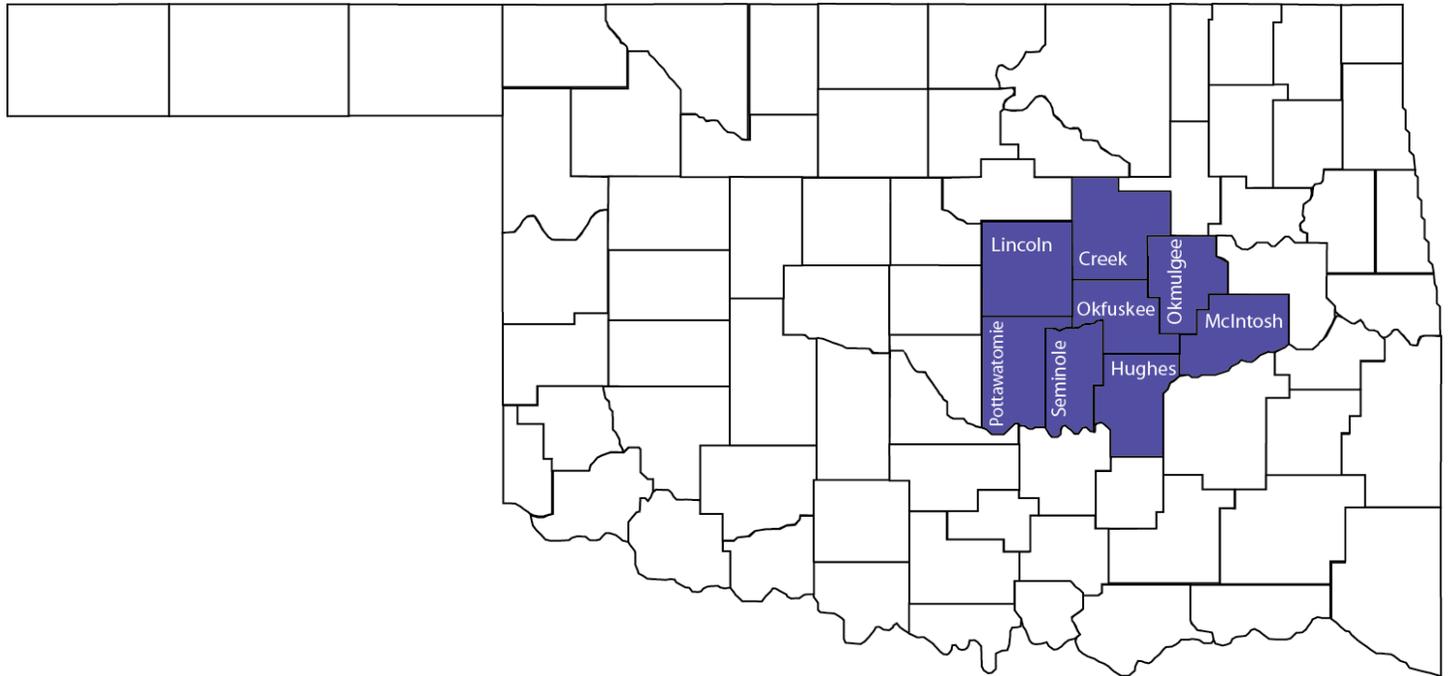


East Central Oklahoma Region Report

November 2014

Overview

The East Central region is comprised of eight counties: Creek, Hughes, Lincoln, McIntosh, Okfuskee, Okmulgee, Pottawatomie, and Seminole.

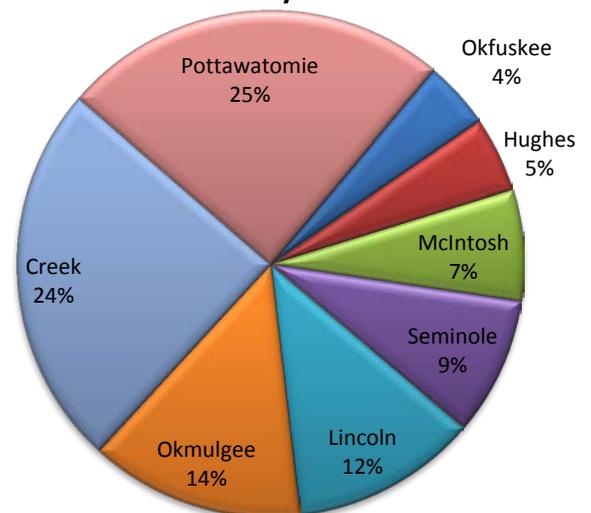


Population of East Central Oklahoma

Creek, Hughes, Lincoln, McIntosh, Okfuskee, Okmulgee, Pottawatomie, and Seminole counties combine for an estimated population of 287,440. East Central Oklahoma is home to approximately 7.5% of the population in the state. Shawnee is the largest city in the region with an estimated population of 30,975.

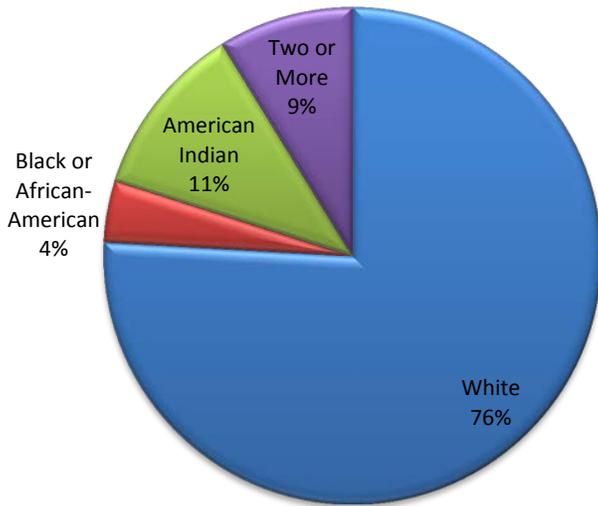
- According to the 2013 Census Bureau estimate, Pottawatomie County is the most populated county in the region with an estimated population of 71,160. Creek County is a close second with 70,470 people.
- Okfuskee County is the least populated county in the region, with an estimated population of 12,380.
- Since 2010, the region has experienced little population change. Seminole, Hughes, and Okmulgee counties had small population decreases. The other five had small population increases.
- Since 2010, Pottawatomie County saw the greatest population increase at 2.5%.

