

## October Monthly Report and Observations

### Corrections Department Plans Sign-On Bonuses, Temporary Pay Raises as Prison Staffing Problems Persist

The Oklahoma Department of Corrections plans to provide a \$2,500 sign-on bonus to newly hired prison officers and temporarily boost pay for employees working in especially understaffed facilities.

<https://oklahomawatch.org/2021/09/30/corrections-department-plans-sign-on-bonuses-temporary-pay-raises-as-prison-staffing-problems-persist/>

### SSM is implementing a \$15 per hour minimum wage

SSM Oklahoma includes:

- SSM Health St. Anthony Hospital in Oklahoma City
- SSM Health St. Anthony Hospital in Shawnee
- SSM Health Bone & Joint Hospital at St. Anthony
- SSM Health St. Anthony Hospital- Midwest
- SSM Health St. Anthony Healthplex locations
- SSM Health Medical Group

<https://kfor.com/news/local/ssm-health-implementing-15-minimum-wage-for-employees/>

The City of Oklahoma City is offering sign-on bonuses ranging from \$2,500 to \$5,500 to bolster recruitment efforts for 24 difficult-to-fill job classifications. Jobs that qualify for a signing bonus range from entry level positions that don't require a high school diploma to highly skilled jobs that require degrees.

[https://content.govdelivery.com/bulletins/gd/OKOKC-2f8023a?wgt\\_ref=OKOKC\\_WIDGET\\_1](https://content.govdelivery.com/bulletins/gd/OKOKC-2f8023a?wgt_ref=OKOKC_WIDGET_1)

### USAA has raised its minimum pay

USAA has raised its minimum pay from \$16 per hour to \$21 per hour. They have also instituted a childcare reimbursement program for those making less than \$100,000.

### Labor Force/Unemployment Statistics

Region	Unemployment Rate	Labor Force	Employment	Unemployment	Labor Force Participation Rate
Oklahoma	3.0%	1,860,980	1,805,858	55,122	60.4%
United State	4.6%	161,354,000	153,680,000	7,674,000	61.6%

Source: US Bureau of Labor Statistics and Oklahoma Employment Security Commission

### A Record 4.3 million People Quit Their Jobs in August

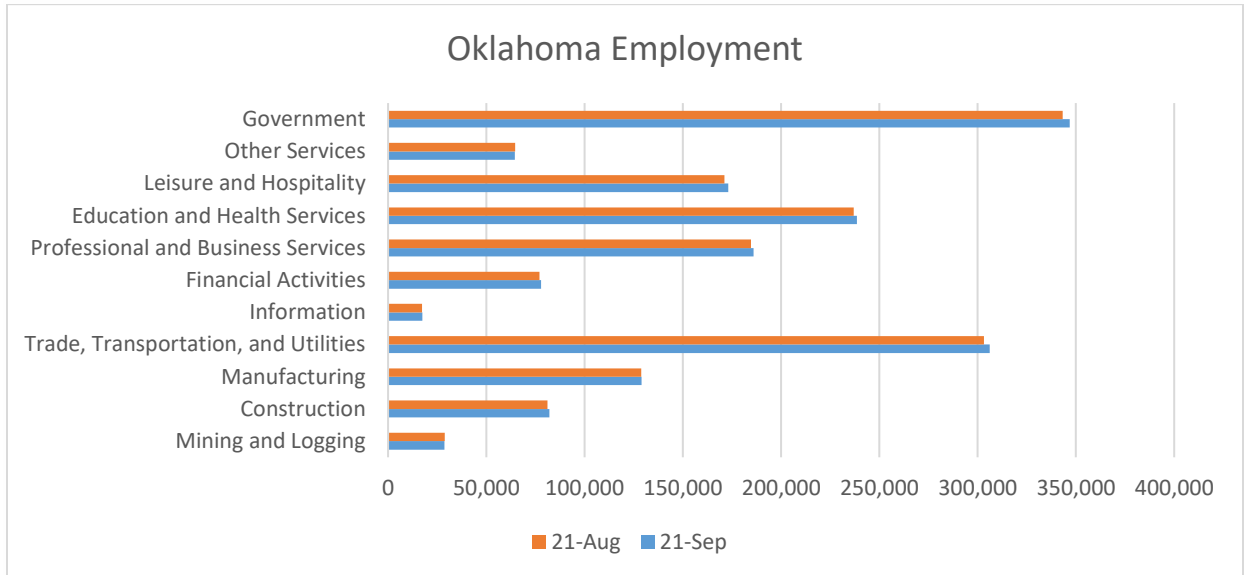
About 2.9% of the workforce quit in August, up from 2.7% in July, according to the Job Openings and Labor Turnover Survey (JOLTS) [report](#), released Tuesday. That marks the highest quit rate since the report began in late 2000.

The number of workers who quit rose by 242,000 from July as more Americans demanded higher pay, better working conditions and more flexible arrangements. Those number of people who quit rose in accommodation and food services, wholesale trade and state and local government education.

<https://www.cnn.com/2021/10/12/economy/jolts-job-openings/index.html>

## One suggestion for a labor resource Community Colleges

Community College students typically need income more and have fewer contacts in the business world, than university students. Start by offering paid internships.

