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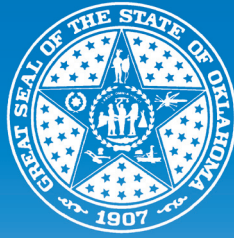
Age, Gender, and Industry Differences Reported
Among Oklahoma Jobholders
2000 and 2006

The seal of the State of Oklahoma is faintly visible in the background. It features a five-pointed star with a central figure holding a scale and a sword, surrounded by the words "LABOR OMNIA VINCIT". The outer ring of the seal contains the text "THE STATE OF OKLAHOMA".

A Report to the Governor and Legislature June 2008

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This publication is available at the Oklahoma Department of Commerce website at www.OKcommerce.gov/sos

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OKLAHOMA
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Executive Summary

Recognizing Oklahoma's continued focus on workplace needs and workforce trends, the 2008 Demographic State of the State report reviews age and gender conditions within Oklahoma's workforce between 2000 and 2006. Analysis is largely presented at the statewide level. A companion CD includes tables with the data used in the development of this report and a full copy of the 2008 Demographic State of the State in an electronic format.

About the Source Data

This report is based on public-use Quarterly Workforce Indicators (QWI) compiled through the Census Bureau's Local Employment Dynamics (LED) program. The Census Bureau partners with the Cornell Institute for Social and Economic Research to make the data available in bulk download format, which was the source for the data presented here. From the resulting data set, the 2008 Demographic State of the State used end-of-quarter employment data broken down by age, gender, industry, and county at the average annual level.

QWI data includes both part-time and full-time employment, is workplace specific, and is presented at the jobholder level. Therefore, an individual holding more than one job is counted with each job he or she holds. Because jobholders are counted where they work and not where they live, county-based QWI data does not necessarily coincide with a county's resident demographics. QWI data represents approximately 98% of the overall civilian workforce, including only the jobs where LED sources require employment reporting. QWI data does not necessarily include data for the self-employed, employees of some non-profits, and others.

Finally, the Census Bureau upholds strict confidentiality rules that influence QWI data, particularly when reported values are small. To protect confidentiality, the Census Bureau may intentionally adjust those values so that the reported figure will be approximate, but not materially different. While the resulting measures in those cases are not necessarily exact, they remain close enough for informed analysis.

Analysis of the Data

QWI data indicates that Oklahoma's average annual jobholder count grew by 4.5% between 2000 and 2006, increasing from 1.39 million to 1.45 million (see Figure 1). By reviewing QWI data by county, industry, age, and gender, it becomes clear that job growth was not always uniformly distributed. For example, during that time 56 counties in Oklahoma experienced net job growth, but 21 did not. Of those counties with job growth, five experienced net growth only for one gender and twelve had net growth that was limited to workers over the age of 45. Tables presented in Appendix 2 give more detail on job growth by county by gender over these years.

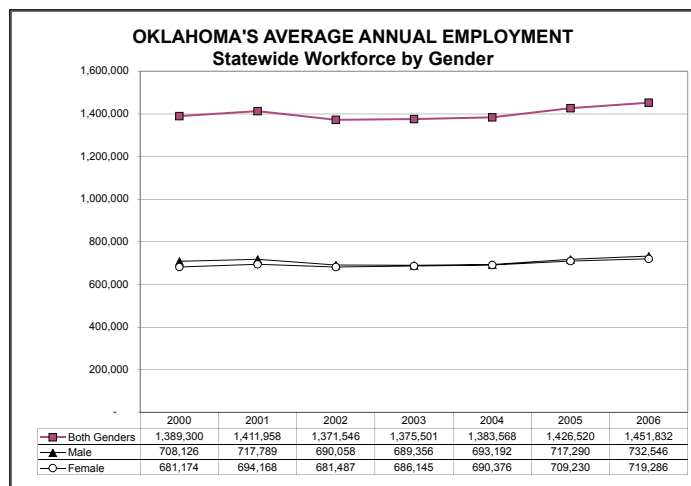


Figure 1 – Oklahoma’s Average Annual Employment: Statewide Workforce by Gender

Many other reports have already documented Oklahoma’s aging general population, so it should come as no surprise that Oklahoma’s workforce has also aged. Between 2000 and 2006, the percentage of Oklahoma jobholders aged 55 and over grew from 12.7% to 16.4% of the total workforce, while the percentage of jobholders aged 24 and under declined from 18.3% to 17.6% of the total. The percentage of jobholders aged 25 to 54 declined from 69.0% to 66.1%. Figure 2 gives a side by side comparison of the percentage of Oklahoma jobholders for all QWI reported age groups in 2000 and 2006.

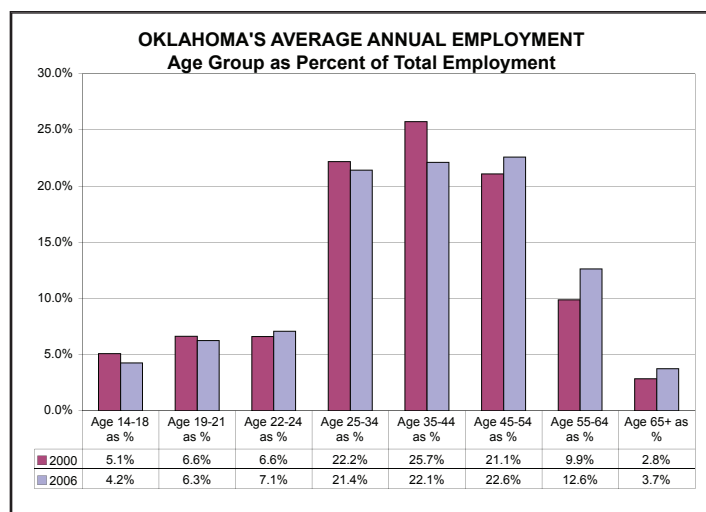


Figure 2 – Oklahoma’s Average Annual Employment: Age Group as Percent of Total Employment

Women appeared to be the largest beneficiaries of net growth in Oklahoma’s job pool between 2000 and 2006. Since 2000, women disproportionately filled the state’s net job gain at a ratio of 3 to 2. Net gains in jobs held by older women were particularly high, as jobs held by women aged 55 to 64 grew by 26,000 between 2000 and 2006. That translated to a growth rate of 38.5% for the number of women in that age group who held jobs in Oklahoma. It also means that 41.6% of the total statewide net job gain between 2000 and 2006 went to women aged 55 to 64.



Analysis of year-over-year trends in Oklahoma's net job growth gave further support to the idea of gender differences in the rates of statewide employment gains between 2000 and 2006. Between 2001 and 2002, the overall average annual number of jobholders declined by 2.9%, but while jobs held by men declined by 3.9%, jobs held by women declined by only 1.8%, a difference of 2.1% between the two genders. When job counts grew between 2004 and 2005, increasing by 3.1% overall, the number of jobs held by men increased by 3.5% while the number of jobs held by women increased by 2.7%. See Figure 3 for year-over-year growth rates in QWI reported average annual job counts by gender.

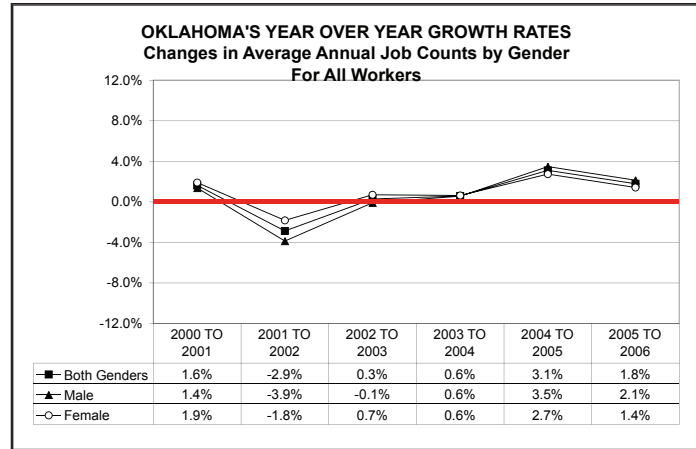


Figure 3 – Oklahoma's Year-Over-Year Growth Rates: Changes in Average Annual Job Counts by Gender for All Workers

Peeling back another layer of Oklahoma's workforce demographics, important age and gender differences became apparent when QWI data was examined by industry. For example, the overall percentage of jobs held by women in the Educational Services industry is almost twice the percentage held by men: 14.1% for women in 2006 vs. 8.1% for men. But examining the Educational Services industry by age and gender revealed that among Oklahoma jobholders aged 55 to 64, 20.6% of female held jobs and 11.2% of male held jobs were in the Educational Services industry. Among jobholders aged 25 to 34, 12.1% of women and 4.8% of men worked in the Educational Services industry.

