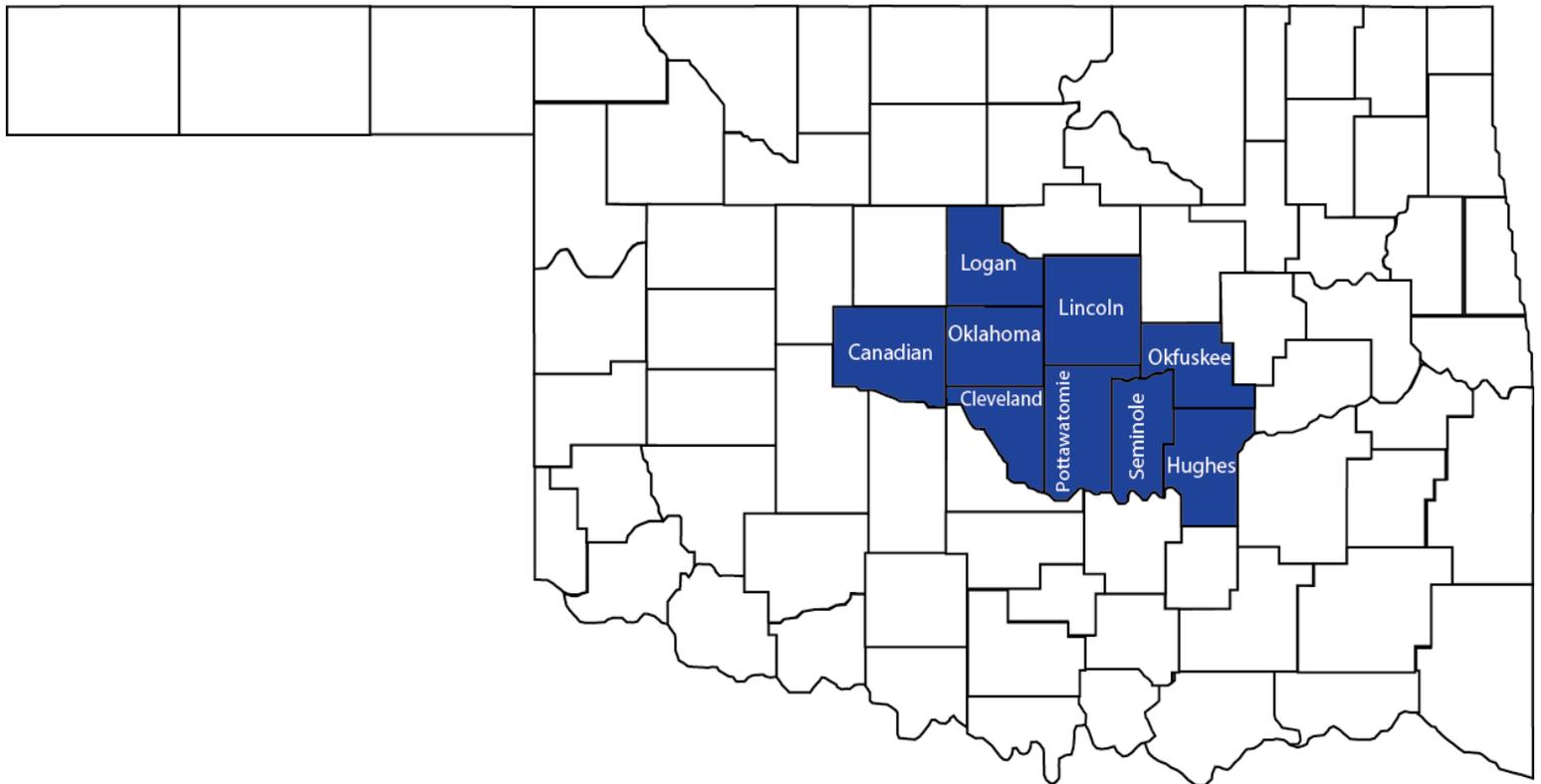


Central Oklahoma Planning Region

April 2016

Overview and Purpose

The Workforce Innovation and Opportunity Act (WIOA) represents a commitment to workforce development for individual and national economic growth. WIOA seeks to increase opportunities for individuals, especially those facing barriers to employment, and invests in the imperative connection between education and the career preparation. Planning regions have been created based on state labor market areas, regional economic development areas, and funding mechanisms for educational centers including colleges, universities, and CareerTechs. One primary purpose of the planning regions is to foster necessary partnerships that reduce costs and meet training needs of Oklahoma's workforce. Planning regions allow to more effectively prioritize training for in-demand occupations unique to the area, while streamlining efficiency. The Central Oklahoma Planning Region is comprised of nine counties: Canadian, Cleveland, Hughes, Lincoln, Logan, Okfuskee, Oklahoma, Pottawatomie, and Seminole.

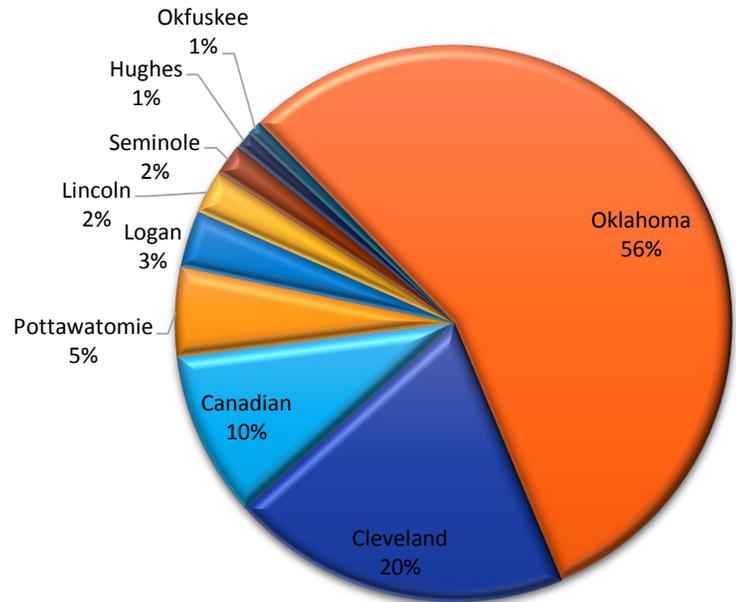


Population of the Central Oklahoma Planning Region

The Central Planning Region counties combine for an estimated population of 1,389,080. This accounts for 36% of the total state population. Oklahoma City is the largest city in the region with an estimated population of 620,600.

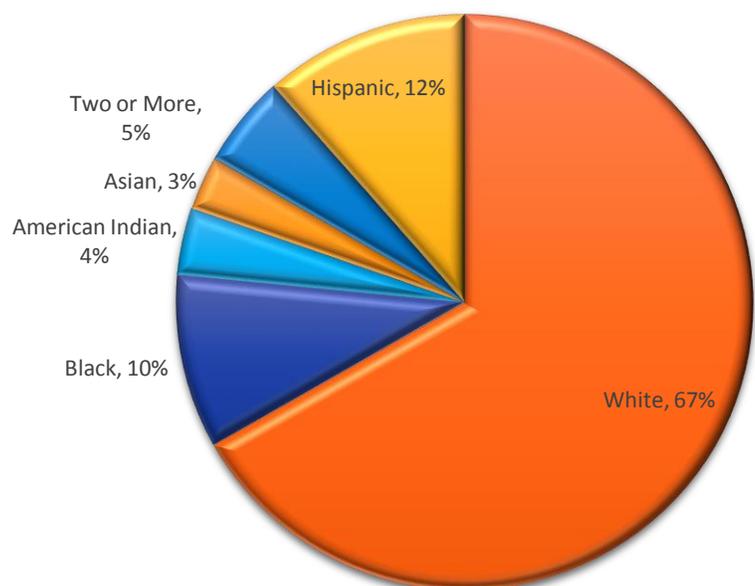
- According to 2015 Census estimates, Oklahoma County is the most populous county in the region with an estimated population of 766,865. Cleveland County is second with 274,460 people.
- Okfuskee County is the least populated county in the region, with an estimated population of 12,180.
- Since 2010, the region has experienced significant population growth. Canadian County has had the largest population growth in the state at 15.4%. Logan County grew by 9.9%. Oklahoma and Cleveland counties grew by 8.1% and 7.3% respectively. Pottawatomie and Lincoln counties grew by 3.5% and 2.2% respectively.
- Seminole, Okfuskee, and Hughes counties all experience little or no population change since 2010.

