

# Oklahoma Works Business Survey

Survey Compiled and Analyzed by Rachael Nalliah



**1. IN WHAT COUNTY (OR COUNTIES) IS YOUR COMPANY LOCATED?**

# In what county (or counties) is your company located?

Answer Options	Response Percent	Response Count	Answer Options	Response Percent	Response Count	Answer Options	Response Percent	Response Count
Oklahoma	20.8%	57	Atoka	2.2%	6	Pawnee	1.1%	3
LeFlore	15.0%	41	Canadian	2.2%	6	Tillman	1.1%	3
Tulsa	12.8%	35	Lincoln	2.2%	6	Woods	1.1%	3
Garfield	8.4%	23	Marshall	1.8%	5	Beaver	0.7%	2
Kay	8.0%	22	Murray	1.8%	5	Cimarron	0.7%	2
Haskell	5.5%	15	Adair	1.5%	4	Cotton	0.7%	2
Pottawatomie	5.5%	15	Blaine	1.5%	4	Craig	0.7%	2
Texas	5.5%	15	Hughes	1.5%	4	Ellis	0.7%	2
Payne	4.7%	13	Love	1.5%	4	Grady	0.7%	2
Cherokee	4.4%	12	Noble	1.5%	4	Kingfisher	0.7%	2
Bryan	4.0%	11	Okfuskee	1.5%	4	McClain	0.7%	2
Cleveland	4.0%	11	Rogers	1.5%	4	Nowata	0.7%	2
Muskogee	4.0%	11	Woodward	1.5%	4	Roger Mills	0.7%	2
Carter	3.6%	10	Alfalfa	1.1%	3	Stephens	0.7%	2
Okmulgee	3.6%	10	Comanche	1.1%	3	Beckham	0.4%	1
McCurtain	3.3%	9	Custer	1.1%	3	Caddo	0.4%	1
Choctaw	2.9%	8	Delaware	1.1%	3	Greer	0.4%	1
Jackson	2.9%	8	Dewey	1.1%	3	Harmon	0.4%	1
Pittsburg	2.9%	8	Garvin	1.1%	3	Harper	0.4%	1
Pontotoc	2.9%	8	Grant	1.1%	3	Washita	0.4%	1
Sequoyah	2.9%	8	Jefferson	1.1%	3			
Creek	2.6%	7	Kiowa	1.1%	3			
Latimer	2.6%	7	Mayes	1.1%	3			
Pushmataha	2.6%	7	Ottawa	1.1%	3			





**2. IN WHAT COUNTY (OR COUNTIES)  
DOES YOUR COMPANY DO BUSINESS?**

# In what county (or counties) does your company do business?

Answer Options	Response Percent	Response Count	Answer Options	Response Percent	Response Count	Answer Options	Response Percent	Response Count	Answer Options	Response Percent	Response Count
Statewide	29.2%	76	Creek	3.5%	9	Rogers	1.9%	5	Grady	0.4%	1
LeFlore	16.2%	42	Kingfisher	3.5%	9	Hughes	1.5%	4	Jefferson	0.4%	1
Oklahoma	13.1%	34	Noble	3.5%	9	Kiowa	1.5%	4	Ottawa	0.4%	1
Tulsa	11.5%	30	Okmulgee	3.5%	9	Love	1.5%	4	Roger Mills	0.4%	1
Haskell	7.7%	20	Osage	3.5%	9	Pawnee	1.5%	4	Stephens	0.4%	1
Garfield	7.3%	19	Pushmataha	3.5%	9	Washington	1.5%	4	Washita	0.0%	0
Latimer	7.3%	19	Seminole	3.5%	9	Caddo	1.2%	3			
Cleveland	6.9%	18	Woodward	3.5%	9	Comanche	1.2%	3			
Kay	6.2%	16	Carter	3.1%	8	Delaware	1.2%	3			
Muskogee	5.8%	15	Okfuskee	3.1%	8	Ellis	1.2%	3			
Payne	5.4%	14	Woods	3.1%	8	Harper	1.2%	3			
Sequoyah	5.4%	14	Beaver	2.7%	7	Marshall	1.2%	3			
Alfalfa	5.0%	13	Dewey	2.7%	7	Murray	1.2%	3			
Lincoln	4.6%	12	Jackson	2.7%	7	Nowata	1.2%	3			
McCurtain	4.6%	12	Logan	2.7%	7	Beckham	0.8%	2			
Pottawatomie	4.6%	12	Adair	2.3%	6	Coal	0.8%	2			
Texas	4.6%	12	Bryan	2.3%	6	Greer	0.8%	2			
Canadian	4.2%	11	Choctaw	2.3%	6	Harmon	0.8%	2			
Grant	4.2%	11	McIntosh	2.3%	6	Johnston	0.8%	2			
Cherokee	3.8%	10	Wagoner	2.3%	6	McClain	0.8%	2			
Major	3.8%	10	Atoka	1.9%	5	Tillman	0.8%	2			
Pittsburg	3.8%	10	Custer	1.9%	5	Cotton	0.4%	1			
Blaine	3.5%	9	Mayes	1.9%	5	Craig	0.4%	1			
Cimarron	3.5%	9	Pontotoc	1.9%	5	Garvin	0.4%	1			

# In what county (or counties) does your company do business?

## 22 “Other” Responses

As the Oklahoma Department of Commerce we cover the entire state providing business recruitment, retention and expansion services	licensed in 36 States
State wide	And all of NW Oklahoma
We take residents from any county.	Most of our business is with out-of-state customers
Statewide	and Scott County, AR
All 77 counties	our product is shipped to other states for further processing
all counties	is the where the majority of our work in done and in Arkansas. We are looking to expand in more area of the state
Oklahoma Manufacturing Alliance organization	Fort Smith area
Global	some OK business, but 80% out of State
Nationally and Internationally	varies - wherever road projects require our equipment
Global business	We no longer have convenience stores
global	
National footprint, we ship all parts of the US and receive materials from approximately 33 states	



**3. PLEASE SELECT THE INDUSTRY  
(OR INDUSTRIES) IN WHICH YOUR  
COMPANY PARTICIPATES**

### 3. Please select the industry (or industries) in which your company participates.

Answer Options	Response Percent	Response Count
Educational Services	18.9%	43
Finance and Insurance	18.1%	41
Manufacturing	17.6%	40
Health Care and Social Assistance	16.7%	38
Professional, Scientific, and Technical Services	15.4%	35
Government	13.2%	30
Construction	11.9%	27
Real Estate and Rental and Leasing	10.1%	23
Information	9.7%	22
Utilities	9.7%	22
Management of Companies and Enterprises	7.5%	17
Transportation and Warehousing	6.6%	15
Mining, Quarrying, and Oil and Gas Extraction	5.7%	13
Administrative, Support and Waste Management	4.8%	11
Crop and Animal Production	3.1%	7
Wholesale Trade	2.2%	5
Other (please specify)		69



### 3. Please select the industry (or industries) in which your company participates. (Continued)

Responses of Other		
Retail	EQUIPMENT SALES RENTAL AND PARTS	research and planning in health and human services
Hospitality	Contracted correctional facility	Retail Grocery
Aerospace	Transportation Repair Facility	Aerospace
Advocacy	non profit/marketing	Telecommunications Broadband
non profit	aerospace, leadership and STEM education	Philanthropy
Aerospace & Defense	Media	Bar B Que Restaurant
Staffing Services	Non - Profit	Business Development
Telecom	OKC Chamber	Online news media
Business Etiquette	Health Care- Skilled Nursing Facility and ICF	Tag Agency
fitness	Business Services	Chamber of Commerce
Automotive	Not For Profit; Chamber	industrial Development
Architecture, IT/Computers, Engineering	Marketing	Chamber of Commerce
Community Foundation	Franchising and Staffing	Chamber of Commerce/Tourism
Retail	Staffing - Oklahoma's largest staffing company with 20,000+ employees	Tourism
retail service	Chamber of Commerce	Auto Dealership
economic development financing	Chamber of Commerce	Electrical
Electrical Contactor	tourism	refining, natural gas transmission, crude/product transmission, etc.

