



CENTRAL OKLAHOMA WORKFORCE INNOVATION BOARD

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In-Demand Occupations

In Central Oklahoma

Approved and Published: December 2018

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PURPOSE: The purpose of this item is to make a determination of the occupations that have a substantial current or potential impact on the economy of Central Oklahoma.

The Central Oklahoma Workforce Innovation Board (COWIB) is the policy and guidance board for the Workforce Oklahoma system in Central Oklahoma. We are business leaders with a goal to establish a highly skilled, productive workforce in our 9-county area.

The Central Oklahoma Workforce Innovation Board (COWIB) complies with WIOA's Equal Opportunity and Nondiscrimination provisions which prohibit discrimination on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, political affiliation or belief, or, the basis of citizenship status or participation in a WIOA Title-1 financially assisted program or activity.

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<http://www.cowib.org/>



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In-Demand Occupations

Purpose

The purpose of this item is to make a determination of the occupations that have a substantial current or potential impact on the economy of Central Oklahoma.

Authority

The authority to make this determination is explicitly stated in Section 3(23)(B) of the Workforce Innovation and Opportunity Act (WIOA):

- (B) *DETERMINATION.* — *The determination of whether an industry sector or occupation is in-demand under this paragraph shall be made by the State board or local board, as appropriate, using State and regional business and labor market projections, including the use of labor market information.*

Background

The definition of the term “in-demand occupation” is given in Section 3(23) of WIOA:

(23) *IN-DEMAND INDUSTRY SECTOR OR OCCUPATION.* —

- (A) *IN GENERAL.* — *The term “in-demand industry sector or occupation” means—*
- (i) *an industry sector that has a substantial current or potential impact (including through jobs that lead to economic self-sufficiency and opportunities for advancement) on the State, regional, or local economy, as appropriate, and that contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors; or*
 - (ii) ***an occupation that currently has or is projected to have a number of positions (including positions that lead to economic self-sufficiency and opportunities for advancement) in an industry sector so as to have a significant impact on the State, regional, or local economy, as appropriate.***

There are several reasons why it is important to properly determine the in-demand occupations for a local workforce area. For example:

First, Section 107(b)(2) of WIOA requires that the business members of the local workforce development board must represent businesses that “*provide employment opportunities... in in-demand industry sectors or occupations in the local area.*” Therefore, it is important to determine the in-demand occupations in the local area in order to assure compliance with the board composition requirements of WIOA.

Second, in using funds for Youth Workforce Investment Activities, the local workforce development board is required to support activities that provide “*effective connections to employers... in in-demand industry sectors and occupations of the local and regional labor markets.*” (Reference WIOA Sec. 129(c)(1)(C)(v))

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Third, pursuant to WIOA Sec. 134(c)(3)(F)(v), when Adults and Dislocated Worker participants are contemplating the selection of a program of occupational skills training, the law requires that, *“Priority consideration shall, consistent with clause (i), be given to programs that lead to recognized postsecondary credentials that are aligned with in-demand industry sectors or occupations in the local area involved.”*

Fourth, pursuant to WIOA Sec. 134(c)(3)(G)(ii)(V)(aa), some special types of occupational skills training may be provided *“if... the local board determines that... it would be most appropriate to award a contract... in order to facilitate the training of multiple individuals in in-demand industry sectors or occupations....”*

Fifth, when Individual Training Accounts are used to support occupational skills training for a WIOA Title I participant, WIOA Section 134(c)(3)(G)(iii) requires that the training services *“...be directly linked to an in-demand industry sector or occupation in the local area or the planning region, or in another area to which an adult or dislocated worker receiving such services is willing to relocate, except that a local board may approve training services for occupations determined by the local board to be in sectors of the economy that have a high potential for sustained demand or growth in the local area.”*

Additional Background

The WIOA Unified State Plan provides a description of the industries and occupations for which there is existing demand in the Central planning region. Here is an excerpt:

