



STRATEGIC PLAN

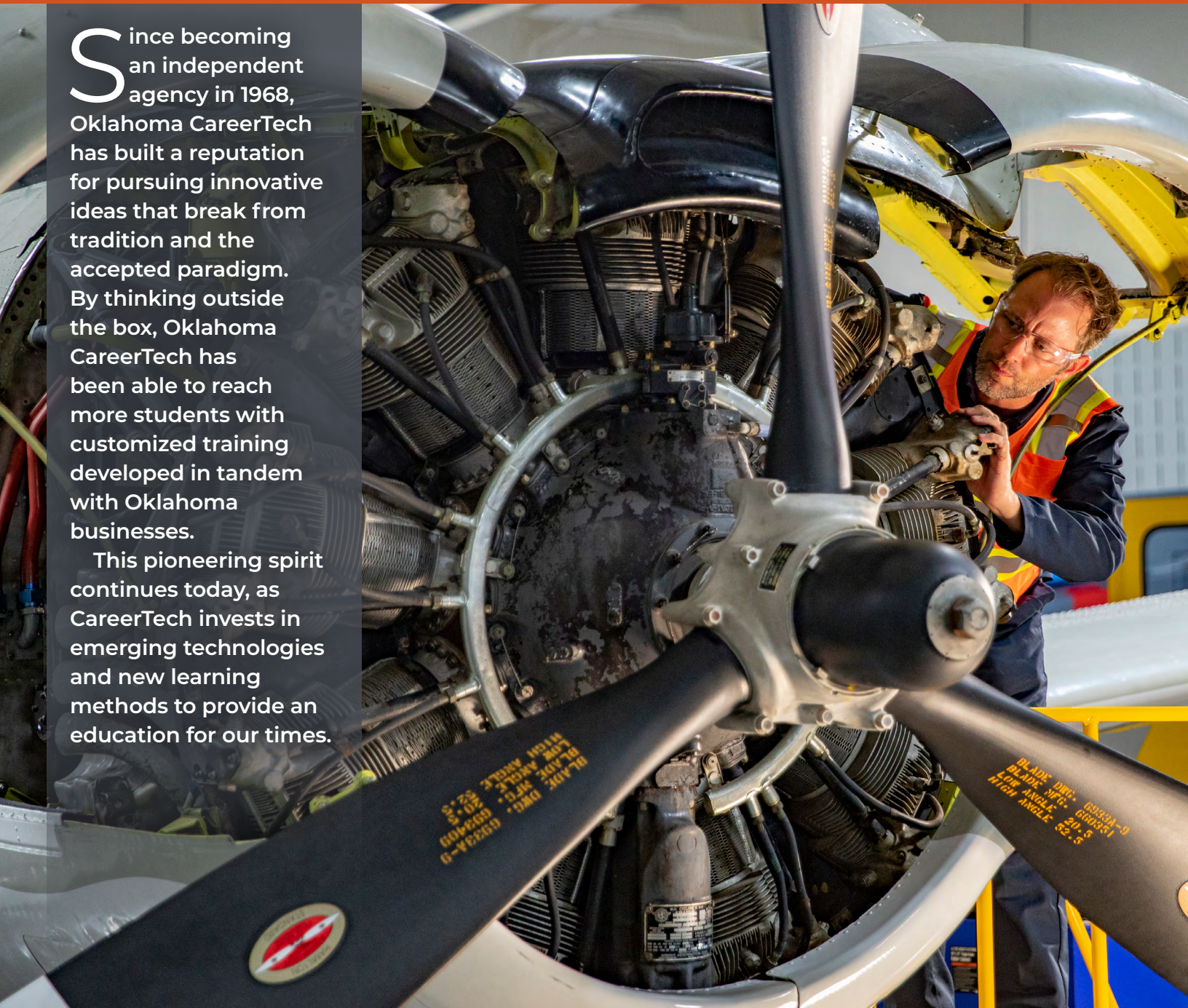
2023–2028



OKLAHOMA
CareerTech

Since becoming an independent agency in 1968, Oklahoma CareerTech has built a reputation for pursuing innovative ideas that break from tradition and the accepted paradigm. By thinking outside the box, Oklahoma CareerTech has been able to reach more students with customized training developed in tandem with Oklahoma businesses.

This pioneering spirit continues today, as CareerTech invests in emerging technologies and new learning methods to provide an education for our times.