### 3. Please select the industry (or industries) in which your company participates. (Continued)

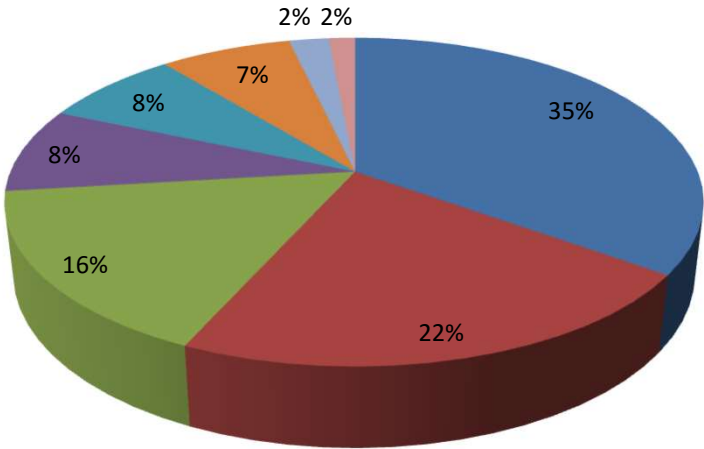
Responses of Other (Continued)	
Aerospace	Pest Control
Museum	Mining - Coal
Underground Coal Mining	Curbside recycling
Oklahoma Manufacturing Alliance support manufacturers	Non Profit Organization, Chamber of Commerce
Chamber of Commerce	Economic Development
Refining, chemicals, oil and gas	
tourism	
Retail with storefront location.	
Golf. But by maintaining course, construction, real estate and renting, finance and insurance	
Lodging	
Retail & Recovery Services	
Retail	
Legal	



## **4. PLEASE INDICATE THE SIZE OF YOUR COMPANY**


# 4. Please Indicate the size of your company

Answer Options	Response Percent	Response Count
1-10 employees	34.9%	96
11-50 employees	21.8%	60
51-200 employees	16.4%	45
201-500 employees	8.4%	23
501-1000 employees	7.6%	21
1001-5000 employees	7.3%	20
10,001+ employee	2.2%	6
5001-10,000 employees	1.5%	4



- 1-10 employees
- 11-50 employees
- 51-200 employees
- 201-500 employees
- 501-1000 employees
- 1001-5000 employees
- 10,001+ employee
- 5001-10,000 employees





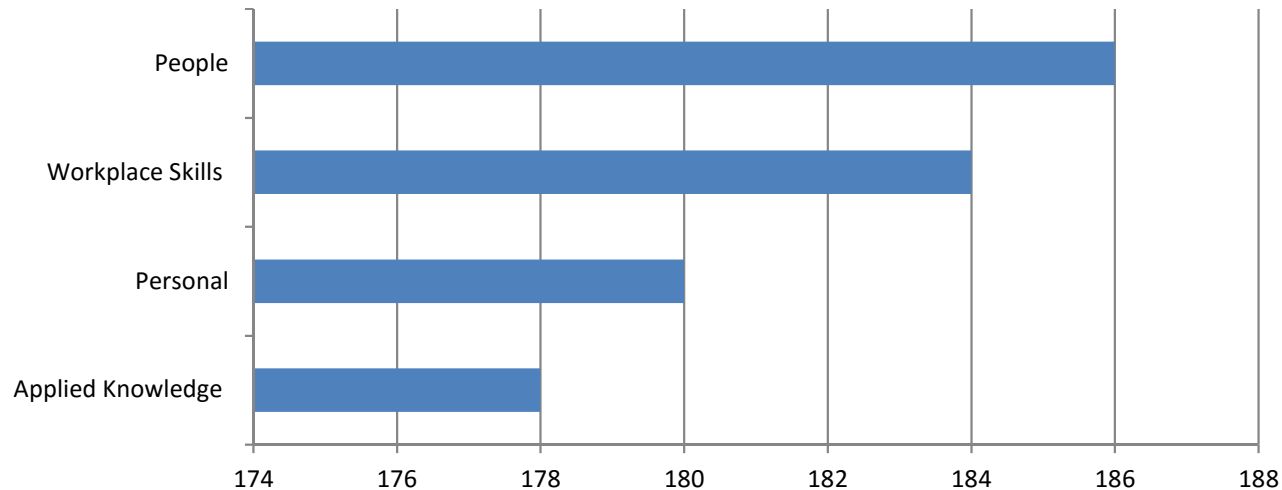
**5. EMPLOYABILITY SKILLS, DEFINED AS SKILLS ALL EMPLOYEES NEED REGARDLESS OF INDUSTRY OR POSITION, WERE IDENTIFIED AT KEN MEETINGS ACROSS THE STATE AS A TOP PRIORITY TO BE ADDRESSED.**

**PLEASE RANK THE FOLLOWING LIST OF SKILLS IN THE ORDER OF NEED FOR YOUR BUSINESS /INDUSTRY.**

**5. Employability skills, defined as skills all employees need regardless of industry or position, were identified at KEN meetings across the state as a top priority to be addressed. Please rank the following list of skills in the order of need for your business /industry.**

Answer Options	1	2	3	4	N/A	Response Count
People (teamwork, communication- appropriate language, respect)	22	38	57	69	0	186
Workplace Skills (planning/organizing, problem-solving, decision-making, business fundamentals, customer focus, working with tools/technology)	23	61	51	49	0	184
Personal (integrity, initiative, dependability/reliability- arrive on time, adaptability, professionalism- appropriate attire)	98	39	27	15	1	180
Applied Knowledge (reading, writing, mathematics, science, technology, critical thinking, technical skills, technical skills)	42	42	46	48	0	178