This section will provide an analysis of the industries and occupations for which there is existing demand in the Central planning region. The Central planning region consists of nine counties in the central area of the state, and is more densely populated than other planning regions. As a result, Central Oklahoma has competitive advantages in many areas. Due to the presence of Tinker Air Force Base, Aerospace and Defense is a significant ecosystem. Demand occupations in the Aerospace and Defense ecosystem include: military occupations, aircraft mechanics, software developers, and computer systems engineers. Because of the location and population of Oklahoma City and the intersections of interstates I-35, I-44, and I-40, Central Oklahoma also has competitive advantages in Energy, Information and Financial Services, and Transportation and Distribution. Demand occupations in the Energy ecosystem include: roustabouts, petroleum engineers, drill operators, and machinists. Demand occupations in the Information and Financial Services ecosystem include: accountants, loan officers, and software developers. Demand occupations in the Transportation and Distribution ecosystem include: heavy tractor truck drivers, delivery service drivers and mechanics.

NOTE: In the State Plan, the state’s key demand industry sectors are referred to as “ecosystems.”

The State Plan goes on to describe additional industries and occupations for which demand is emerging. For Central Oklahoma, the emerging demand occupations are identified as:

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General and Operations Managers; Accountants and Auditors; Postsecondary Teachers; Registered Nurses; Medical Assistants; Security Guards; First-Line Supervisors of Food Preparation and Serving Workers; Cooks, Restaurant; Food Preparation Workers; Combined Food Preparation and Serving Workers, Including Fast Food; Waiters and Waitresses; Janitors and Cleaners, Except Maids and Housekeeping Cleaners; Landscaping and Groundskeeping Workers; Personal Care Aides; Cashiers; Retail Salespersons; First-Line Supervisors of Office and Administrative Support Workers; Customer Service Representatives; Stock Clerks and Order Fillers; and Construction Laborers.

Determination

Relying on the WIOA Unified State Plan as well as our own independent review of regional business and labor market projections, the Central Oklahoma Workforce Innovation Board determines that there are more than 100 “in-demand occupations” in Central Oklahoma. These occupations have a substantial current or potential impact (including through jobs that lead to economic self-sufficiency and opportunities for advancement) on our regional economy.

Our list of in-demand occupations is defined in two ways:

- (1) A 7-page list of 130 easily-identifiable in-demand occupations is attached. Each in-demand occupation is identified by a job title as well as an SOC code. For each in-demand occupation, a projection of employment growth (2014 – 2024) is given. A Location Quotient is also indicated. The employment projections are derived from a report prepared by Emsi (www.EconomicModeling.com).
- (2) Additionally, COWIB recognizes that an in-demand occupation is any other occupation that:
 - (a) Is related to an in-demand industry sector in our region; and
 - (b) Is projected to have a number of open positions in that industry.

For the purpose of determining whether an occupation is “related to” an in-demand industry sector, we will use the O*Net Online website as a resource for establishing a relationship between an occupation and an industry.

For example, Wind Turbine Service Technician (SOC 49-9081) is not given in our 7-page list of in-demand occupations. Even so, we will regard it as an in-demand occupation in Central Oklahoma because, according to the O*Net Online website, Wind Turbine Service Technician is related to the Utilities sector. It is also related to the Construction sector.

See illustration, next page.

(Utilities and Construction are both recognized as in-demand industry sectors in Central Oklahoma).

This determination will be reviewed periodically and may be updated as needed.

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Here is an illustration of how the O*Net Online resource serves to establish a relationship between an occupation (Wind Turbine Service Technician) and an in-demand industry (Utilities or Construction):

Summary Report for:

49-9081.00 - Wind Turbine Service Technicians

Updated 2016

Bright Outlook

green

Inspect, diagnose, adjust, or repair wind turbines. Perform maintenance on wind turbine equipment

Wages & Employment Trends

Median wages (2015) \$24.55 hourly, \$51,050 annual

State wages  Local Salary Info

Employment (2014) 4,000 employees

Projected growth (2014-2024) ■■■■ Much faster than average (14% or higher)

Projected job openings (2014-2024) 5,500

State trends  Employment Trends

Top industries (2014) Utilities 
Construction 

Source: Bureau of Labor Statistics [2015 wage data](#) and [2014-2024 employment projections](#). "Projected growth" represents the estimate (2024). "Projected job openings" represent openings due to growth and replacement.

