Tulsa Region
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Facilitators

Oklahoma State Department of Education
Oklahoma Works
Key Economic Network (KEN) Champions
Oklahoma Workforce Investment Boards
Oklahoma Department of Career Technology Education
Oklahoma State Regents for Higher Education

Goals for Today

- Identify why we have a workforce skills gap.
- Consider what possible solutions are to close the workforce gap by 2025.

Consider whether completed career pathways match high-demand, high-skilled jobs regionally (data tables)

- Industry certificates/credentials
- Associates degrees
- Bachelors degrees
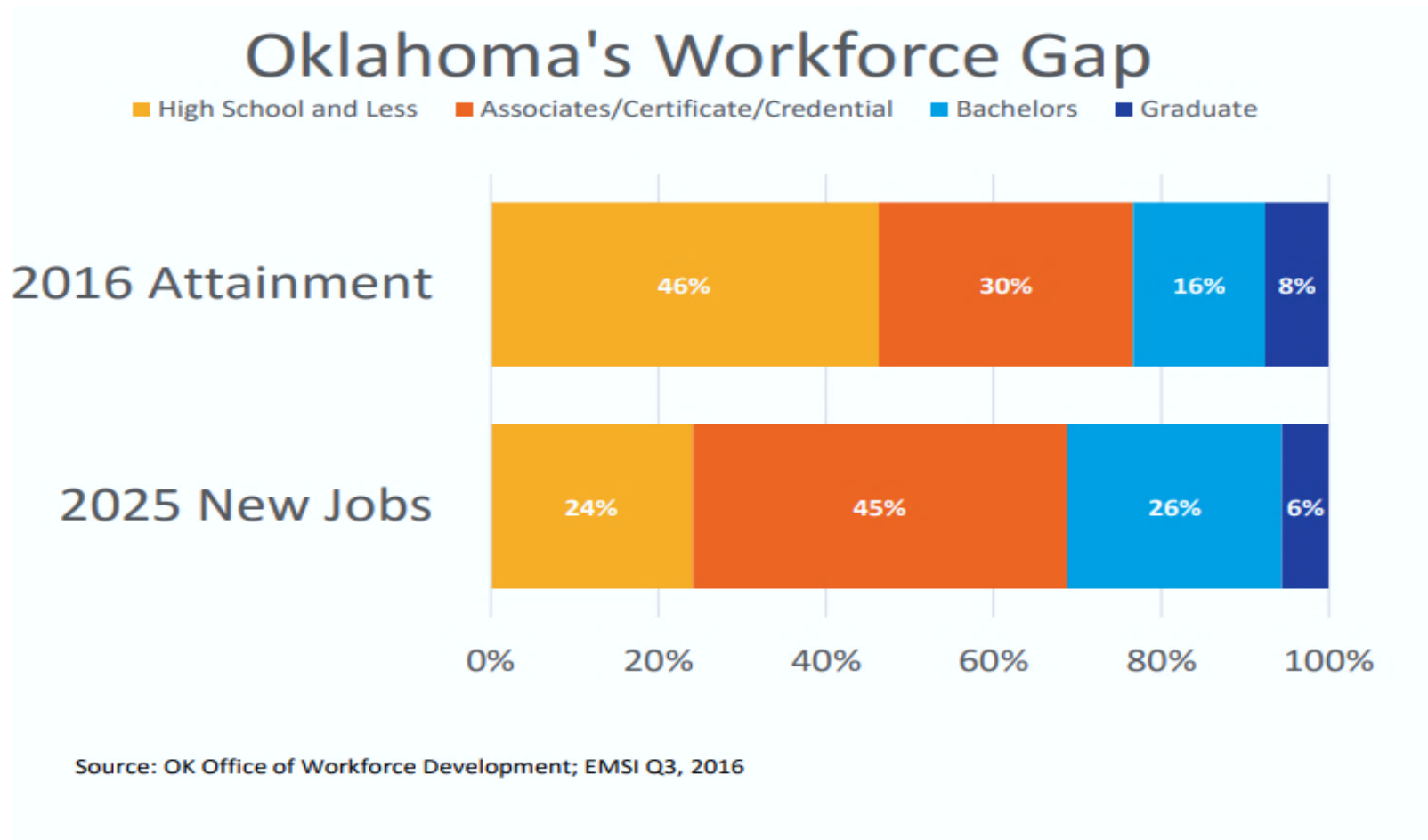
New Skills for Youth Vision

To ensure all students have the opportunity and support to successfully secure a postsecondary degree or industry certification that **reflects each individual's passions and skills**.