**Response Count**



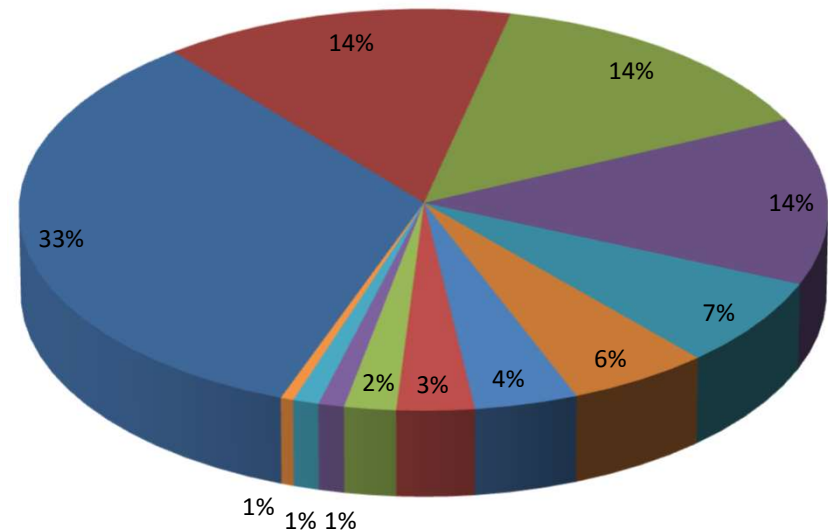


**6. WHAT EXISTING PARTNERSHIPS OR PROGRAMS IN YOUR AREA SUPPORT THESE CRITICAL EMPLOYABILITY SKILLS (FOR EXAMPLE: POST-SECONDARY OPPORTUNITIES- INTERNSHIPS, CAREER PATHWAYS, WORKFORCE OPPORTUNITIES- APPRENTICESHIPS)?**

## 6. What existing partnerships or programs in your area support these critical employability skills

Category of Response	# of Responses in Category
N/A	67
Internship/Apprenticeship	29
*Specific programs	29
CareerTech	27
University	14
Post-Secondary Education	11
General Program	8
Career Pathway	6
Experience/Workforce	4
Continuing Education	2
High School	2
Feedback	1
Grand Total	200

Number of Responses by Category



- N/A
- Internship/Apprenticeship
- Program
- CareerTech
- University
- Post-Secondary Education
- General Program
- Career Pathway
- Experience
- Continuing Education
- High School
- Feedback



## 6. What existing partnerships or programs in your area support these critical employability skills

*Specific Programs		
Kiamichi Technology Center- Certified Nurses Aide, Certified Medication Aide, Licensed Practical Nurse, Registered Nurse	2 year RN at Northern Oklahoma College; LPN at Pioneer Tech	There are partnerships with industry and Pioneer Technology Center, as well as interaction with the local school district.
Workforce Investment Opportunity Act/services for at risk youth	Central OK Workforce Investment Board offers SmartWork Ethics certified curriculum; a job fit assessment called TalentSorter. COWIB's service providers offer all of the above partnerships and programs listed in the question.	Tapstone
Partners in Education Initiative	-Dream It Do It -Tulsa Tech programs -Tulsa Regional STEM Alliance	We employ an intern from the Hospitality and Tourism Management program at Northeastern State University.
Programs & initiatives provided by and supported by the local work force board	Grow you own mechanic program between Altus AFB and Southwest Technology Center.	JUMP
Team Leader development program - supported by Francis Tuttle	PPS Adult Education (is this Poteau Public Schools? RN)	CPA
Junior Achievement mentoring career tech and OSU IT both teach the workplace skills. SOSU & OSU work w/Oklahoma manufacturers to provide internship opportunities for their students. SWB & OSBDC have worked together with other entities like Oklahoma Mfg. Alliance to create opportunity	Muskogee Dream It. Do It. Initiative - internships PRIDE Program provided by our Chamber of Commerce.	3 Nines
Technical (trades) skills development program - supported by Global Corporate Community College, OCCC and Francis Tuttle	The Central Oklahoma Workforce Board offer a significant variety of these employability skills through internships, paid work experience, Smart Work Ethics training and providing post-secondary training opportunities	

## 6. What existing partnerships or programs in your area support these critical employability skills

Programs Ideas		
Programs listed for Internships/Apprenticeships Programs	Regarding Continuing Education	Career Pathways
Internships with Conner State College, Workforce has several programs we have promoted and used.	continuing education is a requirement of our business for certain of our employees continued licensing.	career pathways
Internships with OU, Gordon Cooper Technology Center, local high schools	professional development	Muskogee Area Education Consortium - career pathways
internships with pharmacy schools. on the job interviews.	<b>Experience/ Workforce</b>	<b>High Schools supporting programs</b>
Internships with Conner State College, Workforce has several programs we have promoted and used.	OJT	OKCPS
Internships with OU, Gordon Cooper Technology Center, local high schools	Work experience	Poteau Public Schools
internships with pharmacy schools. on the job interviews.	Workforce	<b>Feedback</b>
We partner with several local colleges for internships and mentorships		“Most programs are unaware to us because there's ineffective outreach from Commerce and other departments. We believe a business leader from staffing should be a part of the marketing of these programs.”

## What existing partnerships or programs in your area support these critical employability skills?

Organizations	
Career Tech, Higher Ed, private training groups	Guymon Chamber
Faith based organizations, civic groups, community development programs	Main Street Guymon
Multiple throughout the primary, secondary, and higher education processes	W&W Steel
STEM grants, support to TU/OSU/OU vocational /technical schools, higher ed in Idabel	Continental OESC
we have all levels of jobs, so career tech to university skills	We work with Eastern Oklahoma County Tech Center and Rose State
Career tech, Southwestern Oklahoma State University	-Shawnee Economic Development Foundation -Gordon Cooper Career Tech -OBU
ECU, Pontotoc Technology Center, SSC, SEOSU	OK State Homebuilders Association
EOC Partnership and EOC Technology Center	Buy For Less
Post-Secondary	
Universities Listed, supporting employability skills?	
Carl Albert State College	OSU-OKC
College,	Tulsa Community College
Eastern	UCO
NOC	Universities
NWOSU	Southwest Technology Center
Oklahoma Panhandle State University	Western Oklahoma State College
OSU	
Specific programs listed in the category of CareerTech	
Autry Technology Center	Pioneer Technology Center
Central Technology Center	Southern Oklahoma Technology Center
Kiamichi Technology Center	

**7. IN ADDITION TO EMPLOYABILITY SKILLS,  
PLEASE SELECT THE TOP 5 MOST CRITICAL  
SKILLS NEEDED IN THE **NEXT FIVE YEARS TO  
ENTER YOUR COMPANY/ INDUSTRY.****

**7. In addition to employability skills, please select the top 5 most critical skills needed in the next five years to enter your company/ industry.**

Answer Options	# of Responses	Answer Options	# of Responses	Answer Options	# of Responses
Customer service	106	Financial expertise	30	Operations and system analysis	15
Leadership	88	Manufacturing skills	24	Preventative Maintenance	15
Information technology skills (computer skills)	70	Information management	24	Understanding of Globalization	12
Business development	52	Record keeping	23	Read financial statements	12
Managing people	52	Equipment operations	23	Other (please specify)	12
Sales/Negotiation	50	Safety	23	Welding	11
Creativity	49	Data Entry	18	Logistics	10
Project management	45	Information technology skills (coding, programming, website design)	17	Machining	10
Marketing	39	Electrical Systems	17	Lab, chemistry skills	3
Troubleshooting	36	Data analysis and application	16	Reading a ruler	3
Equipment maintenance/repair	34	Health and Wellness	15	Wind turbine technology	0

**7. In addition to employability skills, please select the top 5 most critical skills needed in the next five years to enter your company/industry.**