The red arrows were added to this illustration to show that the top industries for Wind Turbine Service Technicians are Utilities and Construction.

Equal Opportunity and Nondiscrimination Statement

All Recipients, and Sub-recipients / Sub-grantees must comply with WIOA's Equal Opportunity and Nondiscrimination provisions which prohibit discrimination on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, political affiliation or belief, or, for beneficiaries, applicants, and participants only, on the basis of citizenship status or participation in a WIOA Title-I financially assisted program or activity.

Addenda / Revisions

The COWIB Chief Executive Officer is authorized to issue additional instructions, guidance, forms, etc., to further implement these procedures.

Questions about these procedures may be directed to the COWIB's Policy Analyst at (405) 622-2026.

In-Demand Occupations Attachment 1

SOC	Description	State Plan "In-Demand"	2014 Jobs	2024 Jobs	2014-2024 Change	2014-2024% Change	2024 Location Quotient
11-1021	General and Operations Managers	Yes	10,411	11,358	947	9%	1.10
11-2022	Sales Managers	Yes	1,700	1,826	126	7%	1.05
11-3021	Computer and Information Systems Managers	Yes	1,494	1,712	218	15%	0.97
11-3031	Financial Managers	Yes	2,483	2,820	337	14%	1.10
11-3071	Transportation, Storage, and Distribution Managers	No	572	684	112	20%	1.33
11-9071	Gaming Managers	No	65	69	4	6%	3.58
11-9111	Medical and Health Services Managers	Yes	2,514	2,729	215	9%	1.74
13-1051	Cost Estimators	Yes	688	781	93	14%	0.76
13-1081	Logisticians	Yes	1,596	1,771	175	11%	2.72
13-1111	Management Analysts	Yes	2,668	2,982	314	12%	0.96
13-1161	Market Research Analysts and Marketing Specialists	Yes	1438	1737	299	21	0.65
13-2011	Accountants and Auditors	Yes	5,985	7,511	1,526	25%	1.22
13-2051	Financial Analysts	Yes	643	751	108	17%	0.57
13-2052	Personal Financial Advisors	Yes	669	781	112	17%	0.72
13-2072	Loan Officers	Yes	1,800	2,075	275	15%	1.45
15-1121	Computer Systems Analysts	Yes	1,539	1,879	340	22%	0.63
15-1132	Software Developers, Applications	Yes	2,002	2,327	325	16%	0.58
15-1133	Software Developers, Systems Software	Yes	1,330	1,514	184	14%	0.76
15-1142	Network and Computer Systems Administrators	No	1,055	1,131	76	7%	0.62
15-1151	Computer User Support Specialists	Yes	3,137	3,366	229	7%	1.15
15-2031	Operations Research Analysts	No	545	708	163	30%	1.30
17-1011	Architects, Except Landscape and Naval	Yes	267	330	63	24%	0.74
17-2011	Aerospace Engineers	Yes	441	573	132	30%	1.86
17-2051	Civil Engineers	Yes	831	882	51	6%	0.68
17-2112	Industrial Engineers	Yes	722	856	134	19%	0.73
17-2141	Mechanical Engineers	Yes	767	842	75	10%	0.63
17-2171	Petroleum Engineers	Yes	1,364	1,494	130	10%	9.20
21-1011	Substance Abuse and Behavioral Disorder Counselors	No	208	258	50	24%	0.57
21-1014	Mental Health Counselors	No	594	712	118	20%	1.07
21-1015	Rehabilitation Counselors	No	787	946	159	20%	1.77
21-1093	Social and Human Service Assistants	No	1,001	1,195	194	19%	0.63
23-2011	Paralegals and Legal Assistants	No	1,165	1,278	113	10%	1.01
25-1099	Postsecondary Teachers	Yes	7,108	7,223	115	2%	1.03
25-2012	Kindergarten Teachers, Except Special Education	No	706	778	72	10%	1.14