TOP FIVE INDUSTRIES BY PERCENTAGE OF JOBS HELD OKLAHOMA JOBHOLDERS - ALL AGES BY GENDER BASED ON 2006 ANNUAL AVERAGE EMPLOYMENT		
MALE	FEMALE	BOTH GENDERS
Administrative & Support Services (8.1%)	Educational Services (14.1%)	Educational Services (10.2%)
Food Services & Drinking Places (6.5%)	Food Services & Drinking Places (8.4%)	Food Services & Drinking Places (7.5%)
Educational Services (6.4%)	Ambulatory Health Care Services (7.1%)	Administrative & Support Services (7.1%)
Specialty Trade Contractors (4.5%)	Hospitals (6.9%)	Ambulatory Health Care Services (4.4%)
Professional, Scientific, and Technical Services (4.2%)	Administrative & Support Services (6.1%)	Professional, Scientific, and Technical Services (4.3%)

Figure 4 – Top Five Industries by Percentage of Jobs Held: Oklahoma Jobholders – All Ages by Gender, Based on 2006 Annual Average Employment

Summary analysis of QWI data also revealed strong differences at the county level. Cleveland County had the largest overall numeric job growth between 2000 and 2006, adding 8,819 jobs for a net job growth rate of 13.3%. More specifically, women filled 58.5% of the county's net job growth during that time and net growth in the number jobs held by women over the age of 55 accounted for 24.3% of the total net job growth in Canadian County.

But the picture is slightly different in nearby McClain County, which also had a large net job growth over the same period. McClain County added 2,500 jobs for the state's second largest percentage increase (44.4%), but the net job growth was more concentrated among men. Men between the ages of 25 to 34 accounted for 12.0% of the growth in McClain County, and men between the ages of 45 and 54 accounted for 9.9% of the net job growth. Again, see the tables in Appendix 2 for more detail on job growth by county by gender over these years.

The remainder of the 2008 Demographic State of the State has been organized to focus on specific age groups as they were reported in the QWI Online data tool. Summary tables have been included in the Appendix as have links to access much of the information that is available online.

Workers Aged 14 to 18 in Oklahoma's Job Pool

Between 2000 and 2006, approximately 1 in 20 Oklahoma jobholders were between the ages of 14 and 18. These high school age workers represented 5.1% of all Oklahoma jobholders in 2000, but by 2004 their numbers had declined significantly and they represented 4.2% of the state's total number of jobholders. Between 2004 and 2006, the number of Oklahoma's high school workers grew by 10.5%, but between 2000 and 2006, the average annual number of Oklahoma jobholders aged 14 to 18 dropped by 12.7%, the highest rate of decline among all age groups examined for this report. Between 2000 and 2006, the average annual number of Oklahoma jobholders aged 14 to 18 dropped from an annual average of 70,644 to 61,660. See Figure 5 for more information.

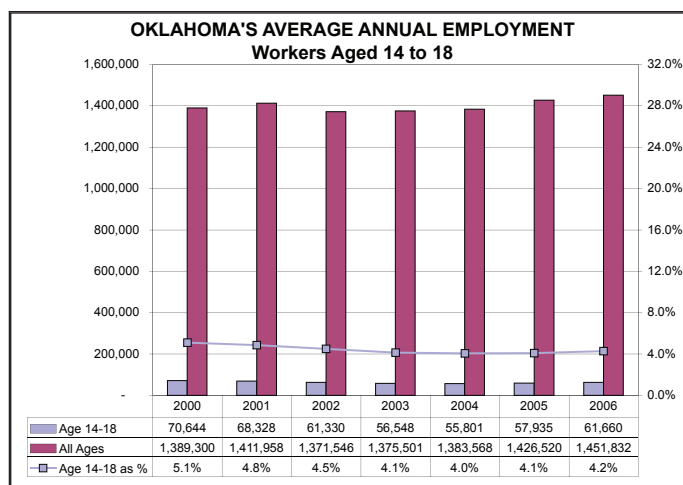


Figure 5 – Oklahoma's Average Annual Employment: Workers Aged 14 to 18

Analysis of QWI data revealed relatively minor but consistent gender differences for this age group. Young women were slightly more common among workers between the ages of 14 and 18, representing 51.5% of the youngest workers in 2000 and 52.9% in 2006. Figure 6 shows average annual jobholder data for this age group, by gender, for the years 2000 through 2006.

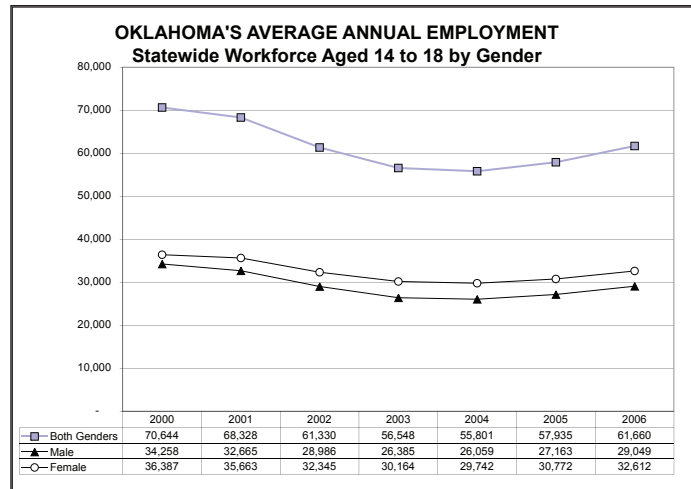


Figure 6 – Oklahoma’s Average Annual Employment: Statewide Workforce Aged 14 to 18 by Gender

This age group had the most volatile swings in year-over-year rate of change for net job counts. Compared to other age groups, young men and women aged 14 to 18 experienced the largest percentage drops in the average annual number of jobs between 2001 and 2002, declining by 10.2% overall (declining 11.3% for males and 9.3% for females). Jobholders in this age group also showed the largest percentage increase between 2005 and 2006, increasing 6.4% overall (increasing 6.9% for males and 6.0% for females). Compare Figure 6 with Figures 11, 15, 19, 23, 27, 31, and 35 for more understanding of the volatility in these swings.

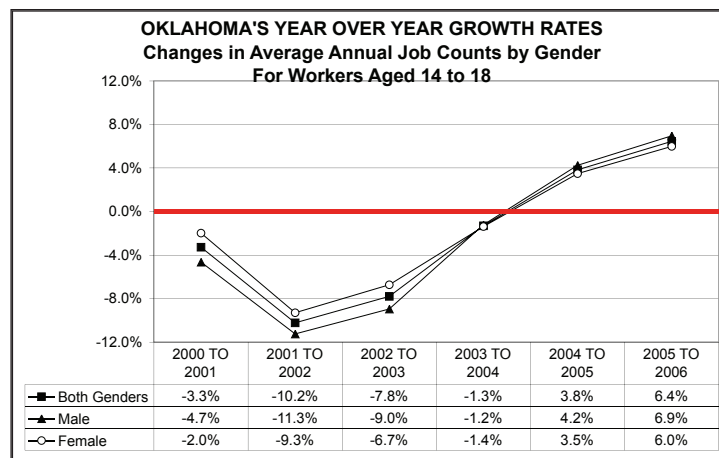


Figure 7 – Oklahoma’s Year-Over-Year Growth Rates: Changes in Average Annual Job Counts by Gender for Workers Aged 14 to 18

Nearly half of the jobs held by workers in the 14 to 18 age group were food related, as 47.5% of all jobs held by high school-aged workers were either in the Food Services & Drinking Places industry or in Food & Beverage stores. While there were clear industry differences in terms of the percentage of jobs held by each gender, the top five industries for each gender were nearly identical. Only the fifth industry changed when gender was taken into account. See Figure 8 for more detail.

TOP FIVE INDUSTRIES BY PERCENTAGE OF JOBS HELD OKLAHOMA JOBHOLDERS - AGED 14-18 BY GENDER BASED ON 2006 ANNUAL AVERAGE EMPLOYMENT		
MALE	FEMALE	BOTH GENDERS
Food Services & Drinking Places (37.2%)	Food Services & Drinking Places (42.5%)	Food Services & Drinking Places (40.0%)
Food & Beverage Stores (8.4%)	Food & Beverage Stores (6.7%)	Food & Beverage Stores (7.5%)
Administrative & Support Services (6.4%)	Administrative & Support Services (4.5%)	Administrative & Support Services (5.4%)
General Merchandise Stores (4.1%)	General Merchandise Stores (4.4%)	General Merchandise Stores (4.3%)
Amusement, Gambling, & Recreation Industries (3.1%)	Clothing and Clothing Accessories Stores (4.1%)	Amusement, Gambling, & Recreation Industries (2.9%)

Figure 8 – Top Five Industries by Percentage of Jobs Held: Oklahoma Jobholders – Aged 14 to 18 by Gender Based on 2006 Annual Average Employment

The most significant variable accounting for differences among jobholders aged 14 to 18 was geography. Between 2000 and 2006, 52 Oklahoma counties experienced a net decline in jobholders aged 14 to 18 (see Appendix 2). As a percentage, Cotton County experienced the largest decline of 48.3% (36 workers), while Coal County experienced the largest increase of 46.2% (18 workers). The change within those two counties appears to have occurred gradually over the period. Oklahoma County experienced the largest numeric decrease of 3,550 jobholders aged 14 to 18 (19.5%), while McClain County experienced the largest numeric increase of 103 jobholders (25.8%). The bulk of the decline in Oklahoma County occurred in 2002 and 2003. McClain County’s growth occurred primarily in 2006.

Workers Aged 19 to 21 in Oklahoma’s Job Pool

Since 2000, jobholders in the 19 to 21 age group represented approximately 1 in 15 Oklahoma jobholders, 6.6% of all jobholders in the state in 2000 but declining to 6.3% by 2006. Between 2000 and 2006, the annual average number of jobholders in this age group fluctuated, first moving up in 2001, then down until 2004, and back up again until 2006 (see Figure 9).

