

January Monthly Report and Observations

Oklahoma Labor Commissioner refutes claims that Oklahomans just don't want to work as service industry suffers from lack of employees

OKLAHOMA CITY (KFOR) – The Oklahoma Labor Commissioner refuted claims that Oklahomans don't want to work Thursday as the service, restaurant and hospitality industry suffers from a lack of employees in the state and beyond.

Commissioner Leslie Osborn said the issue of people just not wanting to work isn't true. In fact, the numbers show when the cannabis industry began in 2018, they quickly attracted service workers with higher pay.

<https://kfor.com/news/local/oklahoma-labor-commissioner-refutes-claims-that-oklahomans-just-dont-want-to-work-as-service-industry-suffers-from-lack-of-employees/>

Highest county unemployment rates*

December 2021	Unemployment rate
Latimer County	3.9%
McIntosh County	3.2%
Pittsburg County	2.8%

* Non-seasonally adjusted

Lowest county unemployment rates*

December 2021	Unemployment rate
Cimarron County	0.8%
Beaver County	0.8%
Texas County	0.8%
Woods County	0.8%

* Non-seasonally adjusted

Source: Oklahoma Employment Security Commission

Labor Force/Unemployment Statistics

Region	Unemployment Rate	Labor Force	Employment	Unemployment	Labor Force Participation Rate
Oklahoma	2.3%	1,861,892	1,819,134	42,758	60.4%
United State	3.9%	162,294,000	155,975,000	6,319,000	61.9%

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

CN Career Services offers GED, high school equivalency classes through Bell program in Adair County

BELL, Okla. – The Cherokee Nation will offer GED classes to anyone wishing to continue their education by participating in the tribe's Adult Education program at Bell School in the Bell community of Adair County. The classes will be held in the Bell School Library from 5:30 p.m. to 7:30 p.m. every Monday night beginning Jan. 10.

https://www.cherokeephoenix.org/services/cn-career-services-offers-ged-high-school-equivalency-classes-through-bell-program-in-adair-county/article_730f6eb2-6fc2-11ec-98be-7bcc5514c270.html

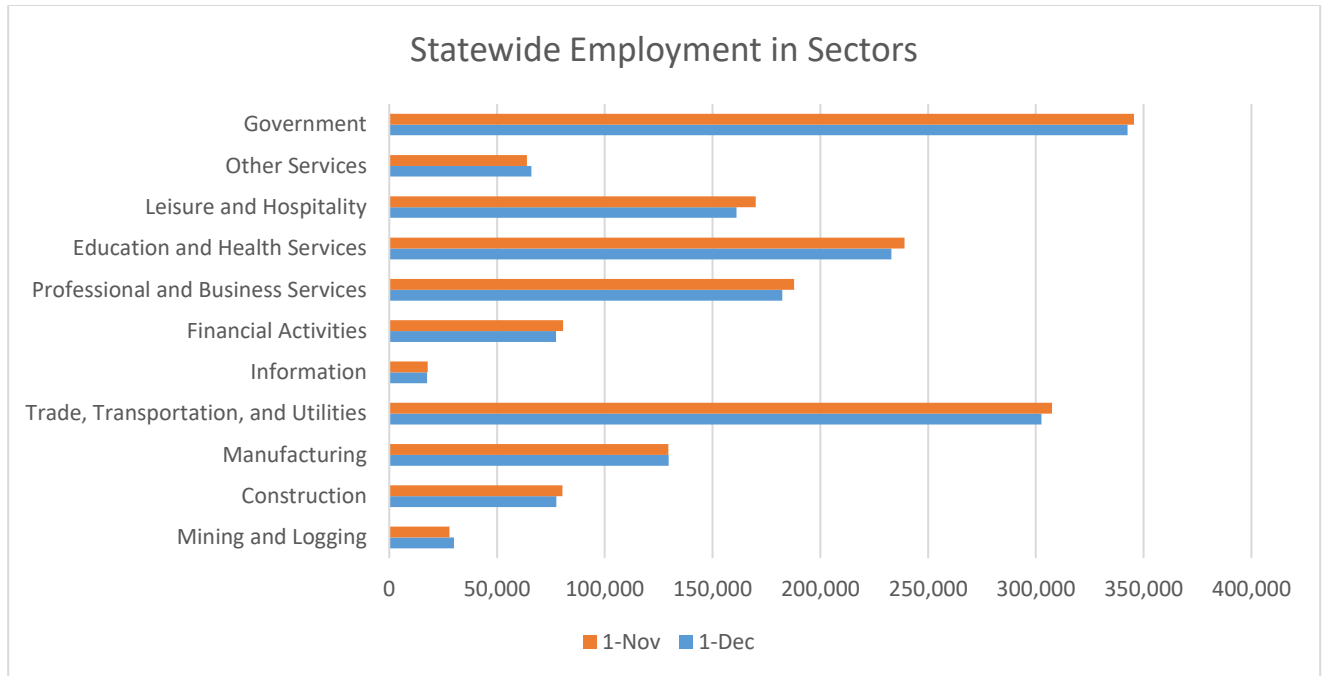
Top Concerns of Workers Listed by Secretary of Labor

"One concern definitely is child care. There are so many women in this country particularly concerned about lack of child care and the cost of child care," Walsh said on Yahoo Finance Live. "The second issue I heard often times is the virus. The third issue is people working in jobs and not making enough money to raise a family, support a family and they are looking for more opportunities for better paying jobs and for workforce development."

