

Northeastern & Eastern Regions

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OKLAHOMA
EDGE

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

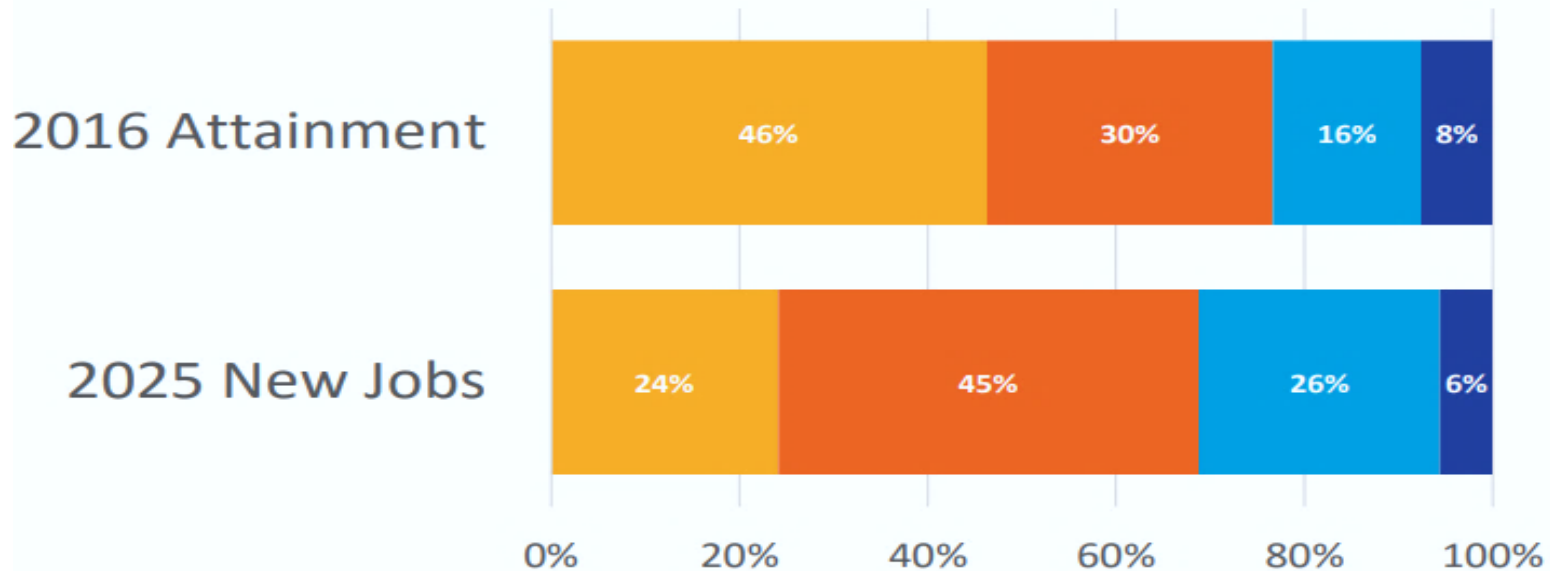
We are using 2015-2016 data to accurately report the completers for the previous. The most updated information by region is available at:

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

2016 Data for Oklahoma's Workforce Gap

Oklahoma's Workforce Gap

■ High School and Less ■ Associates/Certificate/Credential ■ Bachelors ■ 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?**

