



# OKLAHOMA WORKS

Macro Metrics for the Governor's Council on Workforce and  
Economic Development in association with Oklahoma Works

# **OKLAHOMA WORKS AND THE GOVERNOR'S COUNCIL FOR WORKFORCE AND ECONOMIC DEVELOPMENT**

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Oklahoma Works is an initiative to increase the wealth of all Oklahomans through facilitating quality employment for workers and ready availability of highly skilled talent for business and industry. The initiative is a coalition of state agencies, educational institutions, businesses and other partners.

Oklahoma brings together leaders from business, government, education, and non-profit sectors to jointly develop ways to coordinate workforce development with economic development.

The Governor's Council for Workforce and Economic Development works to develop creative solutions that expand and improve Oklahoma's workforce, providing better jobs for workers and a skilled workforce for business and industry.

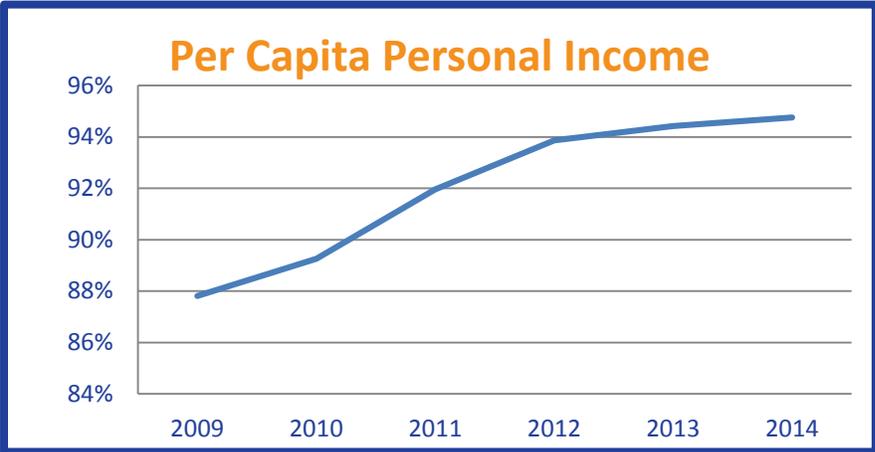
In the rest of this document you will see a breakdown of the metrics the Governor's Council for Workforce and Economic Development uses to track the progress of Oklahoma's economy and the success of Oklahoma's workforce training and development programs.

# MAJOR METRICS

## Wealth Generation Metrics

### Per Capita Personal Income

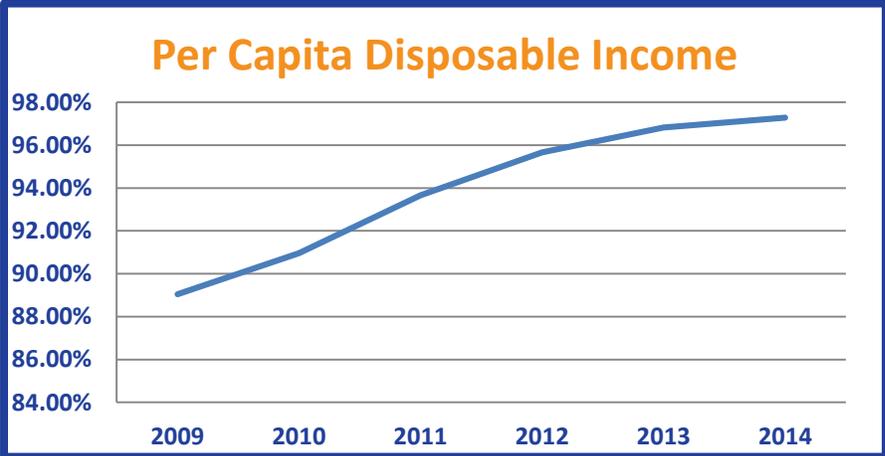
Per capita income demonstrates the income growth or decline as compared to the growth in the population. It is often used to measure the regional standard of living. It does not provide the composition or distribution of that income, information necessary to understand the impact on wealth generation or type of income. Per capita income must be evaluated in combination with other data such as median household income and the income poverty rate. Per capita personal income in this chart measures the average personal income of all Oklahomans in comparison to the national average.



<b>2009</b>	88%
<b>2010</b>	89.25%
<b>2011</b>	91.95%
<b>2012</b>	93.86%
<b>2013</b>	94.43%
<b>2014</b>	94.76%

### Per Capita Disposable Income

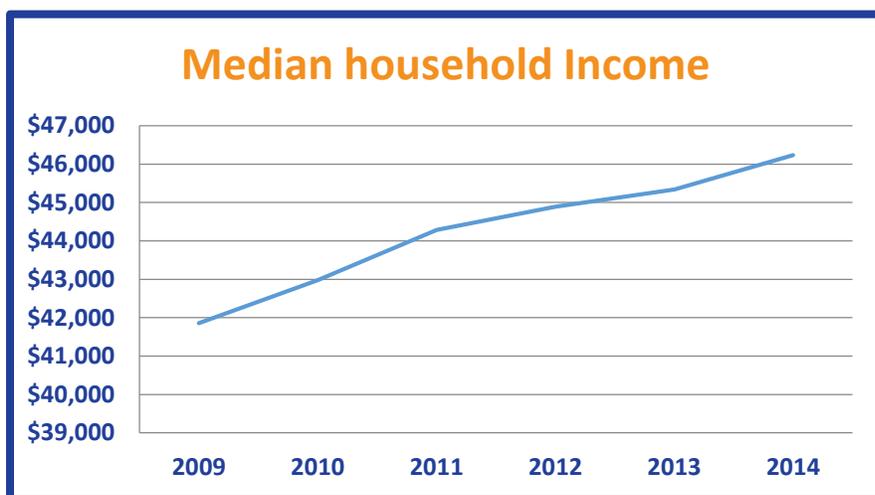
Per capita disposable income measures the amount of discretionary income an individual has to purchase goods and services after taxes have been accounted for. Disposable income is one of the key economic indicators used to gauge the overall state of the economy, and higher disposable income generally means a higher amount of consumer spending. Per capita disposable income is calculated by dividing the disposable income of an area by the resident population of an area. Per capita disposable income in this chart measures the disposable income of all Oklahomans in comparison to the national average.