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25-2021	Elementary School Teachers, Except Special Education	No	4,872	5,390	518	11%	0.91
25-2022	Middle School Teachers, Except Special and Career/Technical Education	No	2,338	2,601	263	11%	0.96
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	No	3,299	3,652	353	11%	0.88
25-9041	Teacher Assistants	No	3,229	3,551	322	10%	0.66
27-3091	Interpreters and Translators	Yes	159	195	36	23%	0.69
29-1021	Dentists, General	Yes	517	603	86	17%	1.21
29-1031	Dietitians and Nutritionists	No	275	311	36	13%	1.03
29-1122	Occupational Therapists	No	414	483	69	17%	0.81
29-1123	Physical Therapists	Yes	828	978	150	18%	0.87
29-1126	Respiratory Therapists	No	542	606	64	12%	1.03
29-1141	Registered Nurses	Yes	10,173	11,545	1,372	13%	0.84
29-1171	Nurse Practitioners	Yes	602	775	173	29%	1.03
29-2011	Medical and Clinical Laboratory Technologists	No	985	1,098	113	11%	1.37
29-2012	Medical and Clinical Laboratory Technicians	Yes	1,090	1,228	138	13%	1.55
29-2021	Dental Hygienists	Yes	887	1,039	152	17%	1.05
29-2031	Cardiovascular Technologists and Technicians	No	252	313	61	24%	1.17
29-2032	Diagnostic Medical Sonographers	No	478	591	113	24%	1.83
29-2034	Radiologic Technologists	No	935	1,027	92	10%	1.11
29-2041	Emergency Medical Technicians and Paramedics	Yes	736	889	153	21%	0.75
29-2052	Pharmacy Technicians	Yes	2,400	2,699	299	12%	1.47
29-2055	Surgical Technologists	No	595	689	94	16%	1.39
29-2056	Veterinary Technologists and Technicians	Yes	299	424	125	42%	0.82
29-2057	Ophthalmic Medical Technicians	No	495	590	95	19%	2.97
29-2061	Licensed Practical and Licensed Vocational Nurses	Yes	3,938	3,940	2	0%	1.16
29-2071	Medical Records and Health Information Technicians	No	1,671	1,862	191	11%	1.98
29-2081	Opticians, Dispensing	No	231	303	72	31%	0.81
31-1011	Home Health Aides	Yes	2,294	2,448	154	7%	0.48
31-1014	Nursing Assistants	Yes	6,502	6,716	214	3%	0.96
31-2011	Occupational Therapy Assistants	No	228	279	51	22%	1.39
31-2021	Physical Therapist Assistants	No	440	533	93	21%	1.19
31-2022	Physical Therapist Aides	No	276	338	62	22%	1.22
31-9091	Dental Assistants	No	1,601	1,856	255	16%	1.16
31-9092	Medical Assistants	No	3,441	4,087	646	19%	1.33
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	No	500	630	130	26%	1.63
31-9097	Phlebotomists	No	451	547	96	21%	0.89