EXECUTIVE SUMMARY

Oklahoma's Career and Technology Education System is focused on developing a world-class workforce. The CareerTech System delivers educational experiences through a network of 391 PK-12 school districts, 29 technology center districts, 15 skills center sites and 32 adult education and family literacy providers. CareerTech's ultimate goal is to improve Oklahoma's economy by providing individuals with the training and skills necessary to be successful in the workplace and providing companies with the required workforce necessary to compete globally. CareerTech leverages partnerships with businesses and educational institutions to enhance career awareness, increase educational attainment, and meet the needs of our state. CareerTech is an integral part of Oklahoma's economy.

VISION

Securing Oklahoma's future by developing a world-class workforce.

MISSION

Preparing Oklahomans to succeed in the workplace, in education and in life.

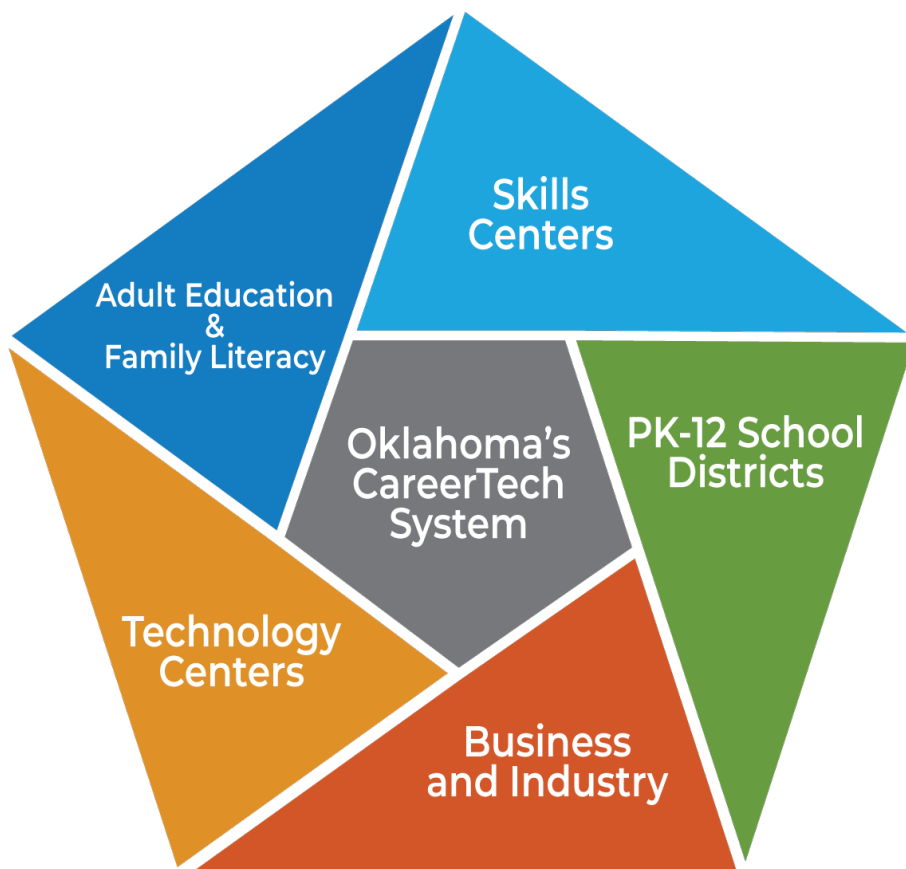
GOALS

- Educational Attainment
- Career Awareness and Planning
- Business/Educational Partnerships
- Agency Operations and Field Support

VALUES

We believe in...

- High-quality educational experiences.
- Data informed and ethical diversity.
- Service to our customers and stakeholders.
- Innovation, flexibility and accountability.
- Diversity, equity and inclusion.



EDUCATIONAL ATTAINMENT

Goal 1

Provide Oklahomans with the skills and abilities needed to be successful in the workplace.

Objectives

- 1.1 Expand enrollment and learning opportunities for CTE students in all delivery arms.

- PK-12 Districts
- Technology Centers
- Business and Industry
- Skills Centers
- Adult Education and Family Literacy

Measure: Increase total enrollment in the CareerTech system by 25% from 426,125 in 2021 to 532,656 in 2027.

- 1.2 Enhance industry credential access and support for students.

Measure: Increase credentials by 10% from 14,885 in 2020 to 16,373 in 2027.