Central Oklahoma Percentage of Population by County



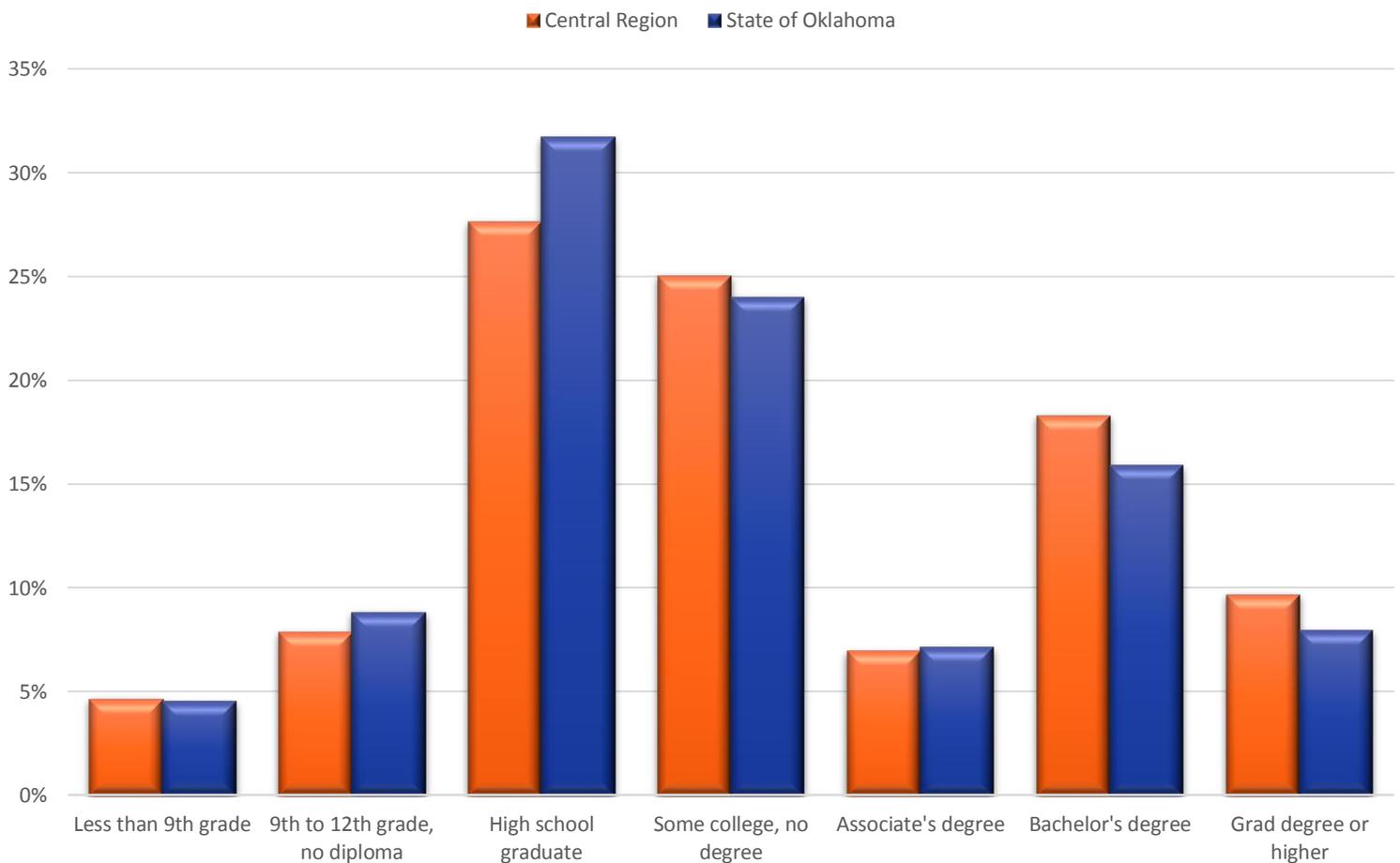
Central Oklahoma Planning Region Population Breakdown by Race:

- 66.7% of residents in the Central Oklahoma Planning Region identify themselves as White. This is slightly below the statewide average of 68%.
- With 133,350 people, Black is the second most populous group in Central Oklahoma. They account for 10% of the population.
- Two or More Races consist of 5.2% of the population. American Indian makes up 4% of the population, while Asian makes up 3%. All remaining races account for a negligible percentage of the population.
- Hispanics, which are categorized as an ethnicity by the Census bureau, make up 12% of the total population in Central Oklahoma.



Educational Attainment in the Central Oklahoma Planning Region:

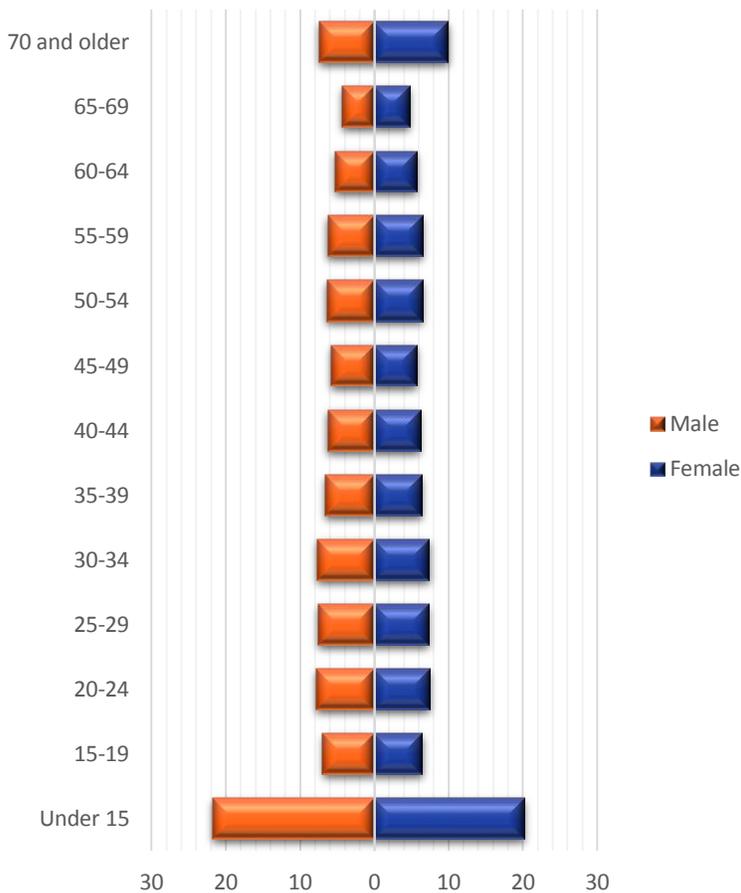
- 87.5% of people residing in the Central Oklahoma Planning Region have attained at least a high school degree. This is slightly above the statewide average of 86.7%.
- As a region, the region has educational attainment close to, but typically higher than the state averages. The Central Oklahoma Planning Region has a higher percentage of individuals with “bachelor’s degree”, “grad degree or higher” and “some college, no degree”; but slightly lower percentage of “associate’s degree”.
- Bachelor’s degree is the largest gap of post-secondary educational attainment between region and state averages, at 2.4%.
- At the secondary level, the Central Oklahoma Planning Region has a lower percentage of individuals whose furthest educational attainment is “9th to 12th grade” and “high school graduate” compared to the state average.