<b>2009</b>	89.05%
<b>2010</b>	90.96%
<b>2011</b>	93.67%
<b>2012</b>	95.67%
<b>2013</b>	96.82%
<b>2014</b>	97.28%

## Median Household Income

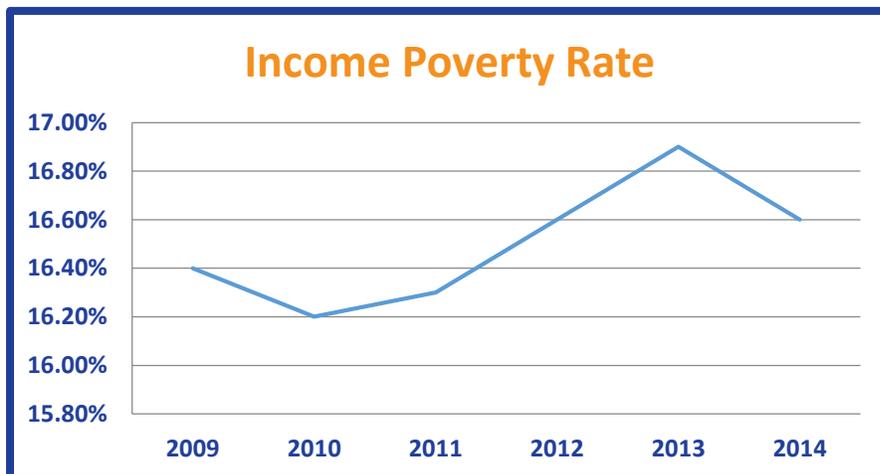
This measures the midpoint of household income, meaning half of Oklahoma's households earn more and half earn less. Household income is the sum of money income received in the calendar year by all household members 15 years old and over, including household members not related to the householder, people living alone and other nonfamily household members. Included in the total are amounts reported separately for wage or salary income; net self-employment income; interest, dividends, or net rental or royalty income or income from estates and trusts; Social Security or Railroad Retirement income; Supplemental Security Income (SSI); public assistance or welfare payments; retirement, survivor or disability pensions; and all other income.



<b>2009</b>	\$41,861
<b>2010</b>	\$42,979
<b>2011</b>	\$44,287
<b>2012</b>	\$44,891
<b>2013</b>	\$45,339
<b>2014</b>	\$46,235

## Income Poverty Rate

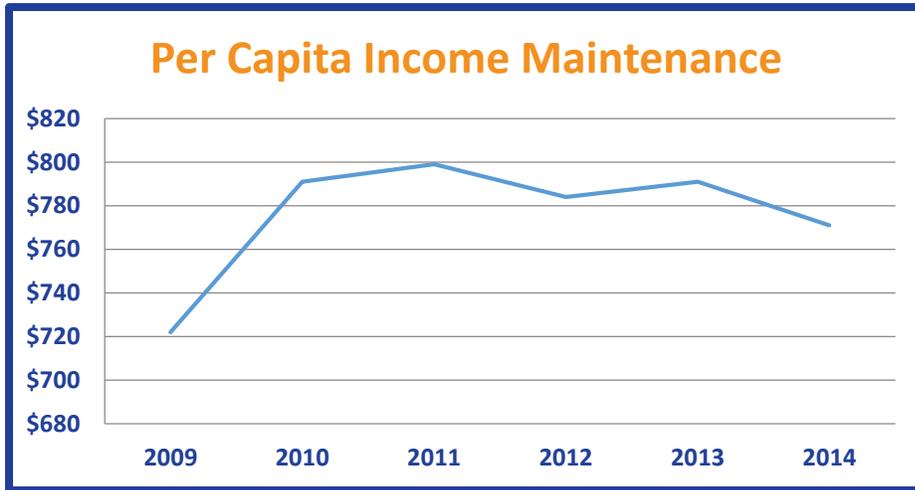
This measures the percentage of individuals living below the poverty threshold. Within the 48 contiguous states, the federal poverty threshold for a family of four is \$23,850 as published at <http://aspe.hhs.gov/poverty/14poverty.cfm>. The decline of the income poverty rate in conjunction with rising median income and per capita income reflects positive movement of wealth generation for Oklahomans. However, if the income poverty rate is also increasing, it demonstrates a quantifiable disparity of wealth between sectors of the population.



<b>2009</b>	16.40%
<b>2010</b>	16.20%
<b>2011</b>	16.30%
<b>2012</b>	16.60%
<b>2013</b>	16.90%
<b>2014</b>	16.60%

