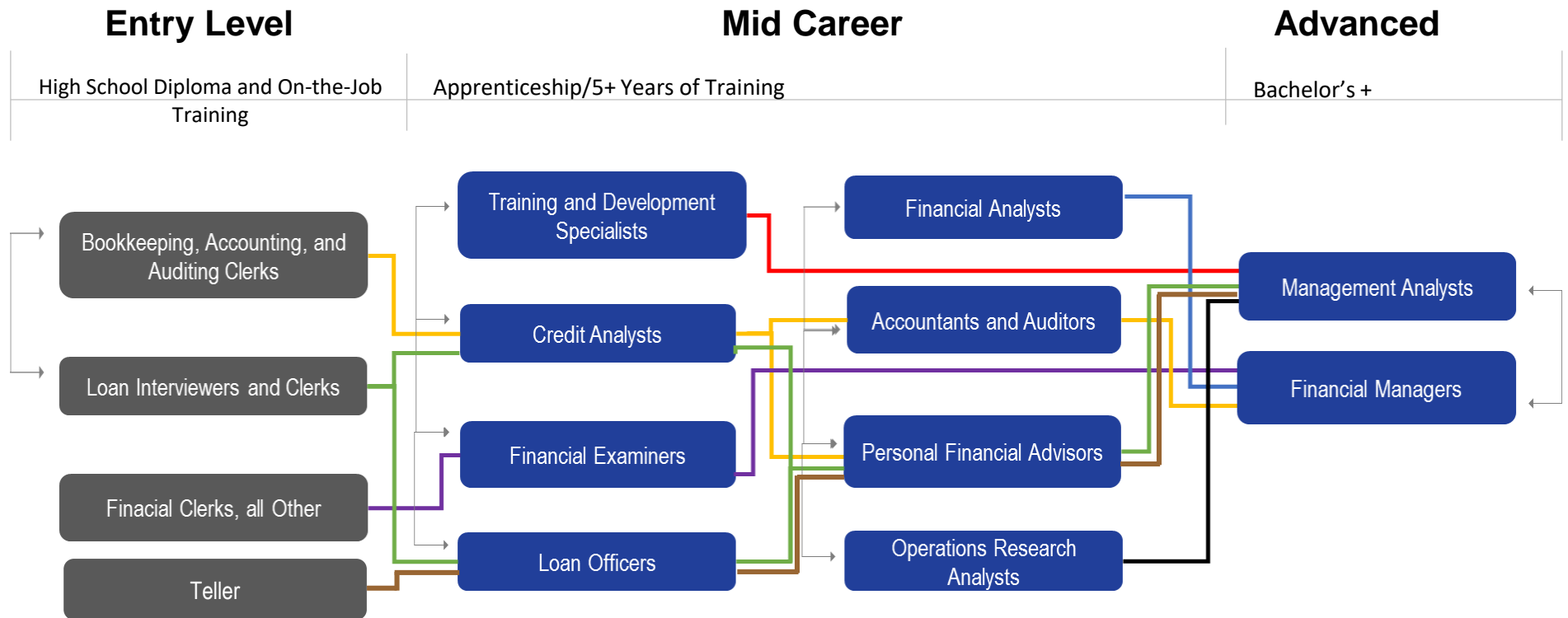





# Financial Services Ecosystem Career Lattice



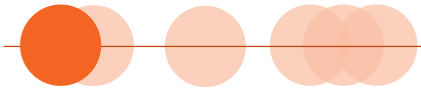
-  = Transferrable Occupation
-  = An affiliated occupation not within the 100 Critical Occupation List
-  = An Occupation within the 100 Critical Occupation List

**The lines within this career lattice provide potential pathways that workers can follow within this industry ecosystem. The colors are simply to differentiate one pathway option from the other.**

# Tellers Occupational Profile

## MEDIAN SALARY & WAGES

\$13.52/hour



## COMMON JOB TITLES

- Bank Teller
- Account Representative
- Customer Service Associate
- Member Services Representative