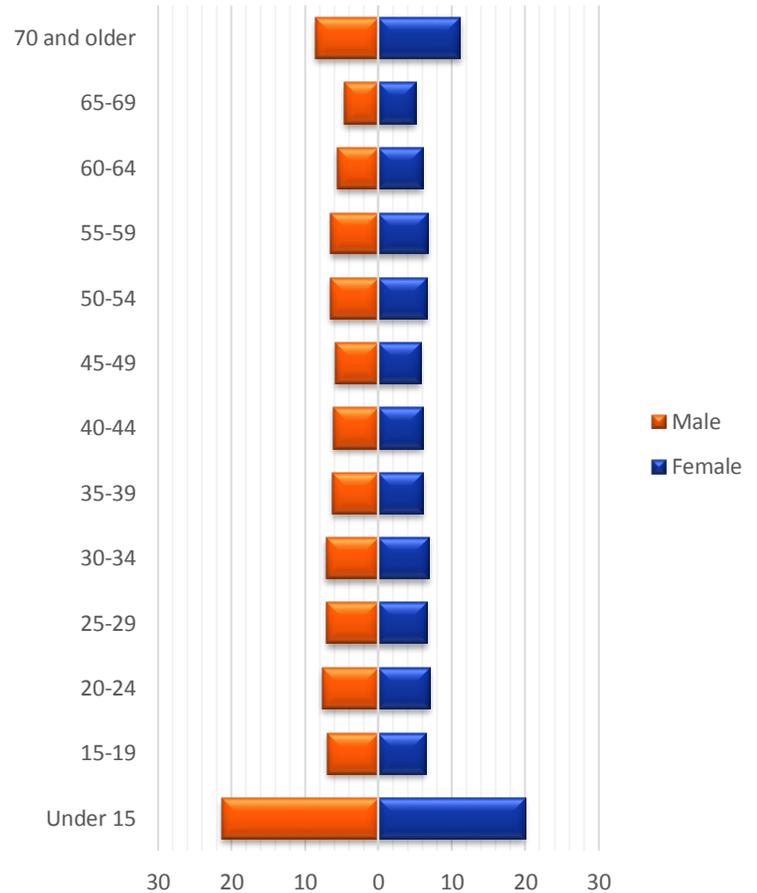
Age and Sex Data in the Central Oklahoma Planning Region:

- According to economic modeling tool EMSI’s first quarter of 2016 population estimate, there are 1,387,700 people living in the Central Oklahoma Planning Region. Of that, there are 683,550 men and 704,150 women. 49.3% of the population in Central Oklahoma is male, while 50.7% is female.
- Statewide, EMSI calculates a population of 3,910,250. Of that, 49.5% are men, while women make up 50.5% of the population. In real numbers that comes out to 1,936,610 are men and 1,973,640 are women.
- The general trend in population figures is consistent when comparing the Central Oklahoma Planning Region to the rest of the state. The population pyramids show similar bulge areas, specifically amongst youth and baby boomer age ranges, with both charts showing smaller percentages of individuals aged 35-49.
- The Central Oklahoma Planning Region tends to have a slightly younger population than the state average.
- The 20-24 age bracket is the largest cohort in Central Oklahoma, followed by the 30 to 34 bracket.

Central OK Planning Region Age/Sex Data by Percentage of Population



Oklahoma Age/Sex Data by Percentage of Population

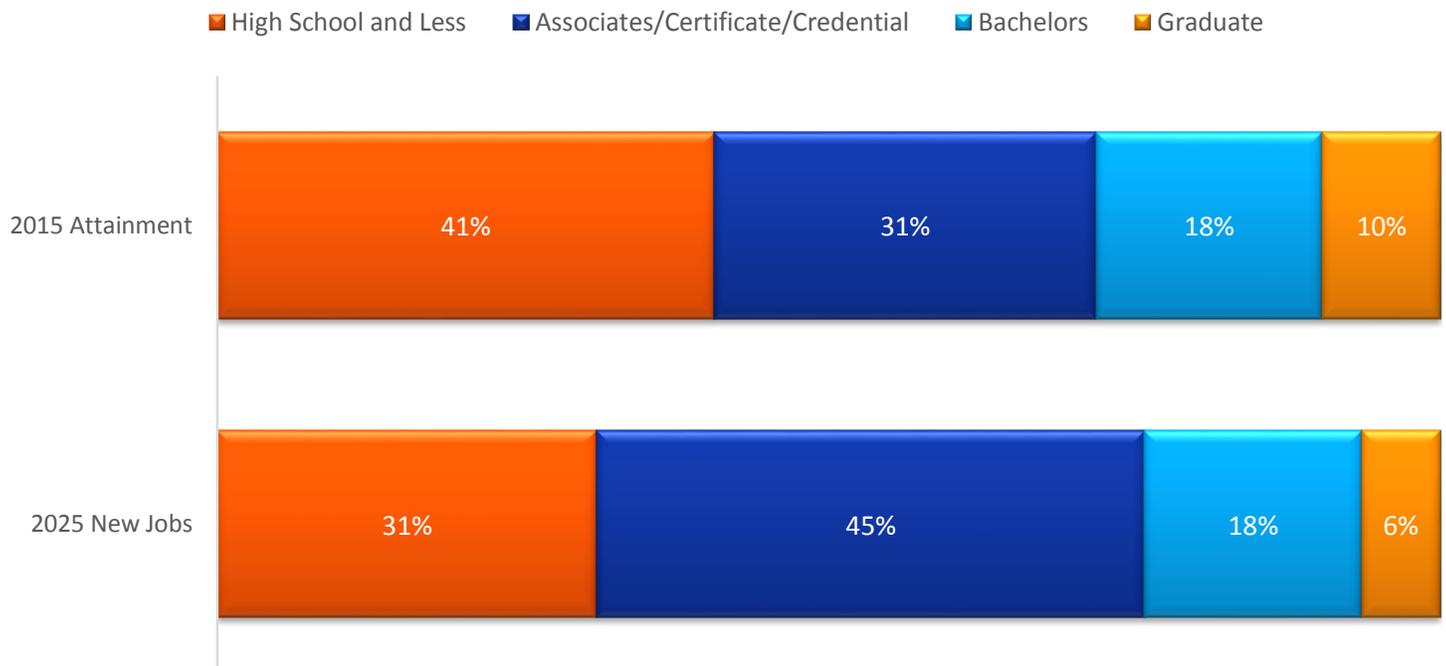


Source: EMSI 2016.1

Central Oklahoma Planning Region Education Gap

- By 2025, 31% of all new jobs in the Central Oklahoma Planning Region will require a high school degree or less, but 45% will require post-secondary training. Currently only 31% of individuals in the area have some post-secondary training or an associate’s degree. By 2025, 18% of new jobs will require a bachelor’s degree, and 6% will require a graduate degree or higher.
- Based on the projected demand and current educational attainment levels, the Central Oklahoma Planning Region is better positioned than other areas in the state to have a trained and ready workforce to meet the needs that may emerge in the area.
- There is always opportunity to encourage further education, especially considering the gap in the post-secondary training and those with a high school diploma, or less. That segment of the population could be targeted to become candidates for further education or attaining certificates. Decreasing the number of individuals with high school or less, and increasing numbers of trained post-secondary individuals will lead to better jobs and potential to create wealth.
- There is a surplus of individuals in the grad degree or higher category compared with new job requirements for that sector in 2025.