Answered "Other"
Software Engineering
Bio technology
Health Care
graduate degrees and subject matter expertise/experience
writing skills
yes, that is more than five
Meat Cutting/Butcher
Teamwork and flexibility
to be drug free
Willingness to work, Show up to work and folloow directions
Strong Work Ethic



**8. PLEASE SELECT THE TOP 5 MOST  
CRITICAL SKILLS EMPLOYEES NEED TO  
ADVANCE OR EARN A PROMOTION WITHIN  
YOUR COMPANY.**

## 8. Please select the top 5 most critical skills employees need to advance or earn a promotion within your company.


Critical Skill	# of responses in category	Critical Skill	# of responses in category	Critical Skill	# of responses in category
Leadership	153	Data analysis and application	22	Logistics	8
Managing people	108	Record keeping	18	Electrical Systems	8
Customer service	83	Operations and system analysis	17	Information technology skills (coding, programming, website design)	7
Creativity	65	Information management	17	Data Entry	7
Project management	64	Safety	16	Preventative Maintenance	6
Business development	50	Equipment maintenance/repair	14	Health and Wellness	4
Sales/Negotiation	43	Read financial statements	11	Reading a ruler	3
Financial expertise	43	Understanding of Globalization	10	Welding	3
Information technology skills (computer skills)	43	Equipment operations	10	Lab, chemistry skills	1
Marketing	41	Manufacturing skills	10	Machining	1
Troubleshooting	39	Other (please specify)	10	Wind turbine technology	0



**8. Please select the top 5 most critical skills employees need to advance or earn a promotion within your company.**

Answered "Other"
Software Engineering
Technical skills in the plumbing trade
communication skills
writing skills
Teamwork and flexibility
Advanced College Degree
sorry, I picked seven
work ethic
Need to be drug free
Willingness to work, show up, follow directions

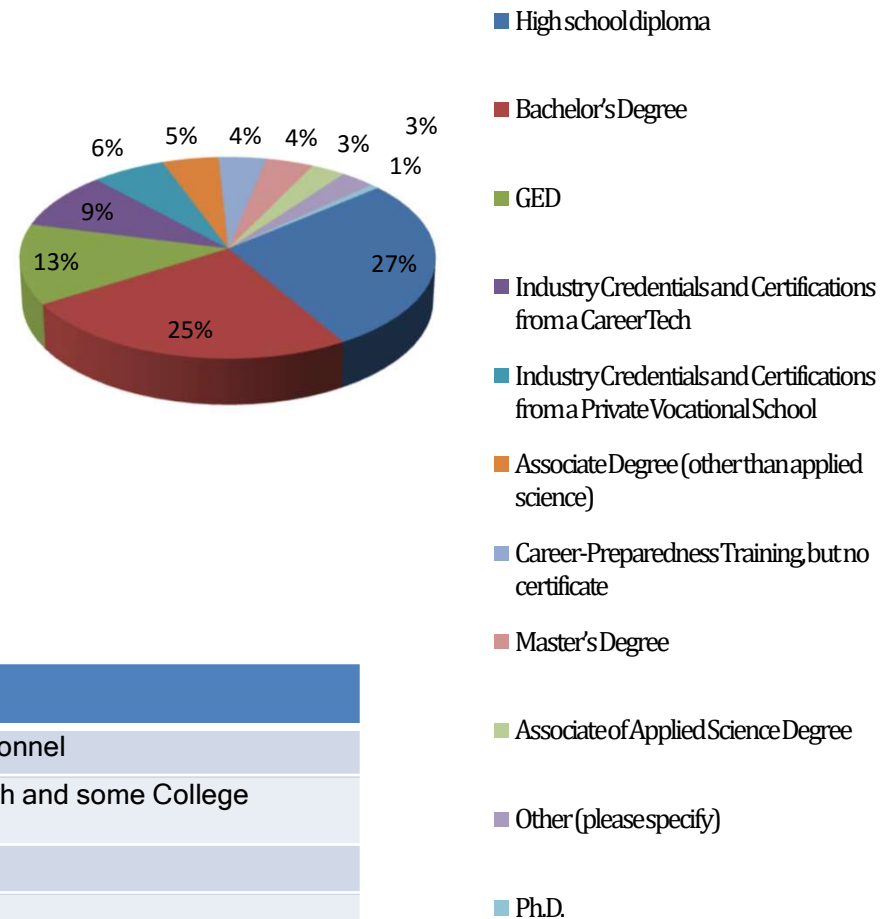




**9. WHAT LEVEL OF EDUCATIONAL  
ATTAINMENT IS CURRENTLY, AT MINIMUM,  
REQUIRED FOR YOUR MOST CRITICALLY  
NEEDED OCCUPATION?**

## 9. What level of educational attainment is currently, at minimum, required for your most critically needed occupation?

Answer Options	Response Count
High school diploma	75
Bachelor's Degree	67
GED	35
Industry Credentials and Certifications from a CareerTech	25
Industry Credentials and Certifications from a Private Vocational School	17
Associate Degree (other than applied science)	13
Career-Preparedness Training, but no certificate	11
Master's Degree	11
Associate of Applied Science Degree	8
Other (please specify)	8
Ph.D.	2



Answered "Other"
Business requires degreed Engineers and Manufacturing personnel
We are a very diverse organization, but need some CareerTech and some College education.
Electronic Technician training
Oklahoma state unlimited journeyman license
Many h/s diplomas have advanced to upper mgmt
Journeyman License
PGA Certification, but experience is the most important
Licensed pest applicator for Oklahoma



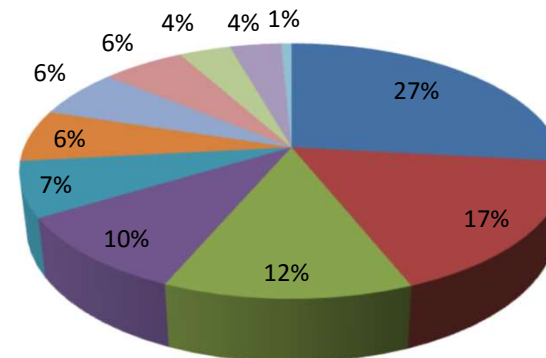
**10. WHAT LEVEL OF EDUCATIONAL  
ATTAINMENT WILL BE REQUIRED IN FIVE  
YEARS, AT MINIMUM, FOR YOUR MOST  
CRITICALLY NEEDED OCCUPATION?**

## 10. What level of educational attainment will be required in five years, at minimum, for your most critically needed occupation?

Answer Options	Response Count
Bachelor's Degree	73
High school diploma	47
Industry Credentials and Certifications from a CareerTech	34
GED	27
Associate Degree (other than applied science)	19
Master's Degree	18
Career-Preparedness Training, but no certificate	17
Industry Credentials and Certifications from a Private Vocational School	16
Associate of Applied Science Degree	10
Other (please specify)	10
Ph.D.	2

### Responses

- Bachelor's Degree
- High school diploma
- Industry Credentials and Certifications from a CareerTech
- GED
- Associate Degree (other than applied science)
- Master's Degree
- Career-Preparedness Training, but no certificate
- Industry Credentials and Certifications from a Private Vocational School
- Associate of Applied Science Degree



## 10. What level of educational attainment will be required in five years, at minimum, for your most critically needed occupation?