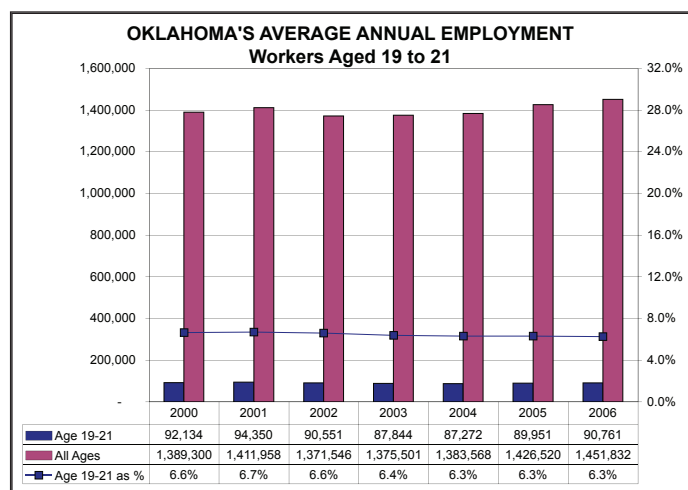


Figure 9 – Oklahoma’s Average Annual Employment: Workers Aged 19 to 21

Gender differences for the 19 to 21 age group were similar to those shown for younger workers, with a slight decrease in the percentage of jobs held by men. Analysis of QWI data revealed that men within the 19 to 21 age group represented 50.1% of jobholders in 2000, dipping to 48.1% in 2003 before climbing back to 49.2% in 2006. Figure 10 shows average annual jobholder data for this age group, by gender, for the years 2000 through 2006.

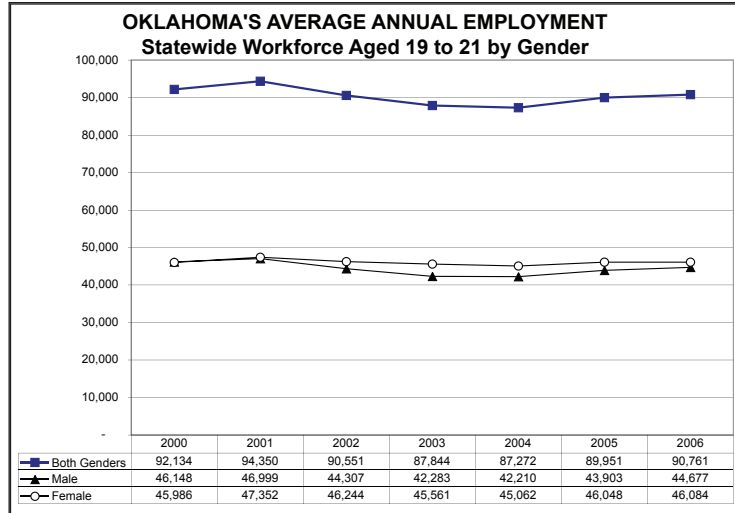


Figure 10 – Oklahoma’s Average Annual Employment: Statewide Workforce Aged 19 to 21 by Gender

Young men and women aged 19 to 21 experienced significant percentage drops in the average annual number of jobs between 2000 and 2003, but the drops were not as extreme as the change experienced by workers aged 14 to 18. In most years, the rate of change was more extreme for males than for females. Figure 11 shows the annual rates of change between 2000 and 2006 by gender for this age group.

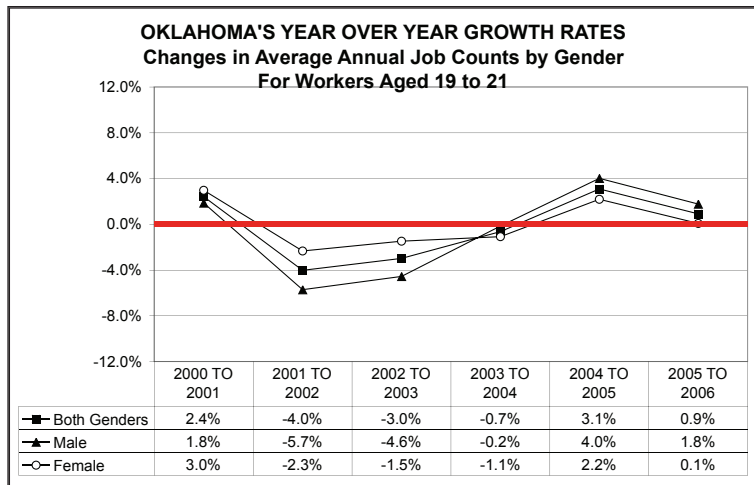


Figure 11 – Oklahoma’s Year-Over-Year Growth Rates: Changes in Average Annual Job Counts by Gender for Workers Aged 19 to 21

In 2006, Food Services & Drinking Places remained the top industry for jobholders among the 19 to 21 age group, but the industry’s percentage of jobholders was significantly lower than was seen for the 14 to 18 age group. Gender differences were more apparent among this age group as both the fourth and fifth top industries differed between males and females. Figure 12 has more information.

TOP FIVE INDUSTRIES BY PERCENTAGE OF JOBS HELD OKLAHOMA JOBHOLDERS - AGED 19 TO 21 BY GENDER BASED ON 2006 ANNUAL AVERAGE EMPLOYMENT		
MALE	FEMALE	BOTH GENDERS
Food Services & Drinking Places (16.5%)	Food Services & Drinking Places (22.7%)	Food Services & Drinking Places (19.7%)
Administrative & Support Services (12.4%)	Administrative & Support Services (7.7%)	Administrative & Support Services (10.0%)
General Merchandise Stores (5.0%)	General Merchandise Stores (6.0%)	General Merchandise Stores (5.5%)
Specialty Trade Contractors (4.7%)	Clothing and Clothing Accessories Stores (4.2%)	Food & Beverage Stores (3.1%)
Motor Vehicle and Parts Dealers (3.1%)	Nursing and Residential Care Facilities (4.1%)	Clothing and Clothing Accessories Stores (2.8%)

Figure 12 – Top Five Industries by Percentage of Jobs Held: Oklahoma Jobholders – Aged 19 to 21 by Gender, Based on 2006 Annual Average Employment

Between 2000 and 2006, the majority of Oklahoma counties experienced a net gain in jobholders aged 19 to 21. During that time, 44 counties experienced such growth (see Appendix 2). However, the actual numeric increase most of these counties experienced was relatively small.

Within this age group, Love County added 29 jobholders for the largest percentage growth rate increase (54.0%). Most of that growth occurred in 2002. The largest numeric increase was in Rogers County, which added 346 jobholders (increasing by 35.4%). Rogers County growth was gradual over the period.

The largest percentage loss was in Kiowa County, with a rate of decline at 44.0% (78 jobholders). The decline rate among jobholders in the 19 to 21 age group in Kiowa County was gradual over the period. Oklahoma County had the largest numeric decline, losing 2,766 average annual jobholders (10.5%). The largest part of Oklahoma County's decline occurred in 2003.



Workers Aged 22 to 24 in Oklahoma's Job Pool

Between 2000 and 2006, jobholders in the 22 to 24 age group also have represented approximately 1 in 15 Oklahoma jobholders. After a slight dip in 2002, Oklahoma has steadily seen an increase in the number of jobholders in this age group. The percentage of Oklahoma jobholders in this age group has also increased during that time, climbing from 6.6% of all jobholders in 2000 to 7.1% in 2006. Between 2000 and 2006, the average annual number of jobholders aged 22 to 24 increased from 91,647 to 102,629, a growth rate of 12.0% (see Figure 13).

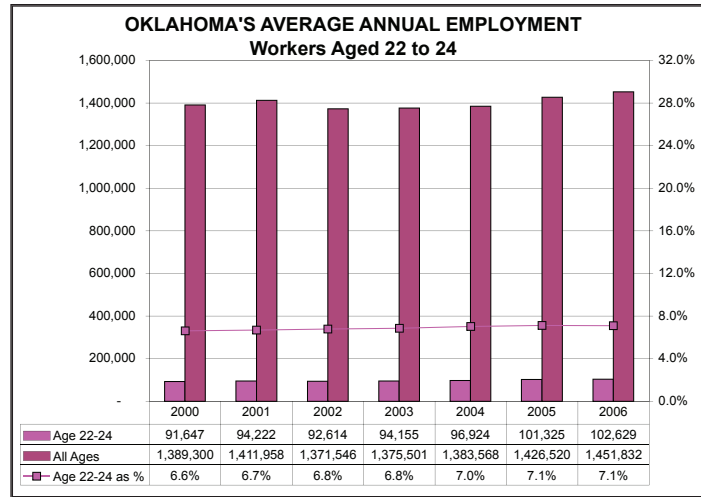


Figure 13 – Oklahoma's Average Annual Employment: Workers Aged 22 to 24

For the years in question, both genders in this age group saw a net increase in jobholders. But unlike the situation for the younger age groups, male jobholders aged 22 to 24 have consistently outnumbered females. Men aged 22 to 24 represented 51.8% of jobholders in 2000 and 50.8% in 2006. Figure 14 shows average annual jobholder data for this age group, by gender, for this time.