## Per Capita Income Maintenance

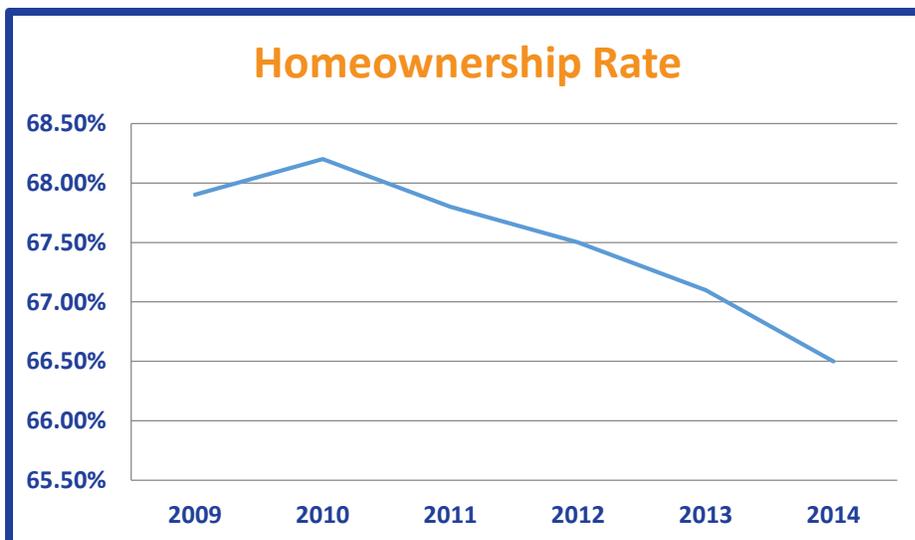
Per capita income maintenance are dollars provided to individuals from the state or federal government to supplement income. Types of maintenance programs include unemployment benefits, TANF (Temporary Assistance for Needy Families), Social Security, Disability, and others. Per capita income maintenance is an important economic indicator as it highlights how much money the government is supplementing each person. A downward trend indicates people are relying less on government for assistance and are generating wealth. Per capita income maintenance is calculated by the total maintenance benefits of an area, divided by the population.



<b>2009</b>	\$722
<b>2010</b>	\$791
<b>2011</b>	\$799
<b>2012</b>	\$784
<b>2013</b>	\$791
<b>2014</b>	\$771

## Homeownership Rate

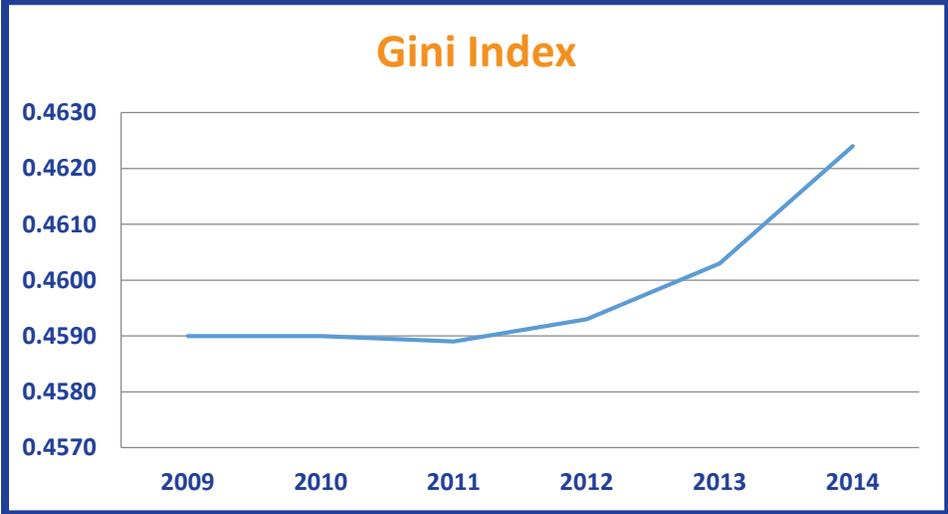
The homeownership rate is the percentage of homes that are owned by their occupants, as opposed to occupants that rent. The homeownership rate is calculated by dividing the number of owner-occupied housing units by the total number of occupied housing units. Homeownership has been attributed to wealth generation; an upward trend in the homeownership rate indicates increased wealth generation and economic strength.



<b>2009</b>	67.90%
<b>2010</b>	68.20%
<b>2011</b>	67.80%
<b>2012</b>	67.50%
<b>2013</b>	67.10%
<b>2014</b>	66.50%

### Gini Index

The Gini index is a measure of the deviation of the distribution of income among individuals or households within an area from a perfectly equal distribution. Inequality on the Gini scale is measured between 0, where everybody is equal, and 1, where all the area's income is earned by a single person. An upward trend on the Gini Index indicates more wealth is going to fewer individuals.

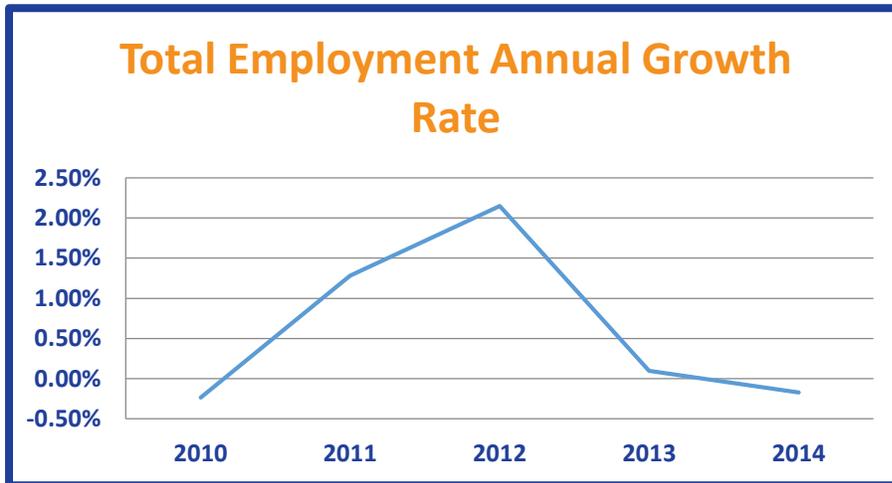


<b>2009</b>	0.4590
<b>2010</b>	0.4590
<b>2011</b>	0.4589
<b>2012</b>	0.4593
<b>2013</b>	0.4603
<b>2014</b>	0.4624

