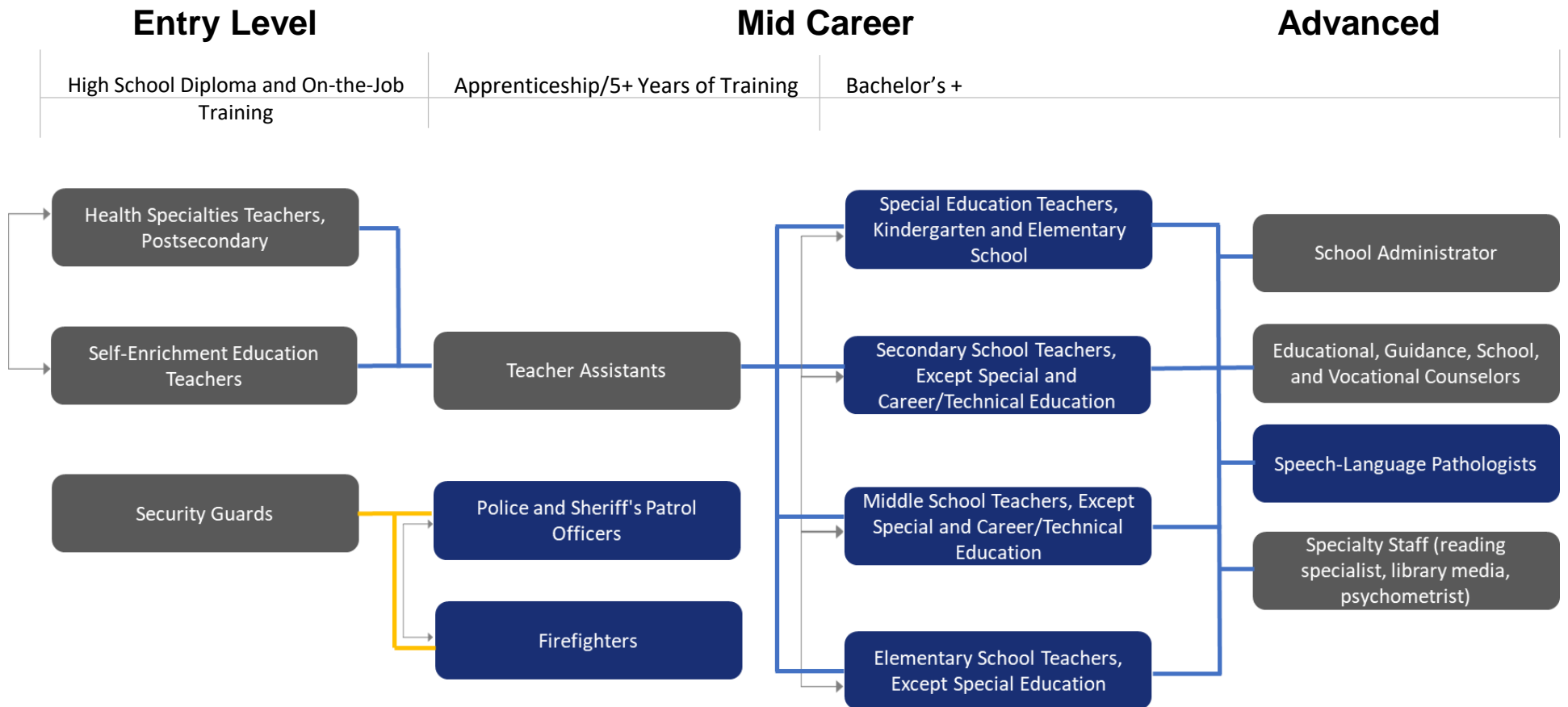





Education Ecosystem Career Lattice



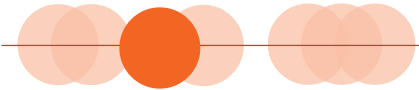
-  = Transferrable Occupation
-  = An affiliated occupation not within the 100 Critical Occupation List
-  = An Occupation within the 100 Critical Occupation List

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.

Police and Sheriff's Patrol Officers Occupational Profile

MEDIAN SALARY & WAGES

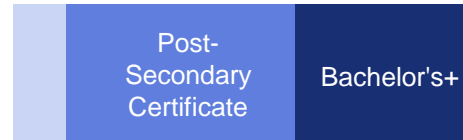
\$19.77/hour



COMMON JOB TITLES

- Police Officer
- Law Enforcement Officer
- Patrol Officer
- Customs Officer

REQUESTED EDUCATION



TOP SKILLS REQUESTED

- Speaking
- Active Listening
- Critical Thinking
- Social Perceptiveness
- Negotiation
- Judgment and Decision Making
- Monitoring
- Reading Comprehension
- Persuasion

TOTAL JOBS FOR 2028

9,314



COMMON KNOWLEDGE COMPETENCIES

- Public Safety and Security
- Law and Government
- English Language
- Psychology

TOP CERTIFICATIONS REQUESTED

- Certified First Responder
- Commercial Driver's License (CDL)

SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education

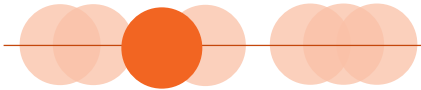


Creative Industries

Firefighters Occupational Profile

MEDIAN SALARY & WAGES

\$19.34/hour



COMMON JOB TITLES

Firefighter

Sergeant

Fire Fighter

Fire Inspector

REQUESTED EDUCATION

Post-Secondary Certificate

Bachelor's+

TOP SKILLS REQUESTED

Active Listening

Speaking

Critical Thinking

Monitoring

Operation Monitoring

Operation and Control

Coordination

Service Orientation

Reading Comprehension

TOTAL JOBS FOR 2028

4.425



COMMON KNOWLEDGE COMPETENCIES

Public Safety and Security

Customer and Personal Service

Education and Training

Building and Construction

TOP CERTIFICATIONS REQUESTED

Certified First Responder

Emergency Medical Responder

Certified Nursing Assistant

Certified Registered Nurse Anesthetist (CRNA)

SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education

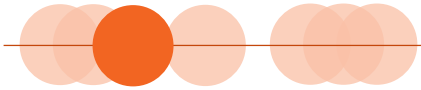


Creative Industries

Special Education Teachers, Kindergarten and Elementary School Occupational Profile

MEDIAN SALARY & WAGES

\$18.94/hour



COMMON JOB TITLES

Elementary School Teacher
 Educator
 Special Education Generalist
 Early Childhood Teacher

REQUESTED EDUCATION



TOP SKILLS REQUESTED

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

TOTAL JOBS FOR 2028

2,192



COMMON KNOWLEDGE COMPETENCIES

Education and Training (Pedagogy)
 English Language
 Psychology

TOP CERTIFICATIONS REQUESTED

Early Childhood Certificate
 Elementary Certificate
 Special Education Certificate

SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education

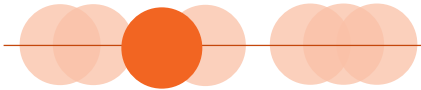


Creative Industries

Secondary School Teachers, Except Special and Career/Technical Education Occupational Profile

MEDIAN SALARY & WAGES

\$19.61/hour



COMMON JOB TITLES

English Teacher
 Science Teacher
 Secondary Mathematics Teacher

REQUESTED EDUCATION

Bachelor's+

TOP SKILLS REQUESTED

Learning Strategies
 Instructing
 Speaking
 Active Listening
 Critical Thinking
 Coordination
 Reading Comprehension
 Writing
 Social Perceptiveness
 Judgment and Decision Making
 Cultural Competence

TOTAL JOBS FOR 2028

11,576



COMMON KNOWLEDGE COMPETENCIES

Education and Training (Pedagogy)
 English Language
 Psychology
 Computers and Electronics

TOP CERTIFICATIONS REQUESTED

Commercial Driver's License (CDL)
 General Certificate of Secondary Education (English Language Arts, Science, Math, Social Studies)
 Certificate in English Language Teaching to Adults (CELTA)

SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education

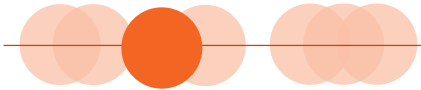


Creative Industries

Middle School Teachers, Except Special and Career/Technical Education Occupational Profile

MEDIAN SALARY & WAGES

\$19.37/hour



COMMON JOB TITLES

Music Teacher
 Science Teacher
 Social Studies Teacher
 Elementary School Teacher

REQUESTED EDUCATION

Bachelor's+

TOP SKILLS REQUESTED

Speaking
 Instructing
 Active Listening
 Reading Comprehension
 Learning Strategies
 Writing
 Social Perceptiveness
 Critical Thinking
 Active Learning
 Monitoring
 Judgment and Decision Making

TOTAL JOBS FOR 2028

7,411



COMMON KNOWLEDGE COMPETENCIES

English Language
 Education and Training
 Computers and Electronics
 Mathematics

TOP CERTIFICATIONS REQUESTED

Secondary Core Certificate (English Language Arts, Science, Math, Social Studies)
 Elementary Certificate
 PK-12 Certificate (Music, Art, PE, Foreign Language)

SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education

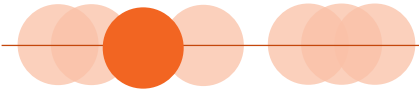


Creative Industries

Elementary School Teachers, Except Special Education Occupational Profile

MEDIAN SALARY & WAGES

\$18.67/hour



COMMON JOB TITLES

- English Teacher
- Elementary School Teacher
- 4th Grade Teacher
- English as a Secondary Language (ESL) Teacher

REQUESTED EDUCATION

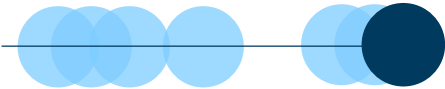
Bachelor's+

TOP SKILLS REQUESTED

- Speaking
- Instructing
- Learning Strategies
- Active Listening
- Active Learning
- Monitoring
- Social Perceptiveness
- Reading Comprehension
- Writing
- Critical Thinking
- Serving Special Needs/Exceptionalities

TOTAL JOBS FOR 2028

16,515



COMMON KNOWLEDGE COMPETENCIES

- Education and Training (Pedagogy)
- English Language
- Psychology
- Mathematics

TOP CERTIFICATIONS REQUESTED

Elementary Certificate

SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education

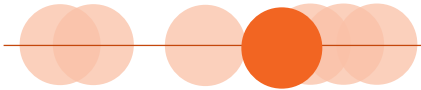


Creative Industries

Speech-Language Pathologists Occupational Profile

MEDIAN SALARY & WAGES

\$30.00/hour



COMMON JOB TITLES

- Speech Language Pathologist
- Speech Therapist
- Registered Nurse

REQUESTED EDUCATION



TOP SKILLS REQUESTED

- Active Listening
- Reading Comprehension
- Speaking
- Critical Thinking
- Learning Strategies
- Social Perceptiveness
- Writing
- Monitoring
- Judgment and Decision Making
- Active Learning

TOTAL JOBS FOR 2028

1,865



COMMON KNOWLEDGE COMPETENCIES

- English Language
- Psychology
- Customer and Personal Service
- Education and Training

TOP CERTIFICATIONS REQUESTED

- Speech-Language Pathologist Certificate
- Licensed Practical Nurse
- Certified Home Health Aide
- Certified Nursing Assistant

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.¹

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.



¹For 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.