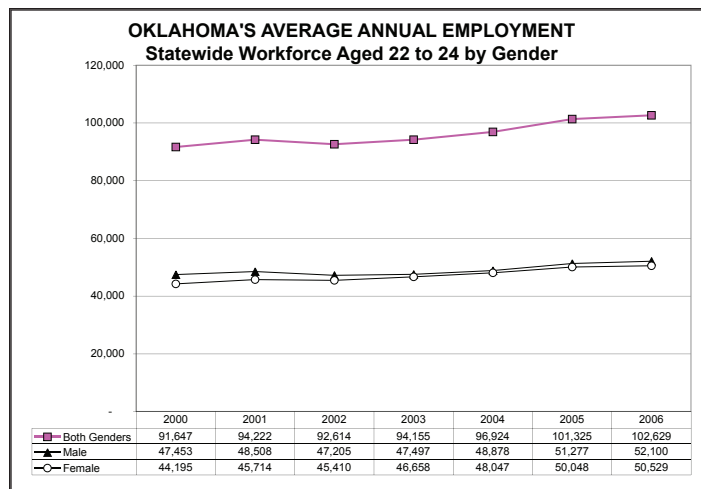


Figure 14 – Oklahoma's Average Annual Employment: Statewide Workforce Aged 22 to 24 by Gender

For jobholders aged 22 to 24, the year-over-year decline in average annual employment between 2001 and 2002 was less pronounced than the decline experienced by younger jobholders, dropping by only 1.7%. Since that time, the net job gain has continued steadily for both genders, although the pace did slow somewhat between 2005 and 2006 (see Figure 15).

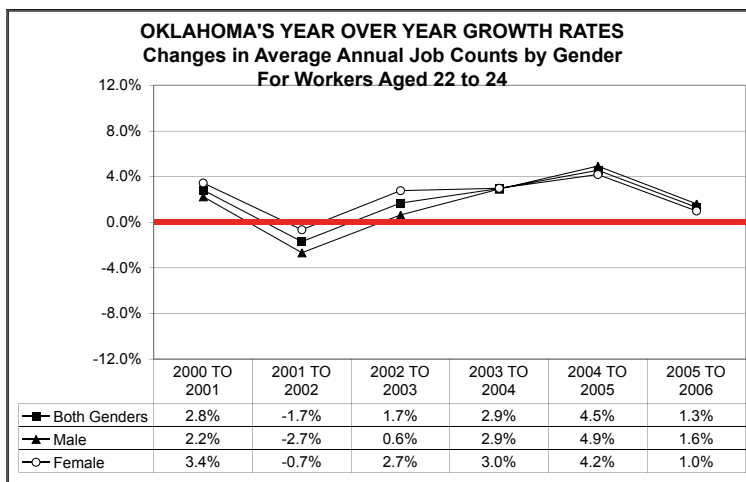


Figure 15 – Oklahoma’s Year-Over-Year Growth Rates: Changes in Average Annual Job Counts by Gender for Workers Aged 22 to 24

In 2006, the top five industries for jobholders aged 22 to 24 were different from those of the younger age groups. When examined by gender within this age group, they were also markedly different with just the top two industries appearing on both lists. This age group also shows the beginning influence of college graduation, as students who attended college right after high school enter the professional work world at this age. Figure 16 lists the top five industries by gender for this age group.

TOP FIVE INDUSTRIES BY PERCENTAGE OF JOBS HELD OKLAHOMA JOBHOLDERS - AGED 22 TO 24 BY GENDER BASED ON 2006 ANNUAL AVERAGE EMPLOYMENT		
MALE	FEMALE	BOTH GENDERS
Food Services & Drinking Places (11.5%)	Food Services & Drinking Places (13.8%)	Food Services & Drinking Places (12.6%)
Administrative & Support Services (11.3%)	Administrative & Support Services (7.9%)	Administrative & Support Services (9.6%)
Specialty Trade Contractors (5.2%)	Educational Services (6.7%)	Educational Services (4.8%)
Support Activities for Mining (4.0%)	Ambulatory Health Care Services (6.4%)	General Merchandise Stores (3.8%)
General Merchandise Stores (3.4%)	Hospitals (6.1%)	Professional, Scientific, & Technical Services (3.8%)

Figure 16 – Top Five Industries by Percentage of Jobs Held: Oklahoma Jobholders – Aged 22 to 24 by Gender, Based on 2006 Annual Average Employment

This group has a narrow age band which prompted some fluctuation over the period, but nearly all Oklahoma counties experienced a net gain in jobholders aged 22 to 24 between 2000 and 2006. Only 11 counties had a net reduction within this age group (see Appendix 2). Oklahoma County had the largest numeric increase adding 1,225 average annual jobholders (4.5%). Oklahoma County’s jobholders spiked upward in 2001 and again in 2004.

Coal County had the largest percentage drop in jobholders within the 22 to 24 age group, losing 47 jobholders in this age group for a 44.4% rate of decline. Texas County had the largest numeric decline, losing 64 jobholders for a drop of 8.4%. The decline in Coal County was largely in 2003 while the decline in Texas County was most noticeable in 2006.



Workers Aged 25 to 34 in Oklahoma's Job Pool

In 2000, almost one in four jobs in the state were held by jobholders between the ages of 25 and 34, but by 2006 that number edged closer to one in five. Between 2000 and 2006, the average annual number of jobs held by workers in this age group increased slightly, but the growth did not keep pace with growth experienced by other age categories. When viewed as a percentage of the whole, jobholders in this age group represented 22.2% of all jobholders in the state in 2000 but that figure decreased to 21.4% by 2006 (see Figure 17).

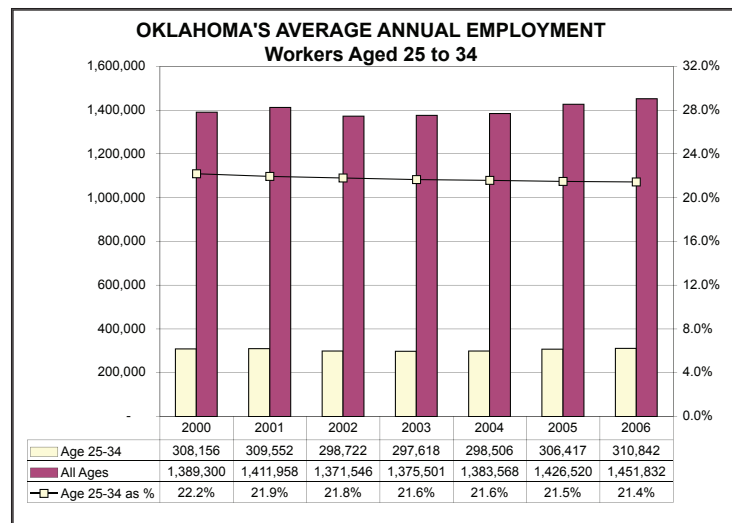


Figure 17 – Oklahoma's Average Annual Employment: Workers Aged 25 to 34

Among all age groups examined, this age group had the highest jobholder gender preference rate for men. In 2000, males represented 53.2% of Oklahoma's jobholders aged 25 to 34. In 2006, that rate declined slightly to 52.5% but remained the highest ratio of males among jobholders for the different age categories examined. Figure 18 shows average annual jobholder data for this age group, by gender, for this time.

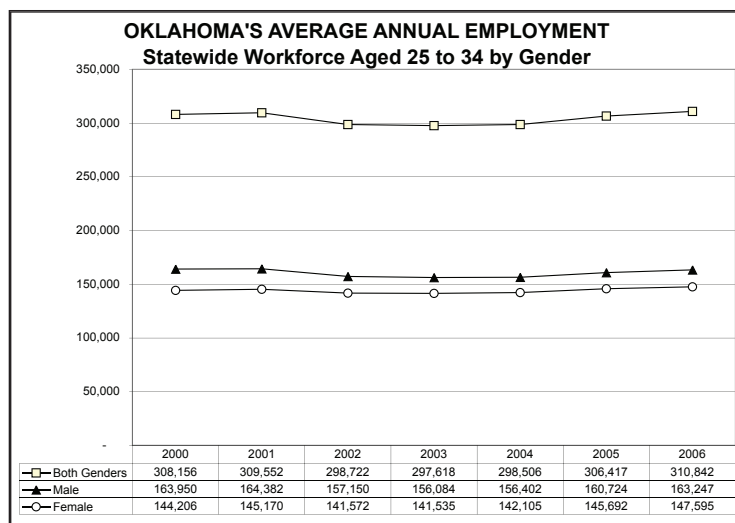


Figure 18 – Oklahoma's Average Annual Employment: Statewide Workforce Aged 25 to 34 by Gender

Gender specific differences are minor in year-over-year rates of change for the number of jobholders aged 25 to 34. Those that exist are similar to the gender differences experienced by other age groups. For more information on the year-over-year rates of change, see Figure 19.