East Central Oklahoma Percentage of Population by County



Source: ACS 2008-2012

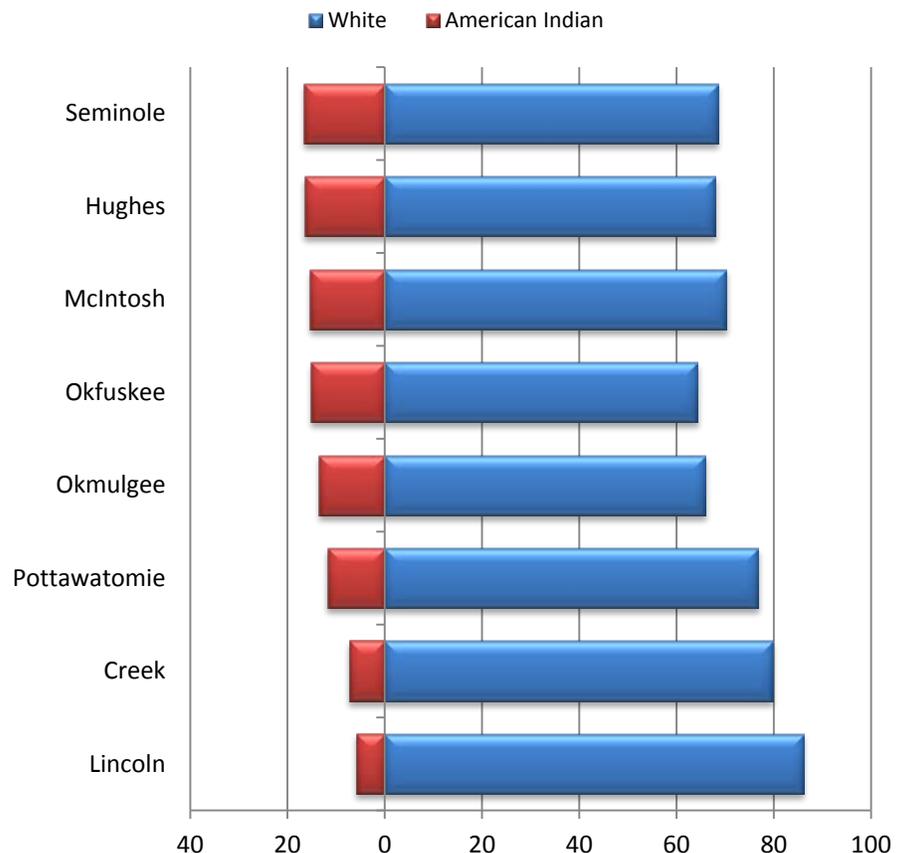
East Central Oklahoma Population Breakdown by Race:



- 76% of residents in East Central Oklahoma identify themselves as White. This is consistent with the statewide average of 75.5%.
 - With 32,030 people, American-Indian is the second most populous group in East Central Oklahoma. They account for 11% of the population.
 - Two or More Races and Black or African-American make up 8.6% and 4% of the population respectively. Some Other Race, Asian, and Native Hawaiian or Pacific Islander accounts for 1% or less of the population.
 - Hispanics, which are categorized as an ethnicity by the Census Bureau, make up 3.2% of the total population in East Central Oklahoma, below the statewide average of 9.6%.