### Answered "Other"

Business requires degreed Engineers and Manufacturing personnel

Plumbing being labor intensive, this will likely not change

appropriate economic development financial training & certification

possibly others within 5 years

Combination of Career Tech and College level education

Oklahoma state unlimited journeyman license

Not sure

Journeyman License , Job related certifications

PGA Certification, but experience is more important

Some Bachelor of Technology Degree, not BS or BA but BT



**11. PLEASE INDICATE THE MOST CRITICAL OCCUPATION GROUP(S) THAT YOUR COMPANY/INDUSTRY CURRENTLY NEEDS. (PLEASE SELECT ALL THAT APPLY).**

# 11. Please indicate the most critical occupation group(s) that your company/industry currently needs. (Please select all that apply).

Answer Options	Response Count	Answer Options	Response Count
Office and Administrative Support (administrative assistants, receptionists etc.)	60	Healthcare Support (aids, orderlies, attendants etc.)	12
Business and Financial (accountants, auditing clerks etc.)	47	Community and Social Services (child welfare specialists, social workers etc.)	10
Sales and Related (cashiers, sales clerks etc.)	46	Transportation and Material Moving (heavy and tractor-trailer truck drivers etc.)	8
Management (construction management, project managers, agriculture managers, supervisors etc.)	44	Legal (attorneys, legal assistants etc.)	8
Production (machinists, mechanics, etc.)	34	Life Physical and Social Science (chemists, biologists, sociologists etc.)	7
Computer and Mathematical (software engineers, information technology etc.)	32	Food Preparation and Serving Related (cooks, waitstaff etc.)	6
Construction and Extraction (welders, brick masons, carpenters, plumbers, electrical engineers, electricians, heavy equipment operators etc.)	29	Arts Design Entertainment Sports and Media	5
Installation, Maintenance, and Repair (safety technicians, welders, electricians etc.)	29	Building and Grounds Cleaning and Maintenance (housekeeping, groundskeepers etc.)	4
Other (please specify)	29	Military Specific	3
Healthcare Practitioners and Technical (RNs, LVNs, physicians, pharmacists etc.)	23	Farming Fishing and Forestry (ranchers, farmers etc.)	2
Other (please indicate)	17	Personal Care and Service (barbers, stylists, manicurists etc.)	0
Architecture and Engineering (architects, civil engineers, mechanical engineers etc.)	16	Protective Service (security guards etc.)	0
Education Training and Library (teachers, professors, librarians etc.)	14		



**11. Please indicate the most critical occupation group(s) that your company/industry currently needs. (Please select all that apply).**

Answered "Other"	
Aircraft Maintenance	Meat Cutters/Butchers
Communications, Marketing & PR	Electrical Engineering
Financial/Business Analysis	Field technicians, inbound customer service reps
Licensed building engineers	Drivers license equipment would be nice
Adjunct faculty	Of listed
CEO	My clients need all of these
CDL drivers that can pass drug and background cks	Licensed Contractors
<a href="http://www.wsj.com/articles/the-difficult-delicate-untangling-of-our-parents-financial-lives-1459130770">http://www.wsj.com/articles/the-difficult-delicate-untangling-of-our-parents-financial-lives-1459130770</a>	Welding with experience and instrumentation
Skilled and professional customer service rep	linemen
Police, Paramedics/Fire, CDL holders, Management	currently no openings
Sales does not mean retail sales clerks. Sales means outside sales representatives!	PGA professional, golf course superintendent, employees who want to work
planners	Housekeeping
Electronic Technicians	Tellers
Operators with industrial/process experience	



**12. PLEASE INDICATE THE MOST CRITICAL OCCUPATION GROUP(S) THAT YOUR COMPANY/INDUSTRY WILL NEED IN THE NEXT 3-5 YEARS. (PLEASE SELECT ALL THAT APPLY).**

**12. Please indicate the most critical occupation group(s) that your company/industry will need in the next 3-5 years. (Please select all that apply).**

Answer Options	Response Percent	Response Count	Answer Options	Response Percent	Response Count
Office and Administrative Support (administrative assistants, receptionists etc.)	34.8%	63	Other (please indicate)	6.6%	12
Management (construction management, project managers, agriculture managers, supervisors etc.)	33.1%	60	Community and Social Services (child welfare specialists, social workers etc.)	5.5%	10
Business and Financial (accountants, auditing clerks etc.)	28.2%	51	Food Preparation and Serving Related (cooks, waitstaff etc.)	3.9%	7
Sales and Related (cashiers, sales clerks etc.)	25.4%	46	Transportation and Material Moving (heavy and tractor-trailer truck drivers etc.)	3.9%	7
Production (machinists, mechanics, etc.)	18.8%	34	Life Physical and Social Science (chemists, biologists, sociologists etc.)	3.9%	7
Computer and Mathematical (software engineers, information technology etc.)	18.2%	33	Legal (attorneys, legal assistants etc.)	3.9%	7
Construction and Extraction (welders, brick masons, carpenters, plumbers, electrical engineers, electricians, heavy equipment operators etc.)	16.6%	30	Arts Design Entertainment Sports and Media	3.3%	6
Installation, Maintenance, and Repair (safety technicians, welders, electricians etc.)	16.6%	30	Building and Grounds Cleaning and Maintenance (housekeeping, groundskeepers etc.)	2.2%	4
Other (please specify)	22	22	Military Specific	1.7%	3
Healthcare Practitioners and Technical (RNs, LVNs, physicians, pharmacists etc.)	11.6%	21	Farming Fishing and Forestry (ranchers, farmers etc.)	1.1%	2
Architecture and Engineering (architects, civil engineers, mechanical engineers etc.)	11.0%	20	Personal Care and Service (barbers, stylists, manicurists etc.)	0.6%	1
Healthcare Support (aids, orderlies, attendants etc.)	7.7%	14	Protective Service (security guards etc.)	0.6%	1
Education Training and Library (teachers, professors, librarians etc.)	6.6%	12			

**12. Please indicate the most critical occupation group(s) that your company/industry will need in the next 3-5 years. (Please select all that apply).**

Answered "Other"	
marketing and PR	Meat Cutters/Butchers
website/social media design, maintenance, analytics	Electrical Engineering
Financial/Business Analysis	Field technicians, inbound customer service reps
Licensed building engineers	Drivers license equipment
employees with a good work ethic in all positions	Of listed
policy analysts	My clients need all of these
CDL Drivers	linemen
Police, Paramedics/Fire, CDLs, Professionals with higher ed degrees (3-5)	n/A
people skills	PGA professional, golf course superindent, people who want to work
data analysts	Personal bankers
Electronic Technicians	Marketing

