Western & South Central Regions
Marissa Lightsey, Facilitator
New Skills for Youth Program Manager

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
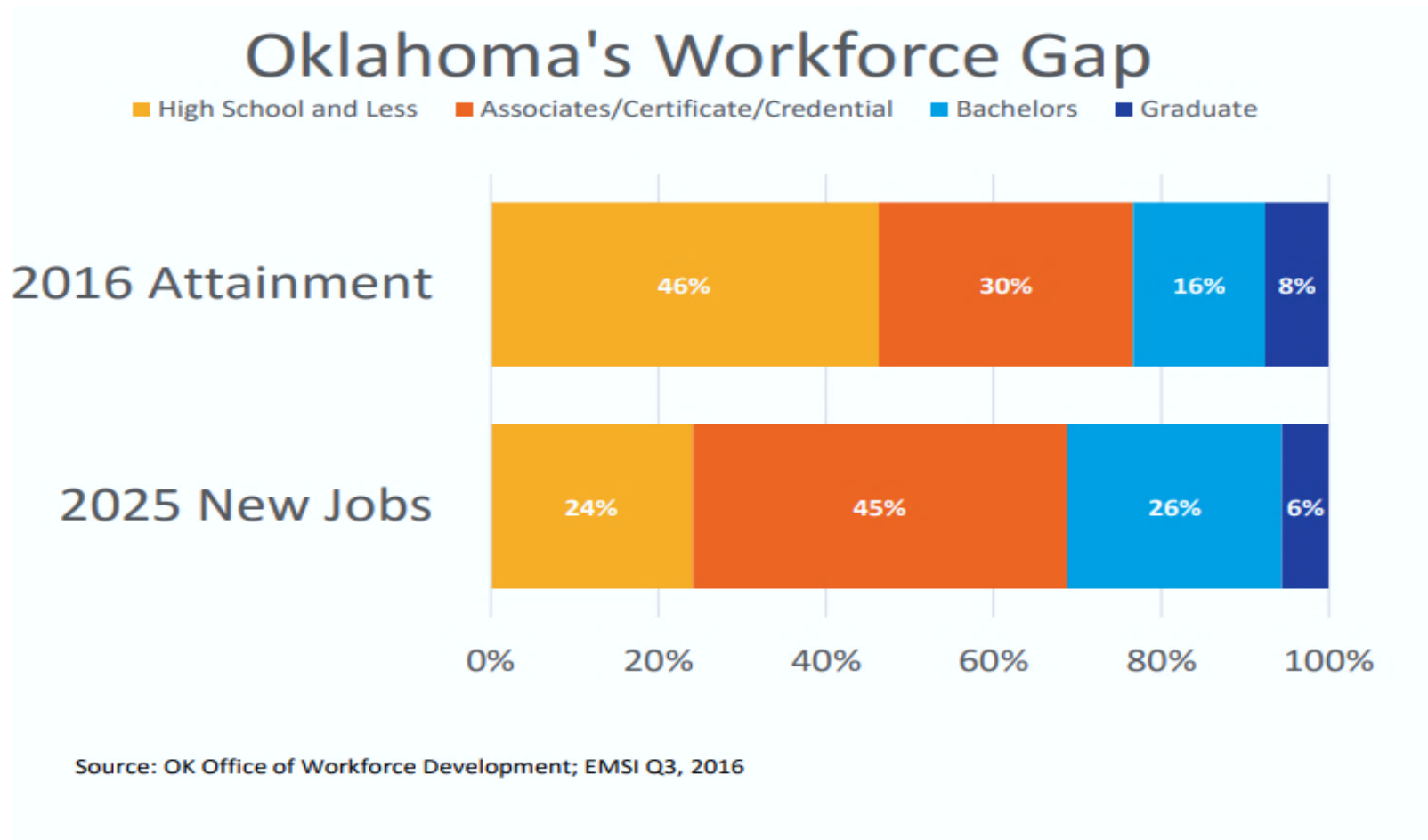
New Skills for Youth Vision