The American Indian Population in East Central Oklahoma

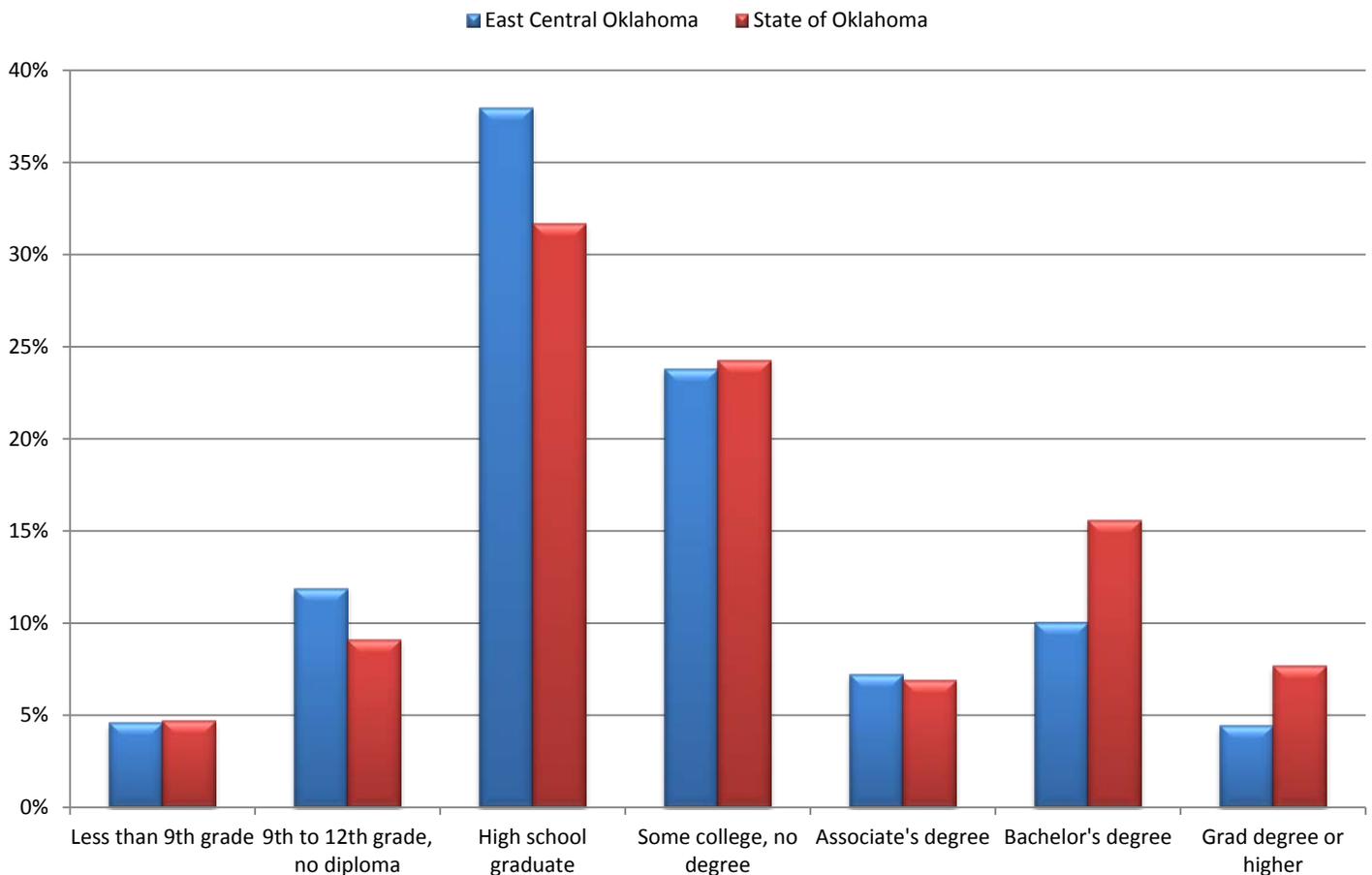
- American Indians are the second most populous racial group in the Southeast Corridor accounting for 32,032 people.
- Pottawatomie County has the largest number of American Indian residents with 8,170. Hughes and Seminole counties have the highest percentage of American Indians in the region at 16% of the total county population.
- Creek County and Lincoln County have the smallest percentage of American Indians based on percentage of total population at 7.3% and 5.9% respectively.



Source: ACS 2008-2012

Educational Attainment in East Central Oklahoma:

- 83.5% of people residing in East Central Oklahoma have attained at least a high school diploma. This is below the state average of 86.2%.
- East Central Oklahoma lags behind the state averages in attainment of Bachelor’s degree and Grad degree or higher.
- East Central Oklahoma is slightly higher in attainment of Associate’s degree than the state average.
- In terms of the furthest level of educational attainment achieved, East Central Oklahoma has a higher level of “9th to 12th grade”, and “High school graduate” than state averages. “Less than 9th grade” are very comparable in East Central Oklahoma to the state average.
- For the most part, East Central Oklahoma’s educational attainment numbers are fairly close to the state averages. The largest gap in attainment is High school graduate: 38% in East Central Oklahoma, compared to the state average of 31.7%; and Bachelor’s degree, 10.1% in East Central Oklahoma and 15.6% as the state average.

