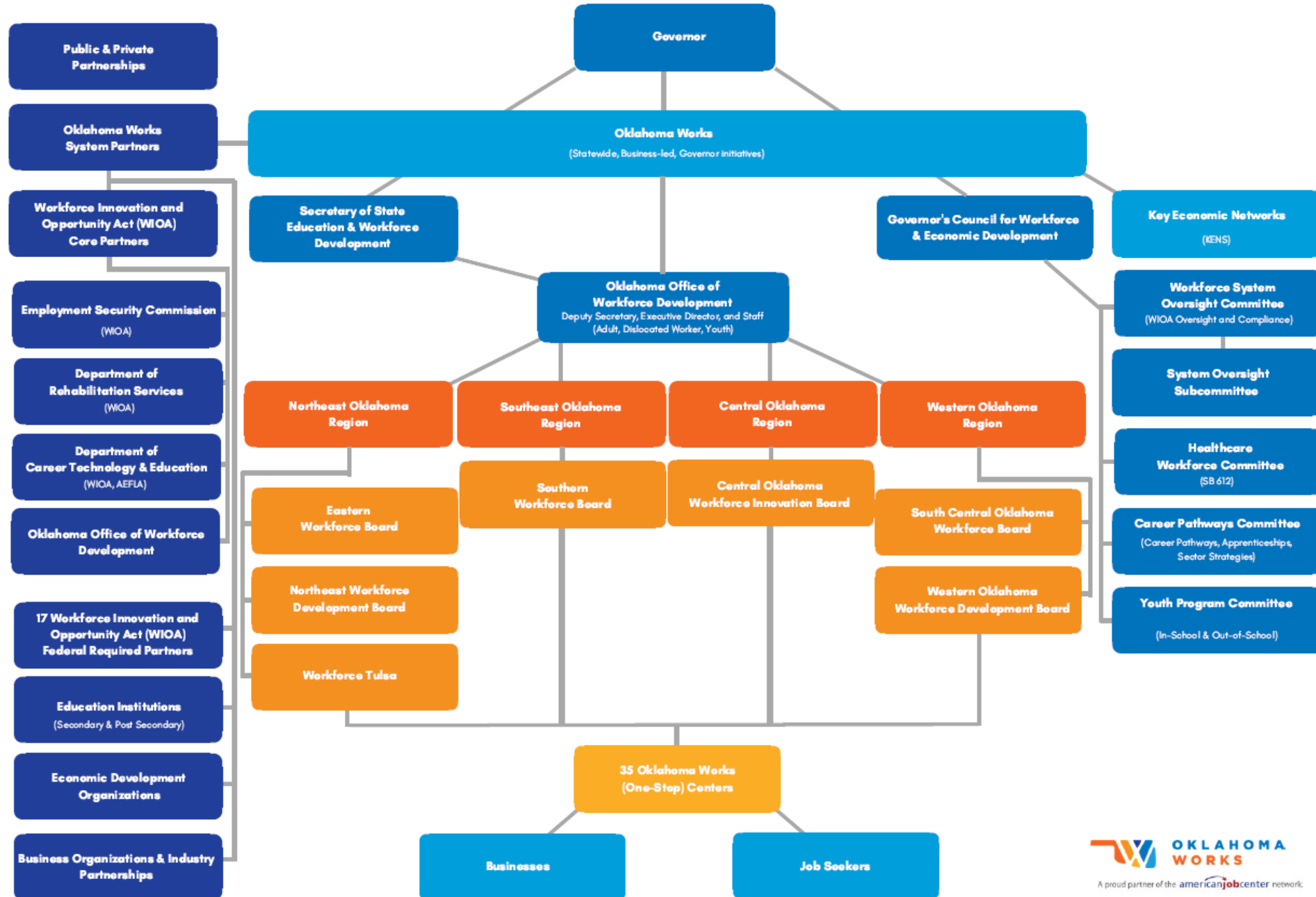
STATEWIDE EFFORTS

- Oklahoma Works
- Launch Oklahoma
- Earn and Learn Oklahoma
- Oklahoma Edge/New Skills for Youth
- National Efforts
 - Workforce Innovation and Opportunity Act (WIOA)
 - Every Student Succeeds Act (ESSA)
- Regional Efforts
- Private/Non-profit Sector Efforts
 - Lumina Foundation
 - National Governors Association
 - Western Governors Association
 - State Higher Education Executive Officers

COMMON SOLUTION

The overarching vision is building a well-coordinated and effective education to workforce pipeline that connects the various partners, systems, and initiatives towards common goals to prepare Oklahomans for the world of work they will enter and ensure employers can hire the youth and adults they need to grow and succeed.