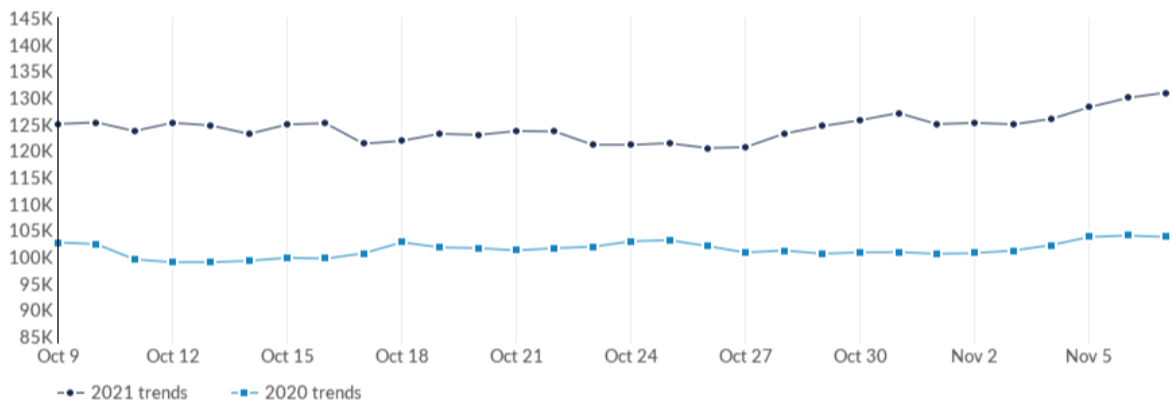


Source: Oklahoma Employment Security Commission

## Unique Job Postings

### Unique Postings Trend

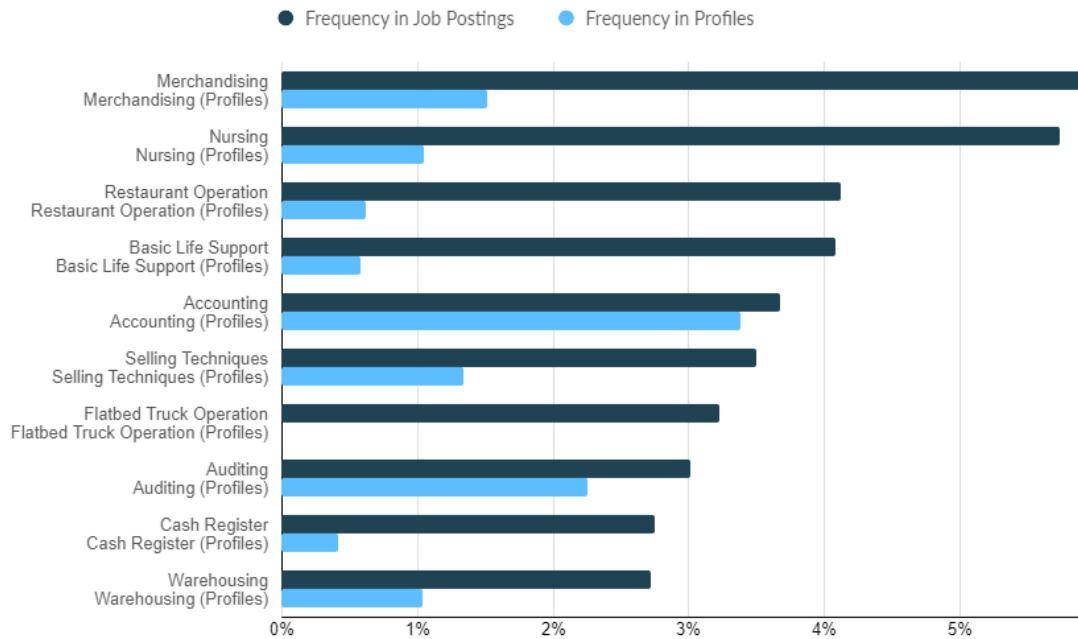
This view displays the most recent 30 days of job postings activity to show near-term trends. It does not reflect your timeframe.



Source: EMSI – economicmodeling.com – 2021

## Top Skills Listed in Job Postings

### Top Hard Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Merchandising	171,844	6%	15,588	2%
Nursing	165,980	6%	10,744	1%
Restaurant Operation	119,147	4%	6,428	1%
Basic Life Support	118,181	4%	5,963	1%
Accounting	106,311	4%	34,712	3%
Selling Techniques	101,234	4%	13,770	1%
Flatbed Truck Operation	93,330	3%	0	0%
Auditing	87,208	3%	23,193	2%
Cash Register	79,549	3%	4,284	0%
Warehousing	78,853	3%	10,649	1%

Source: EMSI – economicmodeling.com – 2021

## New Industrial Park Will Alleviate a Shortage of Space

A giant industrial park is being built at SE89 and Pole Road in OKC. It includes 400,000 square feet of spec distribution/warehouse space.

<https://www.oklahoman.com/story/business/2021/10/14/e-commerce-building-boom-lands-okc-biggest-spec-industrial-park/6034647001/>

## New Restaurants Opening in the Next 30 Days in OKC

- Spark, 300 Oklahoma City Blvd., OKC
- The Harvey Bakery and Kitchen, 301 NW 13<sup>th</sup> Street, OKC
- The Drake (reopening after more than a year), 23<sup>rd</sup> Street, OKC
- Eastside Pizza House
- Hi-Fi Burgerbar, 301 W Main, Moore
- Lua

**WOULD YOUR ORGANIZATION ANSWER YES TO ANY OF THESE QUESTIONS?**



**Are you having difficulty attracting and retaining talent?**



**Are you having difficulty developing existing talent?**



**Are you challenged by a workforce nearing retirement?**



**Are you challenged by workforce skill gaps?**



**If you answered yes to any or all: Registered Apprenticeship may be the solution for your organization!**

**Do you have a large layoff approaching?**

Bill Hancock at Oklahoma Office of Workforce Development can help!

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