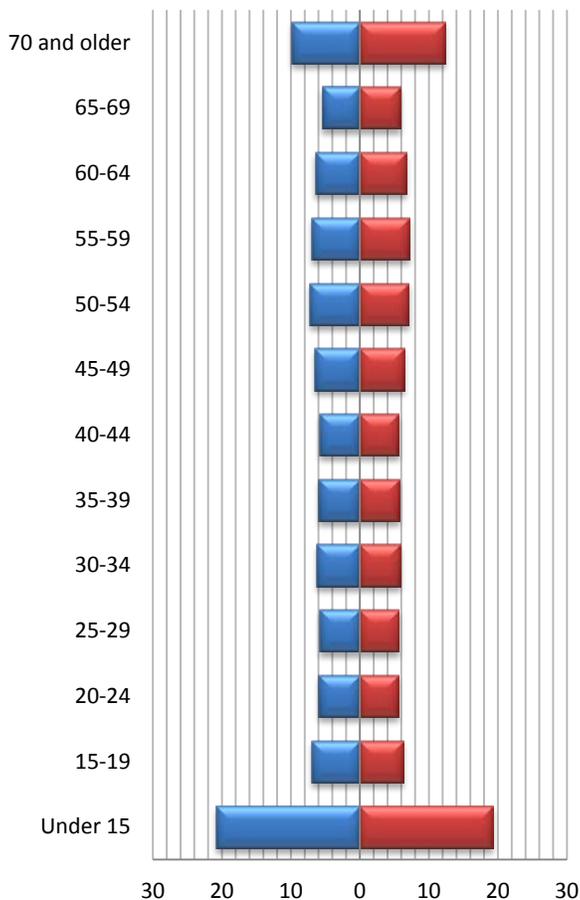


Source: ACS 2008-2012

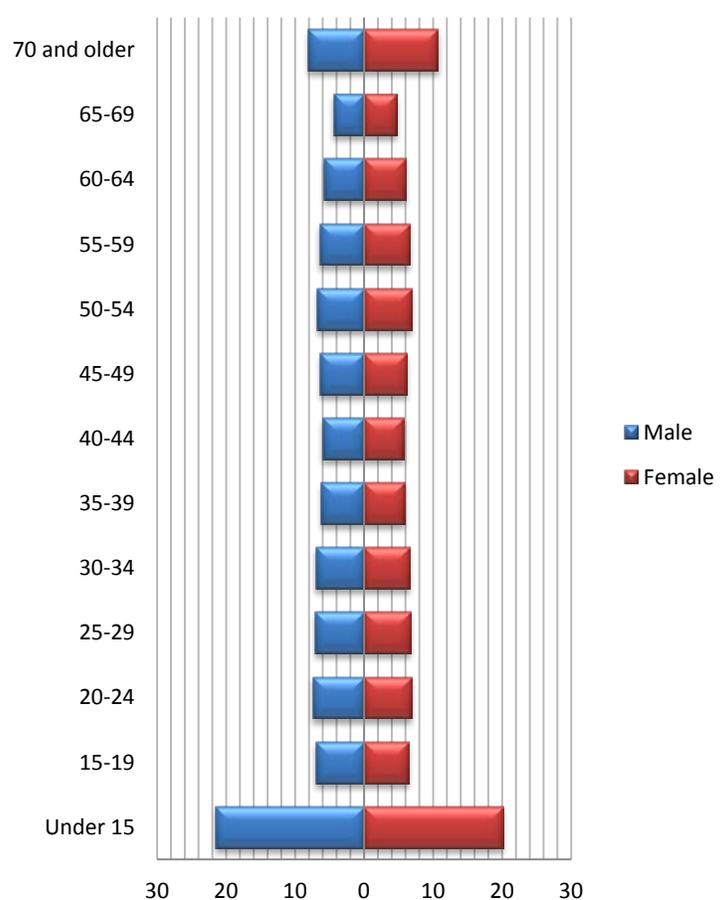
Age and Sex Data in East Central Oklahoma:

- According to EMSI’s third quarter of 2014 population estimate, there are 291,340 people living in East Central Oklahoma. Of that, there are 144,670 men and 146,670 women. 49.7% of the population in East Central Oklahoma is male and 50.3% is female.
- Statewide, EMSI calculates Oklahoma has a population of 3,867,960. Of that, men make up 50.4% of the population, while women make up 49.6%. In real numbers that comes out to 1,950,115 men and 1,917,845 women.
- The trend in population figures shows similarities between East Central Oklahoma and the state average with an hourglass shape, and both having lower percentages of adults in the 35-49 age groups. However, East Central Oklahoma has a higher percentage of individuals in the 45-64 age group, and slightly less in the 20-29 age group than the state average.
- The largest age cohort in East Central Oklahoma is the 50-54 age bracket; followed closely by ages 55-59 and ages 10-14.

East Central Oklahoma Age/Sex by Percentage of Population



Oklahoma Age/Sex by Percentage of Population

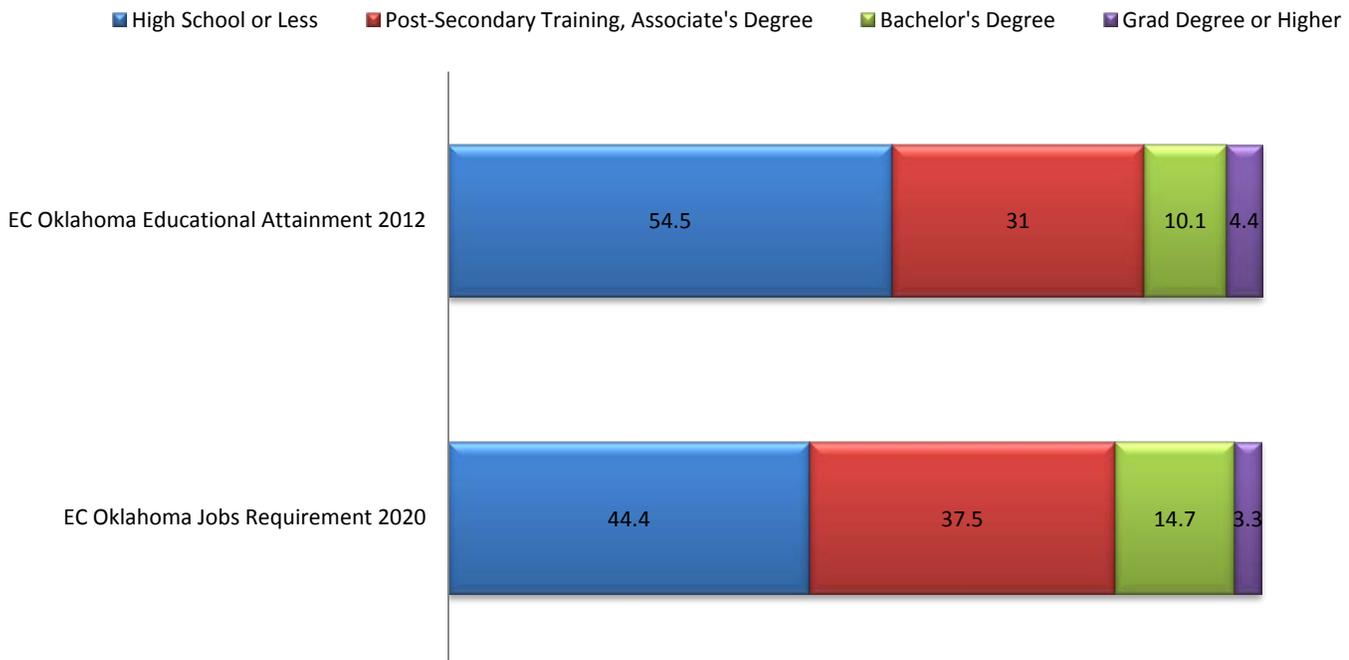


Source: EMSI 2014.3

East Central Oklahoma Education Gap

- By current projections, in 2020, 44.4% of jobs in East Central Oklahoma will require a high school degree or less, and 37.5% will require post-secondary training—currently 31% of individuals in East Central Oklahoma have some post-secondary training.
- If projected trends continue, by 2020 there will be a gap for jobs that require post-secondary training or an Associate’s Degree, and a surplus of individuals with a high school degree or less to fill jobs that require a high school education level. Fortunately, there are colleges and universities in the region to provide necessary skills to residents and help alleviate the training gap.
- There will be a smaller gap in jobs requiring a Bachelor’s degree than post-secondary training.
- There is a small surplus of individuals in the Grad Degree or Higher category compared with job requirements for that sector in 2020.