Federal Plans to Increase Small Meat Processors

The President announced plans to spend \$1 billion on increasing the number of small meat processors. With Oklahoma's large amount of beef, pork and poultry that should have a strong impact.

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Source: Oklahoma Employment Security Commission

More than 1 million fewer students are in college, the lowest enrollment numbers in 50 years. More than 1 million fewer students are enrolled in college now than before the pandemic began. According to new data released Thursday, U.S. colleges and universities saw a drop of nearly 500,000 undergraduate students in the fall of 2021, continuing a historic decline that began the previous fall.

Community college enrollment is down 13% since fall 2019



Source: National Student Clearinghouse Research Center
Credit: Tien Le/NPR

<https://www.npr.org/2022/01/13/1072529477/more-than-1-million-fewer-students-are-in-college-the-lowest-enrollment-numbers->

Bluepeak is putting in fiber-to-home service in several small cities in Oklahoma. Currently announced includes Muskogee, Clinton, Enid, Blackwell, Elk City, Tonkawa, and Stillwater

GRADY COUNTY RANKS NO. 2 FOR TOP SMALL COUNTIES IN THE U.S. FOR TALENT ATTRACTION

BY *ERIC LONG* / *INSIDE OKC* / JANUARY 14, 2022

The Emsi Talent Attraction Scorecard ranked every small county (5k-99k pop.) in the U.S. on talent attraction.

[HTTPS://WWW.VELOCITYOKC.COM/BLOG/INSIDE-OKC/GRADY-COUNTY-RANKS-NO.-2-FOR-TOP-SMALL-COUNTIES-IN-THE-U.S.-FOR-TALENT-ATTRACTION/?BACK=SUPER BLOG](https://www.velocityokc.com/blog/inside-okc/grady-county-ranks-no.-2-for-top-small-counties-in-the-u.s.-for-talent-attraction/?back=super_blog)

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CULTIVATING CODERS CREATING HOPE FOR UNDERSERVED RESIDENTS; CHAMBER LOOKS TO EXPAND PROGRAM

BY *CHAMBER STAFF* / [ECONOMY](#) / JANUARY 20, 2022

More than two dozen students from Millwood Public Schools and eight women in the ReMerge diversion program graduated in 2021 from computer programming classes offered by New Mexico-based Cultivating Coders.

[HTTPS://WWW.VELOCITYOKC.COM/BLOG/ECONOMY/CULTIVATING-CODERS-CREATING-HOPE-FOR-UNDERSERVED-RESIDENTS-CHAMBER-LOOKS-TO-EXPAND-PROGRAM/?BACK=SUPER BLOG](https://www.velocityokc.com/blog/economy/cultivating-coders-creating-hope-for-underserved-residents-chamber-looks-to-expand-program/?back=super_blog)

\$6 Million Grant to OSU

Department of Defense awarded Oklahoma State University a grant to develop education programs in science, technology, engineering and math for economically disadvantaged or underrepresented students.

https://www.velocityokc.com/blog/economy/dod-grant-for-osu-aims-to-increase-more-engineers-from-underrepresented-populations/?back=super_blog

2022's States With the Highest Job Resignation Rates

<https://wallethub.com/edu/states-with-highest-job-resignation-rates/101077#video>

Rank	State	Resignation Rate (Latest Month)	Resignation Rate (Last 12 Months)
1	Alaska	5.20%	3.80%
2	Wyoming	4.70%	3.22%
3	Georgia	3.90%	3.59%
4	Kentucky	3.80%	3.42%
5	Montana	3.90%	3.25%
24	Oklahoma	3.00%	3.02%
47	Massachusetts	2.20%	2.18%
48	Washington	2.00%	2.33%
49	Pennsylvania	2.00%	2.13%
50	District of Columbia	2.00%	1.91%
51	New York	2.00%	1.83%

