

Central Region

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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

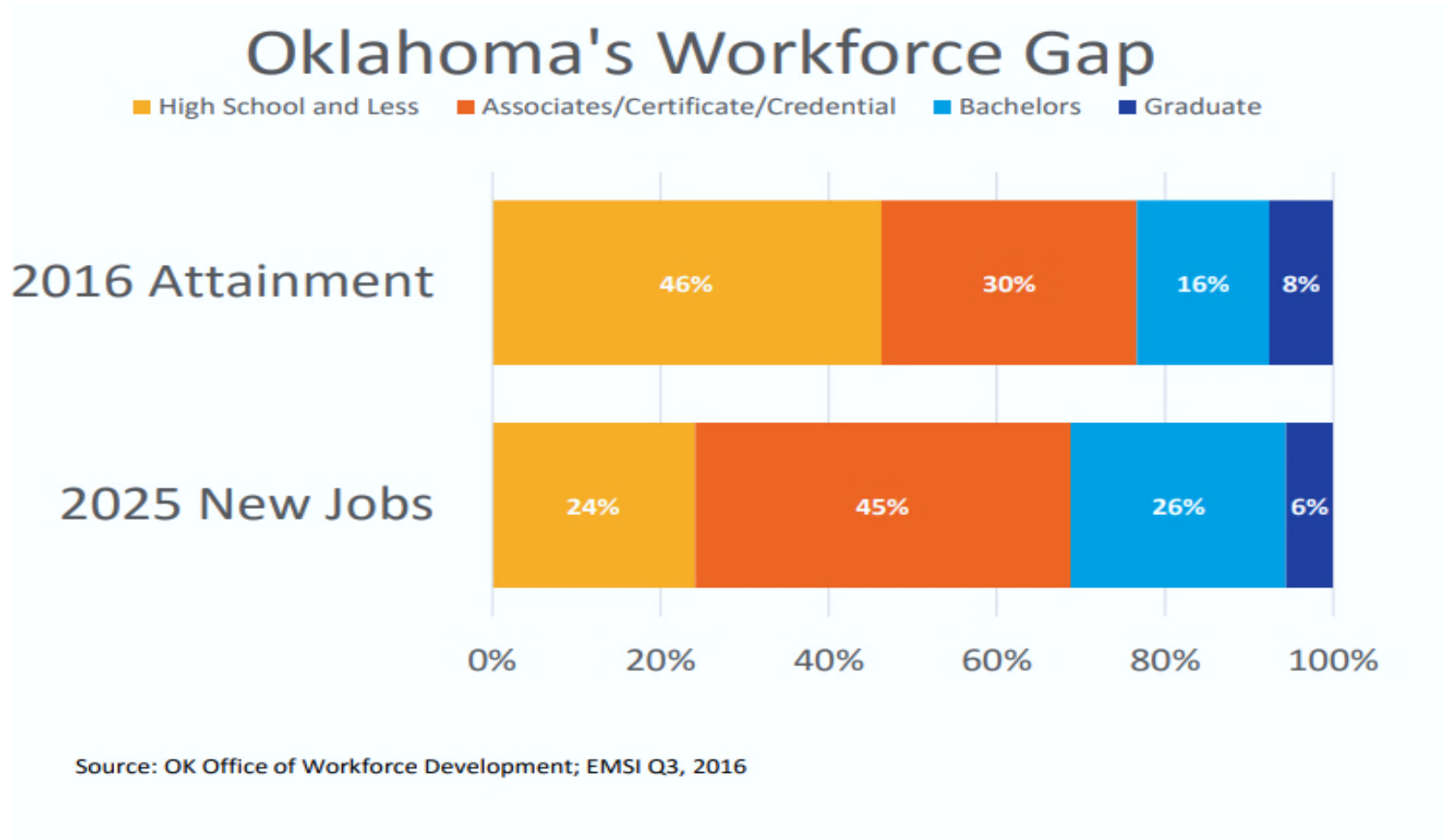
To ensure all students have the opportunity and support to successfully secure a postsecondary degree or industry certification that **reflects each individual's passions and skills.**