Data Note

We are using 2015-2016 data to accurately report the completers for the previous. The most updated information by region is available at:

https://oklahomaworks.gov/workfoce-area-briefings/

2016 Data for Oklahoma's Workforce Gap

Oklahoma's Workforce Gap

Legend: High School and Less · Associates/Certificate/Credential · Bachelors · Graduate

2016 Attainment: 46% High School and Less, 30% Associates/Certificate/Credential, 16% Bachelors, 8% Graduate

2025 New Jobs: 24% High School and Less, 45% Associates/Certificate/Credential, 26% Bachelors, 6% Graduate

Source: OK Office of Workforce Development; EMSI Q3, 2016

Why Do We Need to Partner to Close the Skills Gap?

What can you determine the workforce needs are as defined by the regional data between 2016 Attainment and 2025 New Jobs?
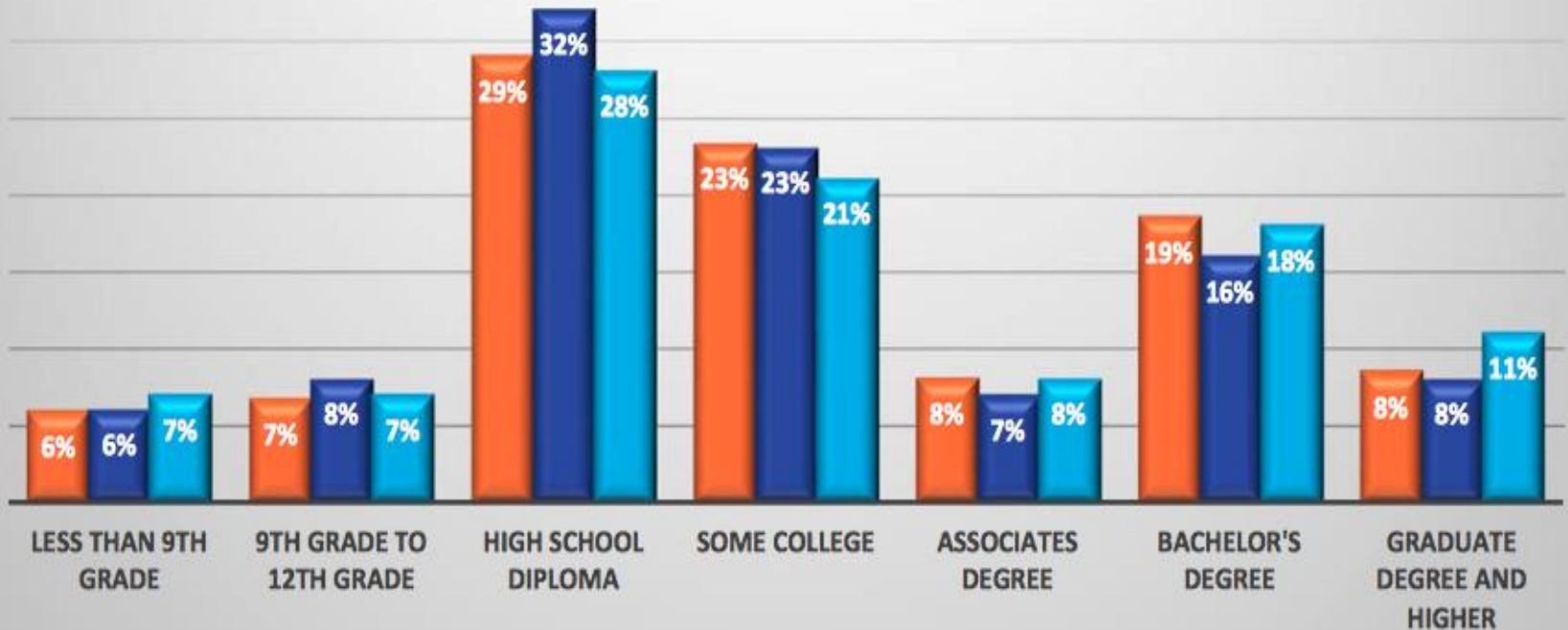
Oklahoma's Wealth-Generating Ecosystems (Tulsa Oklahoma)

