

December Monthly Report and Observations

Kratos has released the first rendering, of the unmanned aircraft it is developing under the U.S. Air Force's secretive Off-Board Sensing Station program, or OBSS. While details about the drone remain limited, it is expected to be produced in OKC. <https://www.thedrive.com/the-war-zone/43493/this-is-our-first-look-at-kratos-shadowy-new-drone-design-for-the-u-s-air-force>

TransAlta has announced that it is building two wind farms totaling 300MW in Caddo County. The total construction cost will be \$460 to \$470 million. No employment numbers were provided. <https://transalta.com/newsroom/news-releases/transalta-announces-300-mw-white-rock-wind-project/>

American Airlines is planning to hire 18,000 workers in 2022, on top of thousands of new employees this year to cater to a rebound in travel, CEO Doug Parker plans to tell lawmakers Wednesday during a hearing about flight disruptions in recent months. <https://www.cnbc.com/2021/12/14/american-airlines-plans-to-hire-18000-people-next-year-for-travel-rebound.html>

Labor Force/Unemployment Statistics

Region	Unemployment Rate	Labor Force	Employment	Unemployment	Labor Force Participation Rate
Oklahoma	2.5%	1,860,247	1,813,979	42,268	60.4%
United State	4.2%	162,052,000	155,175,000	6,877,000	61.8%

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

Highest county unemployment rates*

November 2021	Unemployment rate
Latimer County	3.9%
McIntosh County	3.1%
Pittsburg County	2.9%

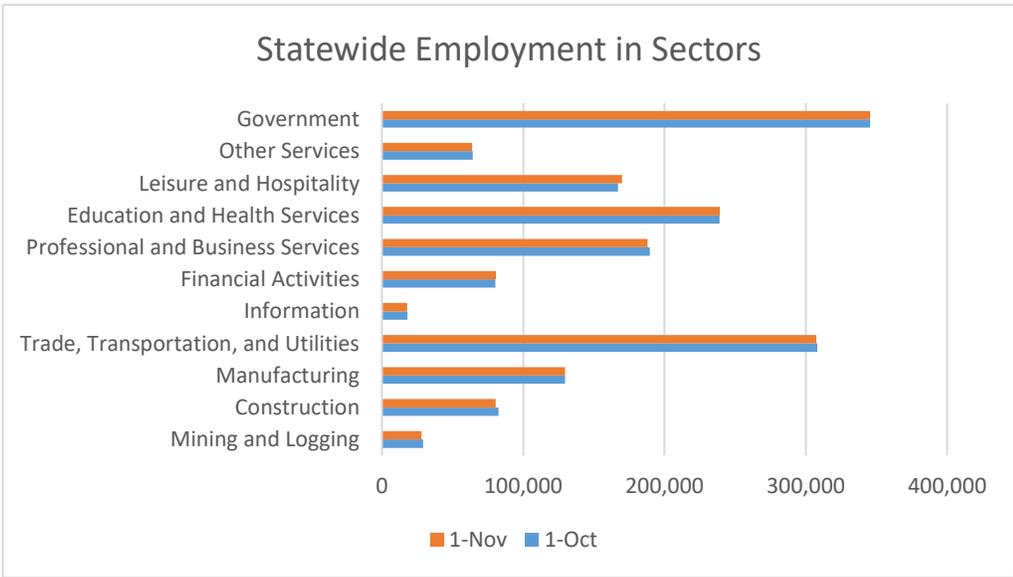
* Non-seasonally adjusted

Lowest county unemployment rates*

November 2021	Unemployment rate
Cimarron County	0.8%
Beaver County	0.9%
Texas County	0.9%
Woods County	1.0%

* Non-seasonally adjusted

Source: Oklahoma Employment Security Commission



Source: Oklahoma Employment Security Commission

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If you have a job today, chances have never been better that you can keep it as long as you want.

New York (CNN Business) There's been a lot of attention to the "[Great Resignation](#)," the record number of people quitting their jobs amid the pandemic's upheavals. More than four million workers quit their jobs every month from July through October, according to the latest available data from the US Labor Department. The number of employees voluntarily walking out the door has never topped that mark before.