Oklahoma Works Talent Development System



OKLAHOMA WORKS GOALS



TOP 10 JOB OPENINGS BY WAGE

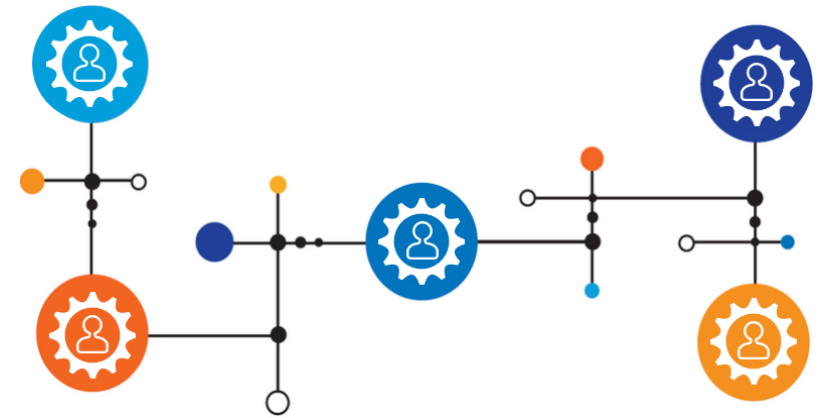
CRITICAL OCCUPATIONS

Description	2016 Jobs	2025 Jobs	Change (2016-2025)	Median Hourly Earnings	Typical Entry Level Education	Annual Openings	Total Openings (2016-2025)
Physicians and Surgeons, All Other	2828	3091	263	93.87	Doctoral or professional	120	1077
Petroleum Engineers	3285	3560	275	56.53	Bachelor's	125	1128
Architectural and Engineering Managers	1979	2133	154	55.75	Bachelor's	73	659
Pharmacists	3670	3809	139	55.58	Doctoral or professional	105	945
Geoscientists, Except Hydrologists and Geographers	1005	1081	76	51.96	Bachelor's	42	378
Physician Assistants	1435	1692	257	49.48	Master's	65	587
Optometrists	624	772	148	47.71	Doctoral or professional	42	377
Computer and Information Systems Managers	3143	3483	340	45.79	Bachelor's	74	667
Nurse Practitioners	1150	1454	304	42.26	Master's	64	580

www.oklahomaworks.gov/criticaloccupations

LAUNCH OKLAHOMA

70% of residents 25-64 years-old having education or training beyond high school by 2025





BARRIERS TO INCREASING **ATTAINMENT**

- Education perceived as having little value, relevance or importance
- Personal and family issues interfere with completion
- Expectations to complete degrees, certificates and credentials are low
- Students struggle to pay tuition expenses or lack access to needed social supports
- Students and parents may perceive CareerTech and community college as less prestigious options for postsecondary education and training

TRADITIONAL STUDENTS

Ages 18-24

27%

RETURNING ADULTS

Have earned some credit

30%

OTHER ADULTS

Have not earned previous
postsecondary credit

43%

LAUNCH OKLAHOMA TASK FORCE

FINDINGS

- Too many Oklahomans haven't completed high school
- Many Oklahomans have some college credit, no degree
- CareerTech and college enrollment decreasing
- Inequities in attainment must be addressed
- Better data are needed regarding current attainment
- Adults need to be targeted to reach goal

LAUNCH OKLAHOMA OBJECTIVES

- **Increase Awareness**
Promote the importance of education and training
- **Ensure Access**
Students are able to access tuition assistance and supportive services
- **Ensure College and Career Readiness**
Students are prepared to enter and succeed in education and training
- **Engage Employers**
Employers play an active role in supporting Oklahomans to complete education and training

EARN AND LEARN OKLAHOMA

20,000 quality internships and
apprenticeships by 2020



Oklahoma's Work-Based Learning Continuum

LEARNING ABOUT WORK

Career awareness and exploration help individuals build awareness of the variety of careers available and provides experiences that help inform career decisions.

Job Shadowing

LEARNING THROUGH WORK

Career preparation supports career readiness and includes extended direct interaction with professionals from industry and the community.

Internship

Pre-Apprenticeship

LEARNING AT WORK

Career training occurs at a work site and prepares individuals for employment.

Registered Apprenticeship

OUTCOMES:

Skilled talent for business + meaningful careers for students and job seekers

PARTNERSHIP EXAMPLES

- Shared labor market information and analysis
- Coordinated work-based learning and attainment efforts
- Communication and outreach
- Sustainability

REMINDERS & LESSONS LEARNED

- Shared understanding of processes and policy-creation framework
- Coordinated and Continuous Communication
- Overcome Siloed Perspectives and Build Trust
- Collaborative metrics for determining baselines and measuring success
- Big Change Takes Time

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