## Employment Growth Metrics

### Total Employment Annual Growth Rate

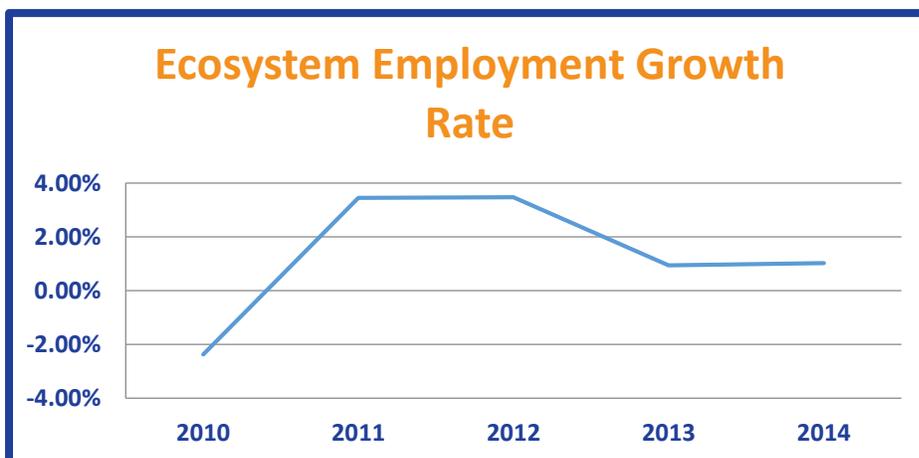
The employment annual growth rate measures the percent change in the statewide employment numbers from year to year. Employment consists of an individual 16 years or older in the civilian non-institutional population who completed at least 1 hour of paid work per week, or an individual who has a job but were temporarily absent. The employment annual growth rate is an important economic indicator that highlights economic strength. A positive annual growth rate trends indicates more people are employed compared to the previous year.



<b>2010</b>	-0.24%
<b>2011</b>	1.28%
<b>2012</b>	2.15%
<b>2013</b>	0.10%
<b>2014</b>	-0.17%

### Ecosystem Employment Growth Rate

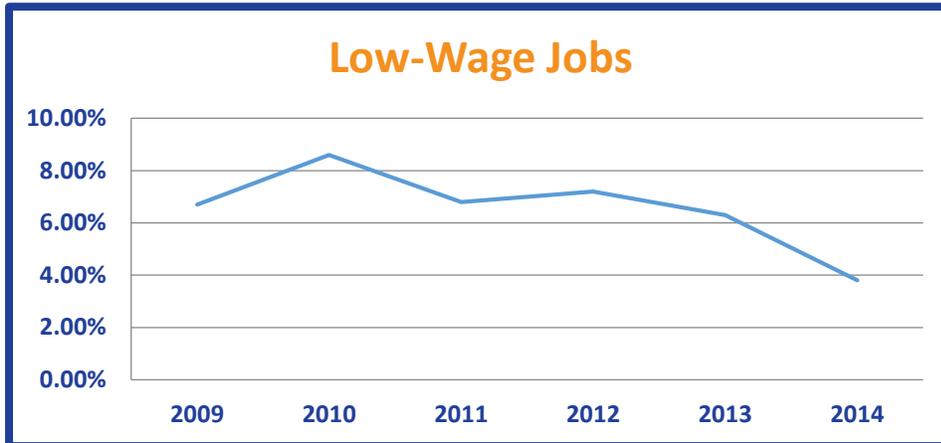
Similar to the total employment annual growth rate, the ecosystem employment growth rate measures the percent change in employment numbers from the five designated economic systems (Ecosystem). An Ecosystem is a collection of industries that produce or provide similar goods or services and therefore also have similar needs in workforce, infrastructure, and economic development policy. The five Ecosystems are: Aerospace and Defense, Agriculture and Biosciences, Energy, Transportation and Distribution, and Information and Financial Services. The Ecosystems have proven to be an area that Oklahoma has competitive advantage and industries that create long-term wealth and economic growth.



<b>2010</b>	-2.38%
<b>2011</b>	3.45%
<b>2012</b>	3.46%
<b>2013</b>	0.94%
<b>2014</b>	1.02%

## Low-Wage Jobs

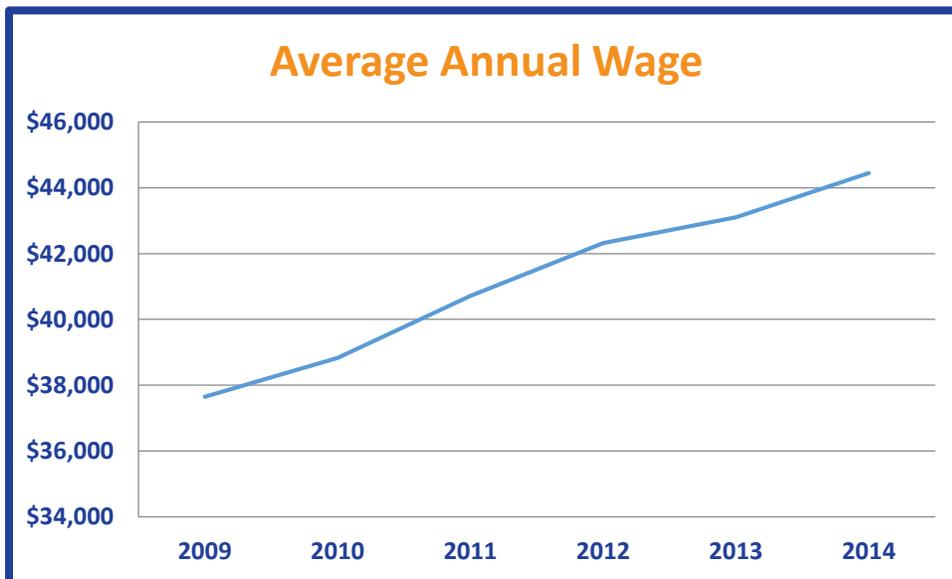
Low wage jobs constitutes the percentage of all hourly paid jobs making at or below the federal minimum wage of \$7.25 per hour. In 2014, there were more than 900,000 workers paid hourly wages in Oklahoma, and 3.8% earned less than the minimum wage. A downward trend indicates fewer hourly wage workers are earning the minimum wage or less. This suggests more individuals are earning more than the minimum wage, leading to economic stability.