Central Oklahoma Planning Region Educational Gap for Jobs by 2025



Source: OK Office of Workforce Development; EMSI 2016.1
 2025 Estimates based on new jobs created and entry level job requirements

Central Oklahoma Planning Region Educational Assets

Colleges, Universities, and CareerTechs are instrumental in developing the workforce of Central Oklahoma. The region is home to several institutions which help supply local businesses and organizations with a workforce that has the necessary labor and skills to be competitive in today's economy.

CareerTechs

There are eight CareerTechs with nineteen locations in the region:

- **Canadian Valley Technology Center** (El Reno; Yukon- Brooks; Yukon- Cowan)
- **Eastern OK County Technology Center** (Choctaw)
- **Francis Tuttle Technology Center** (OKC- Rockwell; OKC –Reno; OKC- Portland; OKC Business Center)
- **Gordon Cooper Technology Center** (Seminole; Shawnee)
- **Metro Technology Center** (OKC- Aviation; OKC Downtown; OKC- South Bryant; OKC- Springlake)
- **Moore Norman Technology Center** (Norman; South Penn)
- **Mid-Del Technology Center** (Midwest City; Del City)
- **Wes Watkins Technology Center** (Wetumka)

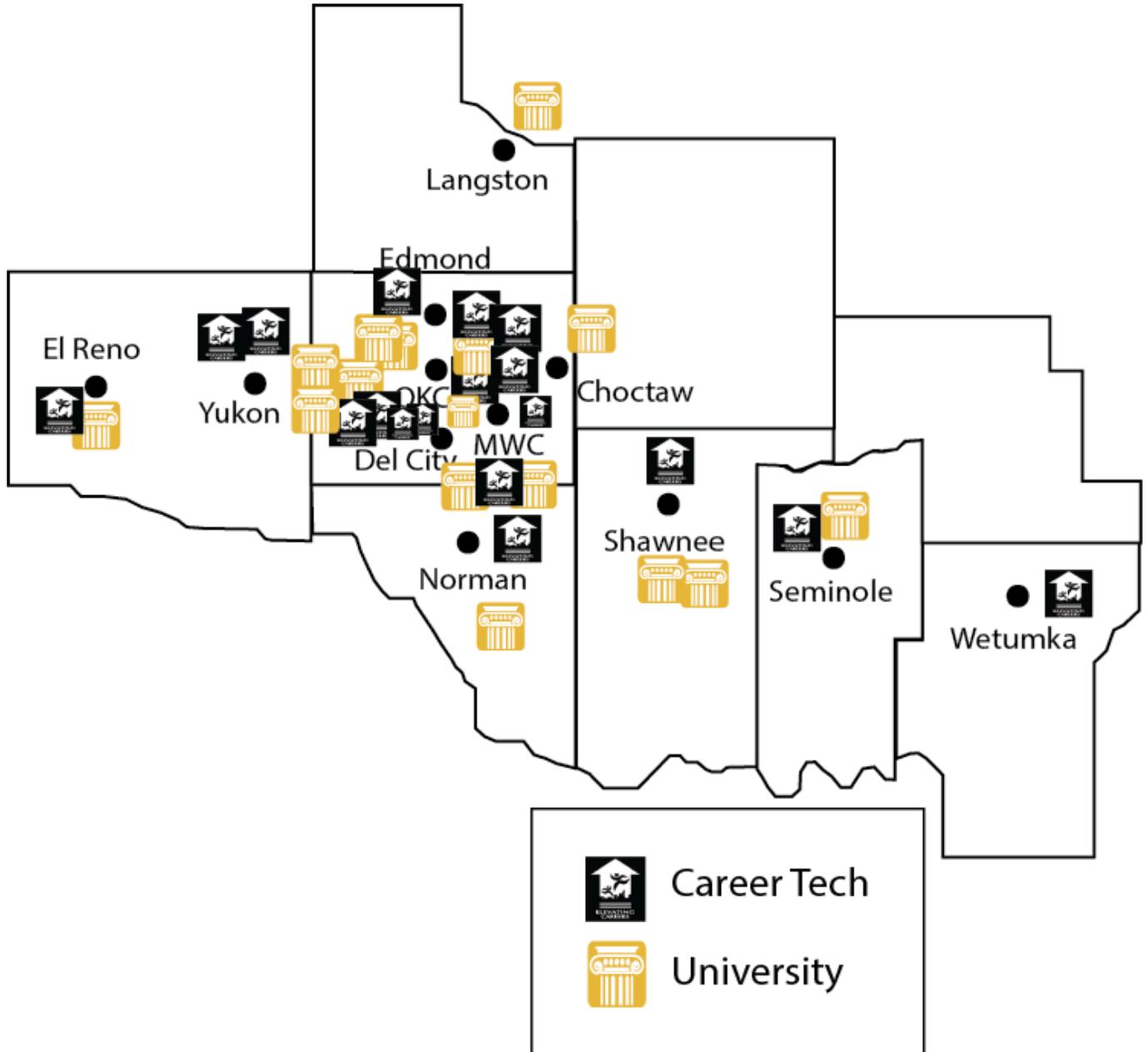
Source: Oklahoma CareerTech

Colleges and Universities

There are twenty colleges and universities in the region:

- **Brown Mackie College** (Oklahoma City)
- **DeVry University** (Oklahoma City)
- **Langston University** (Langston, Oklahoma City)
- **Mid-America Christian University** (Oklahoma City)
- **Oklahoma Baptist University** (Shawnee)
- **Oklahoma Christian University** (Oklahoma City)
- **Oklahoma City Community College** (Oklahoma City)
- **Oklahoma City University** (Oklahoma City)
- **Oklahoma State University** (Oklahoma City)
- **Redlands Community College** (El Reno)
- **Rose State College** (Midwest City)
- **Southern Nazarene University** (Bethany)
- **Southwestern Christian University** (Bethany)
- **Southwestern College** (Midwest City)
- **St. Gregory's University** (Shawnee)
- **University of Central Oklahoma** (Edmond)
- **University of Oklahoma** (Norman)
- **University of Oklahoma Health Sciences Center** (Oklahoma City)
- **University of Phoenix** (Oklahoma City)
- **Seminole State College** (Seminole)