**13. DOES YOUR BUSINESS ACTIVELY HIRE  
DISCONNECTED/DISLOCATED  
POPULATIONS? (PLEASE SELECT ALL THAT  
APPLY).**

### 13. Does your business actively hire disconnected/ dislocated populations? (Please select all that apply).

Answer Options	Response Percent	Response Count
Veterans	59.4%	107
Recently laid off individuals	40.0%	72
Individuals with a disability	26.7%	48
In-school Youth (ages 16-24, in school)	22.2%	40
None	22.2%	40
Displaced homemakers (formerly dependent on another family member's income but is no longer supported by that income, unemployed or underemployed)	21.7%	39
Former adult offenders	13.9%	25
English language learners	12.2%	22
Disconnected Youth (ages 16-24, no high school diploma, not enrolled in school)	11.1%	20
Former juvenile offenders	9.4%	17
Pregnant or parenting youth	7.8%	14
Foster children (in or aged out)	5.6%	10
People with substance abuse issues	5.6%	10

### 13. Does your business actively hire disconnected/ dislocated populations? (Please select all that apply).

Answered "Other"	
DOD prohibits granting security clearances to candidates convicted of a crime	Have 2 employees. Hire now for writing and mgmt skills
We hire the right candidate we do not look specifically at disabilities.	Open to hiring all individuals and groups, but we do not "actively" pursue any particular group.
We hire college engineering students as interns	on offenders it depends on the offense and length of time since to offense and the combination with the position in the organization we are more concerned with the skill set they bring to the table. If they have paid their debt to society who are we to continue to punish someone who made a mistake and punished already. If they can be a productive member of society we are willing to help them in that endeavor
Our business does not distinguish hiring practices among different groups, all applicants are welcome, we are an EEO.	skill sets
Not sure	Not hiring at this time
We don't exclude anyone, but we don't have programs set up to target specific groups.	No targeted populations. Only licensed agents.
We are currently not hiring.	no organized outreach program to these populations
We work with a population of disabled individuals that have behavior issues too	only one director/one part time employee
Try to avoid adding potential problems	in our safety sensitive business we can't hire under age 18, substance abuse is a huge safety violation
Financial industry	NA
most of our positions require state licensure	Job/ Customer requirements prevent many of the above.
based on skill and character	small run family business who depends on their employees
not to discriminate and adding diversity to the workforce are keys for Oklahoma's long term economic success	hire most qualified applicant regardless of situation
must be over 18, and no child felonies as we work at schools and churches	Owner/ operated only



### 13. Does your business actively hire disconnected/ dislocated populations? (Please select all that apply).

Answered "Other"	
We are a 2 person office and we work closely with the public.	They have learned to be disciplined and are typically drug free
We offer volunteer opportunities.	Not critical yet.
My clients are open given their situation	We hire charcter and then teach job skills
Limited by federal regulations for some populations	because we are optimists and believe in 2nd chances
Many position require obtaining a government security clearance.	Office is only two people, haven't had the opportunity
Have not had applications nor the positions.	
I think we hire people with necessary credentials, training, education for the job	
Regulatory requirements for employment limit opportunities for many of the above classes	
We need people who will work. Many young people today are not willing to put forth effort. There is widespread drug and alcohol abuse. Problems with employees not showing up on time or not at all. I hear this throughout the community.	
I need dependable people and I can train them - the above	
We look for current licensed or experienced individuals regardless their backgrounds.	
Disconnected Youth - 18yo+ - We can usually teach them the technical skills if they posses the customer service skills.	
We don't target a specific group. if they meet our qualifications, we will hire them.	
Banking....must have a clean background check	
We hire the best candidate, regardless of background	





**14. PLEASE INDICATE THE  
DISCONNECTED/DISLOCATED POPULATIONS  
YOUR BUSINESS WOULD CONSIDER ACTIVELY  
HIRING: (PLEASE SELECT ALL THAT APPLY).**

**14. Please indicate the disconnected/dislocated populations your business would consider actively hiring: (Please select all that apply).**

Answer Options	Response Percent	Response Count
Veterans	82.8%	149
Recently laid off individuals	69.4%	125
Individuals with a disability	50.0%	90
Displaced homemakers (formerly dependent on another family member's income but is no longer supported by that income, unemployed or underemployed)	43.9%	79
In-school Youth (ages 16-24, in school)	31.1%	56
English language learners	23.9%	43
Former adult offenders	16.1%	29
Foster children (in or aged out)	15.6%	28
Former juvenile offenders	15.6%	28
Disconnected Youth (ages 16-24, no high school diploma, not enrolled in school)	15.0%	27
Pregnant or parenting youth	15.0%	27
Why or why not?	10.6%	19
People with substance abuse issues	8.3%	15
None	6.1%	11

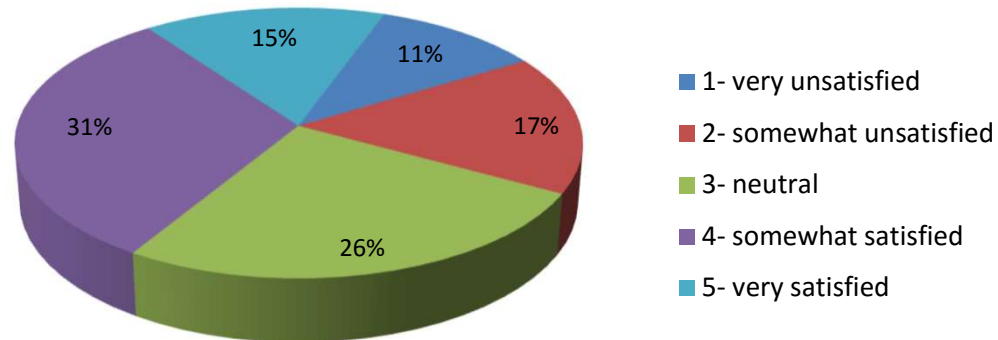
**14. Please indicate the disconnected/dislocated populations your business would consider actively hiring: (Please select all that apply).**

Answered "Others"	
Low turnover and not hiring at this time	Owner operated
Again, we will hire the right candidates, not actively look in these specific areas.	Same as above
We hire college engineering students as interns	Again, they are open
All populations considered.	Same as above.
Not sure	Disconnected Youth - 18yo+ - We can usually teach them the technical skills if they posses the customer service skills.
Same as above	We hire the best candidate, regardless of background
unknown	
see above	
all- but qualifications are the primary criteria. College attainment with high level communication and analytic skills required	
Open to hiring all individuals and groups, but we do not "actively" pursue any particular group.	
same as above.	
We consider all people for hire with the skills needed to do the job	
No targeted populations. Only licensed agents.	

