



THE STATE CHAMBER

Oklahoma has a shortage of workers across education groups, primarily in urban areas, and acute in key occupations



Oklahoma has a shortage of workers statewide

36K more job postings than people searching for work in 2021



Across education groups

21K for bachelor's+

1K for associate's / some college

14K for high school or less



Primarily in urban regions

27K in Oklahoma City

15K in Tulsa

6K more people searching for work than job postings across the rest of the state



Acute in key occupations¹

89% unfilled jobs in nursing

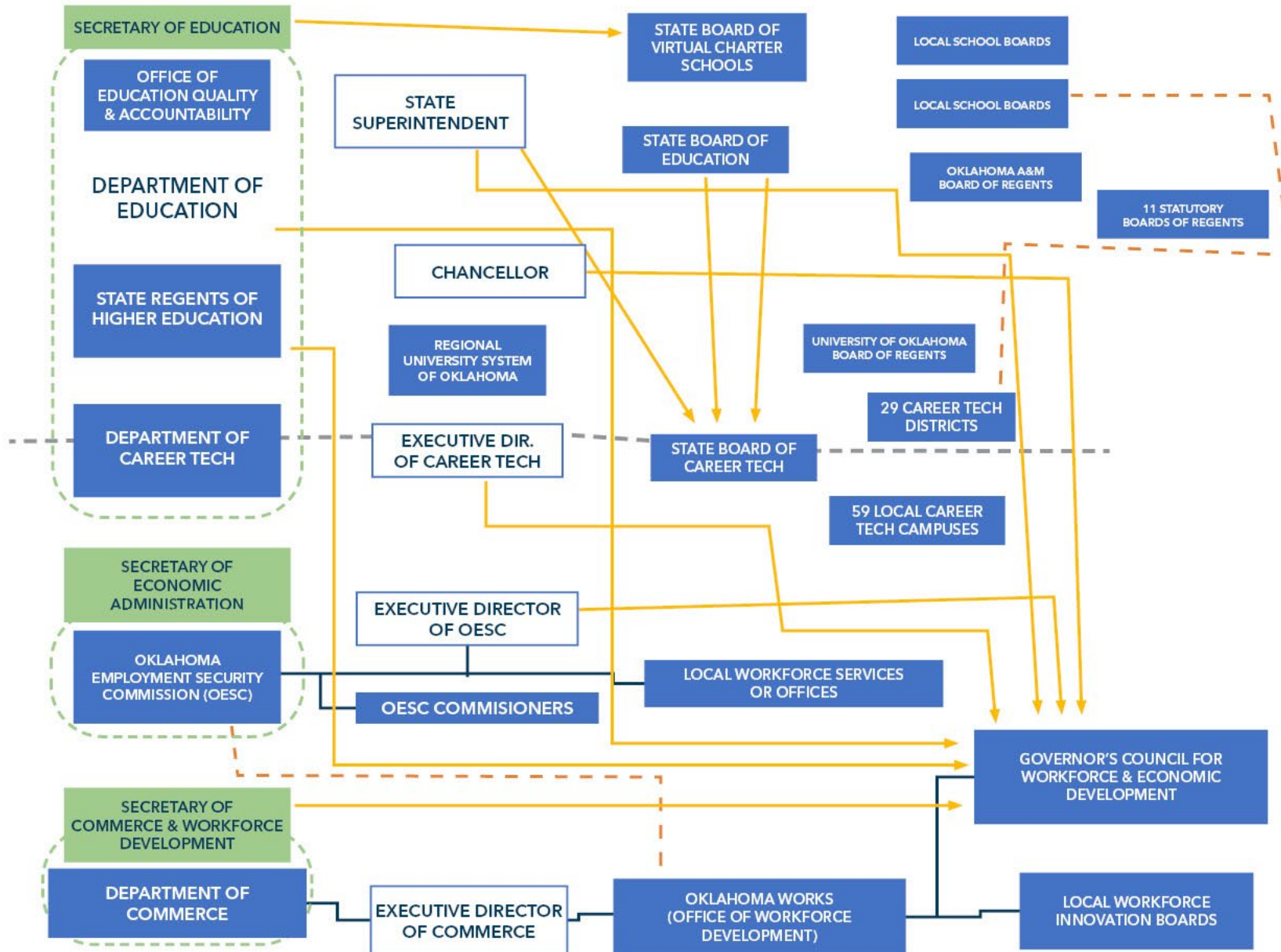
30% unfilled jobs in middle school teaching

55% unfilled jobs in truck driving

69% unfilled jobs in software development

1. Share of unfilled jobs calculated by analyzing the ratio of job hires to job postings

"Workforce is something that everyone does but no one owns."¹



- Blue Line: Structural
- Yellow Solid Arrow: Reps on the board or council
- Orange Dashed Line: some work together
- Green Parentheses: Part of the secretaries' oversight and are not fully inclusive of all responsibilities.
- Grey Dashed Line: The division between workforce and education. Career Tech is straddling the line because of involvement in both.



1. Quote from workforce ecosystem stakeholder interview, Spring 2022.

The solution is to create a workforce organization to execute on the strategy

SB 621 Sets Up...

- A **private nonprofit workforce organization driven by the business community** would be the most effective approach for Oklahoma
 - Can be **solely dedicated to workforce**, minimizing distractions and de-prioritization of critical workforce efforts
 - A neutral workforce organization would **minimize the risk of push-back from “competing” entities**
- **Oklahoma would become the first state to properly coordinate and execute a cohesive workforce action plan**

Key Features for Success:

- **One Workforce Owner:**
 - Sets **Vision & Goals** for Oklahoma based on data;
 - **Aligns Funding** to goals and effectiveness;
 - Holds entities **Accountable** for outcomes.
- Driven by **Private Sector**, Accountable to Legislature and Governor
- **Cost Efficient** - Cuts administrative waste and duplication of programming
- **Aligns Incentives & Coordinates** players across Ecosystem
- Drives **Effective Communications**
 - Provides consistent external and internal comms
- Builds **Performance Management Infrastructure:**
 - Including KPIs, performance metrics, tracking systems
- **Quick wins:** Launch opportunities for early momentum

GOVERNOR

LEGISLATURE

OKLAHOMA WORKFORCE COMMISSION

- Provides Vision
- Eliminates Administrative Waste
- Aligns Incentives
- Establishes/Enforces KPI's
- Coordinates Across Ecosystem
- Driven by Businesses - Accountable to Elected Leaders

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