



HB 3239 Engineer Workforce Bill Summary

Growing, retaining and attracting an engineering workforce to support Oklahoma's largest industrial sector-- aerospace.

The Problem

Oklahoma's aerospace sector is facing a critical shortage of engineering and technical talent. This lack of technical workers places the state's aerospace sector, private and public, at a competitive disadvantage when attempting to secure commercial and government contracts.

The Need

Today, the global aerospace industry is undergoing record expansion. This expansion provides a "window of opportunity" for state firms to win long-term contracts that will be sustained for many years to come. If state firms are unable to win these contracts, they may be lost to other states permanently along with the jobs created.

Engineering capability is of paramount importance to securing these contracts. Some state firms estimate that each engineering position supports as many as four other jobs in production and management.

There is a critical and immediate need for the state to provide a bold, innovative and audacious solution for this pressing issue.

The Solution

HB 3239 addressed this Critical Need by providing the following incentives, effective January 1, 2009:

- Tax credits to engineering graduates who agree to work for an Oklahoma aerospace company, not to exceed \$5,000 per year for the first 1-5 years of employment. Encourages engineers to go to work for aerospace companies in Oklahoma.
- Tax credits to aerospace companies that hire engineers. A larger tax credit is offered for graduates of Oklahoma institutions (10% of the qualified wage cost for the 1-5 years of employment from an Oklahoma institution or 5% of the qualified wage cost for the 1-5 years of employment from a non- Oklahoma institution). Encourages aerospace companies to hire engineers in Oklahoma and to relocate their engineering services in Oklahoma.
- An employer tax credit of 50% of tuition reimbursed to a new engineer graduate, based on the average tuition at an Oklahoma public college or university, for the first through four years of employment.

The Result

The expected result from this legislation will be an enhanced ability to grow Oklahoma's intellectual capital base; job creation; sustainable economic development; protection of our largest industrial sector, the aerospace industry; and positive national and international attention from the aerospace community.

For more information contact:

Victor Bird, Director
Oklahoma Aeronautics Commission
405-604-6900

Harve Allen, Director of Communications
Oklahoma Aeronautics Commission
405-604-6916