



**OKLAHOMA**  
**WORKS**

## **Why Oklahoma Must Address the Skills Gap**

Oklahoma has a substantial skills gap in its workforce. As we look to the year 2020, the state's greatest challenge will be increasing the students with workforce credentials and/or associates degrees, as well as increasing college graduates. Currently, 46 percent of Oklahomans have a high school diploma or less; 31 percent have some college/workforce credential/associate's degree; 16 percent have a bachelor's degree; and 8 percent have a post-graduate degree. In 2020, the state's labor market will demand 23 percent of the workforce with a high school degree or less; 49 percent with some college/workforce credential/associate's degree; 24 percent with a bachelor's degree; and 4 percent with a post-graduate degree.

**This equates to a 23 point gap between our current workforce and the skilled workforce necessary for 2020 (only 5 years away).** For Oklahoma businesses to meet labor demands and for Oklahoma citizens to maintain wealth building occupations, we must understand the new minimum for success requires a post-secondary degree or credential. Governor Fallin created Oklahoma Works to address this crisis.

## **Vision**

Governor Mary Fallin's vision is to implement wealth-generating policies so all Oklahomans can achieve the American Dream. To accomplish this vision, the Governor's Council for Workforce and Economic Development will coordinate strategic priorities and plans across education, training and economic agencies to increase alignment of the entire education and training pipeline.

## **Data**

The Governor's Council for Workforce and Economic Development has created metrics that will be the foundation of the Governor's Council Dashboard. This dashboard will allow the use of data to inform policy, track progress and measure success as an overall statewide measurement.

State Workforce Partners, departments and agencies impacting career readiness, are developing metrics for targeted wealth generation.

The State will launch OklahomaWorks.gov that will serve as a comprehensive platform for education and workforce assets statewide including job openings, degree and credential requirements, and relevant education and training programs.

## **Partnerships**

The Governor's Council for Workforce and Economic Development is being empowered to build industry and education partnerships and to generate wealth for Oklahomans. The Council is comprised of business leaders from every region and ecosystem, as well as key representatives from the Governor's Cabinet, state agencies, labor associations, workforce entities and advocacy organizations for the underserved.

Regional private business leaders and regional State Workforce Partners staff will lead Key Economic Networks (KENs) to provide regional and statewide qualitative data on local economies and foster regional partnerships.

Key Economic Networks (KENs) will identify local and regional challenges to wealth generation and will develop locally based solutions through business leaders, economic development organizations and regional agency partners. Each concern will be presented and discussed at monthly State Workforce Partners meetings to find solutions.

## **Resource and Incentive Goals**

The State Workforce Partners will establish an annual review of funding sources and incentives provided by federal, state and local sources. In addition, State Workforce Partners will chart the effectiveness of federal and state funding used by the State's education, workforce and economic development system.

Performance funding for Oklahoma's Higher Education and CareerTech Systems should be prioritized to improve post-secondary outcomes.