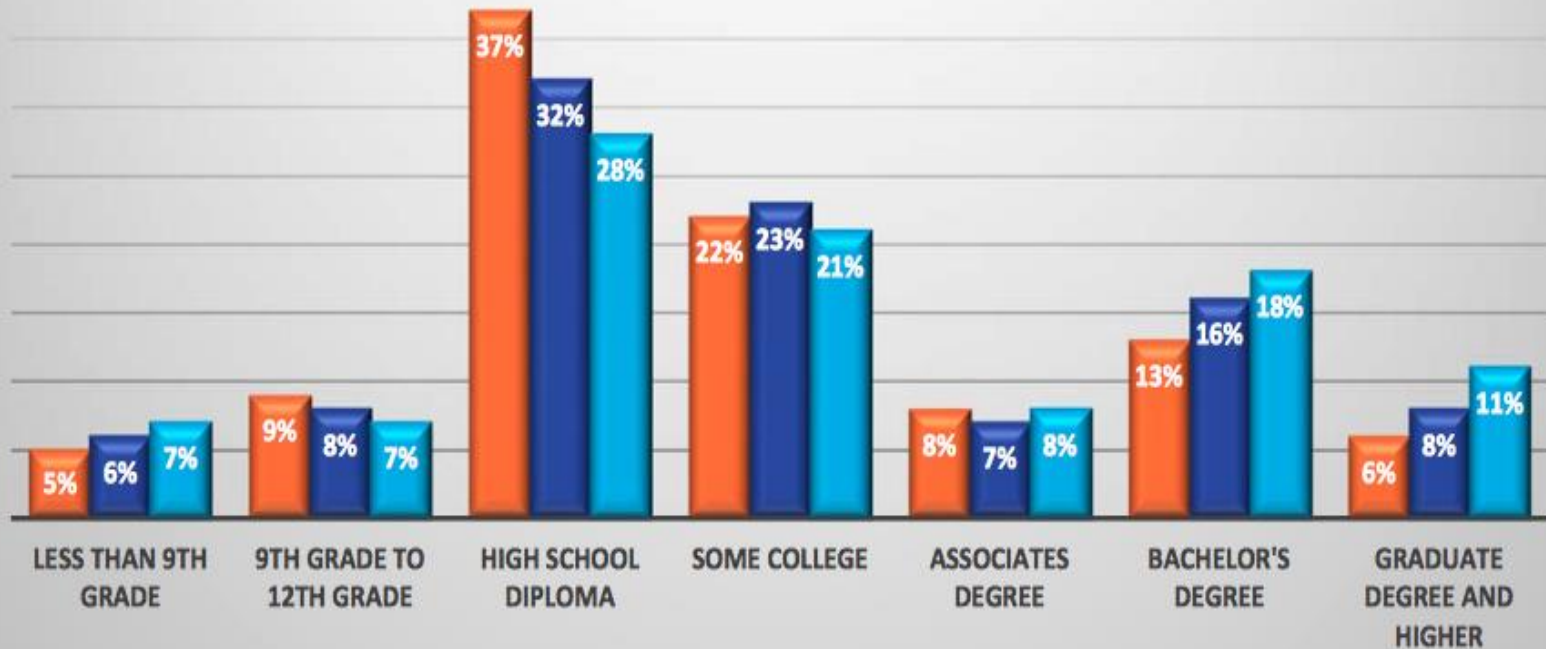
Oklahoma's Wealth-Generating Ecosystems (Northeast Oklahoma)

Ecosystem Comparison Northeast Oklahoma Workforce Development Area				
Ecosystem	Estimated Net Job Growth (2016-2025)	Ecosystem Growth Rate (2016-2015)	Average Annual Earnings	Comments
Aerospace and Defense	545	13.2%	\$53,241	
Agriculture and Bioscience	647	13.3%	\$50,421	
Energy	928	11.1%	\$108,863	Highest annual earnings.
Information and Financial Services	278	8.9%	\$66,954	Fewest jobs in 2016 of any ecosystem.
Transportation and Distribution	1,066	24.1%	\$57,688	Highest growth rate.
Construction	3,311	22.6%	\$52,803	Most jobs in 2016 of any ecosystem. Most newly-created jobs of any ecosystem. Second highest growth rate.
Education	-106	0.0%	\$41,556	
Health Care	1,170	10.1%	\$43,518	
Manufacturing	512	7.8%	\$67,578	Second highest annual earnings.

Educational Attainment by Educational Level

Northeast Oklahoma Workforce Development Area
compared with the State of Oklahoma and United States

■ Northeast Oklahoma Workforce Development Area ■ State of Oklahoma ■ United States