## REQUESTED EDUCATION

High School or Equivalent

## TOP SKILLS REQUESTED

- Time Management
- Mathematics
- Active Listening
- Speaking
- Reading Comprehension
- Monitoring
- Social Perceptiveness
- Writing
- Critical Thinking
- Service Orientation

## TOTAL JOBS FOR 2028

7,060



## COMMON KNOWLEDGE COMPETENCIES

- Customer and Personal Service
- English Language
- Mathematics
- Economics and Accounting

## TOP CERTIFICATIONS REQUESTED

High School Diploma or Equivalent

## SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education



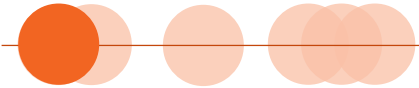
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 Indicates an especially close similarity

# Training and Development Specialists Occupational Profile

## MEDIAN SALARY & WAGES

\$24.32/hour



## COMMON JOB TITLES

Credit Analyst  
 Credit Underwriter  
 Credit Manager  
 Credit Representative

## REQUESTED EDUCATION



## TOP SKILLS REQUESTED

Learning Strategies  
 Instructing  
 Active Listening  
 Speaking  
 Reading Comprehension  
 Monitoring  
 Social Perceptiveness  
 Writing  
 Critical Thinking  
 Coordination

## TOTAL JOBS FOR 2028

3,032



## COMMON KNOWLEDGE COMPETENCIES

Education and Training  
 English Language  
 Administration and Management  
 Customer and Personal Service

## TOP CERTIFICATIONS REQUESTED

Commercial Driver's License (CDL)  
 Certified Personal Training  
 CompTIA Security+  
 Certified Professional In Learning And Performance

## SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education

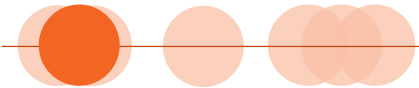


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# Credit Analysts Occupational Profile

## MEDIAN SALARY & WAGES

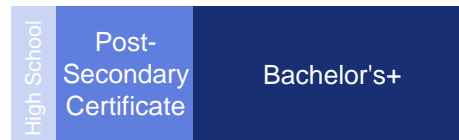
\$24.36/hour



## COMMON JOB TITLES

- Credit Analyst
- Credit Underwriter
- Credit Manager
- Credit Representative

## REQUESTED EDUCATION



## TOP SKILLS REQUESTED

- Critical Thinking
- Active Learning
- Reading Comprehension
- Active Listening
- Speaking
- Judgment and Decision Making
- Mathematics
- Complex Problem Solving
- Writing
- Service Orientation

## TOTAL JOBS FOR 2028

676



## COMMON KNOWLEDGE COMPETENCIES

- Economics and Accounting
- English Language
- Mathematics
- Customer and Personal Service

## TOP CERTIFICATIONS REQUESTED

- Master Of Business Administration

## SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education

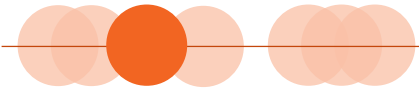


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# Financial Examiners Advisors Occupational Profile

## MEDIAN SALARY & WAGES

\$26.52/hour



## COMMON JOB TITLES

- Compliance Analyst
- Production Assistant
- Claims Examiner
- Maintenance Officer

## REQUESTED EDUCATION



## TOP SKILLS REQUESTED

- Reading Comprehension
- Active Listening
- Critical Thinking
- Writing
- Speaking
- Active Learning
- Management of Personnel Resources
- Monitoring
- Coordination
- Complex Problem Solving

## TOTAL JOBS FOR 2028

549



## COMMON KNOWLEDGE COMPETENCIES

- Mathematics
- Economics and Accounting
- English Language
- Law and Government

## TOP CERTIFICATIONS REQUESTED

- Certified Public Accountant
- Certified Radiology Administrator
- Medical Certificate
- Certified Regulatory Compliance Manager

## SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education

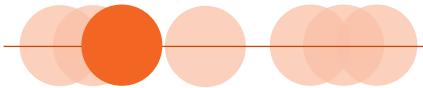


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# Loan Officers Occupational Profile

## MEDIAN SALARY & WAGES

\$25.61/hour



## COMMON JOB TITLES

- Loan Officer
- Mortgage Loan Officer
- Mortgage Banker
- Mortgage Underwriter

## REQUESTED EDUCATION



## TOP SKILLS REQUESTED

- Active Listening
- Speaking
- Reading Comprehension
- Judgment and Decision Making
- Critical Thinking
- Service Orientation
- Writing
- Social Perceptiveness
- Mathematics
- Active Learning

## TOTAL JOBS FOR 2028

4,674



## COMMON KNOWLEDGE COMPETENCIES

- Customer and Personal Service
- Economics and Accounting
- English Language
- Mathematics

## TOP CERTIFICATIONS REQUESTED

- Certified Retirement Administrator
- Master Of Business Administration
- Series 6
- Certified Public Accountant

## SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education

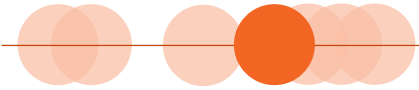


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# Financial Analysts Occupational Profile

## MEDIAN SALARY & WAGES

\$30.80/hour



## COMMON JOB TITLES

- Financial Analyst
- Treasury Analyst
- Budget Analyst
- Business Analyst

## REQUESTED EDUCATION

Bachelor's+



## TOP SKILLS REQUESTED

- Critical Thinking
- Reading Comprehension
- Active Listening
- Mathematics
- Writing
- Speaking
- Judgment and Decision Making
- Active Learning
- Complex Problem Solving
- Monitoring

## TOTAL JOBS FOR 2028

1,883



## COMMON KNOWLEDGE COMPETENCIES

- Economics and Accounting
- English Language
- Mathematics
- Computers and Electronics

## TOP CERTIFICATIONS REQUESTED

- Master Of Business Administration
- Certified Public Accountant
- Chartered Financial Analyst
- Certified Broadcast Radio Engineer

## SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education

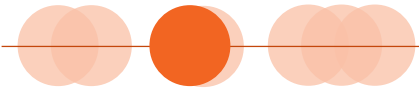


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# Accountants and Auditors Occupational Profile

## MEDIAN SALARY & WAGES

\$29.34/hour



## COMMON JOB TITLES

Accountant

Auditor

Staff Accountant

Tax Preparer

## REQUESTED EDUCATION



## TOP SKILLS REQUESTED

Reading Comprehension

Active Listening

Mathematics

Writing

Speaking

Critical Thinking

Reading Comprehension

Complex Problem Solving

Judgment and Decision Making

Active Learning

## TOTAL JOBS FOR 2028

17,050



## COMMON KNOWLEDGE COMPETENCIES

Education and Training

English Language

Administration and Management

Mathematics

## TOP CERTIFICATIONS REQUESTED

Certified Public Accountant

Certified Internal Auditor

Master Of Business Administration

Certified Information Security Manager

## SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education



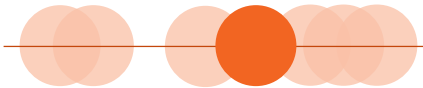
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# Personal Financial Advisors Occupational Profile

## MEDIAN SALARY & WAGES

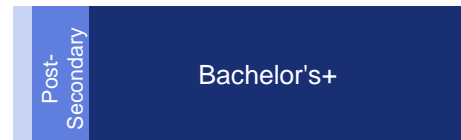
\$29.72/hour



## COMMON JOB TITLES

- Financial Advisor
- Wealth Management Advisor
- Financial Services Representative
- Financial Counselor

## REQUESTED EDUCATION



## TOP SKILLS REQUESTED

- Reading Comprehension
- Active Listening
- Speaking
- Critical Thinking
- Judgment and Decision Making
- Service Orientation
- Writing
- Complex Problem Solving
- Social Perceptiveness
- Persuasion