But what isn't getting as much attention is the other end of that spectrum: firings and layoffs have essentially ground to a halt.

<https://www.cnn.com/2021/12/12/economy/jobs-firings-layoffs/index.html>

Working 9 to 5? 'Out of Office' author says maybe it's time to rethink that

<https://www.npr.org/2021/12/13/1062991645/out-of-office-author-ann-helen-petersen>

Update on Enable Midstream Sales

<https://www.oklahoman.com/story/business/energy-resource/2021/12/03/enable-midstream-partners-acquired-texas-company/8844732002/>

What's the energy industry's outlook in 2022?

That depends on COVID, OPEC, Biden and more.

[Jack Money](#) Oklahoman

Oklahoma's recently re-energized oil and gas industry appears poised to grow more during the coming year after passing through 18 months of financial and regulatory challenges.

<https://www.oklahoman.com/story/business/energy-resource/2021/12/28/oklahoma-oil-gas-energy-industry-poised-grow-2022-experts-say/8859755002/>

The \$768.2 billion defense bill includes a 2.7% pay raise

It includes both military service members and civilian Defense Department employees. Oklahoma has 58,800 military and civilian DOD employees.

Moore Norman Technology Center is doing CDL Testing.

Including occasional Saturdays. They also provide a Test Prep course.

Truck Driver Shortage Is a Long-Term Problem, Labor Secretary

<https://www.youtube.com/watch?v=4uOU4ei2RT8>

<https://www.businessinsider.com/truckers-offered-luxury-truck-stops-bonuses-perks-battle-for-drivers-2021-12>

<https://newyork.cbslocal.com/2021/12/15/truck-driver-shortage/>

(See truck driver postings on the chart on page 6.)

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Boomers Early Retirement

New York (CNN Business) One of the more insidious myths making the rounds this year was that young people didn't want to work because they were getting by just fine on government aid. People had too much money, went the narrative from a handful of politicians and pundits.

Only trouble is, the numbers don't back it up.

Here's the thing: Early retirement — whether forced by the pandemic or made possible otherwise — is having a huge impact on the labor market. And data show that retiring boomers, far more than "lazy" millennials, are the biggest force behind the labor shortage.

<https://www.cnn.com/2021/12/18/business/labor-shortage-boomers-millennials-nightcap/index.html>

It's not a high unemployment problem for business, it's a shortage of workers

New York (CNN Business) Twenty-one months into the pandemic, America is no longer struggling with an astronomically high unemployment rate. Instead, its big problem remains a shortage of workers. That makes it hard for businesses to keep up with rampant demand. Economists worry how long it will take for people on the sidelines to come back into the workforce.

For much of the pandemic, economists agreed that child care challenges and worries about the virus were keeping people from returning to the labor market. But recently, it has become clear that there is another dynamic at work here: early retirement.

<https://www.cnn.com/2021/12/25/economy/labor-shortage-early-retirement-charts/index.html>

Hobby Lobby Stores, Inc., announced that it is raising its minimum full-time hourly wage to \$18.50 effective January 1, 2022.

In 2009, Hobby Lobby was one of the first retailers to establish a nationwide minimum hourly wage well above the federal minimum wage, and has since raised its minimum wage twelve times over the last thirteen years. In 2014, Hobby Lobby raised its full-time minimum hourly wage to \$15, well before it became a trend with other retailers. "We have a long track record of taking care of our employees," said Hobby Lobby founder and CEO, David Green. "In 1998, we made the decision to close our stores on Sundays, and at 8:00 p.m. the rest of the week, to provide employees time for rest, family, and worship. We've also worked hard over the years to provide the best pay and benefits in retail, which has allowed us to attract and retain an outstanding group of associates to serve our devoted customers."