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

2016 Attainment
- 46%
- 30%
- 16%
- 8%

2025 New Jobs
- 24%
- 45%
- 26%
- 6%

0%   20%   40%   60%   80%   100%

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

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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?
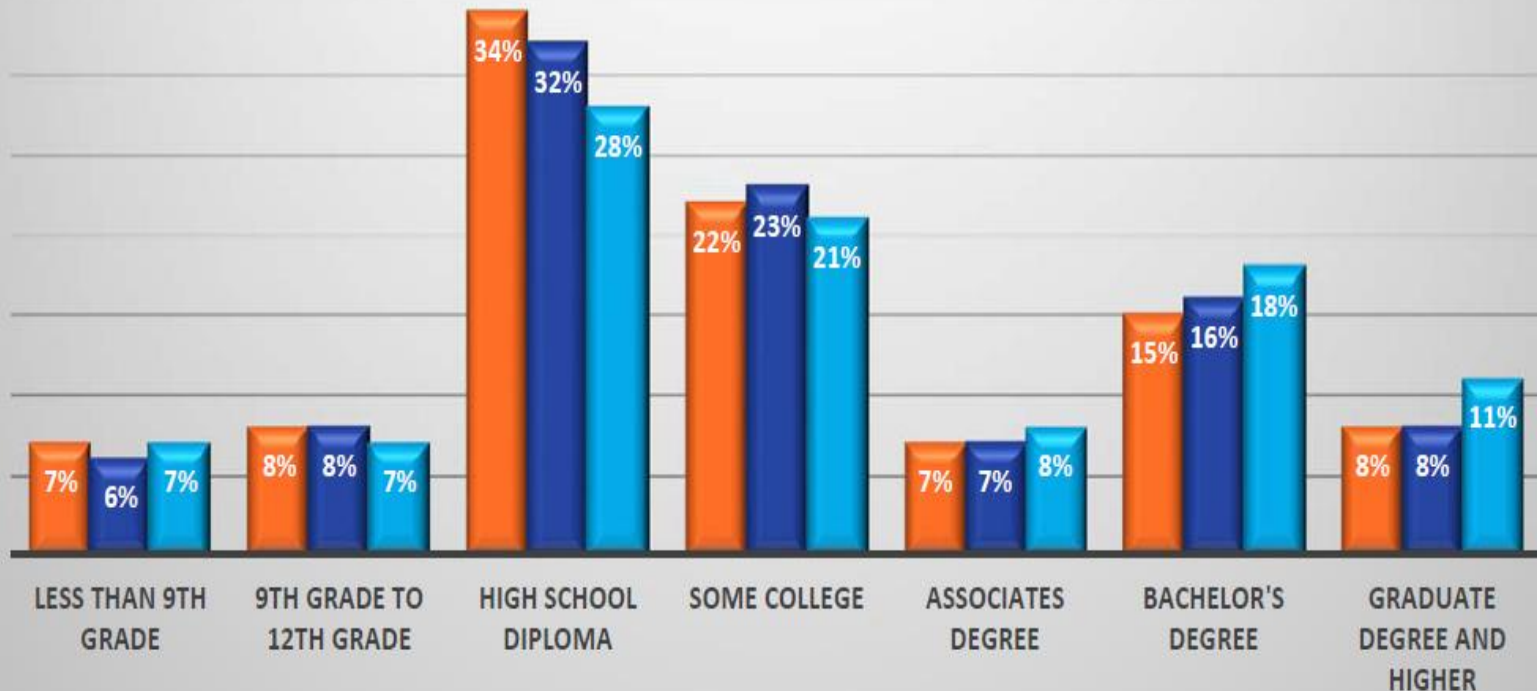
Oklahoma's Wealth-Generating Ecosystems (Western Oklahoma)