East Central Oklahoma Educational Gap for Jobs by 2020



Source: EMSI 2014.3 Class of Worker; US Census Quick Facts

East Central Oklahoma Educational Assets

CareerTechs, colleges and universities in East Central Oklahoma are instrumental in developing the regions workforce. They are assets that allow the region and the rest of the state to supply organizations and companies with the labor and skills necessary to keep them operational and competitive in a global economy.

CareerTechs

Green Country Technology Center

- (Okmulgee)

Gordon Cooper Technology Center

- (Shawnee, Seminole)

Central Technology Center

- (Drumright, Sapulpa)

Wes Watkins Technology Center

- (Wetumka)

Colleges and Universities

In addition to the Career Techs in the region, there are three colleges and universities.

Oklahoma Baptist University

- (Shawnee)

Oklahoma State University Institute of Technology

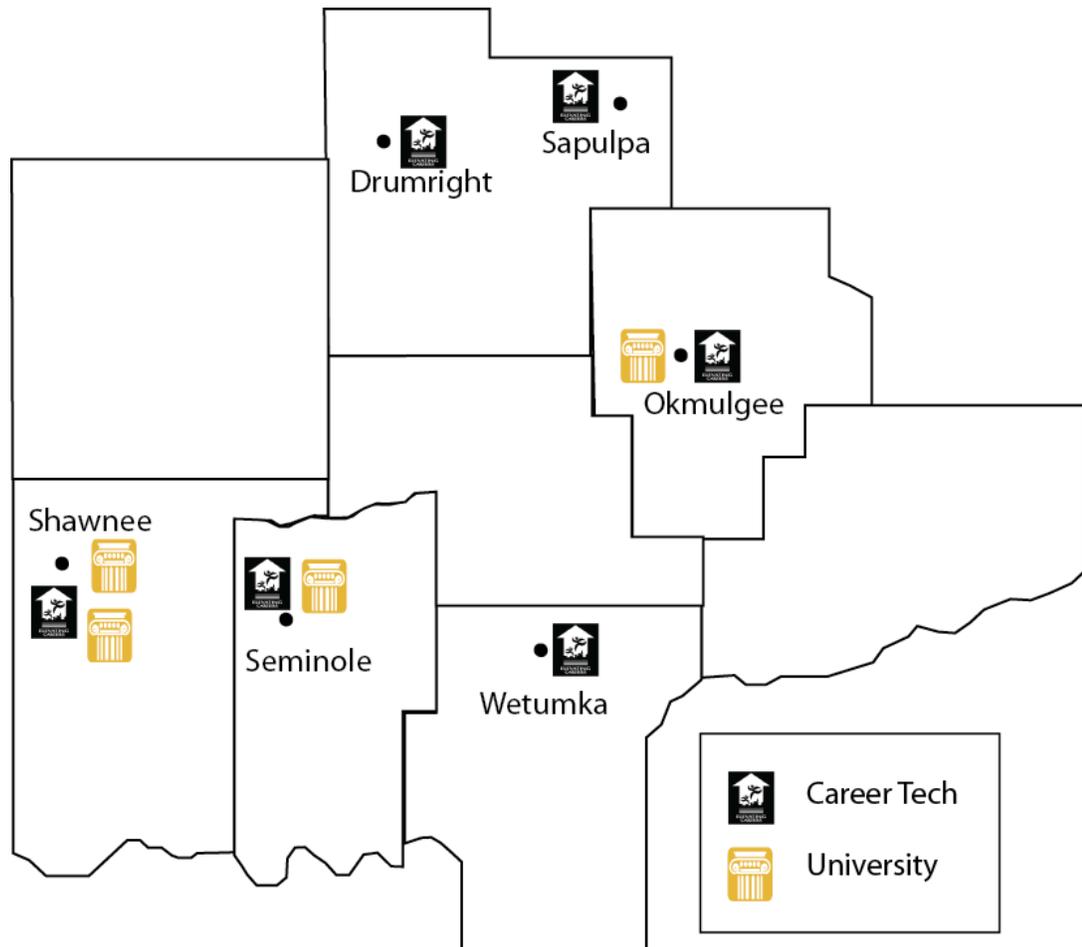
- (Okmulgee)

Seminole State College

- (Seminole)