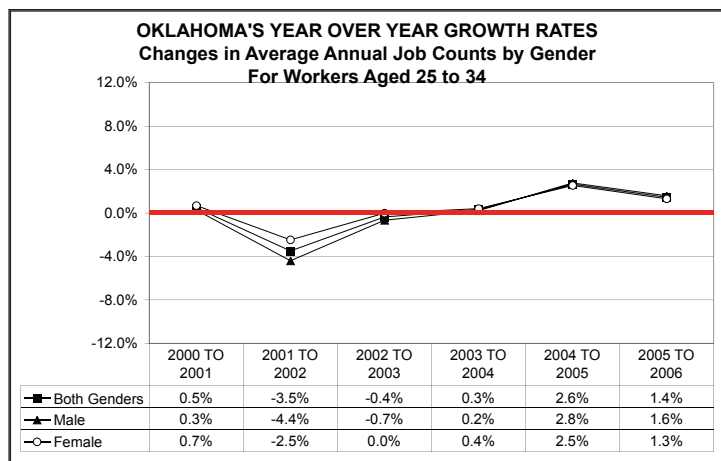


Figure 19 – Oklahoma’s Year-Over-Year Growth Rates: Changes in Average Annual Job Counts by Gender for Workers Aged 25 to 34

As was the case with the 22 to 24 age group, the top five industries for jobholders between the ages of 25 and 34 showed the influence of postsecondary education. The top five industries for this age group include many technical and professional occupations that require the skills and training that come with an education beyond that of just a high school degree. For more information, see Figure 20.

TOP FIVE INDUSTRIES BY PERCENTAGE OF JOBS HELD OKLAHOMA JOBHOLDERS - AGED 25 TO 34 BY GENDER BASED ON 2006 ANNUAL AVERAGE EMPLOYMENT		
MALE	FEMALE	BOTH GENDERS
Administrative & Support Services (9.5%)	Educational Services (12.1%)	Administrative & Support Services (8.5%)
Food Services & Drinking Places (6.4%)	Ambulatory Health Care Services (8.4%)	Educational Services (8.3%)
Specialty Trade Contractors (5.5%)	Hospitals (7.8%)	Food Services & Drinking Places (6.9%)
Educational Services (4.8%)	Food Services & Drinking Places (7.5%)	Professional, Scientific, & Technical Services (4.8%)
Professional, Scientific, & Technical Services (4.4%)	Administrative & Support Services (7.3%)	Ambulatory Health Care Services (4.8%)

Figure 20 – Top Five Industries by Percentage of Jobs Held: Oklahoma Jobholders – Aged 25 to 34 by Gender, Based on 2006 Average Annual Employment

Between 2000 and 2006, Oklahoma had 50 counties that experienced a net gain in jobholders aged 25 to 34 (see Appendix 2). Between those years, Cleveland County had the largest numeric increase among this age group, adding 1,828 average annual jobholders for a growth rate of 12.6%. The largest part of that growth occurred in 2005. Marshall County had the largest percentage increase, adding 98.6%, or 935 jobholders, with the bulk of that growth occurring in 2002.

Cimarron County had the largest percentage decline of jobholders aged 25 to 34, down 37.3% and losing 52 jobholders. Tulsa County had the largest numeric decline, losing 6,184 jobholders for a 7.8% rate of decline. Most of the decline in Cimarron County occurred in 2004, while Tulsa County’s decline occurred mostly in 2002.



Workers Aged 35 to 44 in Oklahoma's Job Pool

Like the situation for the 25 to 34 age group, Oklahoma's jobholders aged 35 to 44 also dropped from one in four in 2000 to closer to one in five in 2006. But unlike their younger cohorts, the 35 to 44 age group dropped significantly in number between 2000 and 2006, dropping by 36,399 (or -10.2%). That decline brought the workforce aged 35 to 44, as a percentage of the whole, from 25.7% in 2000 to 22.1% by 2006 (see Figure 21).

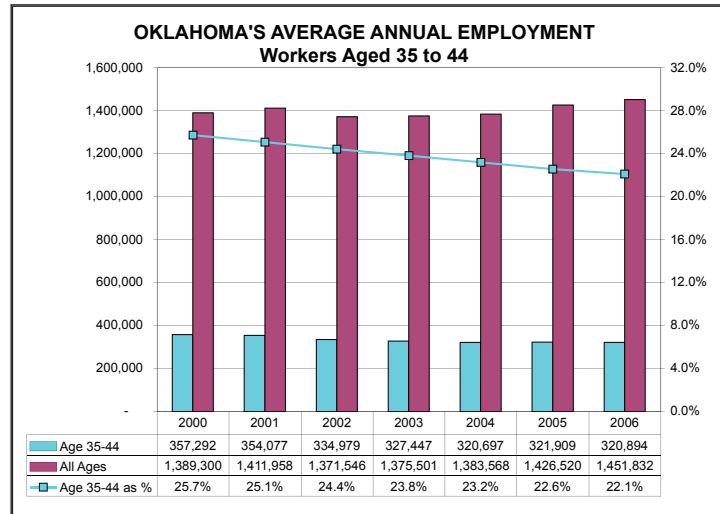


Figure 21 – Oklahoma's Average Annual Employment: Workers Aged 35 to 44

Gender differences in the rate of decline were minor, but evident. The average annual number of jobs held by women in this age group was greater than for men as the number of female jobholders declined by 18,455 between 2000 and 2006, down 10.5%. The number of male jobholders declined 17,943, down 9.9%. Figure 22 shows average annual jobholder data for this age group, by gender, for this time.

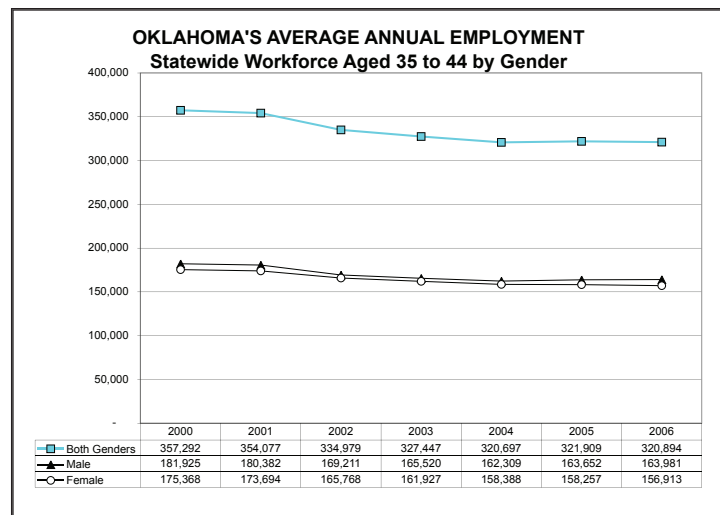


Figure 22 – Oklahoma's Average Annual Employment: Statewide Workforce Aged 35 to 44 by Gender

The only year-over-year increase for this age group was a slight increase in the number of male jobholders between 2004 and 2005, and again between 2005 and 2006. Those rates of increase were both less than 1.0%, adding a net of 1,673 male jobholders between 2004 and 2006. The number of female jobholders aged 35 to 44 declined every year between 2000 and 2006. Figure 23 shows the year-over-year rates of decline for this age group.

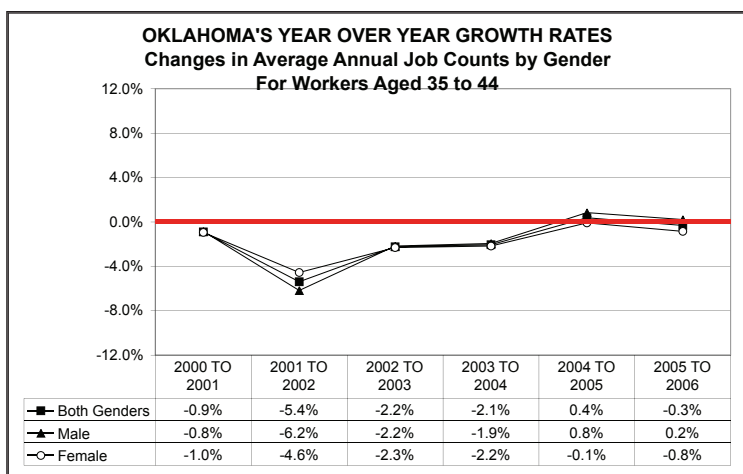


Figure 23 – Oklahoma’s Year-Over-Year Growth Rates: Changes in Average Annual Job Counts by Gender for Workers Aged 35 to 44

In 2006, there appeared to be a high likelihood that jobholders in this age group needed technical or professional skills. The top three industries employing females aged 35 to 44 were dominated by education and health care related industries, and collectively those top three industries represented 31.5% of the total female working population in this age group. When the top five industries for the 35 to 44 age group are compared to the top five industries for the 25 to 34 age group, it is worth noting that, with the exception of Educational Services, the percentages for the top industries among males in the older age group were all lower. See Figure 24 for the top five industries by gender for jobholders aged 35 to 44 in Oklahoma.

TOP FIVE INDUSTRIES BY PERCENTAGE OF JOBS HELD OKLAHOMA JOBHOLDERS - AGED 35 TO 44 BY GENDER BASED ON 2006 ANNUAL AVERAGE EMPLOYMENT		
MALE	FEMALE	BOTH GENDERS
Administrative & Support Services (7.7%)	Educational Services (15.9%)	Educational Services (10.9%)
Educational Services (6.1%)	Ambulatory Health Care Services (8.0%)	Administrative & Support Services (7.0%)
Specialty Trade Contractors (4.8%)	Hospitals (7.6%)	Ambulatory Health Care Services (4.9%)
Professional, Scientific, & Technical Services (4.2%)	Administrative & Support Services (6.3%)	Hospitals (4.8%)
Food Services & Drinking Places (3.8%)	Food Services & Drinking Places (5.1%)	Professional, Scientific, & Technical Services (4.5%)

Figure 24 – Top Five Industries by Percentage of Jobs Held: Oklahoma Jobholders – Aged 35 to 44 by Gender, Based on 2006 Annual Average Employment

Between 2000 and 2006, only 25 Oklahoma counties had a net gain in jobholders aged 35 to 44 (see Appendix 2). Among those, Marshall County had the largest percentage and numeric increase during the period, up 118.0% and adding 1,209 jobholders in this age group. Marshall County jobholder growth among the 35 to 44 age group was almost entirely in 2002.