Source: Oklahoma State Regents of Higher Education

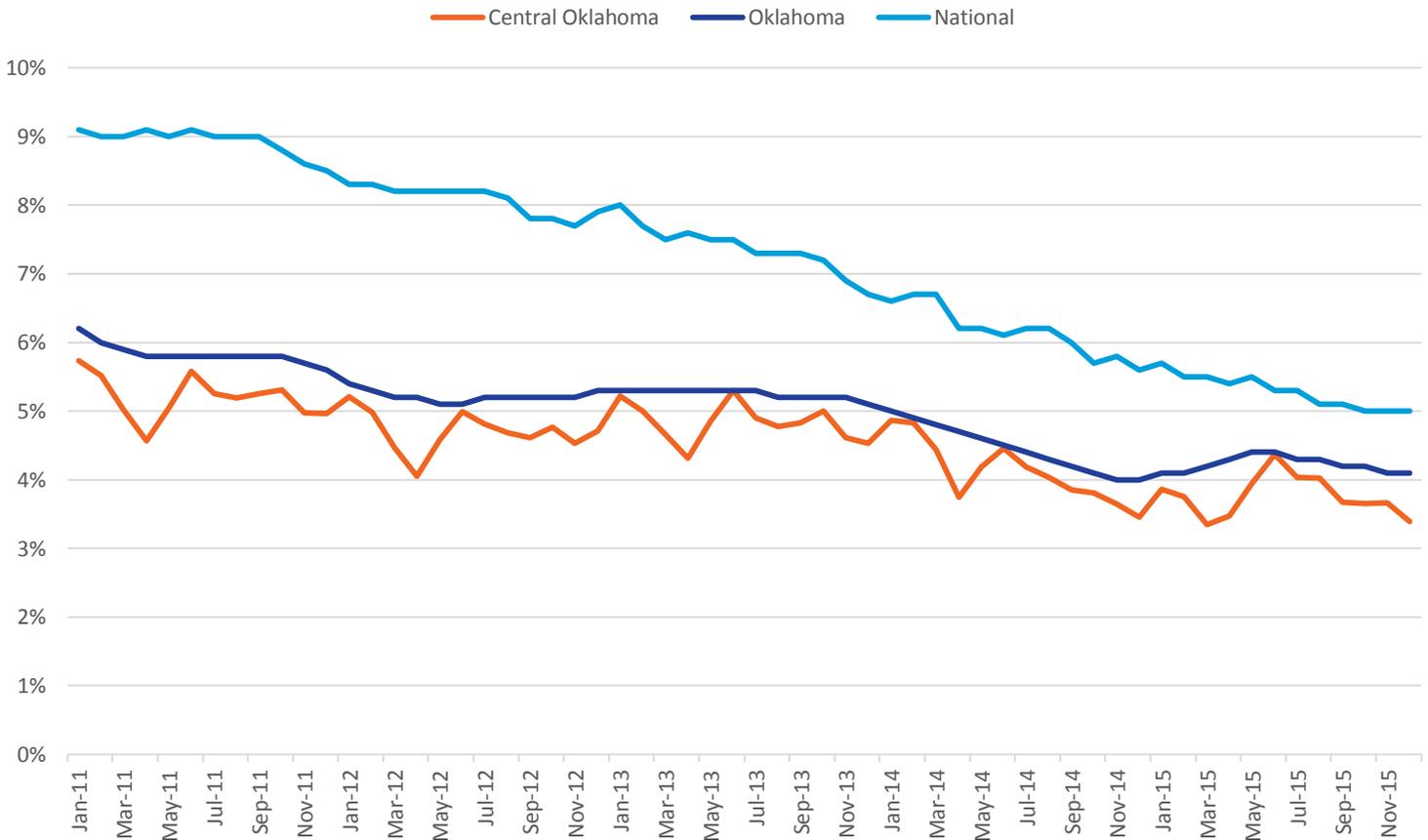


Economic Data

Unemployment Rate:

- Since January 2011, the Central Oklahoma Planning Region has stayed at or below the state unemployment rate, and well below the national unemployment rate. After reaching a peak of 5.7% in January 2011, the Central Oklahoma Planning Region unemployment rate has declined, and in December 2015 the unemployment rate was 3.4%.
- The Central Oklahoma unemployment rate and the state unemployment rate have remained relatively similar since January 2011. Both the Central Oklahoma Planning Region and the state average unemployment rate have stayed below the national average over the five year historical period.
- Both Central Oklahoma and the State have maintained a gradual declining trend in unemployment rates since peaking in January 2011.
- If unemployment rates drop too low, employers have a smaller pool of candidates to choose from when hiring. Additionally, low unemployment rates mean fewer job openings for employees looking to change jobs. Fortunately, the region has been able to maintain a healthy unemployment rate.

Five Year Unemployment Rate - Central Oklahoma, State, and National

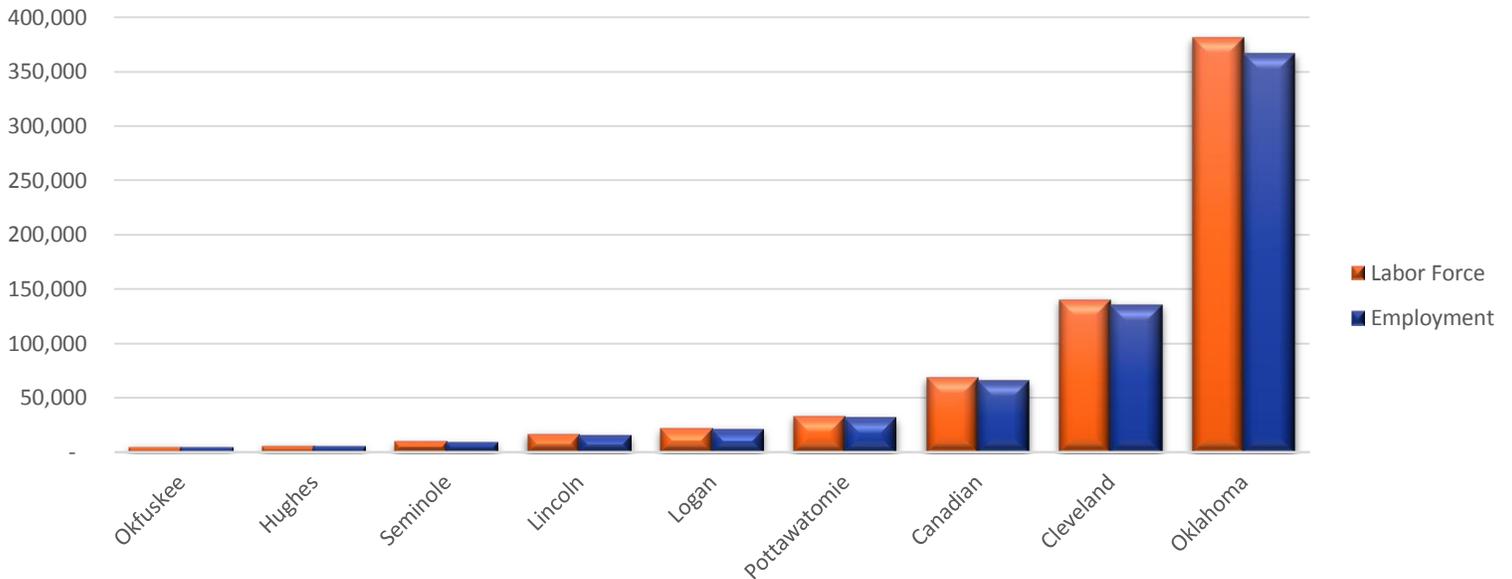


Source: Bureau of Labor Statistics, Local Area Unemployment Statistics

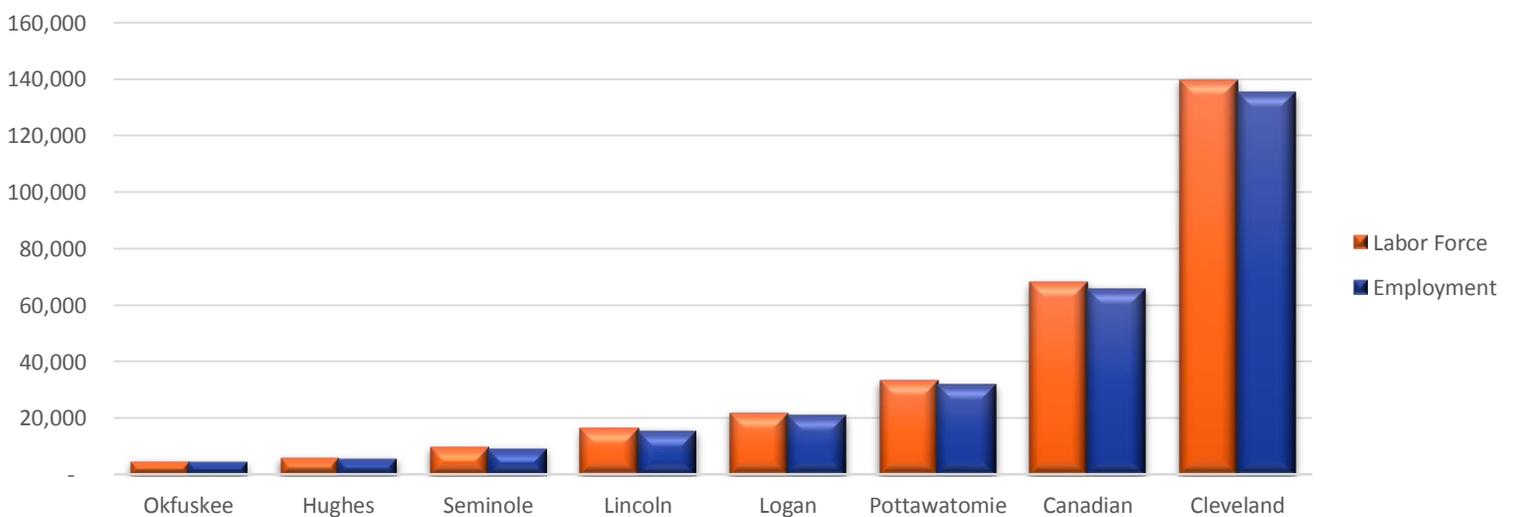
Total Employment:

- In real numbers - as of January 2016 – 679,680 people in the Central Oklahoma Planning Region are in the labor force, and 650,380 are employed. That equates to 95.6% of the labor force in the region is employed.
- Oklahoma County possesses the largest population, largest labor force and largest number of people employed in the region. Cleveland County has the second largest labor force and number employed.
- Okfuskee County has the smallest labor force, but has the second highest unemployment rate in the region.
- Cleveland County has the second largest labor force, but the lowest unemployment rate.

Total Employment by County in Central Oklahoma January 2016



Total Employment by County in Central Oklahoma, without Oklahoma County January 2016



Source: BLS: LAUS

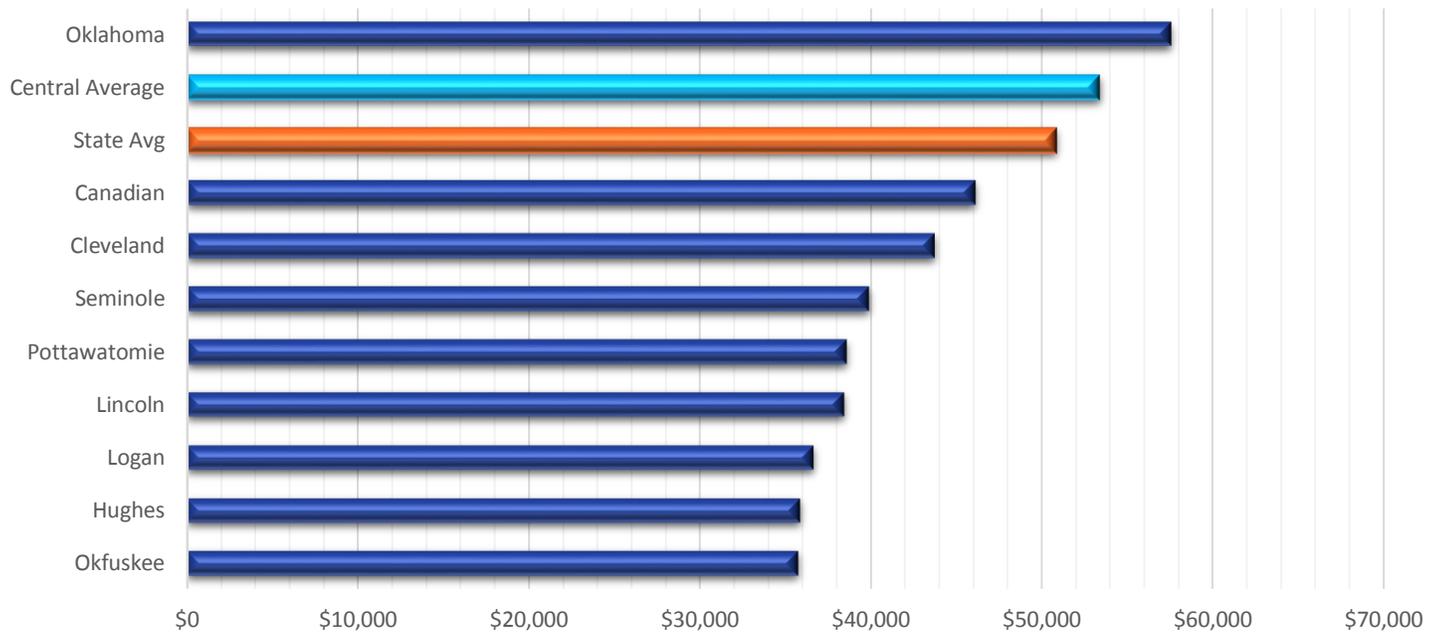
Top Industries in Central Oklahoma

Industry
Government
Health Care and Social Assistance
Retail Trade
Accommodation and Food Services
Administrative and Support and Waste Management and Remediation Services
Manufacturing
Construction
Professional, Scientific, and Technical Services
Other Services (except Public Administration)
Wholesale Trade

Source: EMSI 2016.1

Wages by County:

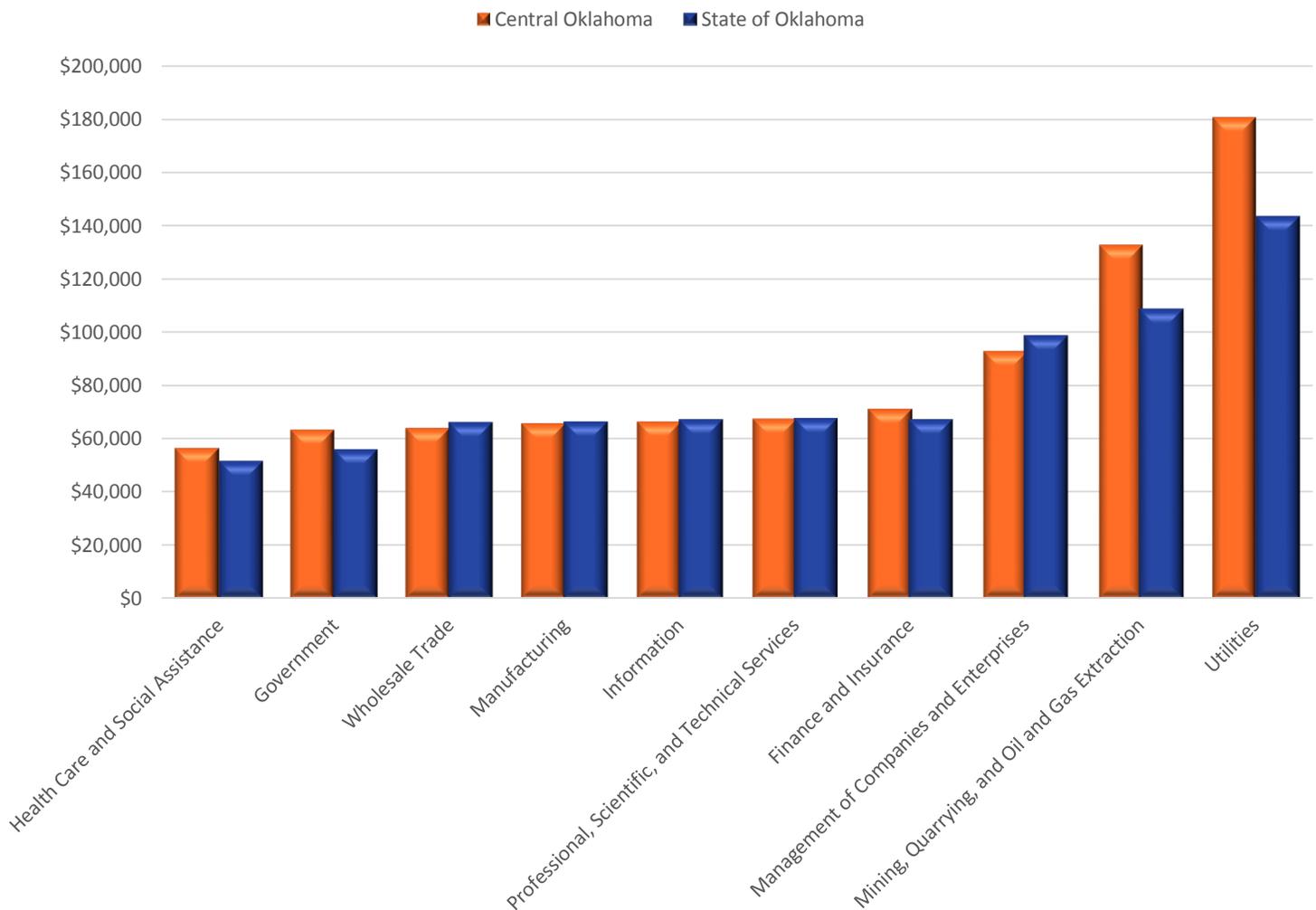
- The Central Oklahoma Planning Region average wage is \$53,370; this is above the state average of \$50,825 by about \$2,550. The gap between the Central Oklahoma Planning Region counties and the state average ranges from \$4,170 more in Oklahoma County to \$17,750 less in Okfuskee County.
- Oklahoma County has the highest wages in the region, and higher than the state average and Planning Region average.
- Okfuskee County and Logan County are the smallest counties in the region in terms of population, and have the lowest wages in the region.
- The three largest counties in the region also have the highest wages.