Ecosystem Comparison Tulsa Workforce Development Area				
Ecosystem	**Estimated Net Job Growth (2016-2025)**	**Ecosystem Growth Rate (2016-2015)**	**Average Annual Earnings**	**Comments**
Aerospace and Defense	241	0.94%	$64,258	
Agriculture and Bioscience	1,444	9.92%	$71,233	Second highest percentage of growth
Energy	1,030	4.37%	$79,908	Highest earnings
Information and Financial Services	587	-4.16%	$79,465	Second highest earnings
Transportation and Distribution	2,627	8.57%	$75,204	
Construction	3,032	6.23%	$60,576	Second most new jobs created
Education	1,157	3.92%	$52,501	
Health Care	7,990	13.66%	$59,081	Most new jobs created; Highest percentage of growth
Manufacturing	140	0.50%	$73,035	

Educational Attainment by Educational Level
Tulsa Workforce Development Area
compared with the State of Oklahoma and United States

Legend: Tulsa Oklahoma Workforce Development Area | State of Oklahoma | United States

Educational Level	Tulsa Oklahoma Workforce Development Area	State of Oklahoma	United States
LESS THAN 9TH GRADE	6%	6%	7%
9TH GRADE TO 12TH GRADE	7%	8%	7%
HIGH SCHOOL DIPLOMA	29%	32%	28%
SOME COLLEGE	23%	23%	21%
ASSOCIATES DEGREE	8%	7%	8%
BACHELOR'S DEGREE	19%	16%	18%
GRADUATE DEGREE AND HIGHER	8%	8%	11%

Source: EMSI 2017.2

How ?

- How do we close the workforce gap?
- How do we determine the reasons for the workforce gap?

What do you need in your region?

- Access to work-based learning?
- Opportunities for career awareness, career exploration and career preparation supported by business/education partnerships?
- Multiple ways to communicate to students what careers are available in our region?
- Relevant, career pathway preparation for workforce needs?
- Other?

Top Industries in Tulsa Oklahoma by Jobs

- The industry most prominently represented in the Tulsa Region Workforce region based on job numbers in 2015 is Health Care and Social Assistance. Other highly represented industries include Manufacturing and Government (including Defense and Education).

- Earnings in the Tulsa Region for the top industries are typically higher than the state averages. The largest gap between regional and state averages occurs in the Transportation and Warehousing industry. This industry earns approximately $21,000 more in the Tulsa Region than the state average.

- Although the regional earnings are higher, many of the industries have earnings comparable to state averages.

Top Industries in Tulsa Oklahoma by Jobs

Industry	2015 Jobs	Current Regional Earnings	2015 State Total Earnings
Health Care and Social Assistance	54,023	$57,139	$50,696
Government	43,741	$51,384	$54,905
Manufacturing	42,044	$73,159	$65,998
Administrative, Support and Waste Management	34,315	$36,628	$37,121
Construction	23,232	$52,317	$47,930
Professional, Scientific, and Technical Services	22,929	$76,816	$86,308
Other Services (except Public Administration)	21,022	$27,059	$25,157
Finance and Insurance	16,913	$79,444	$67,241
Transportation and Warehousing	16,789	$85,736	$84,746
Wholesale Trade	15,427	$72,024	$84,790

Source: EMSI 2015.2 Class of Worker

OKLAHOMA EDGE

OKLAHOMA STATE DEPARTMENT OF EDUCATION
CHAMPION EXCELLENCE

Top Paying Industries in Tulsa Oklahoma

- The top paying industry in the Tulsa Region is Utilities with an average annual salary of $180,312.

- Mining, Quarrying, and Oil and Gas Extraction jobs are the second highest earnings industry in the region.

- Health Care and Social Assistance, and Manufacturing are large industries by jobs, but also offer high earnings potential.

Top Paying Industries in Tulsa Oklahoma

Industry	2015 Jobs	Current Regional Earnings	2015 State Total Earnings
Utilities	3,872	$180,312	$148,172
Mining, Quarrying, and Oil and Gas Extraction	7,350	$123,153	$110,991
Management of Companies and Enterprises	6,078	$109,386	$94,292
Transportation and Warehousing	16,769	$85,736	$64,746
Information	6,913	$79,899	$66,810
Finance and Insurance	16,913	$79,444	$67,241
Professional, Scientific, and Technical Services	22,929	$76,816	$66,308
Manufacturing	42,044	$73,159	$65,998
Wholesale Trade	15,427	$72,024	$64,790
Health Care and Social Assistance	54,023	$57,139	$50,696

Source: EMSI 2015.2 Class of Worker

How do we make connections?

- Consider the Career Technology Center High School completers data.

- Consider the number of completers available for the pathways of needed jobs.

High School Completers in High-Skill, High-Demand Pathways

The Career Technology Education information that follows is for high school juniors and seniors in a particular center. This data can be used to create a clear and complete picture showing the workforce needs in each region.