Source: WalletHub

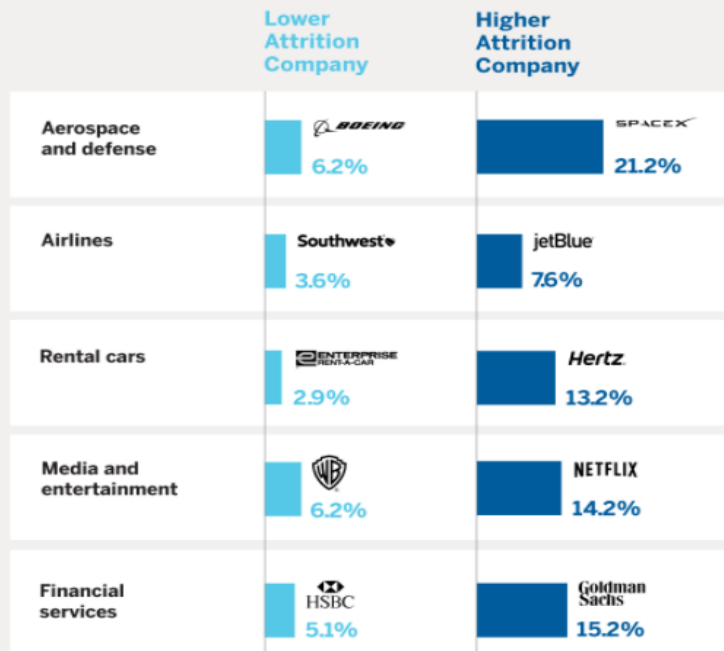
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Toxic Culture Is Driving the Great Resignation

<https://sloanreview.mit.edu/article/toxic-culture-is-driving-the-great-resignation/>

How Culture 500 Company Attrition Rates Compare Within Industries

During the Great Resignation, companies within the same industry have experienced varying degrees of attrition.



Source: MITSloan

Top Predictors of Attrition During the Great Resignation

The authors analyzed the impact of more than 170 cultural topics on employee attrition in Culture 500 companies from April through September 2021. These five topics were the leading predictors of attrition. Each bar indicates the level of importance of each topic for attrition relative to employee compensation. A toxic culture is 10.4 times more likely to contribute to attrition than compensation.

← Importance relative to compensation →

Toxic corporate culture



Job insecurity and reorganization



High levels of innovation



Failure to recognize employee performance



Poor response to COVID-19



Source: MITSloan

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Child care workers are vanishing and it's hurting the entire economy

By [Alicia Wallace](#), CNN Business Updated 9:46 AM ET, Fri January 28, 2022

San Francisco (CNN Business) Since losing one-third of its workforce at the outset of the pandemic, [the child care industry](#) has seen a jobs recovery that's been slow and incomplete. And now it's starting to backslide. After shedding 4,500 jobs from September through November, [preliminary estimates from the US Bureau of Labor Statistics](#) show that the child day care services industry lost another 3,700 jobs in December.

A [new academic working paper](#) published earlier this month found that disruptions to school and child care services resulted in a reduction in parents' hours worked. Child care closures also disproportionately affected lower-income families, according to the research from Kairon Shayne D. Garcia and Benjamin W. Cowan at Washington State University.

<https://www.cnn.com/2022/01/28/economy/child-care-labor-force-declines/index.html>

Moviemaker Magazine has ranked Oklahoma City as number 13 among big cities for Best Places to Live and Work as a Moviemaker in 2022. Oklahoma moved up two spots from last year. Higher than both Kansas City and Dallas, but lower than Austin.

Oklahoma Industries with the Most Job Postings in January

Industry	Total/Unique (Jan 2022)
Health Care and Social Assistance	13,446 / 4,652
Administrative and Support and Waste Management and Remediation Services	9,361 / 3,822
Retail Trade	9,984 / 3,345
Professional, Scientific, and Technical Services	7,302 / 3,129
Manufacturing	6,469 / 2,645
Accommodation and Food Services	4,405 / 1,806
Finance and Insurance	3,570 / 1,375
Information	2,433 / 1,058
Other Services (except Public Administration)	2,884 / 1,030
Wholesale Trade	2,733 / 891
Construction	3,460 / 854
Transportation and Warehousing	2,953 / 790
Educational Services	1,515 / 699

Source: EMSI – economicmodeling.com-2021.1

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Education and Experience Breakdown for Job Postings in Oklahoma

Education Level [?]	Unique Postings	% of Total	Minimum Experience [?]	Unique Postings	% of Total
No Education Listed	18,414	46%	No Experience Listed	20,999	53%
High school or GED	11,813	30%	0 - 1 Years	7,935	20%
Associate's degree	3,723	9%	2 - 3 Years	6,093	15%
Bachelor's degree	8,184	21%	4 - 6 Years	3,229	8%
Master's degree	1,883	5%	7 - 9 Years	684	2%
Ph.D. or professional degree	639	2%	10+ Years	665	2%

Source: EMSI – economicmodeling.com-2021.1

Top Companies Posting Jobs in Oklahoma

Company	Total/Unique (Jan 2022)
Walmart	968 / 470
Aya Healthcare	686 / 430
Ascension	1,734 / 334
Ssm Health	921 / 308
Mercy	809 / 259
Integrus Health	415 / 257
University of Oklahoma	768 / 237
PricewaterhouseCoopers	242 / 222
Norman Regional Hospital	665 / 205

Source: EMSI – economicmodeling.com-2021.1

Oklahoma Workforce Areas