<b>2009</b>	6.70%
<b>2010</b>	8.60%
<b>2011</b>	6.80%
<b>2012</b>	7.20%
<b>2013</b>	6.30%
<b>2014</b>	3.80%

## Average Annual Wage

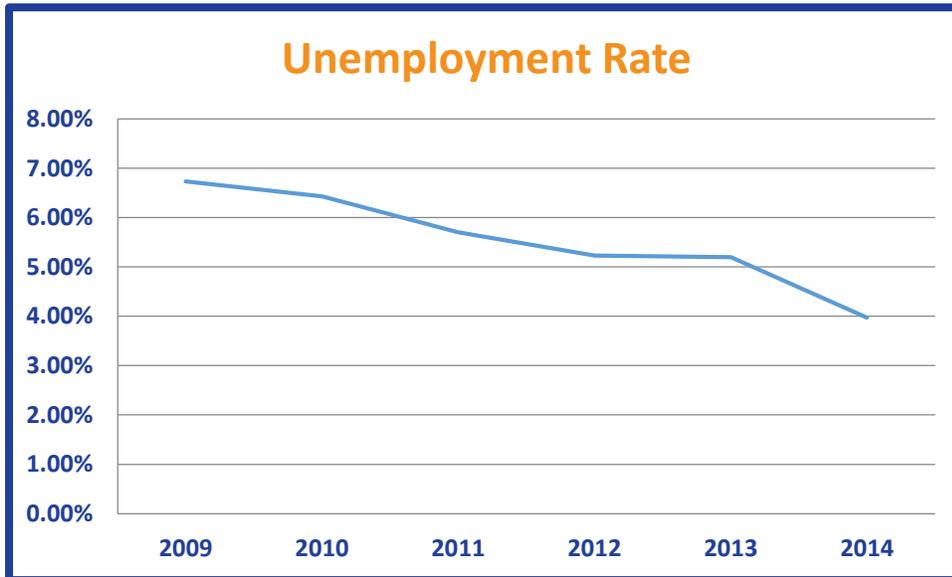
The average annual wage reports the average annual wage, not including benefits, per employed Oklahoman. The average annual wage demonstrates the pressure on wages as a result of labor supply to labor demand. Pressure means that if wages go up, there is a larger industry demand than labor can supply of market needed skills, knowledge and abilities. This can also demonstrate the composition of types of jobs in the economy. Higher average wages may indicate that the job market is composed of higher skilled positions rather than non-skilled jobs.



<b>2009</b>	\$37,650
<b>2010</b>	\$38,833
<b>2011</b>	\$40,713
<b>2012</b>	\$42,320
<b>2013</b>	\$43,108
<b>2014</b>	\$44,447

## Unemployment Rate

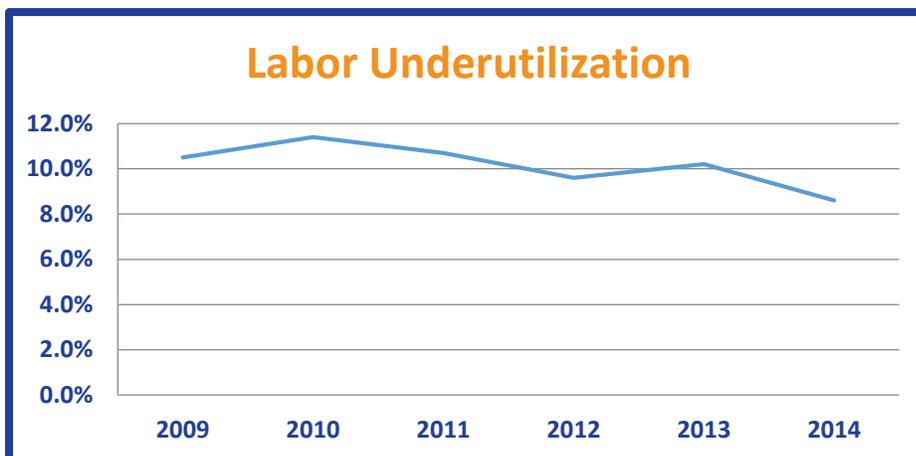
The unemployment rate is a measure of the prevalence of unemployment in an area. The unemployment rate is calculated as a percentage of the number of unemployed individuals in an area by all individuals in the labor force in the same area. The unemployment rate is a good economic indicator of the strength of an economy, however it must be used in conjunction with other labor market measures to fully understand the broader economic landscape. A downward trend in the unemployment rate indicates there is a greater number of individuals in the labor force who are employed, compared to the previous year.



<b>2009</b>	6.73%
<b>2010</b>	6.43%
<b>2011</b>	5.70%
<b>2012</b>	5.23%
<b>2013</b>	5.20%
<b>2014</b>	3.97%

## Labor Underutilization U-6

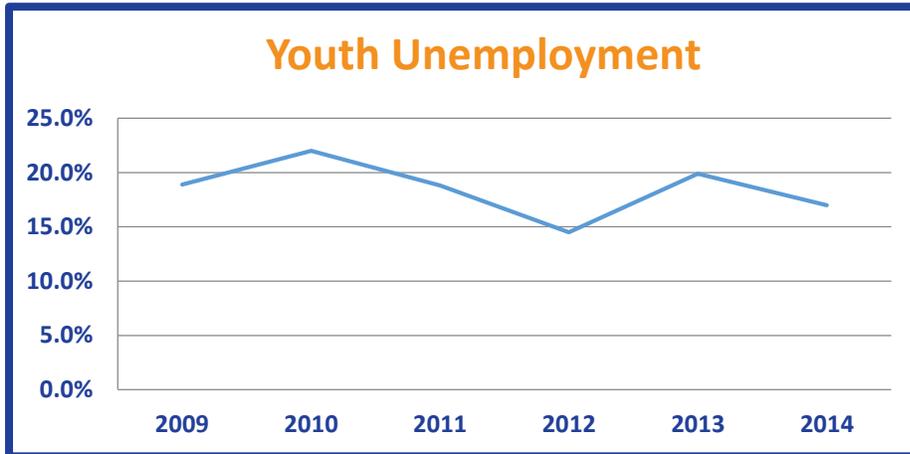
The labor underutilization rate is an economic indicator showing an alternative measure for unemployment. The U-6 level includes total unemployed, plus all marginally attached workers, plus total employed part time for economic reasons, as a percent of the civilian labor force. Persons employed part time for economic reasons (U-6 measure) are those working less than 35 hours per week who want to work full time, are available to do so, and gave an economic reason (their hours had been cut back or they were unable to find a full-time job) for working part time. These individuals are sometimes referred to as involuntary part-time workers.