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33-2011	Firefighters	No	1,276	1,428	152	12%	0.99
33-3012	Correctional Officers and Jailers	No	1,802	1,933	131	7%	1.01
33-3051	Police and Sheriff's Patrol Officers	No	2,153	2,401	248	12%	0.82
33-9032	Security Guards	Yes	4,222	4,777	555	13%	0.91
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	Yes	4,583	5,513	930	20%	1.24
35-2014	Cooks, Restaurant	Yes	4,717	5,923	1206	26%	0.99
35-2021	Food Preparation Workers	Yes	3,179	3,767	588	18%	0.90
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	Yes	12,838	15,927	3,089	24%	0.98
35-3031	Waiters and Waitresses	Yes	10,925	12,384	1,459	13%	1.03
35-3041	Food Servers, Nonrestaurant	No	1,685	1,805	120	7%	1.44
37-3011	Landscaping and Groundskeeping Workers	Yes	2,773	3,325	552	20%	0.77
39-9011	Childcare Workers	No	3,398	3,517	119	4%	1.14
39-9021	Personal Care Aides	Yes	3,940	4,849	909	23%	0.50
39-9031	Fitness Trainers and Aerobics Instructors	Yes	929	1,084	155	17%	0.91
41-1011	First-Line Supervisors of Retail Sales Workers	No	6,124	6,888	764	12%	1.26
41-2011	Cashiers	No	12,788	14,766	1,978	15%	0.93
41-2012	Gaming Change Persons and Booth Cashiers	No	269	283	14	5%	2.83
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	Yes	2,672	2,769	97	4%	1.73
43-3021	Billing and Posting Clerks	No	1,450	1,725	275	19%	0.71
43-3031	Bookkeeping, Accounting, and Auditing Clerks	Yes	9,065	8,766	(299)	(3%)	1.31
43-3041	Gaming Cage Workers	No	182	212	30	16%	2.50
43-3071	Tellers	Yes	2,415	2,414	(1)	(0%)	1.18
43-4051	Customer Service Representatives	Yes	12,151	13,356	1,205	10%	1.06
43-4171	Receptionists and Information Clerks	No	3,266	3,633	367	11%	0.78
43-5081	Stock Clerks and Order Fillers	Yes	7,261	8,447	1,186	16%	0.93
43-6013	Medical Secretaries	Yes	2,877	3,366	489	17%	1.25
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	No	8,844	9,241	397	4%	0.88
43-9061	Office Clerks, General	No	14,020	14,458	438	3%	1.07
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	Yes	613	571	(42)	(7%)	0.19
47-2031	Carpenters	Yes	1,891	2,091	200	11%	0.69
47-2051	Cement Masons and Concrete Finishers	Yes	838	1,299	461	55%	1.66
47-2061	Construction Laborers	Yes	3,810	4,588	778	20%	1.06
47-2073	Operating Engineers and Other Construction Equipment Operators	Yes	1,738	2,011	273	16%	1.22
47-2111	Electricians	Yes	2,276	2,470	194	9%	0.87

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47-2152	Plumbers, Pipefitters, and Steamfitters	Yes	2,250	2,614	364	16%	1.34
47-2211	Sheet Metal Workers	Yes	2,110	2,152	42	2%	3.34
49-2091	Avionics Technicians	No	311	403	92	30%	4.92
49-3011	Aircraft Mechanics and Service Technicians	Yes	1,909	2,357	448	23%	4.01
49-3023	Automotive Service Technicians and Mechanics	No	2,764	2,958	194	7%	1.00
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	Yes	1,142	1,282	140	12%	1.04
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Yes	1,320	1,591	271	21%	1.15
49-9041	Industrial Machinery Mechanics	Yes	1,440	1,670	230	16%	0.99
49-9043	Maintenance Workers, Machinery	No	525	579	54	10%	1.25
49-9051	Electrical Power-Line Installers and Repairers	No	382	435	53	14%	0.76
51-1011	First-Line Supervisors of Production and Operating Workers	No	2,533	2,656	123	5%	0.97
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	No	102	215	113	111%	1.13
51-2092	Team Assemblers	No	3,043	3,067	24	1%	0.58
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	No	683	810	127	19%	1.08
51-4041	Machinists	Yes	1,941	2,025	84	4%	1.07
51-4121	Welders, Cutters, Solderers, and Brazers	Yes	2,580	2,499	(81)	(3%)	1.41
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	No	168	172	4	2%	0.80
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	Yes	1,771	1,905	134	8%	0.81
51-9198	Helpers – Production Workers	No	1,879	1,780	(99)	(5%)	0.91
53-3022	Bus Drivers, School or Special Client	No	1,420	1,559	139	10%	0.69
53-3031	Driver/Sales Workers	No	2,498	2,750	252	10%	1.34
53-3032	Heavy and Tractor-Trailer Truck Drivers	Yes	7,640	8,198	558	7%	1.02
53-3033	Light Truck or Delivery Service Drivers	Yes	3,377	3,608	231	7%	0.91
53-7051	Industrial Truck and Tractor Operators	No	1,629	2,352	723	44%	0.89
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	Yes	10,616	12,178	1562	15%	1.02
53-7073	Wellhead Pumpers	No	205	235	30	15%	4.30
			327,477	366,731	39,256	12%	

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