<https://newsroom.hobbylobby.com/articles/hobby-lobby-raises-minimum-wage-to-18-50/>

More than half of U.S. states will raise their minimum wage in 2022, but employers are hiking pay faster

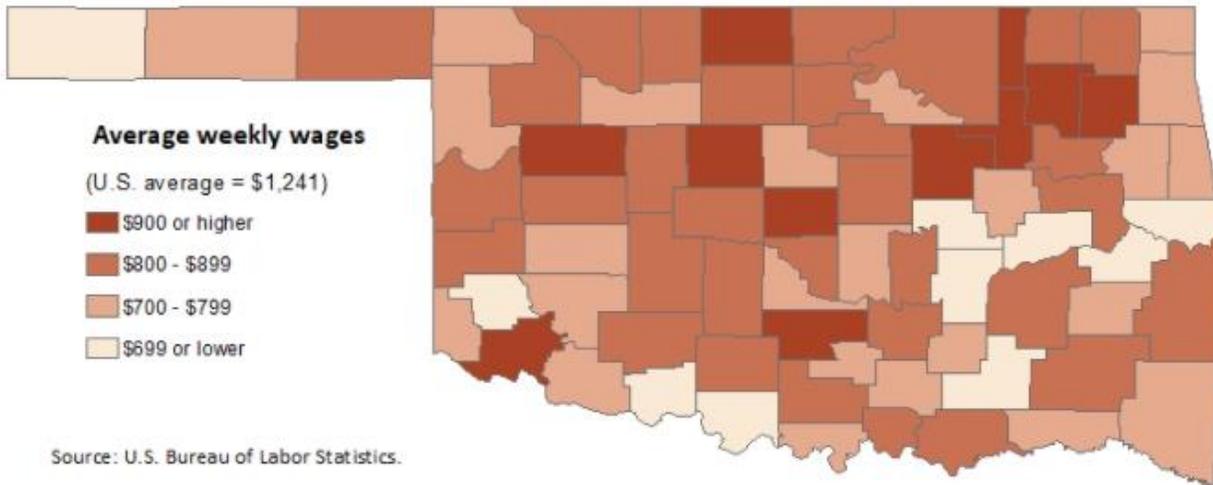
A tight labor market resulted in many companies, ranging from banks to retailers to pizzerias, hiking wages for hourly workers to attract and retain staff. This year marked the first time that the average wage of restaurant and supermarket workers rose above \$15 an hour, according to the Bureau of Labor Statistics. Wages and salaries increased 4.2% for the 12 months ended in September 2021, the BLS found.

Other employers have surpassed the \$15 benchmark already. Amazon has paid its workforce at least \$15 an hour since 2018 and began offering new hires an average of \$18 an hour this September. Costco raised its minimum wage to \$17 an hour in October. Full-time employees of crafting retailer Hobby Lobby will earn at least \$18.50 an hour starting Jan. 1. T-Mobile is paying its 75,000-person workforce at least \$20 an hour. And Bank of America has pledged to pay hourly workers \$25 an hour by 2025. All of the above companies have a larger number of workers in Oklahoma.

<https://www.cnbc.com/2021/12/29/minimum-wage-employers-moving-faster-than-states-to-raise-hourly-pay.html>

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Chart 3. Average weekly wages by county in Oklahoma, second quarter 2021



Where Americans Are Moving — and Why They Really Are Doing It

It's true that some cities have been losing population, but it's not because of a mass exodus to escape the coronavirus. Don't look for a lot of moving vans heading from Brooklyn to Mayberry.