**15. HOW SATISFIED ARE YOU WITH THE RELATIONSHIP BETWEEN INDUSTRY AND EDUCATION IN YOUR REGION? CONSIDER THE QUALITY OF THE RELATIONSHIP BETWEEN BUSINESS AND EDUCATION (COMMON EDUCATION, CAREERTECH, HIGHER EDUCATION, ETC.), THE FREQUENCY OF COMMUNICATION, AND THE NUMBER AND QUALITY OF AVAILABLE PARTNERSHIPS AND PROGRAMS (I.E. CAREER PATHWAYS SERVICES, WORKFORCE READINESS TRAINING, POSTSECONDARY OPPORTUNITIES, ETC.) IN YOUR LOCAL AREA.**

## 15. How satisfied are you with the relationship between industry and education in your region?

Answer Options	Response Percent	Response Count
1- very unsatisfied	10.8%	20
2- somewhat unsatisfied	16.7%	31
3- neutral	25.8%	48
4- somewhat satisfied	31.2%	58
5- very satisfied	15.6%	29



**16. IN WHAT WAYS/AREAS COULD THE RELATIONSHIP BETWEEN INDUSTRY AND EDUCATION BE STRENGTHENED? (IF NOT APPLICABLE, PLEASE INDICATE N/A).**

## 16. In what ways/areas could the relationship between industry and education be strengthened?

Responses	Responses
Plant visits / not meetings, visits	Don't know. Everyone appears to try hard but not sure of results
A stronger inter-relationship	Education could do a better job in teaching the core skills (writing, math, etc) and dynamic problem solving skills
Aligning training programs with industry needs and educating students/teachers/administrators about what career opportunities are available in manufacturing.	Education doesn't know how to work with industry and makes very little effort to do so. More lip service than action!
Allow business owners in the schools in order that we can support the desire of business ownership. We can coach and mentor.	Education is horribly underfunded. We're way behind. This gap alone accounts for a terrible disconnect between education and industry. Start getting serious about funding education and then ask this question.
Allowing industry professionals access to the classroom to educate future workforce on local employment opportunities and the skills needed to attain those positions.	Education isn't always the problem. Currently, it's often a lack of integrity, dependability and work ethic that plagues the workplace.
better and more communication	Education needs additional resources in order to fully participate and engage in partnership and collaboration activities. Staff time and expertise are very limited in tight budgetary times.
Better communication between local businesses and educators would help teacher to know what is needed.	Education needs to be more open to consultants showing them new ways to do things.
Better job at preparing graduates for job search. Most area college grads have the worst interview skills	Education needs to prepare students to work not just to expect a paycheck. There needs to be less welfare so that people need to work. Drug and alcohol problems are significant. These are the problems I hear throughout the county not just in this business.
Build a partnership of training and job placement	education needs to use more input from industry. need short problem specific trainings specified by industry delivered by education for unemployed people
Career Tech is a waste of tax payers money for Banking Industry	education to employers
Closer communication between Industry and Educational units	Employers need a better understanding of real/actual needs from Education. This requires a more direct method of communication.

## 16. In what ways/areas could the relationship between industry and education be strengthened?

Responses	Responses
Externships for teachers, better communication of vocational available and skills needed	internships
For our law firm business, development of persons with stronger secretarial skills (computer, receptionist, etc.) would be helpful.	Internships
Get educators administration and teachers out to the workplace to understand how business operates and what jobs are being done in the companies in Oklahoma. Business is getting involved in schools but educators don't seem to have time for a visit to businesses. An orientation to these companies would be helpful to them.	It seems as if they come out, hand a brochure and leave. We need a better understanding.
Given the pace of technological advancement it is extremely important that there be enough flexibility within the education system to readjust degree programs to meet current and future business demands.	Job shadowing opportunities
Grater opportunities for internships	Kids just don't want work. Who's going to be our electricians, plumbers and heat and air guys in the next 10 tom15 years. Mechanics etc. etc.
HS students not attending college need to be tested, trained and placed in jobs such as our industry right out of HS. We are not doing well at training HS students for life after school and a good majority wind up underemployed and in the system when high paying jobs are available.	More business engagement
If the colleges allowed more students in the nursing program.	More Career Tech, butcher training, job preparedness
In all areas of education from high school thru vo-tech, career tech to universities, there needs to be a better understanding from the education world about what the "real" world is like. All students needs better training on what businesses expect when hiring an employee. Schools should be more involved with businesses, so that they have a better understanding of what they need to be producing in terms of employees.	More collaboration between Industry Leaders and Teachers. Many times only the Superintendents are involved in this communication loop and those with hands-on experiences with students need to brought in.
intern programs for high school and college students; mainly STEM focused	More direct interface with educational facilities.
Internship partnering. General meetings with industry and educators on curriculum compared to what is required to work in certain industries.	more education in the schools about careers available and exactly what it takes to attain that



## 16. In what ways/areas could the relationship between industry and education be strengthened?

Responses	Responses
More flexible ways for employees to become certified nurse assistants. They can't afford to take off work to get the certification.	More technical training. More training / prep that directs people to manufacturing.
More funding for Technical Schools	More time spent on Arts in Education
More help & assistance with OK workforce. Better communication about what education programs are available.	48 responses said N/A or not sure
more industry involvement	Need engineering degrees offered in southern Oklahoma
More insurance education offered.	New allied health training programs
more internship opportunities	Not everybody goes to college. School counselors need to remember this.
More involvement with curriculum development	Not sure. I think there is a pretty good line of communication between the two.
More open communication with the common ed folks. they are never at the table with Career Tech, HEd, business & industry, Workforce boards & organizations. They have to be part of the solution because they are part of the problem.	Our Industry and Education is well connected and continue to work well together.
More outreach. Move MUCH faster to adapt.	Our local campus of Central Tech already works closely with our local industry, and Workforce works closely to encourage hires.
more programs so that people can graduate at a masters level	Our local CareerTech doesn't seem up to industry standards in the areas that are most crucial to our positions.
More reaching out TO us FROM the education community	Our local Technology center is active in engaging business leaders to discover what is needed. It is constantly being strengthened.
More relevance in education by connecting with industry members. Each school district needs an industry advisory board.	Our organization could do more to recruit from the educational facilities in the state.
More short term and specific training.	Path for better communication between industry and education.

## 16. In what ways/areas could the relationship between industry and education be strengthened?

Responses	Responses
People in this area are below poverty and the school here didn't do a good job educating them in the first place which leaves this community lacking in a lot of areas.	schooling doesn't seem to be a problem with our main line of work, as we train. Lots of substance abusers.
Provide apprenticeships, internships, job shadowing, speakers at high schools and mentor opportunities.	Shortage of trained mechanics
Provide more healthcare fields.	Symbiotic Planning; Long Term Planning between Industry and Education (Comprehensive HS, Career Tech and University)
Public education has a bias against business.	Teach the things we need people to know and that starts with accountability and personal responsibility.
Public schools teach to a curriculum that assumes everyone is going to college. They no longer have classes that teach real life skills. So some go on to college but most barely pass HS or drop out and try to make it without any real skill or understanding of work ethics. Career Techs tell employers if they will pay for the training to be written and guarantee so many butts in seats then the industry training will be done. Career Techs have also become the substitute HS as they have more classes available for students that should have been taught or taught better in HS. Overall, the educational institutions do not listen well to employers and are not flexible enough to allow employers to take advantage for needed training for incumbent employees...classes are offered only at their location and in semester formats and include components not necessarily needed by the employer but required by the institution for certificate or completion for credit.	The business and education organizations are partnering in our new education initiative.
Reach out to employers so we know what is taught and partner on needs.	The education doesn't match up with the degrees from our interviews.
Require anyone in the state who has a apprentice license to attend either a registered apprenticeship or Career Tech.	The implementation of a plumbing course at Autry to bolster the pool of applicants in our area.
School counselors should actively offer information on vocational classes but seem to only push college. College is not for everyone so a lot of students fall through the cracks whom could be a asset to our communities. Example.. plumbing, carpenter, handy man, nursing, emergency management. We have a real need for these things.	The industry could offer more internships and OJT

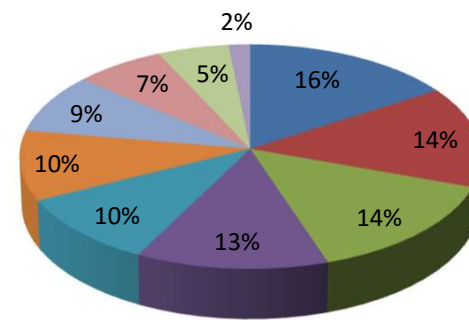
## 16. In what ways/areas could the relationship between industry and education be strengthened?

