

# IMPACT405

**To Whom It May Concern:**

**April 6, 2026**

On behalf of IMPACT405, I am writing to express our strong support for maintaining Oklahoma's current structure of local workforce development boards, including Oklahoma's Workforce Board, formerly known as the Central Oklahoma Workforce Innovation Board, under the Workforce Innovation and Opportunity Act, WIOA.

IMPACT405 is a social impact organization focused on strengthening community connection, improving access to support systems, and helping remove barriers that prevent individuals and families from moving forward. Through that work, we understand firsthand that workforce development is most effective when it remains closely connected to the communities it is intended to serve.

Local workforce boards bring regional knowledge, local accountability, and relationship-based coordination that cannot be easily replicated through a centralized statewide structure. Communities across Oklahoma do not face identical workforce realities. Employer needs, transportation barriers, housing instability, childcare access, training capacity, and the availability of local support services vary significantly by region. Effective workforce strategy requires leadership that understands those differences and can respond accordingly.

A locally grounded workforce board is better positioned to act quickly, build trust with employers and community partners, identify real barriers affecting job seekers, and align workforce efforts with the actual conditions on the ground. This kind of responsiveness is especially important for individuals navigating complex challenges to employment, where success often depends on coordination across multiple systems, not just job placement alone.

We are concerned that moving to a single statewide local area would weaken local voice, diminish regional responsiveness, and disrupt the community-based partnerships that make workforce systems more effective. Oklahoma's workforce system is strongest when statewide goals are supported by local leadership that can translate strategy into action in ways that fit the needs of each region.

We recognize the importance of statewide alignment and the desire to improve coordination, efficiency, and consistency across Oklahoma's workforce system. These are important goals, and thoughtful evolution of the system is necessary as workforce needs continue to change.



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However, we believe these goals can be achieved without eliminating the local workforce development board structure. A more effective approach would be to strengthen statewide coordination while preserving regional leadership and decision-making. This could include enhanced alignment of performance goals, shared data systems, and increased collaboration across local boards, while maintaining the local relationships and responsiveness that drive meaningful outcomes.

By building on the existing structure rather than replacing it, Oklahoma can advance a more connected and efficient workforce system without sacrificing the local expertise and partnerships that are essential to its success.

Maintaining local workforce boards helps preserve the flexibility, partnership infrastructure, and accountability needed to serve both employers and job seekers well. We respectfully urge the State to preserve the current local workforce development board structure and continue building on the relationships and regional knowledge already in place.

Thank you for the opportunity to provide comment.

**Sincerely,**



**Angela Hein**

Founder and Chief Executive Officer

**IMPACT405**



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