St. Gregory's University

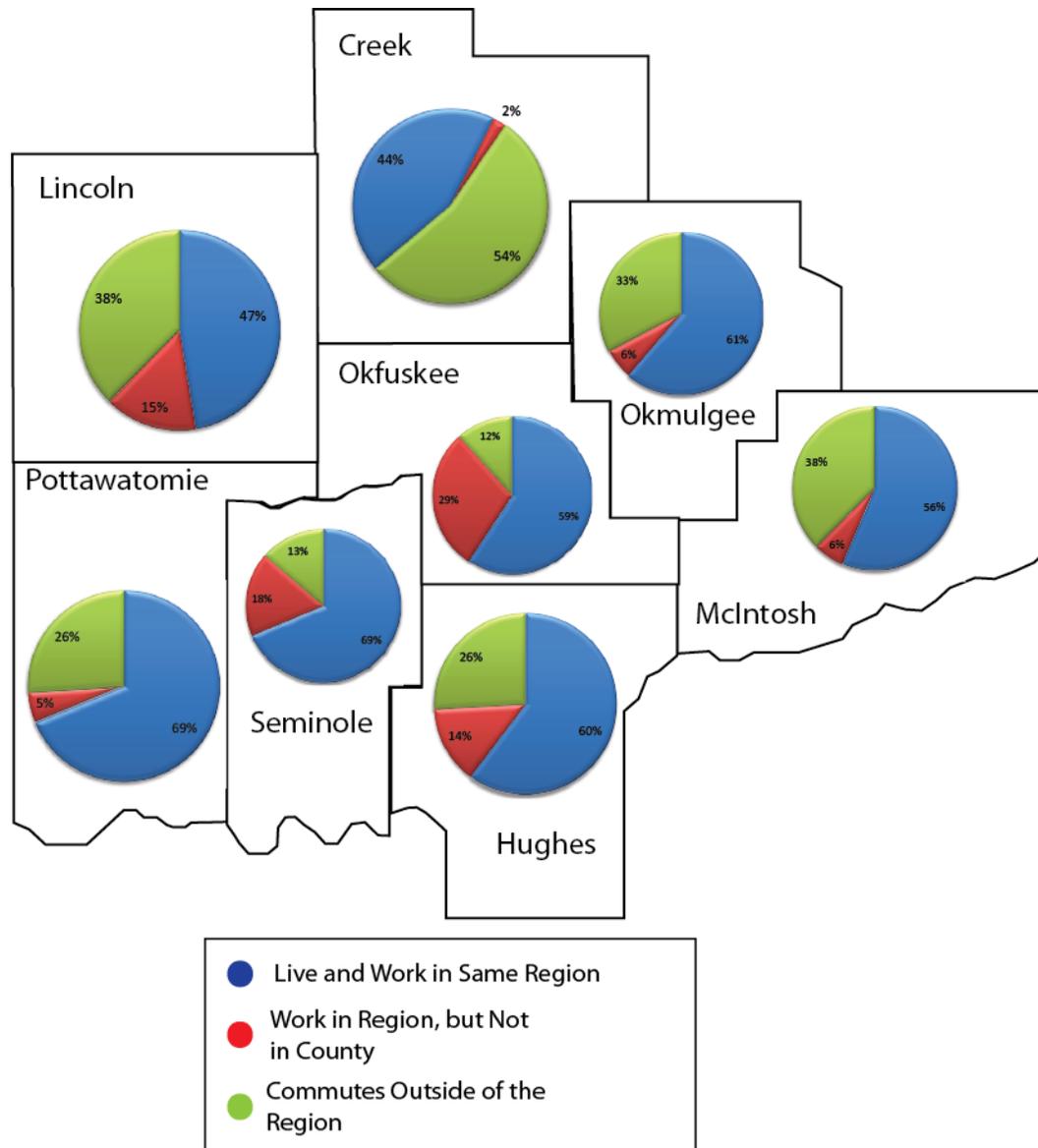
- (Shawnee)



Source: OK CareerTech; Oklahoma State Regents for Higher Education

Commuter Data

- According to the commuting data, only 57% of the people in East Central Oklahoma work in the county they live; 8% stay within the region but travel outside their county; and 35% commute outside the region for work.
- No county has more than 70% of workers live and work in the same region. Lincoln and Creek counties both have less than 50%.
- Okfuskee County touches every other county in the region and has the most people work in the region, but not county they live. They also have the smallest percentage of people traveling outside of the region.
- Most people in Creek County either live and work in the county, or travel outside the region.
- Pottawatomie County is home to the largest city in the region (Shawnee) and has one of the highest percentages of individuals who live and work in the same county (69%).
- Lincoln and Creek County have the highest percentage of workers commute outside of the region; they both border either Oklahoma City or Tulsa.
- The commuter data shows that the majority of people live and work in the same county; however, there is also a large percentage of workers who will commute to other areas to find employment.