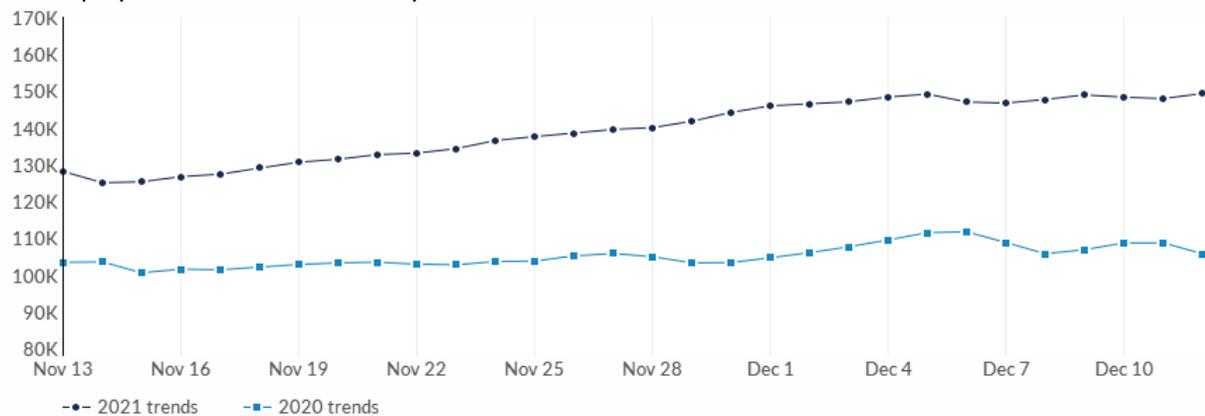
https://www.governing.com/assessments/where-americans-are-moving-and-why-they-really-are-doing-it.html?utm_campaign=Newsletter%20-%20GOV%20-%20Daily&utm_medium=email&_hsimi=198409211&_hsenc=p2ANqtz-3KID4wtMzh3J99MfM05vFJOr8EFxTYjs_SR1FrFU6jcxBmpEfVeP54PpyVWes14b6GFPEURNiOF_nbVXMWngWkaG8A&utm_content=198409211&utm_source=hs_email

Renewed Shortage of Chips

With the new lockdowns Samsung and Micron warn they may disrupt memory chip manufacturing. Micron's DRAM memory chip line is particularly affected.

Unique Oklahoma Postings Trend

This displays the most recent 30 days available.

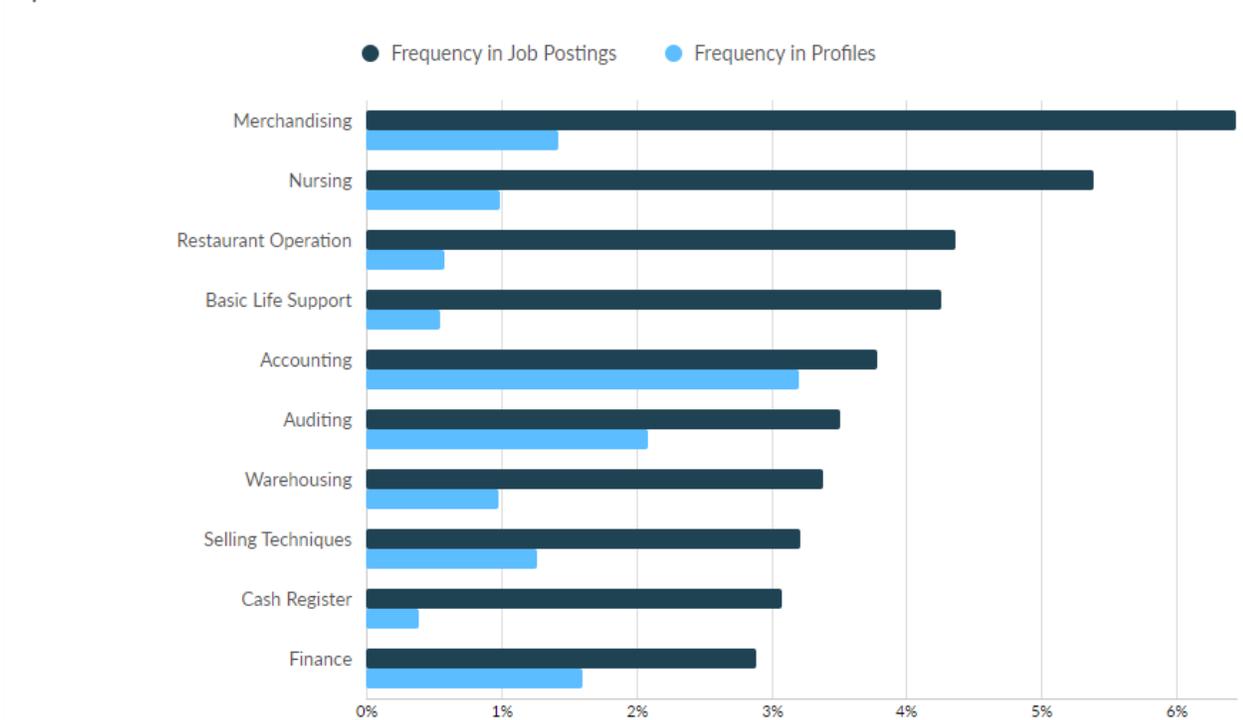


Source: EMSI-economicmodeling.com

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Top Hard Skills in Postings November 2020 to November 2021