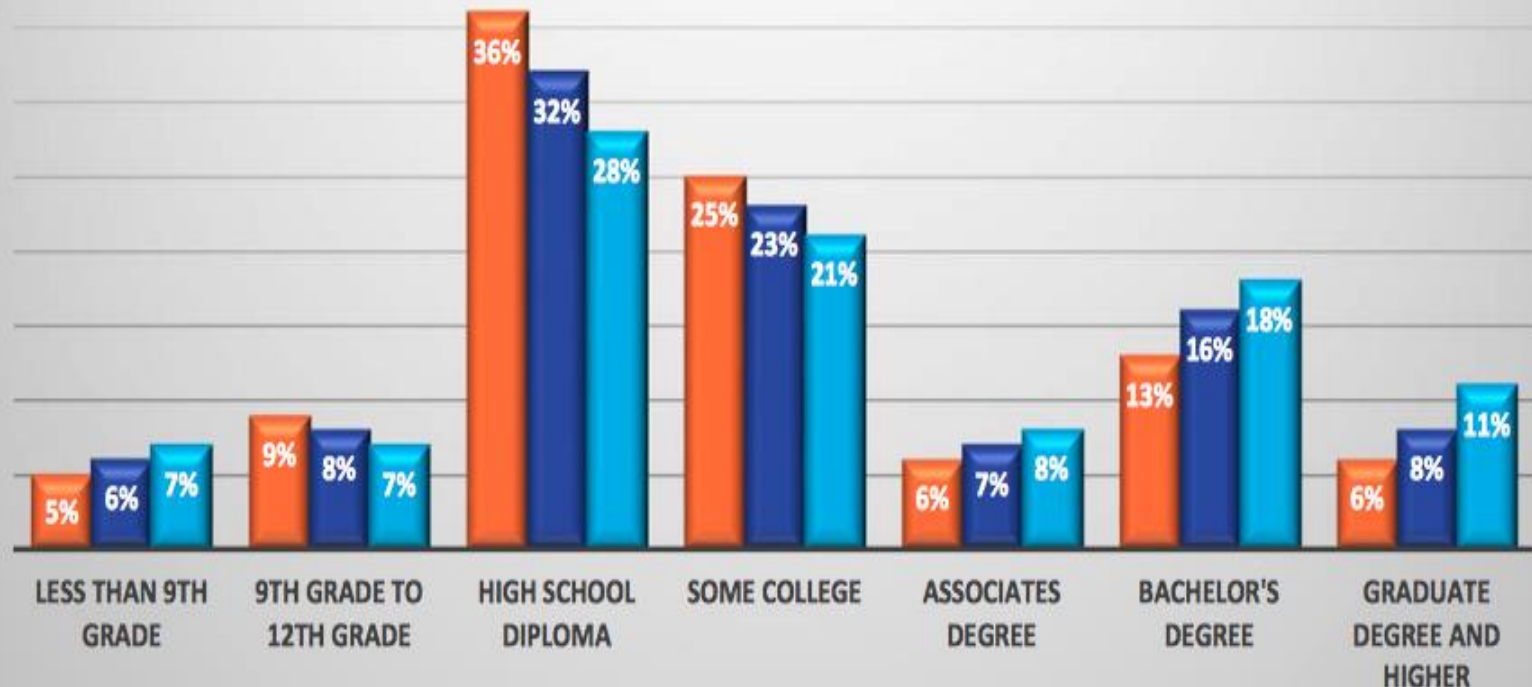| Ecosystem Comparison				
Ecosystem	**Estimated Net Job Growth (2016-2025)**	**Ecosystem Growth Rate (2016-2015)**	**Average Annual Earnings**	**Comments**
Aerospace and Defense	231	3.15%	$53,067	
Agriculture and Bioscience	2,136	14.13%	$52,965	
Energy	2,483	16.23%	$69,309	Highest salary. Second most jobs created.
Information and Financial Services	853	11.55%	$63,799	Second highest salary.
Transportation and Distribution	1,922	19.03%	$61,629	Second highest growth rate.
Construction	4,148	22.90%	$49,750	Most new jobs created. Highest growth rate.
Education	-1,248	-5.29%	$51,885	Employs the most individuals.
Health Care	1,890	9.72%	$47,668	
Manufacturing	216	4.13%	$61,639	

Oklahoma's Wealth-Generating Ecosystems (South Central Oklahoma)

Ecosystem Comparison South Central Oklahoma Workforce Development Area				
Ecosystem	**Estimated Net Job Growth (2016-2025)**	**Ecosystem Growth Rate (2016-2015)**	**Average Annual Earnings**	**Comments**
Aerospace and Defense	480	3.20%	$55,361	Employs the most residents.
Agriculture and Bioscience	417	12.46%	$52,174	
Energy	34	0.68%	$63,001	Second highest salary.
Information and Financial Services	348	8.62%	$60,428	Second largest growth rate.
Transportation and Distribution	-120	-1.96%	$62,374	
Construction	1271	16.59%	$47,525	Largest growth rate. Most new jobs created.
Education	-429	-4.64%	$56,344	
Health Care	973	8.04%	$49,981	Second most jobs created.
Manufacturing	-499	-22.58	$68,848	Highest salary.