- 1.3 Ensure CareerTech Student Organizations show high levels of engagement.

Measure: Increase CTSO members by 5% from 92,096 in 2022 to 96,700 in 2027.



Oklahoma is regularly recognized by other states for having one of the best CareerTech systems in the nation. In fiscal 2020, Oklahoma CareerTech programs had a 93% positive placement rate, which means nearly all CareerTech graduates found employment, entered the military or continued their education.

Goal 2

Collaborate with employers and educational partners to expand economic development opportunities and improve educational experiences for students.

Objectives

- **2.1** Enhance Oklahoma education/industry partnerships to expand awareness among all stakeholders and develop Oklahoma's workforce.
Measure: Increase number of unduplicated participants from 292 in 2021 to 500 in 2027.
- **2.2** Nurturing business growth through coaching, information services, and training.
Measure: Increase unique businesses served by 10% from 5,670 in 2021 to 6,237 in 2027.
- **2.3** Identify and implement additional student work-based learning opportunities.
Measure: Increase At Work Work-Based Learning experiences such as internships and apprenticeships by 15% by 2024.

Oklahoma CareerTech served more than 5,600 companies in 2021 through its business and industry training programs, increasing profitability through some form of CareerTech service or training. These programs are customized to fit the needs of Oklahoma businesses.



CAREER AWARENESS & PLANNING

Goal 3

Ensure Oklahomans have the knowledge, skills, tools, and resources to make informed career choices and plans to be better equipped to enter the workforce.

Objectives

- **3.1** Expand Galaxy, OKCareerGuide, and Journey to be the foundation for career awareness and planning for students, parents, educators, and business and industry.

Measure: Increase users by 10% from 320,473 in 2021 to 352,520 by 2027.

- **3.2** Increase students' opportunities to engage with business and industry through job shadowing, work-based learning, CareerTech Student Organizations, and career exploration opportunities.

Measure: Establish a benchmark and increase student usage by 5% annually.



Oklahoma CareerTech continues to break down bridges in education by removing barriers between secondary schools, postsecondary schools and business and industry.

AGENCY OPERATIONS & FIELD SUPPORT

Goal 4

Provide leadership and services to delivery arm partners while ensuring agency operations and services effectively and efficiently meet internal and external customer needs.

Objectives

- **4.1** Increase the recruitment and retention of agency staff to ensure high-quality services to our partners.

Measure: Continue to pursue additional funding to increase base salaries for agency staff to be more competitive in a challenging job market. Reduce agency staff turnover by 3% over the next five years.

- **4.2** Ensure all stakeholders are supported through agency leadership, professional development opportunities, and technical assistance.

Measure: Maintain an 80% average customer satisfaction rating as determined by conducting customer satisfaction surveys with our K-12, Technology Center, and Business & Industry partners.

- **4.3** Ensure the efficient and effective use of financial resources.

Measure: Maintain cost efficiency by limiting administrative costs to 3% of the agency's budget.

Oklahoma students are learning important leadership skills as members of the seven CareerTech student organizations: Business Professionals of America; DECA; Family, Career and Community Leaders of America; FFA; HOSA; SkillsUSA; and Technology Student Association.





GARRETT HALL **CENTRAL TECHNOLOGY CENTER**

Sixteen-year-old Garrett Hall was active in football, wrestling, track, band and FFA at Cushing High School when he suffered a stroke. Forced to rethink his plans for the future, he enrolled in the two-year electrical trades program at Central Technology Center and joined the SkillsUSA, the CareerTech student organization aligned with trade and industrial education.

Hall said, “My father would always tell me to get into a trade everyone needed, so I would never be out of work and I’d always be able to provide for a family.”

According to Hall, Central Tech and SkillsUSA helped him improve his communication skills and taught him how to work as part of a team.

In 2010, Hall was named Central Tech Student of the Year, and after high school, he earned his associate degree from Oklahoma State University Institute of Technology, graduating magna cum laude.

He worked as a heavy commercial/industrial electrician in Texas until he was recruited to teach at Tulsa Technology Center. In addition to teaching, Hall is working on a bachelor’s degree at OSU-IT.



GABRIEL LEWIS **FRANCIS TUTTLE TECHNOLOGY CENTER**

Gabriel Lewis has been on the hit TV series “MasterChef” twice, once in 2017 and again in 2022.