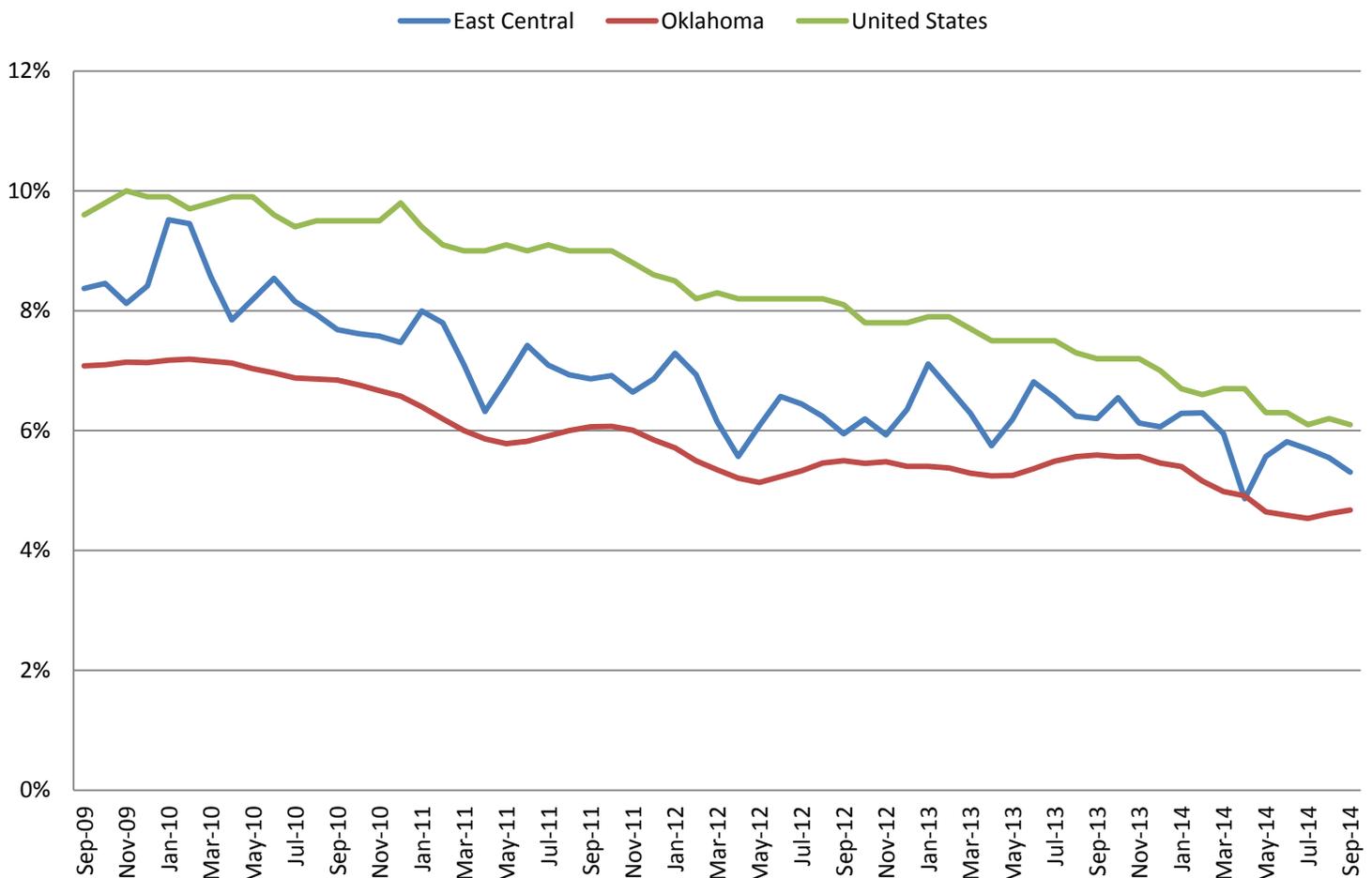
Source: ACS Residence County to Workplace County Flows for the United States and Puerto Rico

Economic Data

Unemployment Rate:

- As shown through the five year historical unemployment rate, East Central Oklahoma has stayed above the state average for the duration, with the exception of April 2014, when both were at 4.9%. The gap was widest in late 2009 through early 2010; but since mid-2010, the region and state unemployment rate have stayed fairly close.
- The East Central Oklahoma unemployment rate has stayed below the national average over the five year historical period.
- Both East Central Oklahoma and the State average have experienced a gradual decline in the unemployment rate over the five year historical period. As of September 2014, East Central Oklahoma's unemployment rate is 5.3%. The state unemployment rate is 4.7%.