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

Legend: ■ South Central Oklahoma Workforce Development Area ■ State of Oklahoma ■ United States

Educational Level	South Central Oklahoma WDA	State of Oklahoma	United States
LESS THAN 9TH GRADE	5%	6%	7%
9TH GRADE TO 12TH GRADE	9%	8%	7%
HIGH SCHOOL DIPLOMA	36%	32%	28%
SOME COLLEGE	25%	23%	21%
ASSOCIATES DEGREE	6%	7%	8%
BACHELOR'S DEGREE	13%	16%	18%
GRADUATE DEGREE AND HIGHER	6%	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 Northwestern Oklahoma by Jobs

- The industry most prominently represented in the Northwestern Oklahoma Workforce region based on job numbers in 2015 is Government (including Defense). Other highly represented industries include Crop and Animal Production, Health Care and Social Assistance, and Mining, Quarrying, and Oil and Gas Extraction.

- Several of the industries in the region have comparable earnings to the state averages.

- Mining, Quarrying, and Oil and Gas Extraction has the highest gap of earnings in the Northwestern Oklahoma Region, earning $20,450 less compared with state averages.

- Crop and Animal Production, and Construction industries in Northwestern Oklahoma have higher earnings than the state averages.

Top Industries in Northwest Oklahoma by Jobs

Industry	2015 Jobs	Current Regional Earnings	2015 State Total Earnings
Government	35,388	$48,755	$54,905
Health Care and Social Assistance	11,415	$41,019	$50,696
Mining, Quarrying, and Oil and Gas Extraction	11,043	$90,545	$110,991
Crop and Animal Production	10,575	$32,132	$30,007
Manufacturing	9,849	$58,904	$65,998
Construction	9,597	$51,410	$47,930
Other Services (except Public Administration)	6,653	$23,797	$25,157
Administrative, Support and Waste Management	5,263	$33,341	$37,121
Professional, Scientific, and Technical Services	5,263	$59,721	$66,308
Wholesale Trade	4,829	$64,378	$64,790

Source: EMSI 2015.2 Class of Worker

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Top Industries in Southwest Oklahoma by Jobs

- The industry most prominently represented in the Southwest Oklahoma Workforce region based on job numbers in 2014 is Government (including Defense and Native-American services). Other highly represented industries include Mining, Quarrying, and Oil and Gas Extraction, and Health Care and Social Assistance.

- Earnings in Southwest Oklahoma for the top industries are generally lower than the state averages. The largest gap between regional and state averages occurs in the Mining, Quarrying, and Oil and Gas Extraction industry.

- Although the regional earnings are generally less, there are still several industries where earnings are close to state averages.

Top Industries in Southwest Oklahoma by Jobs

Industry	2015 Jobs	Current Regional Earnings	2015 State Total Earnings
Government	12,074	$49,918	$54,905
Mining, Quarrying, and Oil and Gas Extraction	4,509	$89,371	$110,991
Health Care and Social Assistance	3,806	$38,551	$50,696
Construction	2,883	$43,779	$47,930
Manufacturing	2,695	$57,712	$65,998
Wholesale Trade	2,151	$59,357	$64,790
Other Services (except Public Administration)	2,078	$21,386	$25,157
Transportation and Warehousing	1,875	$64,211	$64,746
Administrative, Support and Waste Management	1,474	$32,754	$37,121
Finance and Insurance	1,429	$52,566	$67,241

Source: EMSI 2015.2 Class of Worker

Top Industries in South Central Oklahoma by Jobs

- The industry most prominently represented in the South Central Oklahoma Workforce region based on job numbers in 2015 is Government. Other highly represented industries include Healthcare and Social Assistance, Manufacturing and Construction.

- Earnings in South Central Oklahoma tend to be lower than the state averages. The largest gap between regional and state averages is in the Mining, Quarrying, and Oil and Gas extraction industry.

- Although the regional earnings are less, there are still some industries where earnings are comparable to state averages.

Top Industries in South Central Oklahoma by Jobs

Industry	2015 Jobs	Current Regional Earnings	2015 State Total Earnings
Government	37,993	$54,140	$54,905
Health Care and Social Assistance	9,486	$39,733	$50,696
Manufacturing	8,587	$64,899	$65,998
Construction	6,902	$41,597	$47,930
Other Services (except Public Administration)	4,930	$22,005	$25,157
Mining, Quarrying, and Oil and Gas Extraction	4,335	$86,139	$110,991
Administrative, Support and Waste Management	4,212	$33,417	$37,121
Finance and Insurance	3,581	$46,991	$67,241
Professional, Scientific, and Technical Services	3,373	$51,804	$66,308
Transportation and Warehousing	2,844	$46,875	$64,746

Source: EMSI 2015.2 Class of Worker

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Top Paying Industries in Northwestern Oklahoma

- The top paying industry in Northwestern Oklahoma is Management of Companies and Enterprises with an average annual salary of $106,865.