Source: EMSI 2017.1

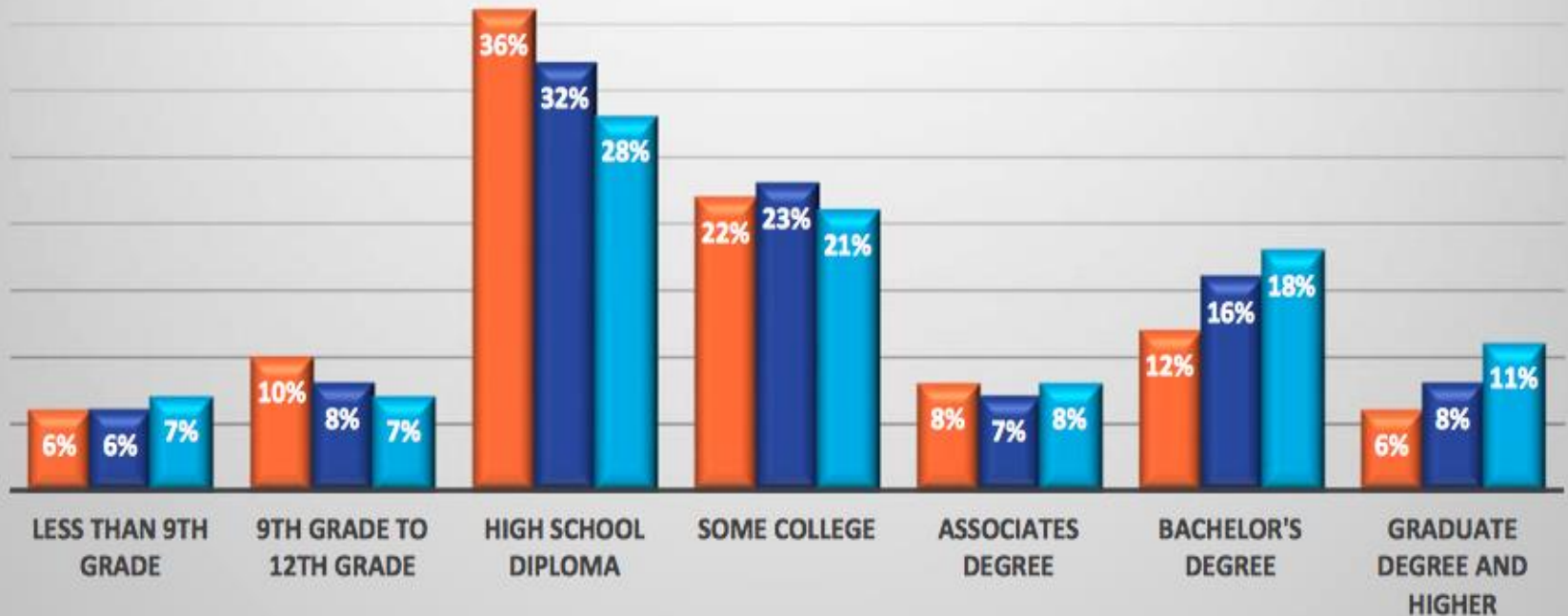
Oklahoma's Wealth-Generating Ecosystems (Eastern Oklahoma)

Ecosystem Comparison Eastern Oklahoma Workforce Development Area				
Ecosystem	Estimated Net Job Growth (2016-2025)	Ecosystem Growth Rate (2016-2015)	Average Annual Earnings	Comments
Aerospace and Defense	234	8.7%	\$50,756	
Agriculture and Bioscience	-10	0.0%	\$46,223	
Energy	317	16.2%	\$53,230	Second highest growth rate.
Information and Financial Services	255	9.1%	\$59,694	Second highest average earnings.
Transportation and Distribution	324	9.5%	\$59,315	
Construction	1,448	13.9%	\$42,781	Most new jobs created.
Education	595	6.1%	\$51,536	
Health Care	1,002	7.6%	\$45,598	Second in new job creation.
Manufacturing	988	29.0%	\$65,371	Highest growth rate. Highest average earnings.

Educational Attainment by Educational Level

Eastern Oklahoma Workforce Development Area
compared with the State of Oklahoma and United States

■ Eastern Oklahoma Workforce Development Area ■ State of Oklahoma ■ United States



Source: EMSI 2017.1

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 Northeastern Oklahoma by Jobs

- The industry most prominently represented in the Northeast Oklahoma Workforce region based on job numbers in 2015 is Government. The Government numbers also represent the American-Indian services and educational centers that are prevalent in the region. Other highly represented industries include Health Care and Social Assistance and Manufacturing.
- Earnings in Northeast Oklahoma for the top industries are typically lower than the state averages. The largest gap between regional and state averages occurs in the Professional, Scientific, and Technical Services industry.
- Although the regional earnings are less, there are still some industries where earnings are comparable or higher than state averages.