Oklahoma County had the largest decline in the number of average annual jobholders, down 14,831, or 14.5%. That decline was most noticeable in 2002, although the county experienced declines each year between 2000 and 2006. The largest percentage decline was in Kiowa County, where the average annual number dropped by 34.1%. The number of average annual jobholders in Kiowa County dropped by 263, with the bulk of the decline occurring in 2004 and 2005.



Workers Aged 45 to 54 in Oklahoma's Job Pool

Between 2000 and 2006, jobholders aged 45 to 54 represented a steadily increasing percentage of the state's total workforce. As a percentage of the state's total number of jobholders, workers in this age group climbed from 21.1% in 2000 to 22.6% in 2006 (see Figure 25). Between those years, the number of Oklahoma jobholders aged 45 to 54 increased by 34,658, growing by 11.8%. This represented the second largest numeric increase among all age groups reviewed for this report.

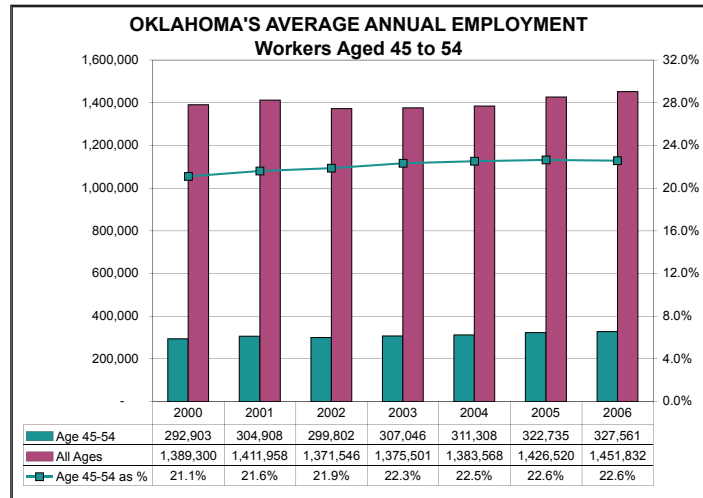


Figure 25 – Oklahoma's Average Annual Employment: Workers Aged 45 to 54

Female jobholders slightly outnumbered males in this age group, with the difference peaking in 2003 when the average annual number of female jobholders exceeded the number of male jobholders by 8,054. By 2006 that difference had declined to 4,437. Between 2000 and 2006, the average annual number of male jobholders increased by 12.0%, and the number of female jobholders increased by 11.7% during that same time. See Figure 26 for more information on the growth among jobholders aged 45 to 54.

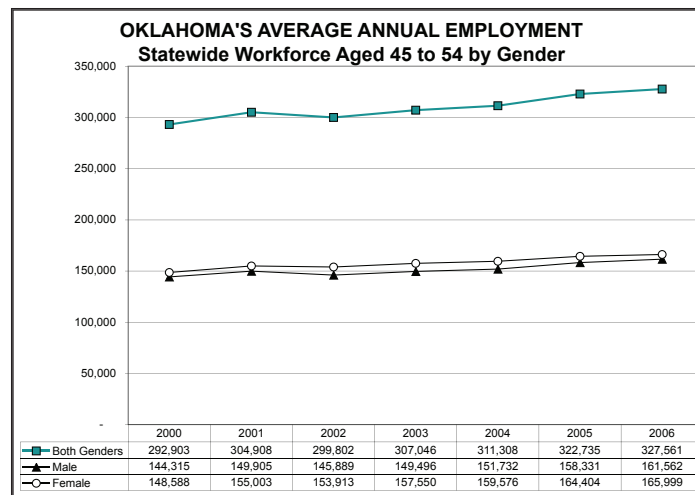


Figure 26 – Oklahoma's Average Annual Employment: Statewide Workforce Aged 45 to 54 by Gender

Year-over-year job counts for jobholders in this age group declined only once, between 2001 and 2002. In every other year the rate of change showed growth, but instability in the rate of change was more pronounced for males than for females. With the exception of the change between 2000 and 2001, the year-over-year rate of change for females was less than the rate of change experienced by males in this age group. See Figure 27 for more information.

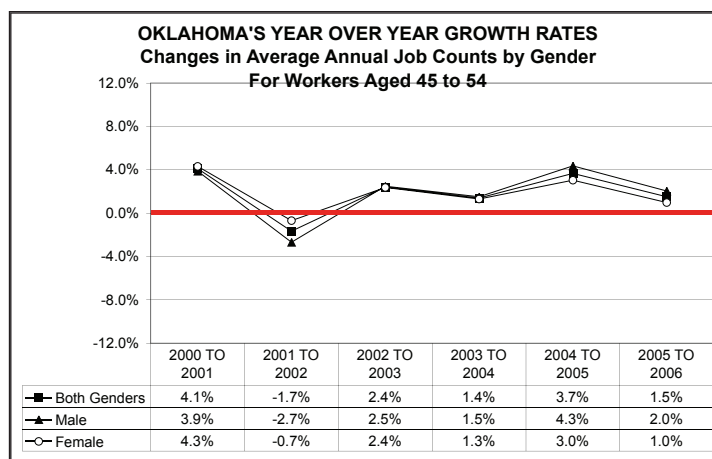


Figure 27 – Oklahoma’s Year-Over-Year Growth Rates: Changes in Average Annual Job Counts by Gender for Workers Aged 45 to 54

In 2006, the Educational Services industry was the top employer for both males and females aged 45 to 54, and, in fact, was the top employer for all jobholders over the age of 45 (see Figures 28, 32, and 36). At least one in six working females between the ages of 45 and 54 were employed in the Educational Services industry, and at least one in seven were employed in Hospitals or in the Ambulatory Health Care Services industry. Among males, the top five industries collectively employed one in four jobholders for this age group in 2006.

TOP FIVE INDUSTRIES BY PERCENTAGE OF JOBS HELD OKLAHOMA JOBHOLDERS - AGED 45 TO 54 BY GENDER BASED ON 2006 ANNUAL AVERAGE EMPLOYMENT		
MALE	FEMALE	BOTH GENDERS
Educational Services (7.4%)	Educational Services (18.3%)	Educational Services (13.0%)
Administrative & Support Services (6.5%)	Hospitals (7.9%)	Administrative & Support Services (5.9%)
Professional, Scientific, & Technical Services (4.5%)	Ambulatory Health Care Services (7.5%)	Hospitals (5.0%)
Specialty Trade Contractors (4.3%)	Administrative & Support Services (5.3%)	Ambulatory Health Care Services (4.7%)
Machinery Manufacturing (3.9%)	Professional, Scientific, & Technical Services (4.6%)	Professional, Scientific, & Technical Services (4.6%)

Figure 28 – Top Five Industries by Percentage of Jobs Held: Oklahoma Jobholders – Aged 45 to 54 by Gender, Based on 2006 Annual Average Employment

Nearly all Oklahoma counties experienced a net gain in jobholders aged 45 to 54 between 2000 and 2006, with 69 counties showing gains (see Appendix 2). The largest numeric increase was in Oklahoma County, which added 5,330 average annual jobholders, a growth rate of 6.4% for this age group. That increase was most noticeable in 2004. Marshall County had the largest percentage increase, adding 1,612 jobholders and growing by 250.6%. That increase was most noticeable in 2002.

Cimarron County had the largest percentage decline, losing 22.4% or 36 jobholders over that time. Caddo County had the largest numeric decline, losing 94 jobholders for a 5.8% rate of decline. Most of the decline in both counties occurred in 2004.



Workers Aged 55 to 64 in Oklahoma's Job Pool

Between 2000 and 2006, the net number of jobs held by Oklahomans aged 55 to 64 grew 33.6%, adding 46,116 average annual jobholders. This was the largest numeric increase among the age groups reported in the QWI Online data, and the second largest percentage increase. In 2000, jobholders in this age group represented 9.9% of the statewide average annual employment, but by 2006 that percentage increased to 12.6%. See Figure 29 for more detail.