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/workforce-area-briefings/>

2016 Data for Oklahoma's Workforce Gap



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?**

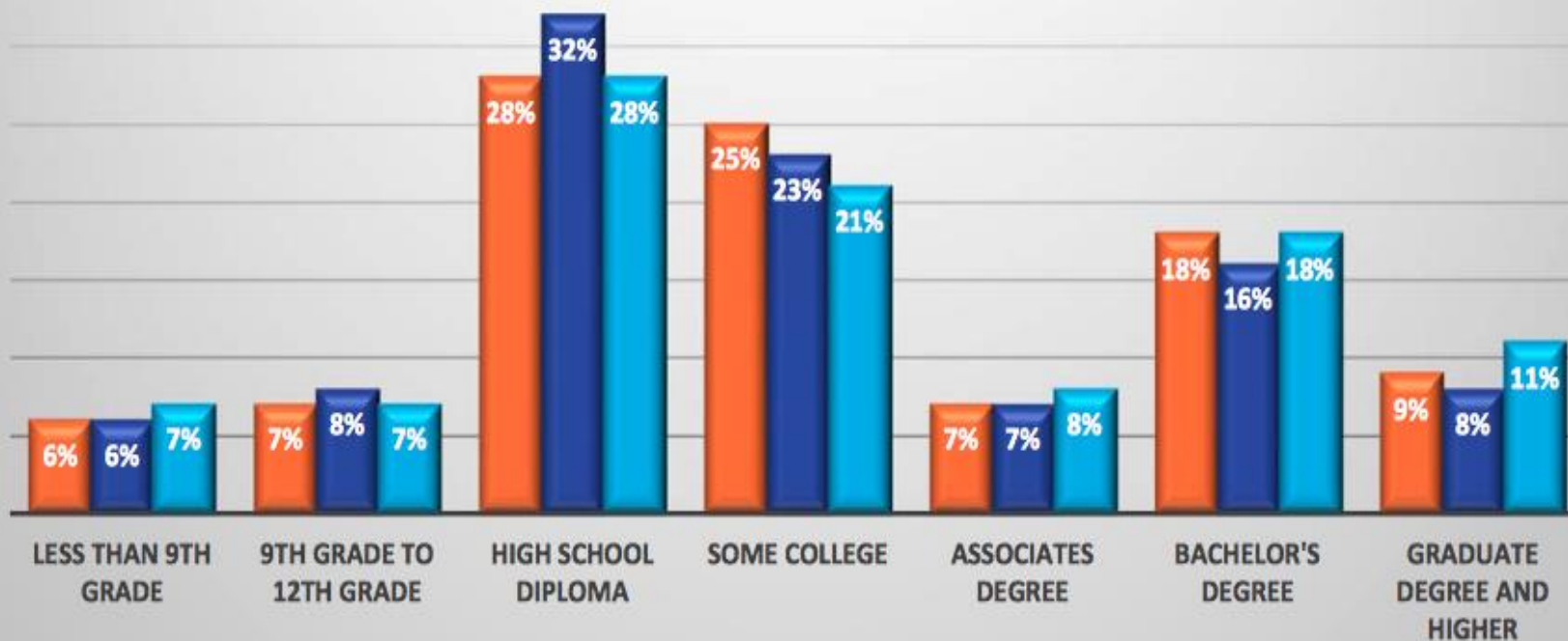
Oklahoma's Wealth-Generating Ecosystems (Central Oklahoma)

Ecosystem Comparison Central Oklahoma Workforce Development Area				
Ecosystem	Estimated Net Job Growth (2016-2025)	Ecosystem Growth Rate (2016-2015)	Average Annual Earnings	Comments
Aerospace and Defense	1,906	5.3%	\$59,980	
Agriculture and Bioscience	1,376	6.2%	\$61,965	
Energy	3,721	11.5%	\$71,003	Second highest average earnings.
Information and Financial Services	5,110	10.8%	\$71,016	Highest average earnings.
Transportation and Distribution	6,600	15.5%	\$63,399	Second in new job creation; Second highest growth rate.
Construction	5,848	8.3%	\$52,274	Second most jobs reported in 2016.
Education	2,855	4.5%	\$63,187	
Health Care	10,063	10.9%	\$56,107	Most new jobs created. Most jobs reported in 2016.
Manufacturing	3,600	16.4%	\$66,565	Highest growth rate.