Top Industries in Northeastern Oklahoma by Jobs

Industry	2015 Jobs	Current Regional Earnings	2015 State Total Earnings
Government	22,915	\$46,038	\$54,905
Manufacturing	12,471	\$66,010	\$65,998
Health Care and Social Assistance	10,436	\$40,016	\$50,696
Construction	8,326	\$47,467	\$47,930
Administrative, Support and Waste Management	5,147	\$31,220	\$37,121
Other Services (except Public Administration)	4,893	\$22,551	\$25,157
Mining, Quarrying, and Oil and Gas Extraction	4,791	\$122,624	\$110,991
Professional, Scientific, and Technical Services	2,755	\$49,878	\$66,308
Finance and Insurance	2,586	\$51,729	\$67,241
Wholesale Trade	2,262	\$52,165	\$64,790

Source: EMSI 2015.2 Class of Worker

Top Industries in Eastern Oklahoma by Jobs

- The industry most prominently represented in the Eastern Oklahoma Workforce region based on job numbers in 2015 is Government. The Government numbers also represent the American-Indian services and educational centers that are prevalent in the region. Other highly represented industries include Health Care and Social Assistance and Manufacturing.
- Earnings in Eastern Oklahoma for the top industries are typically lower than the state averages. The largest gap between regional and state averages occurs in the Professional, Scientific, and Technical Services industry.
- Although the regional earnings are less, there are still several industries where earnings are comparable to state averages.

Top Industries in Eastern Oklahoma by Jobs

Industry	2015 Jobs	Current Regional	2015 State Total
		Earnings	Earnings
Government	29,251	\$50,819	\$54,905
Health Care and Social Assistance	11,644	\$36,927	\$50,696
Manufacturing	8,831	\$62,084	\$65,998
Construction	5,849	\$33,977	\$47,930
Other Services (except Public Administration)	3,977	\$20,842	\$25,157
Administrative, Support and Waste Management	3,069	\$26,276	\$37,121
Crop and Animal Production	2,502	\$24,414	\$30,007
Finance and Insurance	2,259	\$46,721	\$67,241
Professional, Scientific, and Technical Services	2,112	\$40,444	\$66,308
Transportation and Warehousing	1,961	\$45,693	\$64,746

Source: EMSI 2015.2 Class of Worker

Top Paying Industries in Northeastern Oklahoma

- The top paying industry in Northeast Oklahoma is Mining, Quarrying, and Oil and Gas Extraction with an average annual salary of \$122,624.
- Utilities jobs are the second highest earnings industry in the region.
- Manufacturing is the largest industry by jobs, but also offers high earnings potential.

Top Paying Industries in Northeastern Oklahoma

Industry	2015 Jobs	Current Regional Earnings	2015 State Total Earnings
Mining, Quarrying, and Oil and Gas Extraction	4,791	\$122,624	\$110,991
Utilities	729	\$99,722	\$148,172
Management of Companies and Enterprises	470	\$79,065	\$94,292
Manufacturing	12,471	\$66,010	\$65,998
Information	1,165	\$55,016	\$66,810
Wholesale Trade	2,262	\$52,165	\$64,790
Finance and Insurance	2,586	\$51,729	\$67,241
Professional, Scientific, and Technical Services	2,755	\$49,878	\$66,308
Transportation and Warehousing	2,121	\$48,895	\$64,746
Construction	8,326	\$47,467	\$47,930

Source: EMSI 2015.2 Class of Worker

Top Paying Industries in Eastern Oklahoma

- The top paying industry in Eastern Oklahoma is Utilities with an average annual salary of \$101,697. This industry also has one of the fewest jobs in 2014 on the list.
- Management of Companies and Enterprises jobs are the second highest earnings industry in the region; another small industry based on jobs numbers.
- Manufacturing and Government are both largest industries by jobs, but also offers high earnings potential.

Top Paying Industries in Eastern Oklahoma

Industry	2015 Jobs	Current Regional Earnings	2015 State Total Earnings
Utilities	460	\$101,697	\$148,172
Management of Companies and Enterprises	344	\$70,924	\$94,292
Manufacturing	8,831	\$62,084	\$65,998
Government	29,251	\$50,819	\$54,905
Information	526	\$49,837	\$66,810
Mining, Quarrying, and Oil and Gas Extraction	433	\$49,301	\$110,991
Finance and Insurance	2,259	\$46,721	\$67,241
Transportation and Warehousing	1,961	\$45,693	\$64,746
Wholesale Trade	1,860	\$45,067	\$64,790
Professional, Scientific, and Technical Services	2,112	\$40,444	\$66,308

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.