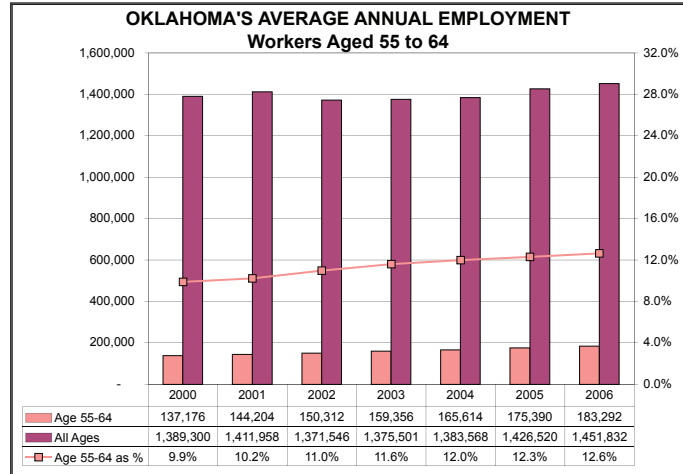


Figure 29 – Oklahoma's Average Annual Employment: Workers Aged 55 to 64

In 2000, females represented 49.3% of Oklahoma jobholders aged 55 to 64, and that ratio again slightly favored males in 2001, but from 2002 forward the number of female jobholders in this age group exceeded the number of males. That gap reached its widest gap in 2005, when female jobholders represented 51.2% of jobholders in this age group. The gap narrowed slightly in 2006 to 50.8%. Figure 30 shows average annual jobholder data for this age group, by gender.

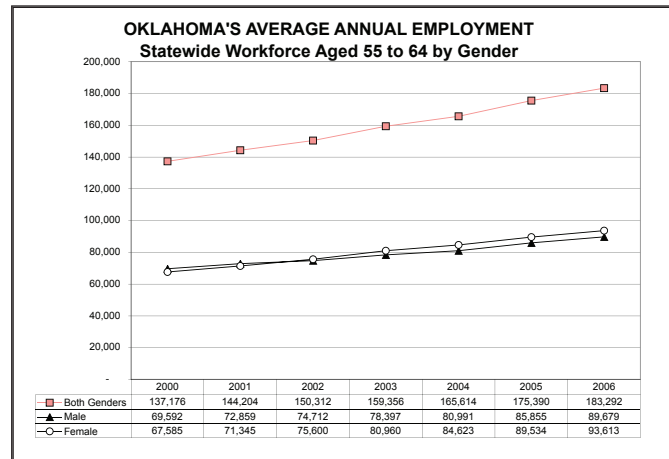


Figure 30 – Oklahoma's Average Annual Employment: Statewide Workforce Aged 55 to 64 by Gender

Unlike the case among the younger age groups, the year-over-year number of jobholders aged 55 to 64 never showed a decline between 2000 and 2006. Between 2000 and 2005, this age group had either the first or second fastest year-over-year growth rate among all age groups examined, exceeded only by the growth rate for jobholders aged 65 and over. In 2006, the year-over-year growth rate for jobholders aged 55 to 64 was the third highest among all age groups, exceeded by jobholders over the age of 65 and by jobholders 14 to 18. Compare Figures 6, 31, and 35 for more information on annual growth for jobholders aged 14 to 18, 55 to 64, and 65 and over, respectively.

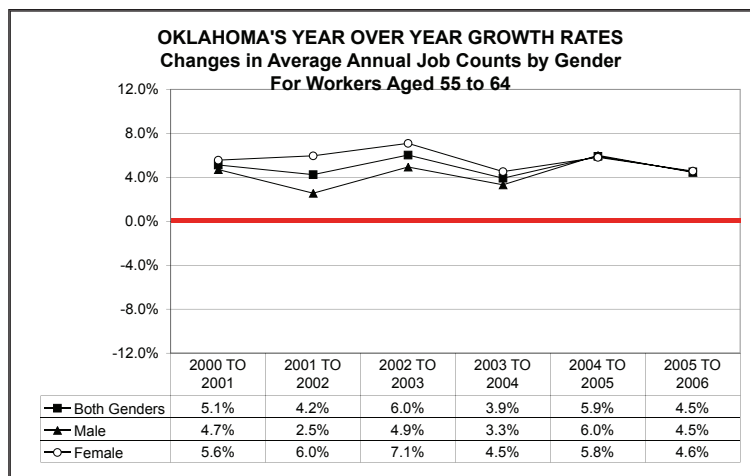


Figure 31 – Oklahoma’s Year-Over-Year Growth Rates: Changes in Average Annual Job Counts by Gender for Workers Aged 55 to 64

In 2006, Educational Services was the clear leader among the top employing industries for jobholders aged 55 to 64, employing more jobholders in this age group than the second, third and fourth industries combined. When the top industries were examined by gender, the top five for men collectively employed 29.2% of the male jobholders aged 55 to 64, while the top five industries for women collectively employed 44.1% of the female jobholders aged 55 to 64.

TOP FIVE INDUSTRIES BY PERCENTAGE OF JOBS HELD OKLAHOMA JOBHOLDERS - AGED 55 TO 64 BY GENDER BASED ON 2006 ANNUAL AVERAGE EMPLOYMENT		
MALE	FEMALE	BOTH GENDERS
Educational Services (11.2%)	Educational Services (20.6%)	Educational Services (16.0%)
Administrative & Support Services (5.9%)	Hospitals (7.5%)	Administrative & Support Services (5.3%)
Professional, Scientific, & Technical Services (5.2%)	Ambulatory Health Care Services (6.9%)	Hospitals (4.8%)
Machinery Manufacturing (3.6%)	Administrative & Support Services (4.7%)	Professional, Scientific, & Technical Services (4.8%)
Merchant Wholesalers, Durable Goods (3.3%)	Professional, Scientific, & Technical Services (4.4%)	Ambulatory Health Care Services (4.6%)

Figure 32 – Top Five Industries by Percentage of Jobs Held: Oklahoma Jobholders – Aged 55 to 64 by Gender, Based on 2006 Annual Average Employment

Between 2000 and 2006, all 77 Oklahoma counties experienced a net gain in the average annual number of jobholders in this age group. Oklahoma County had the largest numeric increase of 10,562 and a growth rate of 28.1%. Marshall County had the largest percentage increase of 208.2%, adding 785 average annual jobholders. Growth in the number of jobholders aged 55 to 64 was steady in Oklahoma County, occurring in every year between 2000 and 2006 but most noticeable in 2001 and 2004. Growth in Marshall County was mostly in 2002.



Workers Aged 65 and Above in Oklahoma's Job Pool

Jobholders above the age of 65 showed the highest growth rate among the age groups examined. Between 2000 and 2006, the average annual number of jobs held by Oklahomans aged 65 and above grew by 37.7%, increasing by 14,847. When viewed as a percentage of the whole, the number of jobs held by people in this age group increased from 2.8% to 3.7% of all Oklahoma jobs over that time. Figure 33 offers more detail.

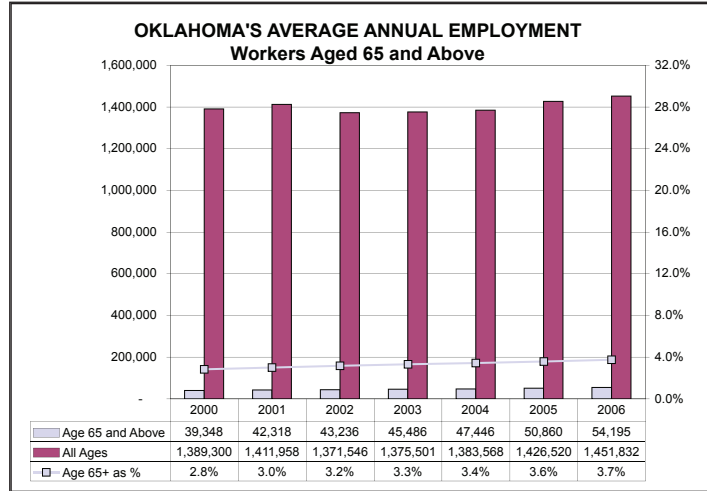


Figure 33 – Oklahoma's Average Annual Employment: Workers Aged 65 and Above

Growth in the number of jobholders in this age group was slightly higher among males, increasing by 37.9% between 2000 and 2006 versus the 37.5% growth rate for female jobholders aged 65 and above. Females consistently hovered near 48.0% of the jobholders in this age group during those years. See Figure 34 for more information.

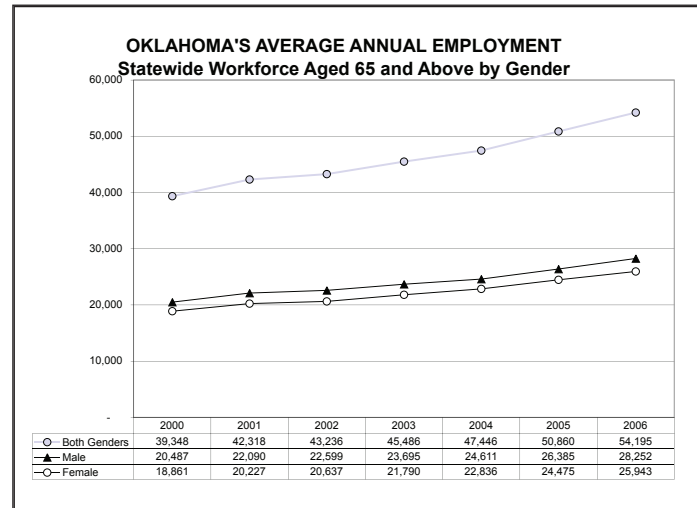


Figure 34 – Oklahoma's Average Annual Employment: Statewide Workforce Aged 65 and Above by Gender

Year-over-year growth among jobholders aged 65 and above was consistently either the first or second highest among all age groups examined, with slight differences between genders. Between 2000 and 2006, the growth rate in the number of male jobholders exceeded the growth rate for females in four of the six year-over-year periods. More information can be found in Figure 35.