## TOTAL JOBS FOR 2028

1,496



## COMMON KNOWLEDGE COMPETENCIES

- Customer and Personal Service
- Economics and Accounting
- English Language
- Sales and Marketing

## TOP CERTIFICATIONS REQUESTED

- Series 7
- Certified Financial Planner
- Series 6
- Registered Investment Advisor

## SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education

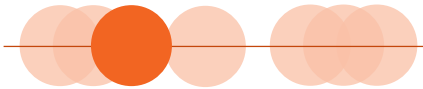


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# Operations Research Analysts Occupational Profile

## MEDIAN SALARY & WAGES

\$28.35/hour



## COMMON JOB TITLES

- Research Analyst
- Operations Analyst
- Supply Chain Analyst
- Business Process Analyst

## REQUESTED EDUCATION



## TOP SKILLS REQUESTED

- Mathematics
- Critical Thinking
- Complex Problem Solving
- Reading Comprehension
- Active Listening
- Writing
- Judgment and Decision Making
- Systems Evaluation
- Speaking
- Active Learning

## TOTAL JOBS FOR 2028

928



## COMMON KNOWLEDGE COMPETENCIES

- Mathematics
- English Language
- Computers and Electronics
- Engineering and Technology

## TOP CERTIFICATIONS REQUESTED

- Master Of Business Administration
- PMI Certified

## SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education

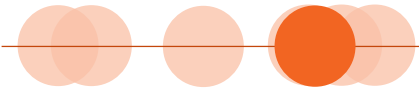


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# Management Analysts Occupational Profile

## MEDIAN SALARY & WAGES

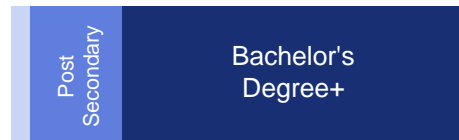
\$33.84/hour



## COMMON JOB TITLES

- Business Analyst
- Army National Guard
- Change Management Analyst
- Business Consultant

## REQUESTED EDUCATION



## TOP SKILLS REQUESTED

- Reading Comprehension
- Active Listening
- Critical Thinking
- Writing
- Speaking
- Judgment and Decision Making
- Systems Evaluation
- Monitoring
- Social Perceptiveness
- Complex Problem Solving

## TOTAL JOBS FOR 2028

5,201



## COMMON KNOWLEDGE COMPETENCIES

- Administration and Management
- English Language
- Customer and Personal Service
- Education and Training

## TOP CERTIFICATIONS REQUESTED

- Master Of Business Administration
- Certified Public Accountant
- PMI Certified
- Certified Internal Auditor

## SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education

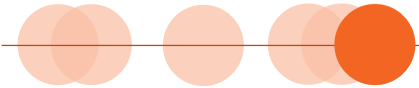


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# Financial Managers Occupational Profile

## MEDIAN SALARY & WAGES

\$43.58/hour



## COMMON JOB TITLES

Account Manager (Management)  
 Relationship Manager (Management)  
 Chief Financial Officer (CFO)  
 Branch Manager

## REQUESTED EDUCATION



## TOP SKILLS REQUESTED

Critical Thinking  
 Judgment and Decision Making  
 Reading Comprehension  
 Speaking  
 Complex Problem Solving  
 Management of Financial Resources  
 Reading Comprehension  
 Active Listening  
 Speaking  
 Critical Thinking

## TOTAL JOBS FOR 2028

7,073



## COMMON KNOWLEDGE COMPETENCIES

Economics and Accounting  
 Administration and Management  
 Mathematics  
 English Language

## TOP CERTIFICATIONS REQUESTED

Certified Public Accountant  
 Master Of Business Administration  
 Series 7  
 Chartered Financial Analyst

## SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education



Creative Industries

# Oklahoma's Ecosystems

## WHAT IS AN ECONOMIC ECOSYSTEM?

Oklahoma has identified nine driver and complementary economic systems representing the most prominent industries in terms of wealth generation and growth potential. Driver ecosystems drive wealth generation in Oklahoma, while the complementary ecosystems help to expand wealth in the economy and provide the infrastructure and services to support the driver systems in the state.