Educational Attainment by Education Level

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

Central 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 Central Oklahoma by Jobs

- The industry most prominently represented in the Central Oklahoma Workforce region based on job numbers in 2014 is Government (including Defense and Education). Other highly represented industries include Health Care and Social Assistance and Administrative Support.
- Earnings in Central Oklahoma for the top industries are typically higher than the state averages. The largest gap between regional and state averages occurs in the Utilities industry. This industry earns approximately \$41,000 more in Central Oklahoma than the state average.
- Although the regional earnings are higher, most of the industries have earnings comparable to state averages.

Top Industries in Central Oklahoma by Jobs

Industry	2015 Jobs	Current Regional	2015 State Total
		Earnings	Earnings
Government	125,927	\$64,632	\$54,905
Health Care and Social Assistance	72,504	\$57,110	\$50,696
Administrative, Support and Waste Management	46,306	\$37,751	\$37,121
Professional, Scientific, and Technical Services	36,214	\$67,300	\$66,308
Manufacturing	35,851	\$67,470	\$65,998
Construction	35,380	\$48,706	\$47,930
Other Services (except Public Administration)	30,014	\$26,184	\$25,157
Wholesale Trade	27,007	\$62,601	\$64,790
Finance and Insurance	24,806	\$71,484	\$67,241
Mining, Quarrying, and Oil and Gas Extraction	19,905	\$143,881	\$110,991

Source: EMSI 2015.2 Class of Worker

Top Industries in East Central Oklahoma by Jobs

- The industry most prominently represented in the East Central Region Workforce region based on job numbers in 2015 is Government (including Defense and Education). Other highly represented industries include Manufacturing and Health Care and Social Assistance.
- Earnings in the East Central Region for the top industries are lower than the state averages. The largest gap between regional and state averages occurs in the Mining, Quarrying, and Oil and Gas Extraction industry. This industry earns approximately \$39,780 less in East Central than the state average.

Top Industries in East Central Oklahoma by Jobs

Industry	2015 Jobs	Current Regional Earnings	2015 State Earnings
Government	12,867	\$42,018	\$54,905
Health Care and Social Assistance	5,298	\$35,431	\$50,696
Manufacturing	4,856	\$53,678	\$65,998
Construction	2,877	\$31,950	\$47,930
Administrative, Support and Waste Management	2,105	\$27,505	\$37,121
Other Services (except Public Administration)	2,004	\$19,695	\$25,157
Mining, Quarrying, and Oil and Gas Extraction	1,927	\$71,213	\$110,991
Finance and Insurance	1,689	\$49,080	\$67,241
Educational Services	1,308	\$26,087	\$35,037
Professional, Scientific, and Technical Services	1,210	\$43,826	\$66,308

Source: EMSI 2015.2 Class of Worker

Top Paying Industries in Central Oklahoma

- The top paying industry in Central Oklahoma is Utilities with an average annual salary of \$189,171.
- Mining, Quarrying, and Oil and Gas Extraction jobs are the second highest earnings industry in the region.
- Manufacturing, Professional Services, Government, and Wholesale Trade are large industries by jobs, but also offers high earnings potential.

Top Paying Industries in Central Oklahoma

Industry	2015 Jobs	Current Regional	2015 State Total
		Earnings	Earnings
Utilities	3,483	\$189,171	\$148,172
Mining, Quarrying, and Oil and Gas Extraction	19,905	\$143,881	\$110,991
Management of Companies and Enterprises	9,218	\$92,639	\$94,292
Finance and Insurance	24,806	\$71,484	\$67,241
Information	8,554	\$67,476	\$66,810
Manufacturing	35,851	\$67,470	\$65,998
Professional, Scientific, and Technical Services	36,214	\$67,300	\$66,308
Government	125,927	\$64,632	\$54,905
Wholesale Trade	27,007	\$62,601	\$64,790
Health Care and Social Assistance	72,504	\$57,110	\$50,696

Source: EMSI 2015.2 Class of Worker

Top Paying Industries in East Central Oklahoma

- The top paying industry in East Central is Utilities with an average annual salary of \$94,214.
- Management of Companies and Enterprises are the second highest earnings industry in the region.
- Manufacturing and Government are large industries by jobs, but also offer high earnings potential.