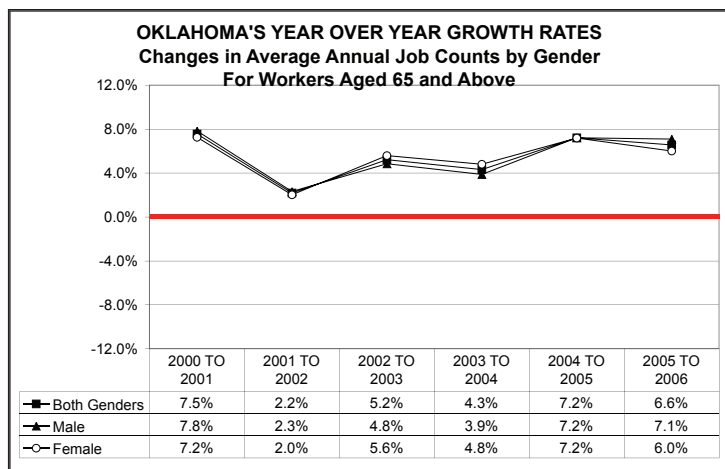


Figure 35- Oklahoma's Year-Over-Year Growth Rates: Changes in Average Annual Job Counts by Gender for Workers Aged 65 and Above

In 2006, the top five industries employing workers aged 65 and above included a larger percentage representation for the Food Services & Drinking Places industry, where jobholders commonly work part-time. Educational Services was the top employing industry for jobholders over the age of 65, with slight gender percentage differences from the 55-to-64 age group. Comparing those two age groups, the percentage of males employed in the Educational Services industry was slightly higher for the 65 and above age group, while it was significantly lower for females. See Figures 32 and 36 for comparisons.

TOP FIVE INDUSTRIES BY PERCENTAGE OF JOBS HELD OKLAHOMA JOBHOLDERS - AGED 65 AND ABOVE BY GENDER BASED ON 2006 ANNUAL AVERAGE EMPLOYMENT		
MALE	FEMALE	BOTH GENDERS
Educational Services (11.7%)	Educational Services (14.4%)	Educational Services (13.0%)
Administrative & Support Services (7.1%)	Ambulatory Health Care Services (6.7%)	Administrative & Support Services (6.2%)
Professional, Scientific, & Technical Services (5.2%)	Food Services & Drinking Places (6.0%)	Food Services & Drinking Places (5.3%)
Food Services & Drinking Places (4.8%)	Administrative & Support Services (5.1%)	Professional, Scientific, & Technical Services (4.8%)
Specialty Trade Contractors (3.2%)	Nursing and Residential Care Facilities 5.1%	Ambulatory Health Care Services (4.5%)

Figure 36 – Top Five Industries by Percentage of Jobs Held: Oklahoma Jobholders – Aged 65 and Above by Gender, Based on 2006 Annual Average Employment

Between 2000 and 2006, all but one county experienced a net gain in jobs held by workers aged 65 and above, and the decline in that county was minor. Jefferson County experienced a net decline of 1 average annual jobholder in this age group, for a decline of 1.0%. Tulsa County had the largest numeric increase, with a gain of 3,193 average annual jobholders at a growth rate of 35.1%. The number of jobholders aged 65 and above in Tulsa County grew each year between 2000 and 2006, with the biggest increases in 2005 and 2006. Marshall County had the largest percentage growth rate of 131.5%, adding 171 jobholders in this age group. The increase in the number of Marshall County jobholders aged 65 and above took place largely in 2002.



Conclusion

Trends reported through the QWI Online tool show employment growth is not uniform throughout Oklahoma's various demographic groups. Volatility in net average annual employment, evidenced by year-over-year rate of job growth or decline, appeared to impact males more than females. Females appeared to benefit more from Oklahoma's overall rate of job growth between 2000 and 2006. Oklahoma's older workforce experienced the most significant rate of growth during that time. And there were clear differences in the top five industries by gender, particularly when reviewed by age group.

The data available through the US Census Bureau's Local Employment Dynamics program, and the QWI Online tool in particular, has important ramifications for policy and program initiatives designed to bolster Oklahoma's workforce. The State Data Center will continue to monitor this data for possible future reports.

Appendix 1 – Source Information

The US Census Bureau's Local Employment Dynamics (LED) program is a voluntary federal-state partnership that uses data already collected for other administrative purposes. In this way, the Census Bureau uses LED statistics to present new information about local labor market conditions and offers insight that previously was not available. LED statistics are comparable across time and place, and analysts can use the data to discover emerging workforce trends, compare geographic areas, and identify demographic characteristics existing within specific industries.

While several useful data tools are available through LED, this report uses the program's Quarterly Workforce Indicators (QWI) as accessed through the Cornell Institute for Social and Economic Research. From the resulting data set, the 2008 Demographic State of the State used end-of-quarter employment data broken down by age, gender, industry, and county at the average annual level. Additional QWI data, available but not used for this report, includes net job flows, job gains and losses, separations, new hires, and average monthly earnings. All QWI Online data is available at the quarterly and the average annual level.

The LED program operates under the guidelines of the US Census Bureau, meaning all information is protected to ensure a high level of confidentiality. Techniques used to protect that confidentiality sometimes result in subsets of data that do not exactly add up to the totals presented at other levels. While this does present occasional analysis difficulties, these techniques are applied in a consistent manner over time. As with all Census data, it is against the law to publish or disclose any information that identifies an individual or company.

This report based all analysis on the annual average of reported employment at the end of each quarter. Data was obtained in bulk from Cornell's website, accessed and reviewed on May 14, 2008. Cornell's data set was created on February 5, 2008.

Because LED data is reported by place of employment and not place of residence, comparisons of geographic employment results against geographic population results are not included in this analysis. The data represents point-in-time job counts which include both part-time and full-time employment. It is possible that a single individual can have more than one job counted in these results. QWI data includes only those jobs where LED sources require employment reporting and may exclude jobs where someone is self-employed or employed in a family-operated business. While it is believed that this report is not materially impacted by these issues, these underlying factors are reported here in the interest of disclosure.

Appendix 2 – Average Annual Employment by Age Group, by County

The accompanying CD with this report contains an Excel File with the following supplemental material related to Appendix 2:

- Three Tables:
 - o One each for
 - Males
 - Females
 - Both Genders
 - o Years as columns
 - o Counties as rows
 - Age groups as subsets within Counties



Appendix 3 – Top Three Employing Industries by County, by Age Group, by Gender in 2006

The accompanying CD with this report contains an Excel File with the following supplemental material related to Appendix 3:

- One Table:
 - o Three main column sections: one each for
 - Males
 - Females
 - Both Genders
 - o Within each gender option, three columns:
 - One for each of the top three industries, with corresponding percentage of jobs for that industry, in that county, within each age subset
 - o Counties as rows
 - Age groups as subsets within Counties

Appendix 4 – Prior Demographic State of the State Topics

Prior Demographic State of the State Topics have included:

- Commuting Patterns & Daytime Population (2006)
- Labor Force Characteristics & Trends By Workforce Investment Area (2005)
- Census 2000 Demographics Of The House & Senate Seats Of The Second Regular Session Of The 48th Legislature (2002)
- State, County, City & Metropolitan Population Trends (2000)
- Age Trends By State, County And Metropolitan Area (1998)
- Oklahoma Geographic Atlas – A Graphic View Of Selected Variables By County Including Population, Income, Poverty, Education, Employment & Housing (1995)
- Commuting Patterns From 1990 Census (1993)
- 1890 - 1990 Population Growth Patterns, Housing & Social Characteristics (1992)
- Immigrants, Out-Migrants & Net Migrants By Region By County & Population By Age (1989)
- A Decade Of Growth – Migration & Social Trends Including Housing, Income, Poverty & Labor Force (1984)

To obtain a copy of prior Demographic State of the State reports, contact the Oklahoma State Data Center at the following address, phone number, or e-mail:

**Oklahoma Department of Commerce
Research and Economic Analysis
State Data Center**

P.O. Box 26980
Oklahoma City, OK 73126-0980

405-815-5182
steven_barker@okcommerce.gov

Appendix 5 – Endnotes

¹ More information about the Census Bureau’s Local Employment Dynamics program can be obtained by going to the LED homepage at <http://lehd.did.census.gov/led/index.html>

² For more information on the Cornell data, use the following link: <http://lehd.did.census.gov/led/datatools/cbda.html>

³ Approximately 98% of Oklahoma’s non-agricultural, private wage and salaried employees are included in QWI data. For more information, see US Census Bureau, David W. Stevens and Julia Lane, “Employment That is Not Covered by State Unemployment,” Technical Paper No. TP=2002-16, January 2002, available at <http://lehd.did.census.gov/led/library/techpapers/tp-2002-16.pdf>

⁴ Documentation for the LED’s confidentiality safeguards can be accessed at the following link: <http://lehd.did.census.gov/led/led/confidentiality.html>

⁵ A complete list of states participating in the LED program can be found at the following link: <http://lehd.did.census.gov/led/led/statepartners.html>

⁶ For more information on the Cornell data, use the following link: <http://lehd.did.census.gov/led/datatools/cbda.html>

⁷ Documentation for the LED’s confidentiality safeguards can be accessed at the following link: <http://lehd.did.census.gov/led/led/confidentiality.html>

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