- Driver ecosystems: Aerospace and Defense, Agriculture and Biosciences, Energy, Information and Financial Systems, and Transportation and Distribution.
- Complementary Ecosystems: Construction, Health care, Education, and Creative industries.

## WHAT ARE THE 100 CRITICAL OCCUPATIONS?

These occupations represent the most pressing needs in each of Oklahoma's Driver and Complementary Economic Systems necessary for the state's continued growth and economic prosperity. A workforce pipeline for each of the top 100 critical occupations is required for Oklahoma's businesses to grow and for Oklahoma citizens to earn a prosperous living. Factors included in the selection process demonstrate the values of job growth, wealth generation, and education, as outlined below:

- Job growth: all occupations have positive forecasted employment growth over the next ten years
- Wealth Generation: all occupations offer median wages greater than or equal to \$12.00 per hour
- Education: occupations requiring "no formal education" are eliminated, except those that offer greater than or equal to \$20.00 per hour.

## WHAT ARE TRANSFERABLE OCCUPATIONS?

There are occupations that can provide valuable on-the-job training for individuals interested in the 100 Critical Occupations. These are generally entry-level or mid-career level occupations that can help individuals develop the knowledge, skills, and abilities needed to move forward on their career paths.

## WHAT ARE CAREER PATHWAYS?

Career pathways are designed to help people who are looking to make the next step in their careers both envision and plan for their long-term employment goals. The recommended pathways in this report are based on forecasted employment prospects as well as knowledge, skills and ability profile data by specific occupation. These data were gathered from numerous employer-demand driven data sources. Based on these data, Oklahoma Works determined similarities and difference between each occupation's required skill sets and developed possible career pathways options.

# Glossary

**ABILITIES** – the proficiency, skills, or talent within a particular area.

**CAREER PATHWAY** – a career pathway means a combination of relevant, rigorous and high-quality education, training, and supportive services that aligns both vertically and horizontally across Secondary Education, Adult Basic Education, Workforce Training and Development, Career and Technical Education, and Postsecondary Education systems, pathways, and programs.

**CERTIFICATION** – third party accrediting or authorizing agency or person who assess, verifies, and provides an official documentation that attests a level of achievement.

**COMPETENCIES** – an individual’s ability to do a job properly through a set of behaviors.

**INDUSTRY-ALIGNED CREDENTIAL** – credentials whose standards are aligned to industry-recognized standards.

**INDUSTRY-ENDORSED CREDENTIAL** – credentials whose standards are aligned to and endorsed by industry.

**INDUSTRY-RECOGNIZED CREDENTIAL** – an industry-recognized credential is one that either is developed and offered by, or endorsed by a nationally-recognized industry association or organization representing a sizeable portion of the industry sector, or a credential that is sought or accepted by companies within the industry sector for purposes of hiring or recruitment which may include credentials from vendors of certain products.<sup>1</sup>

**KNOWLEDGE** – the skills and information acquired through education or experience.

**MEDIAN HOURLY EARNINGS** – hourly earnings for the occupation reported at the 50th percentile.

**REQUESTED EDUCATION** – the highest level of education for workers within the given occupational category. Please note these are not the level of education of new incoming workers but of workers currently employed within these positions.

**SKILLS** – the ability or expertise to do something well.

**TOTAL JOBS** – estimated number of jobs in the given year, taken as average over a period of 12-months. This value includes both full- and part-time jobs.



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<sup>1</sup>For this analysis, TPMA utilized certifications data from a third-party data aggregator, Economic Modeling Specialists, Inc., which daily accesses over 300 million unique job postings records. Though these certifications have not been vetted by Oklahoma Works, they are observed as commonly requested by industry employers.