- Utilities jobs are the second highest earnings industry in the region. Both of the top paying industries have few jobs available in the region.

- Manufacturing and Mining, Quarrying, and Oil and Gas Extraction are two industries that have high job numbers and high earnings potential.

Top Paying Industries in Northwestern Oklahoma

Industry	2015 Jobs	Current Regional Earnings	2015 State Total Earnings
Management of Companies and Enterprises	1,288	$106,865	$94,292
Utilities	1,180	$104,890	$148,172
Mining, Quarrying, and Oil and Gas Extraction	11,043	$90,545	$110,991
Transportation and Warehousing	4,302	$69,386	$64,746
Wholesale Trade	4,829	$64,378	$64,790
Professional, Scientific, and Technical Services	5,263	$59,721	$66,308
Manufacturing	9,849	$58,904	$65,998
Finance and Insurance	4,136	$56,665	$67,241
Construction	9,597	$51,410	$47,930
Information	1,772	$50,743	$66,810

Top Paying Industries in Southwest Oklahoma

- The top paying industry in Southwest Oklahoma is Mining, Quarrying, and Oil and Gas Extraction with average annual earnings of $89,371.

- Utilities jobs are the second highest earnings industry in the region, but the industry does not offer many jobs in the region.

- Mining, Quarrying, and Oil and Gas Extraction is the largest industry by jobs, and offers the high earnings potential. Manufacturing and Wholesale Trade are other industries with large job presence and high earnings potential.

Top Paying Industries in Southwest Oklahoma

Industry	2015 Jobs	Current Regional Earnings	2015 State Total Earnings
Mining, Quarrying, and Oil and Gas Extraction	4,509	$89,371	$110,991
Utilities	334	$82,277	$148,172
Transportation and Warehousing	1,875	$64,211	$64,746
Wholesale Trade	2,151	$59,357	$64,790
Manufacturing	2,695	$57,712	$65,998
Educational Services	335	$56,877	$35,037
Real Estate and Rental and Leasing	904	$55,558	$46,309
Management of Companies and Enterprises	84	$55,180	$94,292
Finance and Insurance	1,429	$52,566	$67,241
Professional, Scientific, and Technical Services	1,274	$52,021	$66,308

Source: EMSI 2015.2 Class of Worker

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Top Paying Industries in South Central Oklahoma

- The top paying industry in South Central Oklahoma is Utilities with an average annual salary of $93,981.
- Mining, Quarrying, and Oil and Gas Extraction 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 South Central Oklahoma

Industry	2015 Jobs	Current Regional Earnings	2015 State Total Earnings
Utilities	848	$95,197	$148,172
Mining, Quarrying, and Oil and Gas Extraction	4,335	$86,139	$110,991
Manufacturing	8,587	$64,899	$65,998
Government	37,993	$54,140	$54,905
Professional, Scientific, and Technical Services	3,373	$51,804	$66,308
Wholesale Trade	2,027	$50,835	$64,790
Finance and Insurance	3,581	$46,991	$67,241
Transportation and Warehousing	2,844	$46,875	$64,746
Information	940	$45,548	$66,810
Management of Companies and Enterprises	238	$42,357	$94,292

Source: EMSI 2015.2 Class of Worker

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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.