Top Hard Skills



Source: EMSI-economicmodeling.com

Top Posting Sources November 2020 to November 2021

Top Posting Sources

Website	Postings on Website (Nov 2020 - Nov 2021)
Okjobmatch.com	114,429
Glassdoor.com	112,489
Dejobs.org	96,641
Nexxt.com	96,349
Entrylevelcrossing.com	95,185
Physicaltherapycrossing.com	83,735
Usacares.org	76,958
Employmentcrossing.com	70,001
Bebec.com	69,643
Snagajob.com	61,390

Source: EMSI-economicmodeling.com

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Top Qualifications in Job Postings November 2020 to November 2021

Top Qualifications



Qualification	Postings with Qualification
Commercial Driver's License (CDL)	92,966
Licensed Practical Nurse	16,213
Certified Nursing Assistant	12,249
Security Clearance	9,753
Bachelor Of Science in Nursing (BSN)	6,980
Hazmat Endorsement	6,403
Secret Clearance	5,789
Licensed Vocational Nurses	5,355
Master Of Business Administration (MBA)	5,047
Bachelor Of Science in Business	4,725
Doubles Endorsement	4,664
Transportation Worker Identification Credential (TWIC) Card	4,515
Food Handler's Card	4,198
Tanker Endorsement	4,172
Associate Degree In Nursing	3,475
Licensed Clinical Social Worker (LCSW)	3,313
Project Management Professional Certification	2,816
Nurse Practitioner	2,779
Licensed Professional Counselor (LPC)	2,724
Automotive Service Excellence (ASE) Certification	2,655

Source: EMSI-economicmodeling.com

Job Postings Regional Breakdown	
MSA	Unique Postings (Nov 2021)
Oklahoma City, OK	73,147
Tulsa, OK	48,812
Lawton, OK	7,099
Enid, OK	4,257
Stillwater, OK	4,256

Source: EMSI-economicmodeling.com

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Business Services Representatives

Last Name	First Name	LWDB	Email	Counties
Samuels	Carol	Central	carolsamuels@cowib.org	Lincoln, Potawatomie, Hughes, Okfuskee, Seminolle
Wade	Bill	Central	williamwade@cowib.org	Oklahoma, Cleveland, Canadian, Logan
Clark	Dana	Central	danaclark@cowib.org	COWIB Manager
Mitchell	Wes	Green Country	wmitchell@greencountryworks.org	Divided by Business
Cutshaw	Amber	Green Country	acutshaw@greencountryworks.org	Divided by Business
Fahie	De'Andre	Green Country	dfahie@greencountryworks.org	Divided by Business
McNally	Matt	Northeast	matt.mcnally@northeastworkforceboard.com	All of Northeast
Glass	Erin	South Central	Erin@SCWORKFORCEBOARD.ORG	Caddo, Grady, McClain, & Stephens
Davis	Kelly	South Central	Kelly@SCWORKFORCEBOARD.ORG	Tillman, Cotton, Jefferson, & Comanche
Reding	Woody	Southern	wreding@swb-ok.com	Antlers, Carter, Love, Atoka, Bryan, Marshall, Choctaw, McCurtain & Johnston
Cook	Melissa	Southern	mcook@swb-ok.com	Garvin, Murray, Pontotoc, Coal, Pittsburg, Haskell, Latimer & Leflore
Robinson	Mikel	Western	MikelRobinson@wowdb.org	Cimarron, Texas, Beaver, Harper, Woods, Ellis, Woodward, Roger Mills, Dewey, Custer, Washita, Beckham, Harmon, Greer, Jackson & Kiowa
Hammontree	Laura	Western	laurahammontree@wowdb.org	Alfalfa, Grant, Kay, Major, Garfield, Noble, Blaine, Kingfisher & Payne