<b>2009</b>	10.5%
<b>2010</b>	11.4%
<b>2011</b>	10.7%
<b>2012</b>	9.6%
<b>2013</b>	10.2%
<b>2014</b>	8.6%

## Youth Unemployment (Age 16-19)

This measures the unemployment rate of individuals aged 16-19 as compared to the total youth labor force in the same age group. The youth unemployed are individuals who do not have a job but are actively seeking, and are willing and able to work. Youth typically take entry level, low wage jobs that give them work experience and help prepare them for careers later in life. Upward trends in youth unemployment indicate there are increasing numbers of youth looking for work that cannot find employment.

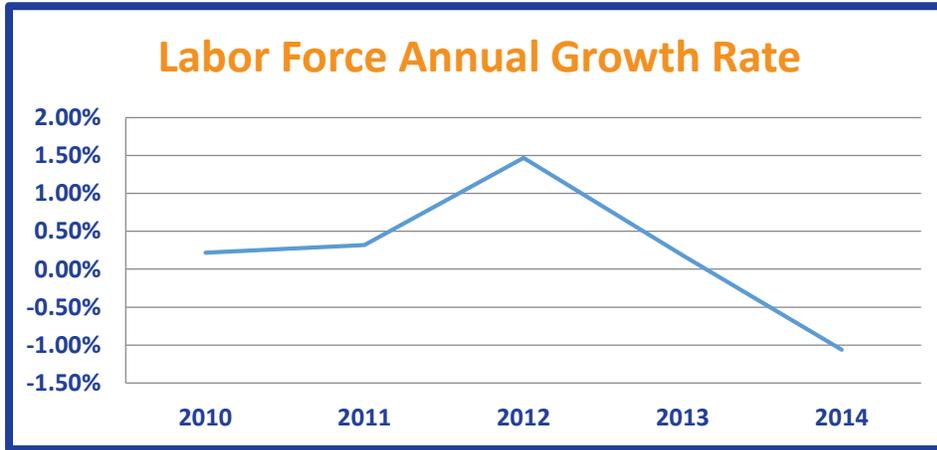


<b>2009</b>	18.9%
<b>2010</b>	22.0%
<b>2011</b>	18.8%
<b>2012</b>	14.5%
<b>2013</b>	19.9%
<b>2014</b>	17.0%

## Workforce Participation Metrics

### Labor Force Annual Growth Rate

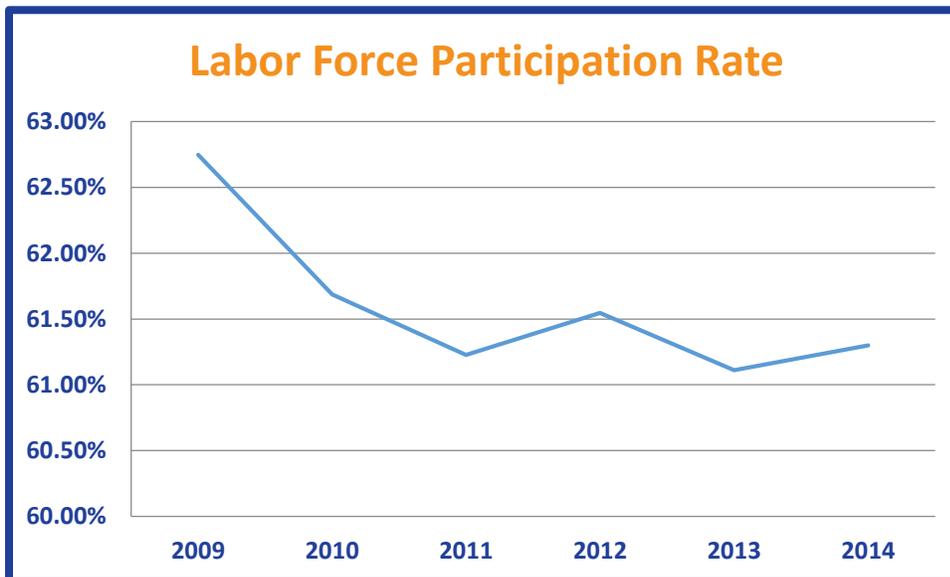
The labor force annual growth rate measures the percent change in the statewide labor force from year to year. The civilian labor force is all people who have jobs, or are looking for jobs, are 16 years old, not serving in the military and are not institutionalized. The labor force annual growth rate is an important economic indicator that shows the vitality of an economy. A negative labor force annual growth rate suggests that people are either leaving the area, or no longer seeking employment compared to the previous year.