Responses	Responses
There is a myth that everyone needs to be a doctor or a lawyer. There are plenty of opportunities for people of all skills levels. People need buy-in; a desire to feel needed. Don't coddle but encourage.	We have our own apprenticeship and can place votech grads in our program.
This is an attorney's office - so we should theoretically have links with local law schools. If such links are a possibility, I am unaware of them. My sense is that even if I could bend a Dean's ear, they have a different set of priorities than legal employers do.	We would love to be involved in more discussions about what skills and programs education are focusing on.
too many institutions working to fill seats and not having the foresight to providing the courses that business needs. Often asking for additional funds to establish training programs when they are already supported by public dollars. Too many times when business asked to have something done, the response by the educational institutions is that we already do that when in fact they don't. Also need to be honest about job opportunities in the areas they provide training for.	Work from both sides to better communicate needs.
University and/or career tech representatives who actively maintain relationships with businesses for purposes of internship and job placements. We are fortunate to have a Tourism degree at NSU.	Would like GCTC to offer a program for Electronic Technicians similar to Okmulgee or OSU Tech.
We do not have a education facility for vo-tech training in our community or in the County of McIntosh. We have to go to McAlester, Warner, or Stigler for training.	
We expect to do a significant amount of training when we hire people whether they have college degrees, CareerTech training, or a High School diploma.	

**17. PLEASE INDICATE THE TYPES OF ENGAGEMENT WITH WHICH YOU WOULD BE INTERESTED IN PARTICIPATING: (PLEASE SELECT ALL THAT APPLY).**

## 17. Please indicate the types of engagement with which you would be interested in participating: (Please select all that apply).

Answer Options	Response Count
Be a guest speaker	98
Offer internships	90
Offer job shadowing opportunities	89
Offer class tours of your business	78
Offer “work to learn” opportunities	62
Short-term/one-time events	62
Assist with developing program/curriculum materials	53
Long-term/recurring programs	42
Offer apprenticeships	33
Other (please specify)	10



- Be a guest speaker
- Offer internships
- Offer job shadowing opportunities
- Offer class tours of your business
- Offer “work to learn” opportunities
- Short-term/one-time events
- Assist with developing program/curriculum materials
- Long-term/recurring programs
- Offer apprenticeships
- Other (please specify)

Answered “Other”	
We do all of the above	We would have to work out additional opportunities.
Help make connections, employers to schools	Will assist educators & employment groups to connect with Manufacturers
we currently participate with an apprenticeship program.	summer hire for engineer students
Facilitate the SmartWork Ethics certified curriculum through the One-Stops for everyone and on site for employers.	We are working with the schools on the First Tee program which will help instill values as well as learn golf. We need the cooperation of all institutions to promote golf.



**18. IS THERE ADDITIONAL INFORMATION  
THAT YOU WOULD LIKE TO ADD?**

# 18. Is there additional information that you would like to add?

## Responses

A few years back I learned in a meeting that ORCA was to be working with Career Tech to develop a training module for commercial roofing. I have yet to hear anything about that being in place?

As an Union Organizer in a right to work state I am already at a disability. I was at the meeting in Pryor and a panel member stated that he was in need of skilled electrical workers. I gave him my card and have not heard anything from him. Hiring local workers would be a great way to keep our money from leaving the state.

Current workforce offices do not perform to fill employer needs with quality individuals.

Currently we have tremendous challenges securing the necessary amount of employees to meet the needs of Seniors and people with developmental disabilities.

Develop a long-term plan for improving education. Break it up into phases. Communicate it over and over again and be specific about how one thing impacts another. Then get very focused and communicate that this year we're going to do this. Report on the completion and results. Move on to the next thing. You can't eat the entire pie at once. Know what has a direction from the business sector in response to help with education because there is no distinct plan of action and pathway outlined for success. I would love to be on a team to do this. I started work 7 years ago in a department with a 77% satisfaction rating among franchisees. Now it has a 92% satisfaction rating. It happened listening to the needs of who we serve and improving it one thing at a time and not getting distracted from the goal each year.

Develop model linkages between education institutions at all levels and all businesses.

I am hear to help connect resources to Oklahoma manufacturers in the 11 counties listed above. I want to be involved and help in this program.

I realize computers and calculators are essential pieces of business equipment, but most 35 and under individuals with a high school education do not know basic math and english

It's past time Oklahoma figured out our education funding problems and made it a priority, especially at the K-12 level.

K-12 schools do not prepare kids for work or teach accountability and responsibility. Also, IEP's are often being miss used to remove expatiations of performance instead of providing assistance to reach goals. This can NOT occur in the work place. I can't tell a customer their "C" level of service received really is an "A" level of service because of the employee's individual level of achievement. This is in reality is setting the student up for failure after school.

# 18. Is there additional information that you would like to add?

## Responses

My responses, where applicable, are based upon what we hear from companies seeking to locate in Oklahoma or wanting to expand.

Need a Champion assigned and supported by Governor's office.

Need more emphasis on early and often discussions in classrooms on career opportunities and pathways.

One of the biggest problems we have is uneducated people applying for jobs. I can teach almost anyone, any skill to be an employable person at my company. If a candidate applies that doesn't know basic math and cant read a tape measure, I feel there is almost no hope for that individual in my company.

Our Tech Center is great to help us with our workforce needs.

Start with the basics (what to wear, what to truly expect - you don't start off in the corner office with a view). Informing today's youth what is needed and required in the workforce rather than inflated ideas and continually encouraging entitlement mentality.

Students need more out of the classroom experience to see what really goes on in business and what's needed. Young students visiting business is a good start.

Talihina Tag Agency needs drivers license equipment desperately. It's a huge need in our community. Help us get that service back.

The golf course is not a for profit business, but rather a community effort to maintain a course which in turn provides jobs by the sale of lots owned by others and the construction of homes. In the last two years, 15 homes have been built with a value of at least \$3.5 million dollars. We need the support of the community to continue this growth.

The Oklahoma Human Resources State Council, certified by the Society of Human Resources Management (SHRM) in Washington DC has endorsed the SmartWorkEthics curriculum and certificate program and many HR professionals are certified SWE Facilitators who volunteer their time to facilitate the curriculum.

The state needs to improve some how on the drug issue. Education is key at a very young age, maybe.

We need to take advantage of the relationship that the workforce board has already forged. We would be more than happy to assist in any efforts that serve the needs of businesses while providing our citizens real opportunities to be successful in choosing a rewarding career

we need to teach life skills. we need to teach parents to develop good parenting skills. we need to focus the same time and passion on "educations" as we do sports and extracurricular activities.