Wages by Industry:

- Top Industry earnings in the Central Oklahoma Planning for the most part are higher than state averages, albeit a few are by small margins. The largest wage difference occurs in the “Utilities” industry. This position earns \$37,350 more in Central Oklahoma than the state average.
- “Wholesale Trade”, “Manufacturing,” “Information”, and “Management of Companies” are industries in the region that earn less than their state average counterparts.
- The industries in Central Oklahoma that compare closest to state averages are, “Manufacturing”, “Information”, and “Professional Services”.
- All of the top Industry wage averages in Central Oklahoma that are above the state of Oklahoma’s yearly average earnings of \$50,825.

Average Earnings by Industry in Central Oklahoma and State of Oklahoma



Source: EMSI 2016.1

Ecosystems Impact in Central Oklahoma on Occupations and Salaries

The Oklahoma Department of Commerce identified five ecosystems in Oklahoma important to the economy to generate wealth, have employment growth potential, or where the state has a competitive advantage (Aerospace and Defense, Energy, Agriculture and Bioscience, Information and Financial Services, and Transportation and Distribution). In each ecosystem, there are critical occupations necessary for future growth and advancement. In addition to the five statewide ecosystems, there are ecosystems at the regional level important for regional economies.

Aerospace & Defense

Based on 2015 job numbers there are 27,650 jobs in the Aerospace & Defense Ecosystem in Central Oklahoma with average earnings of approximately \$66,710.

As a projection of demand by 2025, total employment in the Aerospace and Defense ecosystem will increase to 29,895 jobs in Central Oklahoma, an increase of 2,245 jobs for the region.

The list below encompasses some of the critical occupations for the Aerospace and Defense ecosystem in Central Oklahoma. However, these occupations are not solely intended to serve the Aerospace and Defense ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

SOC	Occupation	Median Hourly Earnings	Education Level
55-9999	Military occupations	\$18.22	N/A
49-3011	Aircraft Mechanics and Service Technicians	\$25.42	Post-secondary non-degree award
15-1132	Software Developers, Applications	\$37.84	Bachelor's degree
15-1151	Computer User Support Specialists	\$19.19	Some college, no degree
15-1133	Software Developers, Systems Software	\$33.31	Bachelor's degree
15-1131	Computer Programmers	\$28.88	Bachelor's degree
15-1121	Computer Systems Analysts	\$34.91	Bachelor's degree
11-3021	Computer and Information Systems Managers	\$46.19	Bachelor's degree
51-4121	Welders, Cutters, Solderers, and Brazers	\$17.29	High school diploma or equivalent
17-2051	Civil Engineers	\$30.87	Bachelor's degree

Source: EMSI 2016.1

As previously mentioned, the critical occupations above are necessary for the Aerospace & Defense ecosystem to thrive. Just as important, these critical occupations are necessary for other industries as well. Other industries that demand these occupations include: Federal Government, colleges and universities, and computer systems design service companies, among others in Central Oklahoma.

Energy

Based on 2015 job numbers there are 34,680 jobs in the Energy Ecosystem in Central Oklahoma with average earnings of \$115,870.

As a projection of demand, by 2025 total employment in the Energy ecosystem will grow to 40,800 jobs in Central Oklahoma, an addition of 6,120 jobs for the region.

The list below encompasses some of the critical occupations for the Energy ecosystem in Central Oklahoma. However, these occupations are not solely intended to serve the Energy ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

SOC	Occupation	Median Hourly Earnings	Education Level
47-5071	Roustabouts, Oil and Gas	\$18.23	Less than high school
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$17.75	Post-secondary non-degree award
47-5013	Service Unit Operators, Oil, Gas, and Mining	\$21.78	Less than high school
51-4121	Welders, Cutters, Solderers, and Brazers	\$17.29	High school diploma or equivalent
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	\$26.44	High school diploma or equivalent
17-2171	Petroleum Engineers	\$64.18	Bachelor's degree
11-1021	General and Operations Managers	\$41.01	Bachelor's degree
51-2092	Team Assemblers	\$12.71	High school diploma or equivalent
47-5012	Rotary Drill Operators, Oil and Gas	\$28.17	Less than high school
51-4041	Machinists	\$17.95	High school diploma or equivalent

Source: EMSI 2016.1

As previously mentioned, these occupations are necessary for the Energy ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include General Freight Trucking, Support Activities for Oil and Gas, Manufacturing, and Oil & Gas Extraction.

Agriculture & Bioscience

Based on 2015 job numbers there are 24,420 jobs in the Agriculture & Bioscience ecosystem in Central Oklahoma with average earnings of \$60,700.

As a projection of demand, by 2025 total employment in the Agriculture and Bioscience ecosystem will increase to 26,060 jobs in Central Oklahoma, a gain of 1,640 jobs for the region.

The list below encompasses some of the critical occupations for the Agriculture and Bioscience ecosystem in Central Oklahoma. However, these occupations are not solely intended to serve the Agriculture and Bioscience ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

SOC	Occupation	Median Hourly Earnings	Education Level
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$11.87	Less than high school
11-9013	Farmers, Ranchers, and Other Agricultural Managers	\$14.97	High school diploma or equivalent
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$12.87	Less than high school
51-3023	Slaughterers and Meat Packers	\$10.93	Less than high school
11-1021	General and Operations Managers	\$41.01	Bachelor's degree
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$17.75	Post-secondary non-degree award
51-9111	Packaging and Filling Machine Operators and Tenders	\$12.21	High school diploma or equivalent
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	\$9.68	High school diploma or equivalent
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$20.12	High school diploma or equivalent
29-1131	Veterinarians	\$40.71	Doctoral or professional degree

Source: EMSI 2016.1

As previously mentioned, these occupations are necessary for the Agriculture & Bioscience ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include General Freight Trucking, Professional Employer Organizations, Merchant Wholesalers, and Support Activities for Oil and Gas Operations, among others in Central Oklahoma.