The Oklahoma City man is a graduate of Francis Tuttle Technology Center’s two-year culinary arts program, which Lewis attended during high school. He was barely out of school when he first appeared on the show. He didn’t win, but world-renowned chef Gordon Ramsay saw potential in the CareerTech grad and offered to pay his tuition at Johnson and Wales.

He accepted the offer, and five years later, he is graduate of the prestigious university in Denver, he’s working on a cookbook, and he is booking private catering jobs all over the country. Together with his sister, a professional photographer, Lewis has created a dynamic collection of cooking videos as well as an impressive web and social media presence.

Lewis recently filmed a national TV commercial, he’s running his own business, and he plans to compete in the World Food Championship in Dallas.



JOSEPH GORDON **MOORE NORMAN TECHNOLOGY CENTER**

Joseph Gordon loved computers, a passion that runs in his family. After touring Moore Norman Technology Center in high school, he enrolled in the network and cloud administration course.

Early in his first semester, he became A+ certified. When school let out for the summer, he accepted an unpaid internship with Norman Public Schools to repair MacBooks. He continued the internship after school started. He got a job running cable and providing an Ethernet network for T-Mobile during his senior year of high school. He was making \$17 an hour by the time he graduated.

Two months before Gordon's high school graduation, Dell approached him about a VxRail network support team they were putting together. He was hired, and after graduated he began working from home, starting out at \$69,000 a year, plus benefits.

As a technical support engineer, Gordon troubleshoots customer issues with Dell's VxRail.



DYLAN MOORE **MID-AMERICA TECHNOLOGY CENTER**

Dylan Moore enrolled in Mid-America Technology Center's first lineworker technology class and quickly became a sought-after employee. The program combines indoor and outdoor labs and theory-based instruction, covering everything from pole climbing and framing to principles of electrical transmission and distribution. Moore graduated with the skills he needed to become a high-voltage journeymen-lineworker.

He is also a specialist E-4 in the U.S. Army Reserves, and it was his sergeant who told him about a job opening at MDR Powerline Construction in Stillwater. Moore was hired and started work just three days after his last class at Mid-America. After two months on the job, he was making \$24 an hour.

KIAMICHI PARAMEDIC STUDENTS HAILED AS HEROES

Oklahoma CareerTech is all about hands-on learning, and in July 2022 two paramedic instructors and their students took that learning approach to a whole new level at HOSA's International Leadership Conference in Nashville.

HOSA is the career and technical student organization aligned with health careers education. Lisa Dyer, Emergency Medical Services director at Kiamichi Technology Center in Poteau, teaches paramedics along with her colleague, Kelly Higdon. The two recently chaperoned a group of five adult, postsecondary students to the HOSA conference.

The students – three from KTC, one from Northwest Technology Center and another from Central Technology Center – are certified emergency medical technicians studying to be paramedics, the highest level of emergency caregiver pre-hospital. The conference was one of their last major events before graduation.

For 16 months, Dyer and Higdon had taught the students about autonomous decision making, empathy, leadership, and of course academic theory and technical skills. KTC's website says the EMS field offers "the thrill

of saving lives in real-world emergency situations." Little did the Oklahoma contingency know they would actually have that experience on their way to dinner on their first day in Nashville.

As the Oklahoma group prepared to leave their hotel, Dyer and the students heard a woman scream. With coincidentally precise timing, a police officer showed up, responding to what he initially believed was an unrelated call. The students and officer were approached by two severely injured victims emerging from a nearby wooded area.

The paramedic students, dressed in their blue HOSA uniform suits and white shirts, immediately ran toward the victims to provide lifesaving first aid. The police officer on the scene offered the students a jump bag full of medical supplies and then worked to secure the scene. With the help of their instructors, the students immediately began rendering first aid.

The students were not fazed by the patients' conditions. Putting their training and learned skills to work, they bandaged, applied a tourniquet, and even tended to a severe neck wound.

"Because of the severity of the injury, one of the victims would have likely bled to death if we had not applied a tourniquet," Dyer said.

Although critically wounded, both victims were expected to survive, thanks to the quick, professional work of the students.

"They went right to work," Dyer said. "They worked together like a well-oiled machine. I was so proud of them. We had practiced scenarios just like that," she said.

CareerTech paramedic students, from left to right, Dalton Mahoney, Katherine "Dee" McQuate, Ashley Newman, Katey Lawson and Ethan Flynt.





For more information, please contact

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