<b>2010</b>	0.22%
<b>2011</b>	0.32%
<b>2012</b>	1.47%
<b>2013</b>	0.18%
<b>2014</b>	-1.06%

### Labor Force Participation Rate

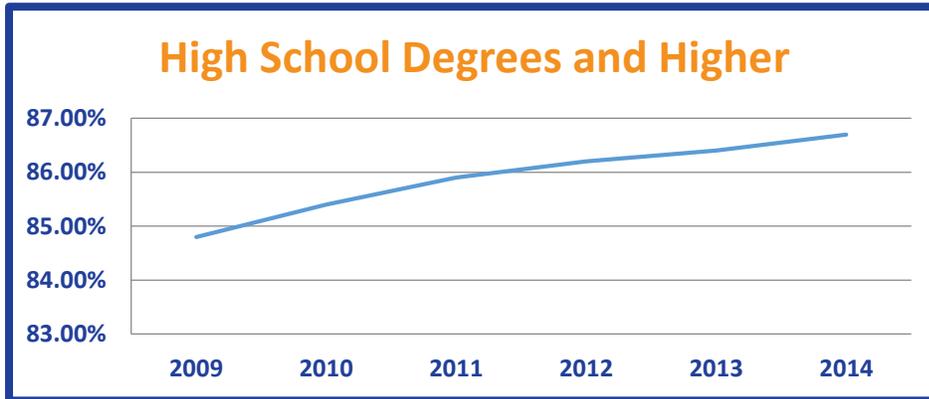
The labor force participation rate measures the active portion of an economy's labor force. The labor force participation rate is calculated by the number of people actively in the labor force - those working or seeking employment - divided by the population 16 years and over. The labor force participation rate is an important indicator of the economic strength of an area. A downward trend suggests that people may be leaving the labor force and the economy is not operating at full potential.



<b>2009</b>	62.75%
<b>2010</b>	61.69%
<b>2011</b>	61.23%
<b>2012</b>	61.55%
<b>2013</b>	61.11%
<b>2014</b>	61.30%

## High School Degrees and Higher

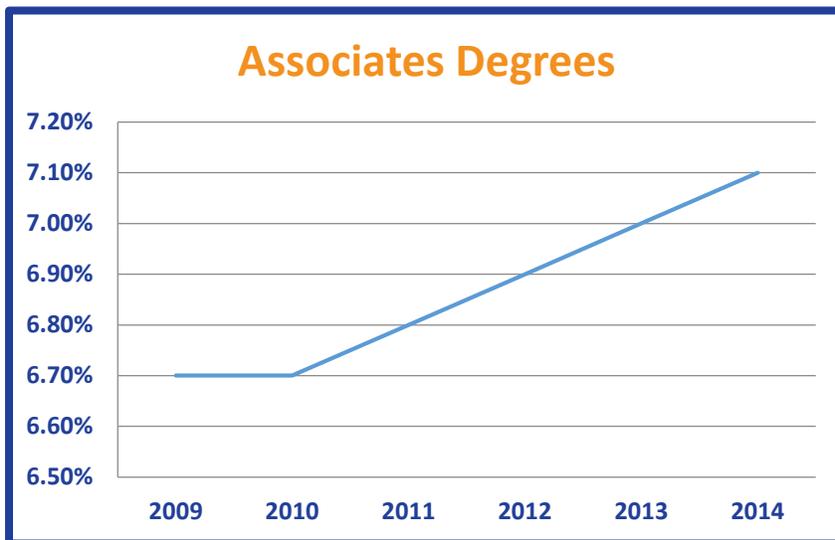
This educational attainment indicator measures what percentage of the population 25 years and older has at least a high school diploma. Included in these numbers are anyone that graduated from high school, has taken post-secondary training, has obtained an Associate's degree, Bachelor's degree, Graduate or Professional degree. An upward trend indicates the population 25 and older is gaining more education, which in turn can lead to higher paying jobs and increased wealth.



<b>2009</b>	84.80%
<b>2010</b>	85.40%
<b>2011</b>	85.90%
<b>2012</b>	86.20%
<b>2013</b>	86.40%
<b>2014</b>	86.70%

## Associates Degrees

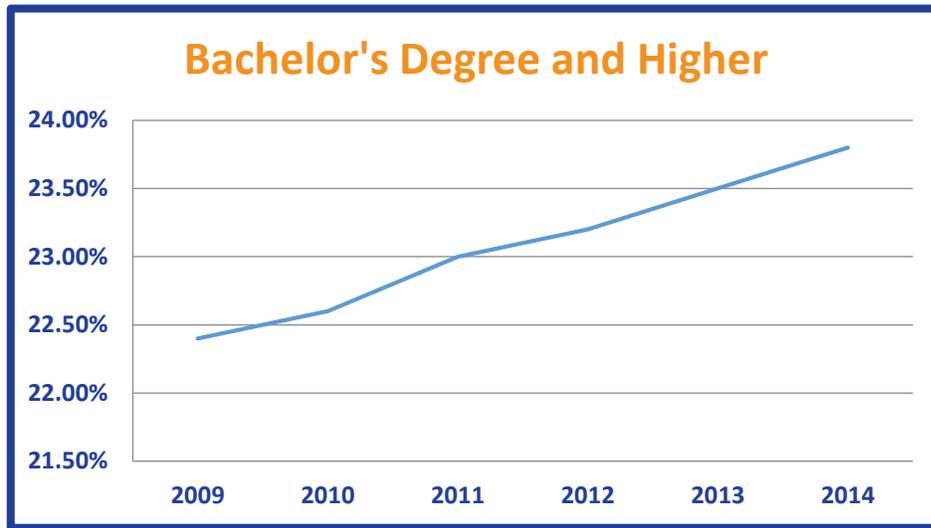
This educational attainment indicator measures what percentage of the population 25 years and older has obtained an Associate's degree. An upward trend indicates the population is furthering their education, which in turn can lead to higher paying jobs and increased wealth generation.