Information & Financial Services

Based on 2015 job numbers there are 48,775 jobs in the Information & Financial Services ecosystem in Central Oklahoma with average wages of \$75,450.

As a projection of demand, by 2025 total employment in the Information and Financial Services ecosystem will increase to 52,600 jobs in Central Oklahoma, an increase of 3,825 jobs for the region.

The list below encompasses some of the critical occupations for the Information and Financial Services ecosystem in Central Oklahoma. However, these occupations are not solely intended to serve the Information and Financial Services ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

SOC	Occupation	Median Hourly Earnings	Education Level
13-2011	Accountants and Auditors	\$27.75	Bachelor's degree
43-4051	Customer Service Representatives	\$14.13	High school diploma or equivalent
43-3071	Tellers	\$11.50	High school diploma or equivalent
43-3031	Bookkeeping, Accounting, and Auditing Clerks	\$15.99	High school diploma or equivalent
43-1011	First-Line Supervisors of Office and Administrative Support Workers	\$22.71	High school diploma or equivalent
13-2072	Loan Officers	\$24.27	Bachelor's degree
15-1132	Software Developers, Applications	\$37.84	Bachelor's degree
43-9061	Office Clerks, General	\$12.82	High school diploma or equivalent
41-3021	Insurance Sales Agents	\$20.13	High school diploma or equivalent
11-3031	Financial Managers	\$41.45	Bachelor's degree

Source: EMSI 2016.1

As previously mentioned, these occupations are necessary for the Information & Financial Services ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include Commercial Banking, Insurance Agencies and Brokerages, Savings Institutions, and Corporate, Subsidiary, and Regional Managing Offices, among others.

Transportation & Distribution

Based on 2015 job numbers there are 42,820 jobs in the Transportation & Distribution ecosystem in the Central Oklahoma Planning Region with average earnings of \$61,950.

As a projection of demand, by 2025 total employment in the Transportation and Distribution ecosystem will increase to 46,350, a gain of 3,530 jobs for the region.

The list below encompasses some of the critical occupations for the Transportation and Distribution ecosystem in Central Oklahoma. However, these occupations are not solely intended to serve the Transportation and Distribution ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

SOC	Description	Median Hourly Earnings	Typical Entry Level Education
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$17.75	Post-secondary non-degree award
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$11.87	Less than high school
43-4051	Customer Service Representatives	\$14.13	High school diploma or equivalent
11-1021	General and Operations Managers	\$41.01	Bachelor's degree
43-5081	Stock Clerks and Order Fillers	\$10.92	Less than high school
53-3033	Light Truck or Delivery Services Drivers	\$13.97	High school diploma or equivalent
43-5071	Shipping, Receiving, and Traffic Clerks	\$14.25	High school diploma or equivalent
53-3031	Driver/Sales Workers	\$11.65	High school diploma or equivalent
53-7051	Industrial Truck and Tractor Operators	\$15.91	Less than high school
49-3011	Aircraft Mechanics and Service Technicians	\$25.42	Post-secondary non-degree award

Source: EMSI 2016.1

As previously mentioned, these occupations are necessary for the Transportation & Distribution ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include Professional Help Services, General Freight Trucking, Warehouse Clubs and Supercenters, and Support Activities for Oil and Gas Extraction, among others in the region.

Health Care (Regional Complementary)

Based on 2015 job numbers there are 67,600 jobs in the Health Care ecosystem in the Central Oklahoma Planning Region with average wages of \$62,850.

As a projection of demand, by 2025 total employment in the Health Care ecosystem will grow to 82,475 jobs in Central Oklahoma, an increase of 14,875 jobs for the region.

The list below encompasses some of the critical occupations for the Health Care ecosystem in Central Oklahoma. However, these occupations are not solely intended to serve the Health Care ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

SOC	Occupation	Median Hourly Earnings	Education Level
29-1141	Registered Nurses	\$28.27	Associate's degree
31-1014	Nursing Assistants	\$10.98	Post-secondary non-degree award
31-9092	Medical Assistants	\$13.37	Post-secondary non-degree award
29-2061	Licensed Practical and Licensed Vocational Nurses	\$18.74	Post-secondary non-degree award
43-6013	Medical Secretaries	\$14.03	High school diploma or equivalent
31-1011	Home Health Aides	\$10.55	Less than high school
39-9021	Personal Care Aides	\$9.25	Less than high school
29-1062	Family and General Practitioners	\$31.59	Doctoral or professional degree
11-9111	Medical and Health Services Managers	\$36.75	Bachelor's degree
31-9091	Dental Assistants	\$14.91	Post-secondary non-degree award

Source: EMSI 2016.1

As previously mentioned, these occupations are necessary for the Health Care ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include General and Medical Hospitals, Physicians Offices, Nursing Care Facilities, and Home Health Care Services, among others.

Construction (Regional Complementary)

Based on 2015 job numbers there are 73,300 jobs in the Construction ecosystem in the Central Oklahoma Planning Region with average wages of \$53,200.

As a projection of demand, by 2025 total employment in the Construction ecosystem will grow to 82,060 jobs in Central Oklahoma, an addition of 8,760 jobs for the region.

The list below encompasses some of the critical occupations for the Construction ecosystem in Central Oklahoma. However, these occupations are not solely intended to serve the Construction ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

SOC	Occupation	Median Hourly Earnings	Education Level
47-2061	Construction Laborers	\$13.94	Less than high school
47-2031	Carpenters	\$16.13	High school diploma or equivalent
47-2111	Electricians	\$22.75	High school diploma or equivalent
11-9021	Construction Managers	\$27.57	Bachelor's degree
47-2152	Plumbers, Pipefitters, and Steamfitters	\$20.77	High school diploma or equivalent
47-2141	Painters, Construction and Maintenance	\$16.84	Less than high school
47-2211	Sheet Metal Workers	\$24.55	High school diploma or equivalent
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$11.87	Less than high school
11-1021	General and Operations Managers	\$41.01	Bachelor's degree
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$20.13	Post-secondary non-degree award

Source: EMSI 2016.1

As previously mentioned, these occupations are necessary for the Construction ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include Plumbing, Heating, and Air-Conditioning Contractors, General Freight Trucking, Electrical Contractors, and Commercial Building Construction among others in Central Oklahoma.

Manufacturing (Regional Complementary)

Based on 2015 job numbers there are 39,700 jobs in the Manufacturing ecosystem in the Central Oklahoma Planning Region with average wages of \$66,030.

As a projection of demand, by 2025 total employment in the Manufacturing ecosystem will increase to 40,930 jobs in Central Oklahoma, a gain of 1,230 jobs for the region.

The list below encompasses some of the critical occupations for the Manufacturing ecosystem in Central Oklahoma. However, these occupations are not solely intended to serve the Manufacturing ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

SOC	Occupation	Median Hourly Earnings	Education Level
51-2092	Team Assemblers	\$12.71	High school diploma or equivalent
51-4121	Welders, Cutters, Solderers, and Brazers	\$17.29	High school diploma or equivalent
51-4041	Machinists	\$17.95	High school diploma or equivalent
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$11.87	Less than high school
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$20.12	High school diploma or equivalent
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$16.94	High school diploma or equivalent
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$13.42	High school diploma or equivalent
11-1021	General and Operations Managers	\$41.01	Bachelor's degree
47-2211	Sheet Metal Workers	\$24.55	High school diploma or equivalent
11-3051	Industrial Production Managers	\$40.30	Bachelor's degree

Source: EMSI 2016.1

As previously mentioned, these occupations are necessary for the Manufacturing ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include General Freight Trucking, Support Activities for Oil and Gas Operations, Machine Shops, and Oil and Gas Field Machine Manufacturing, among others.