Top Paying Industries in East Central Oklahoma

Industry	2015 Jobs	Current Regional	2015 State
		Earnings	Earnings
Utilities	292	\$94,214	\$148,172
Management of Companies and Enterprises	131	\$71,520	\$94,292
Mining, Quarrying, and Oil and Gas Extraction	1,927	\$71,213	\$110,991
Manufacturing	4,856	\$53,678	\$65,998
Wholesale Trade	1,155	\$51,459	\$64,790
Transportation and Warehousing	960	\$51,244	\$64,746
Finance and Insurance	1,689	\$49,080	\$67,241
Information	467	\$47,340	\$66,810
Professional, Scientific, and Technical Services	1,210	\$43,826	\$66,308
Government	12,867	\$42,018	\$54,905

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.

CENTRAL REGION

SECONDARY COMPLETERS BY PATHWAY - SCHOOL YEAR 2015-2016

PATHWAY

SCHOOL	Administrative & Information Support	Automotive Collision Repair	Automotive Service	Business Financial Management & Accounting	Construction	Design/Pre-Construction	Early Childhood Development & Services	Engineering And Technology	Information Support And Services	Law Enforcement Services	Lodging	Maintenance, Installation & Repair	Management And Entrepreneurship
Cashion High School		1	1		2		1	1		1		1	
Crescent High School			1	1				3					
Deer Creek High School-Okla Co		2	5		1			11				1	
Edmond-Memorial High School	1						1	3		2			
Edmond-North High School	2	2	2			3	1	19		4		2	1
Edmond-Santa Fe High School	1	3	7	2	4	1		8		1		1	
Millwood High School								2		1	1		1
Putnam City High School	4	6	7		4	2	1		2	5		1	
Putnam City-Academy			1										
Putnam City-North High School	2	6	6	2			3	2	1	5		3	1
Putnam City-West High School	6		11		3	3		5		6			
Western Heights High School	2		4					1		1		1	
Total	18	20	45	5	14	9	7	55	3	26	1	10	3

CENTRAL REGION

SECONDARY COMPLETERS BY PATHWAY - SCHOOL YEAR 2015-2016

PATHWAY

SCHOOL	Marketing Communications And Promotion	Network Systems	Personal Care Services	Plant And Soil Science	Production	Programming And Software Development	Restaurant Food & Beverage Services	Science And Mathematics	Support Services	Therapeutic Services	Web And Digital Communications	Welding And Metal Fabrication	Grand Total
Cashion High School			2				1	2			3		16
Crescent High School			2				1	1				1	10
Deer Creek High School-Okla Co		1	3			2	1	13		4	7	1	52
Edmond-Memorial High School			10			1	2	6		7	4	1	38
Edmond-North High School	2		5	2		2	4	7		9	10	4	81
Edmond-Santa Fe High School		1	7				6	12		2	2	1	59
Millwood High School			8				1	4		5	1		24
Putnam City High School	3	1	22	1			6	4	1	19	2		91
Putnam City-Academy			3		1					1			6
Putnam City-North High School	1	2	6		1	4	6	12		19	9	2	93
Putnam City-West High School			15	1			5	3	5	15	3	1	82
Western Heights High School		1	6					3	1	4	2		26
Total	6	6	89	4	2	9	33	67	7	85	43	11	578

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

Neighboring campus':

- Redlands Community College (El Reno)
- Oklahoma State University (Oklahoma City)

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 %	
CALUMET HS	15	3.04	2	13%	1	7%	1	7%	11	73%
EL RENO HS	71	2.64	14	20%	3	4%	17	24%	36	51%
MUSTANG HS	249	2.82	31	12%	10	4%	73	29%	135	54%
PIEDMONT HS	94	2.86	13	14%	5	5%	24	26%	52	55%
UNION CITY HS	9	2.11	2	22%	1	11%	3	33%	2	22%
YUKON HS	248	2.49	59	24%	13	5%	71	29%	105	42%
COUNTY TOTAL	686	2.69	121	18%	33	5%	189	28%	341	50%

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**

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