SECONDARY COMPLETERS BY PATHWAY - SCHOOL YEAR 2015-2016

SCHOOL	PATHWAY																
	Construction	Maintenance/ Operations	Printing Technology	Administrative Support	Accounting	Therapeutic Services	Early Childhood Development & Services	Personal Care Services	Restaurants & Food/ Beverage Services	Network Systems	Manufacturing Production Process Development	Maintenance, Installation & Repair	Welding and Metal Fabrication	Facility and Mobile Equipment Maintenance	Automotive Service	Automotive Collision Repair	TOTAL
Chisholm High School			1			8	1	2	1	2	1		1		2		19
Cimarron High School			1	2										1			4
Covington-Douglas High School			1			2				1			1		1		6
Drummond High School			1			1	3	1		1			1				8
Enid High School		2	9	2	3	36	11	7	5	2	6		5	3	5	10	106
Garber High School	1					1		2	1					1	2		8
Home Schooling						1		1					1				3
Kremlin-Hillsdale High School	1			1		2	1		1	1	1						8
Pioneer-Pleasant Vale High School						7	1		1			1			1		11
Pond Creek-Hunter High School					1												1
Private Schools						3						2			1		6
Waukomis High School	3				1	2	2		1					1	1		11
TOTAL	**5**	**2**	**13**	**5**	**5**	**63**	**19**	**13**	**10**	**7**	**8**	**3**	**9**	**6**	**13**	**10**	**191**

SOUTH CENTRAL REGION
RED RIVER TECHNOLOGY CENTER - DUNCAN
SECONDARY COMPLETERS BY PATHWAY - SCHOOL YEAR 2015-2016

SCHOOL	Administrative & Information Support	Automotive Collision Repair	Automotive Services	Business Financial Management & Accounting	Construction	Engineering And Technology	Maintenance/Operations	Manufacturing Production Process Development	Personal Care Services	Production	Science And Mathematics	Therapeutic Services	Welding And Metal Fabrication	TOTAL
Bray-Doyle High School			1		1	2				2		3	1	10
Central High Sch-Stephens Co			1	1		1			2			5		9
Comanche High School	2	1	3	1	1	1		1	4			4	3	21
Duncan High School	2	1	6			10		2	3	1	6	26	7	65
Empire High School	1	3	3				1	1	1			8	1	19
Home Schooling											2	1		3
Marlow High School		2	3		1	3			1		1	10	1	22
Ryan High School										1	1	4		6
Temple High School		2						1	1			3		5
Velma-Alma High School												1		7
Walters High School	1						1					8		10
Waurika High School	1		1			1	1		1			3		7
TOTAL	**7**	**9**	**17**	**2**	**3**	**18**	**3**	**5**	**13**	**4**	**10**	**76**	**17**	**184**

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

Neighboring campus':

- Northern Oklahoma College (Tonkawa, Enid, Stillwater)
- Northwestern Oklahoma State University (Alva, Enid, Woodward)

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 %	
COVINGTON-DOUGLAS HS	14	3.04	2	14%	1	7%	1	7%	10	71%
DRUMMOND HS	14	3.13	2	14%	0		2	14%	10	71%
CHISHOLM HS	36	3.09	3	8%	0		9	25%	24	67%
ENID HS	141	2.76	21	15%	6	4%	44	31%	70	50%
GARBER HS	13	3.12	0		1	8%	4	31%	8	62%
KREMLIN-HILLSDALE HS	13	2.86	2	15%	1	8%	2	15%	8	62%
WAUKOMIS HS	7	2.66	1	14%	0		3	43%	3	43%
PIONEER-PLEASANT VALE HS	22	2.73	3	14%	1	5%	8	36%	10	45%
POND CREEK-HUNTER HS	14	2.31	1	17%	1	17%	1	17%	3	50%
COUNTY TOTAL	**260**	**2.86**	**34**	**13%**	**10**	**4%**	**73**	**28%**	**143**	**55%**

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

Neighboring campus':

- Cameron University (Lawton, Duncan)
- University of Science and Arts of Oklahoma (Chickasha)

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 %	
ANADARKO HS	52	2.32	13	25%	0		25	48%	14	27%
APACHE HS	18	2.32	4	22%	1	6%	8	44%	5	28%
BINGER-ONEY HS	9	2.02	4	44%	0		4	44%	1	11%
CARNEGIE HS	17	2.17	6	35%	0		5	29%	6	35%
CEMENT HS	9	1.79	2	22%	2	22%	4	44%	1	11%
CYRIL HS	12	1.88	4	33%	2	17%	4	33%	2	17%
FORT COBB-BROXTON HS	8	3.31	1	13%	0		1	13%	6	75%
GRACEMONT HS	7	1.28	5	71%	0		2	29%	0	
HINTONHS	18	2.54	2	11%	2	11%	8	44%	6	33%
HYDRO-EAKLY HS	17	2.72	1	6%	3	18%	6	35%	6	35%
LOOKEBA-SICKLES HS	3									
COUNTY TOTAL	**170**	**2.31**	**42**	**25%**	**10**	**6%**	**68**	**40%**	**49**	**29%**

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

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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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