Completing this picture will provide us the opportunity to share with several different audiences workforce needs and skills gaps.

TULSA REGION
TULSA TECHNOLOGY CENTER – SAND SPRINGS
SECONDARY COMPLETERS BY PATHWAY - SCHOOL YEAR 2015-2016

SCHOOL	Construction	Maintenance/ Operations	Personal Care Services	Printing Technology	Therapeutic Services	Welding And Metal Fabrication	Grand Total
Berryhill High School	2		2	4	8		16
Bixby High School	3						3
Broken Arrow High School	5		2		3		10
Catoosa High School	2			1			3
Charter School					1		1
Collinsville High School	2			3			5
Glenpool High School	1			1		1	3
Home Schooling	4	1					5
Jenks High School			2	1		2	5
Liberty High School	2						2
Owasso High School	4			4			8
Private Schools	2			3			5
Sand Springs-Page High School	18	2	6	10	16	7	59
Skiatook High School	1			1			2
Sperry High School	2			2			4
Tulsa-Central Hs					1		1
Tulsa-Daniel Webster High Sch				1	1	1	3
Tulsa-East Central High School	1						1
Tulsa-Edison Prep High School			2	4			6
Tulsa-Hale High School	3			2			5
Tulsa-Mclain High School	1						1
Tulsa-Memorial High School	2		1				3
Tulsa-Will Rogers College Hs	1				1		2
Union High School	5		5		3		13
Total	**61**	**3**	**20**	**37**	**34**	**11**	**166**

- **Tulsa (Creek County) Example: Higher Education**
- **Higher education data for below school districts freshman year, separated by site:**

Neighboring campus':

- Langston University (Tulsa)
- Oral Roberts University (Tulsa)

School Sites	Total Headcount	Avg. GPA	'0.00-1.69 N I %		'1.70-1.99 N I %		'2.00-2.99 N I %		'3.0+ N I %	
BRISTOW HS	34	2.63	8	24%	0		7	21%	19	56%
DEPEW HS	10	2.76	1	10%	1	10%	5	50%	3	30%
DRUMRIGHT HS	14	2.26	5	36%	0		2	14%	7	50%
OLIVE HS	8	2.52	0		3	38%	3	38%	2	25%
KELLYVILLE HS	15	2.23	4	27%	0		7	47%	4	27%
KIEFER HS	11	2.55	2	18%	1	9%	3	27%	5	45%
MANNFORD HS	41	2.61	7	17%	2	5%	12	29%	20	49%
MOUNDS HS	15	2.52	3	20%	1	7%	7	47%	4	27%
OILTON HS	3									
SAPULPA HS	120	2.62	22	18%	7	6%	39	33%	52	43%
COUNTY TOTAL	**271**	**2.58**	**52**	**19%**	**15**	**6%**	**85**	**31%**	**119**	**44%**

College Preparation Things to Consider

- This data shows us which high schools are sending students to college. This also shows student performance freshman year. From the previous table we are able to determine which students were able to persist (considering GPA) to sophomore year.

- What are your observations about the college preparation data?

   We found outstanding schools in your region who have prepared their students for college success. What do you notice?

   How do you plan to engage your rising professionals?

   According to the data, what do you notice about student persistence in your area?

Degree Attainment by High School Sites

For more complete results of education degree attainment, follow this link.

This identifies college majors that connect to high-demand, high-skilled careers.

Check this out for your region.

Competitive Edge

Our overarching goal is to figure out how we connect with "future" workers who want to make an impact for themselves and our community!

What is our role in closing the skills gap?

- Business
- Community
- PK-12 Educators
- Parents
- Students

- Career Technology Centers
- Higher Education
- Regional Chambers of Commerce
- Workforce Investment Boards

Regional Core Team Members

Region

- KEN Champion
- Career Pathway Champion
- Workforce Board
- PK-12 Educator
- ICAP Districts
- Community

Region

- Career Technology
- College/University
- OSDE/Regional Accreditation Officer
- Business
- Chamber of Commerce

COMMITMENT CARD
NEW SKILLS FOR YOUTH

Name: _____

Organization: _____

Email: _____

Title: _____

☐ Provide internship

☐ Provide externship

☐ Join regional advisory board

☐ Define employability skills

☐ Share success story

☐ Volunteer to mentor student

☐ Support college/career fair

☐ Connect with local district

☐ Celebrate my alumni

☐ Hire local grads

☐ Contribute to regional newsletter

☐ Provide student leadership opportunities

☐ Promote career development in my school/in my community

☐ Support family engagement

☐ Other

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