NORTHEASTERN REGION
TRI CO TECHNOLOGY CENTER - BARTLESVILLE
SECONDARY COMPLETERS BY PATHWAY - SCHOOL YEAR 2015-2016

SCHOOL	PATHWAY															
	Automotive Collision Repair	Automotive Service	Construction	Early Childhood Development & Services	Engineering And Technology	Maintenance, Installation & Repair	Management	Management And Entrepreneurship	Network Systems	Personal Care Services	Printing Technology	Production	Restaurant Food & Beverage Services	Science And Mathematics	Therapeutic Services	Grand Total
Barnsdall High School	1			1	1	1	1	1		3		1	1			11
Bartlesville High School	3	6	3	13	15	7	4	9	5	7	8	7	10	8	18	123
Caney Valley High Sch				1	1	1				3			2			8
Copan High School	1			1				1						1		4
Dewey High School	2			1	1	1		1	1	2	1		3	2	4	19
Home Schooling	1	1	1	1	2	2		4		1	1				2	16
Nowata High School		1			2				1	1	1	3		3	3	15
Oklahoma Union High School	1			1						1		1	2	2		8
Pawhuska High School	2					5	2	1		2	1	1			2	16
Private Schools															1	1
South Coffeyville High School			1	2				1						1		5
Wynona High School							1		2						1	4
TOTAL	11	8	5	21	22	17	8	18	9	20	12	13	18	17	31	230

EASTERN REGION
GREEN COUNTRY TECHNOLOGY CENTER - OKMULGEE
SECONDARY COMPLETERS BY PATHWAY - SCHOOL YEAR 2015-2016

SCHOOL	PATHWAY						Total
	Construction	Design/Pre-Construction	Production	Therapeutic Services	Web And Digital Communications	Welding And Metal Fabrication	
Beggs High School		2	5	6	1	3	17
Dewar High School	3	1	3	4	1		12
Henryetta High School	3			2		2	7
Home Schooling			2		1		3
Morris High School	7	1	3	7			18
Okmulgee High School		3		4	3	2	12
Preston High School	2	3		2			7
Schulter High School				1	2	1	4
Wilson High School-Okmulgee Co		1		3	2	1	7
TOTAL	15	11	13	29	10	9	87

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

Neighboring campus’:

- Rogers State University (Claremore, Bartlesville, Pryor)
- Northeastern Oklahoma A&M College (Miami)

School Sites	Total Headcount	Avg. GPA	'0.00-1.69		'1.70-1.99		'2.00-2.99		'3.0+	
			N	I %	N	I %	N	I %	N	I %
ADAIR HS	38	2.59	5	13%	5	13%	9	24%	19	50%
CHOUTEAU-MAZIE HS	22	2.14	8	36%	1	5%	7	32%	6	27%
LOCUST GROVE HS	29	2.53	8	28%	0		5	17%	16	55%
PRYOR HS	61	2.95	6	10%	2	3%	19	31%	34	56%
SALINA HS	18	2.90	1	6%	2	11%	3	17%	12	67%
COUNTY TOTAL	168	2.68	28	17%	10	6%	43	26%	87	52%

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

Neighboring campus’:

- **Bacone College (Muskogee)**
- **Connors State University (Muskogee and Warner)**

School Sites	Total Headcount	Avg. GPA	'0.00-1.69		'1.70-1.99		'2.00-2.99		'3.0+	
			N	I %	N	I %	N	I %	N	I %
FORT GIBSON HS	67	2.63	16	24%	2	3%	14	21%	35	52%
HASKELL HS	22	2.49	4	18%	2	9%	7	32%	9	41%
HILLDALE HS	57	2.63	9	16%	1	2%	20	35%	27	47%
MUSKOGEE HS	111	2.13	36	32%	9	8%	35	32%	31	28%
OKTAHA HS	15	2.45	3	20%	1	7%	4	27%	7	47%
PORUM HS	12	2.39	2	17%	0		6	50%	4	33%
WARNER HS	7	2.50	2	29%	0		1	14%	4	57%
WEBBERS FALLS HS	4									
COUNTY TOTAL	295	2.41	73	25%	15	5%	89	30%	118	40%

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

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**

Contacts



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