<b>2009</b>	6.70%
<b>2010</b>	6.70%
<b>2011</b>	6.80%
<b>2012</b>	6.90%
<b>2013</b>	7.00%
<b>2014</b>	7.10%

### Bachelor's Degree and Higher

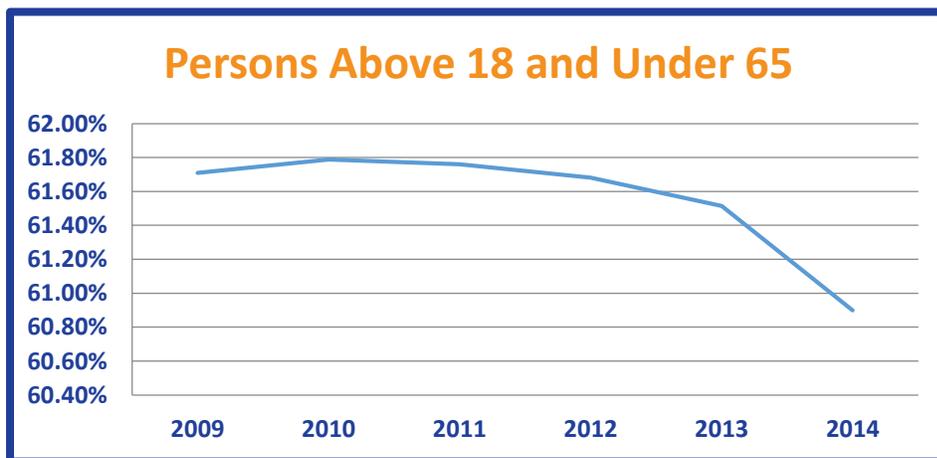
This educational attainment indicator measures what percentage of the population 25 years and older has at least a Bachelor's degree. Included in these numbers are anyone who obtained a Bachelor's degree, Graduate or Professional degree. An upward trend indicates the population 25 and older is gaining more education, which in turn can lead to higher paying jobs and increased wealth. This attainment level typically attracts high skill and high paying jobs.



<b>2009</b>	22.40%
<b>2010</b>	22.60%
<b>2011</b>	23.00%
<b>2012</b>	23.20%
<b>2013</b>	23.50%
<b>2014</b>	23.80%

### Persons Above 18 and Under 65

This indicator shows what percentage of the total population of an area is between the ages of 18-65. This age bracket is customarily determined to be the prototypical working age. A downward trend in this measure could indicate an increasing percentage of the population is above the age of 65, an increasing percentage of the population is under the age of 18, or some combination of the two. Elderly citizens and children constitute a large portion of government spending. A smaller percentage of the 18-65 age group indicates there are fewer people in the working age with the ability to contribute taxes.



<b>2009</b>	61.71%
<b>2010</b>	61.79%
<b>2011</b>	61.76%
<b>2012</b>	61.68%
<b>2013</b>	61.51%
<b>2014</b>	60.90%

Statewide Program	Measure	Baseline	Baseline Year	Previous Years					Source	
				2009	2010	2011	2012	2013		2014
Wealth Generation	Per Capita Personal Income (% of US)	\$34,578	2009	88%	89.25%	91.95%	93.86%	94.43%	94.76%	Bureau of Economic Analysis (BEA), SA1
	Per Capita Disposable Income (% of US)	\$31,722	2009	89.05%	90.96%	93.67%	95.67%	96.82%	97.28%	Bureau of Economic Analysis (BEA), SA51
	Median Household Income	\$41,861	2009	\$41,861	\$42,979	\$44,287	\$44,891	\$45,339	\$46,235	American Community Survey (ACS) 5 Year Estimates
	Income Poverty Rate	16.40%	2009	16.40%	16.20%	16.30%	16.60%	16.90%	16.60%	ACS 5 Year Estimate
	Per Capita Income Maintenance	\$710	2009	\$722	\$791	\$799	\$784	\$791	\$771	BEA, SA30
	Homeownership Rate	67.90%	2009	67.90%	68.20%	67.80%	67.50%	67.10%	66.50%	ACS 5 Year Estimate
	Gini Index	0.4590	2009	0.4590	0.4590	0.4589	0.4593	0.4603	0.4624	ACS

Employment Growth		1,652,023 (Total Statewide Employment)									Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS) - Not Seasonally Adjusted
	Total Employment Annual Growth Rate (not seasonally adjusted)		2009		-0.24%	1.28%	2.15%	0.10%	-0.17%		
	Ecosystem Employment Growth Rate	517,988	2009		-2.38%	3.45%	3.46%	0.94%	1.02%		EMSI
	Low-wage Jobs (% at or below minimum wage)	6.70%	2009	6.70%	8.60%	6.80%	7.20%	6.30%	3.80%		BLS, Occupational Employment Statistics
	Average Annual Wage	\$37,649	2009	\$37,650	\$38,833	\$40,713	\$42,320	\$43,108	\$44,447		BEA, CA30
	Unemployment Rate (quarterly rolling average; Dec avg)	6.73%	2009	6.73%	6.43%	5.70%	5.23%	5.20%	3.97%		BLS, Local Area Unemployment Statistics (LAUS) seasonally adjusted
	Labor Underutilization U-6 (annual average)	10.5%	2009	10.5%	11.4%	10.7%	9.6%	10.2%	8.6%		BLS, Current Population Survey (CPS)
Youth Unemployment Rate (16-19)	18.90%	2009	18.9%	22.0%	18.8%	14.5%	19.9%	17.0%		BLS, CPS	

Workforce Participation	Labor Force Annual Growth Rate	1,764,432 (In Labor Force)	2009		0.22%	0.32%	1.47%	0.18%	-1.06%		ACS, LAUS
	Labor Force Participation Rate	62.75%	2009	62.75%	61.69%	61.23%	61.55%	61.11%	61.30%		ACS
	HS Degree and Higher	84.80%	2009	84.80%	85.40%	85.90%	86.20%	86.40%	86.70%		ACS
	Associates Degree	6.70%	2009	6.70%	6.70%	6.80%	6.90%	7.00%	7.10%		ACS
	Bachelors Degree and Higher	22.40%	2009	22.40%	22.60%	23.00%	23.20%	23.50%	23.80%		ACS
	Persons Above 18 and Under 65	61.71%	2009	61.71%	61.79%	61.76%	61.68%	61.51%	60.90%		ACS