

Existing and Emerging

In-Demand Occupations

In Central Oklahoma



December 18, 2018

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))

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:

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.

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 for 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.

Attachment:

A list of 130 In-Demand Occupations in Central Oklahoma