Five Year Unemployment Rate- East Central Oklahoma, State, and Nationally

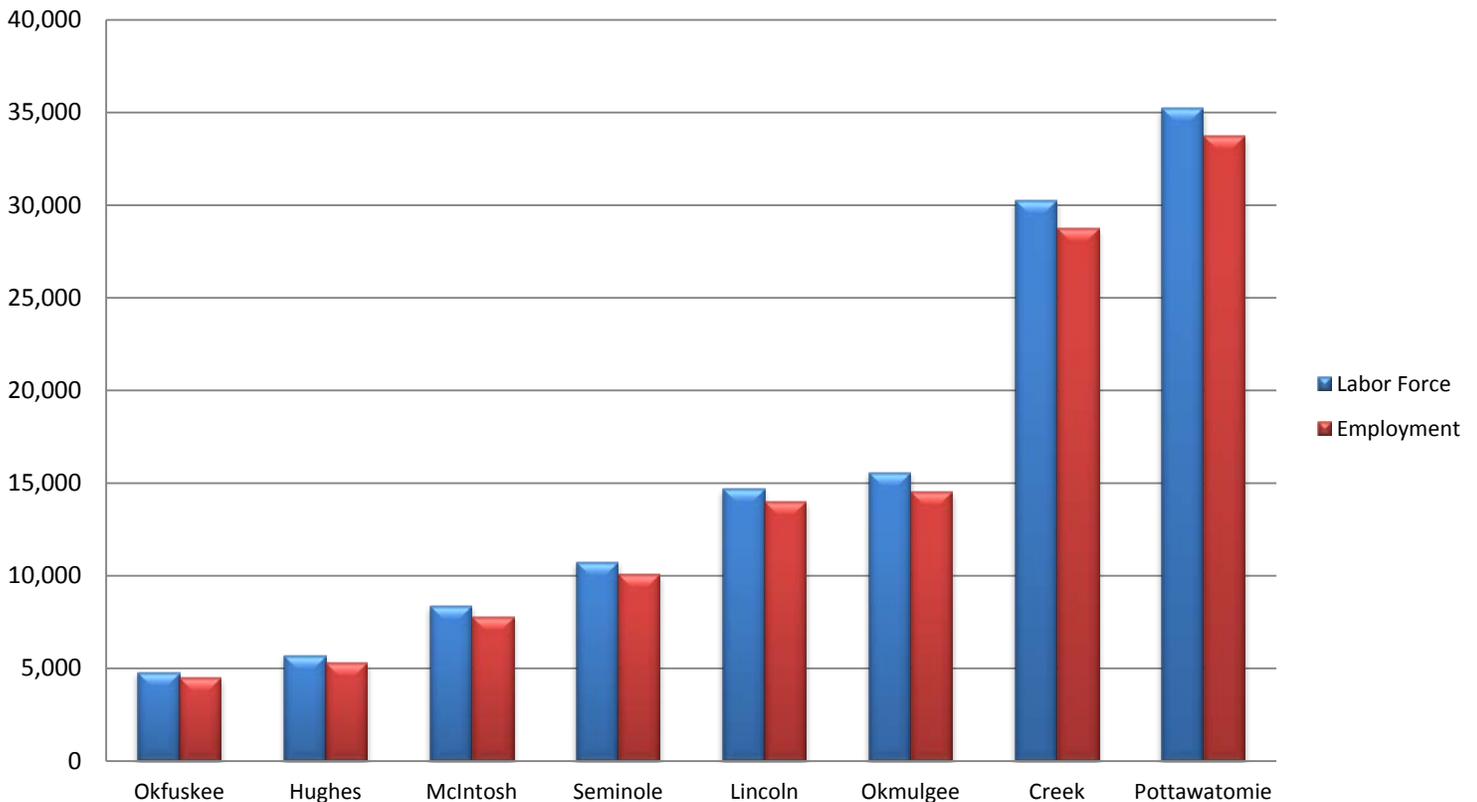


Source: Bureau of Labor Statistics, Local Area Unemployment Statistics

Total Employment:

- In real numbers, East Central Oklahoma has 125,440 people in the labor force, and 118,780 are employed. That equates to 94.7% of the labor force in the region is employed.
- Pottawatomie County possesses the largest population, labor force, and number of people employed in the region. Additionally, Pottawatomie County has the lowest unemployment rate. Creek County has the second highest labor force and employed people in the region.
- Okfuskee and Hughes counties have the smallest labor forces, but have the 2nd and 3rd highest unemployment rate in the region. McIntosh County has the highest rate of unemployment in the region.

Total Employment by county in East Central Oklahoma, September 2014



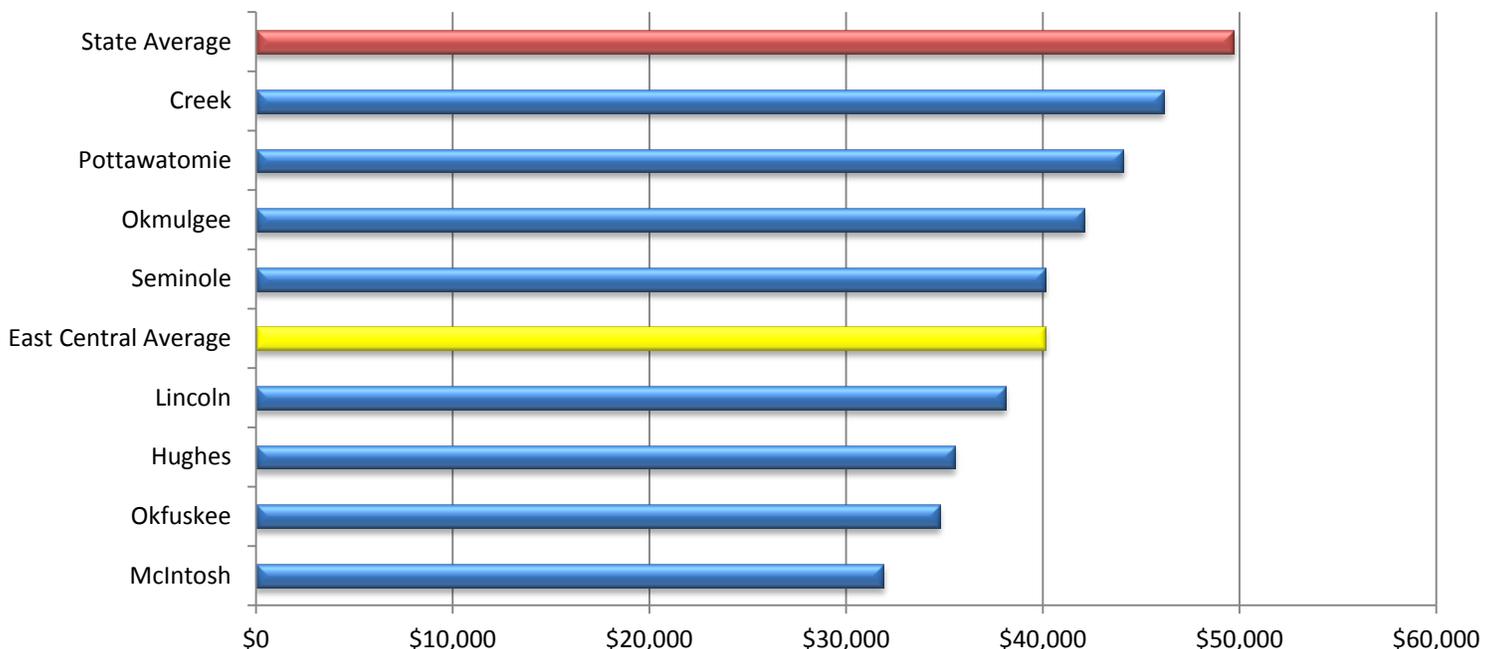
Source: Bureau of Labor Statistics, Local Area Unemployment Statistics

Top Industries in East Central Oklahoma by Employment

Industry
Government
Manufacturing
Health Care and Social Assistance
Construction
Other Services (except Public Administration)
Administrative and Support and Waste Management and Remediation Services
Finance and Insurance
Mining, Quarrying, and Oil and Gas Extraction
Transportation and Warehousing
Professional, Scientific, and Technical Services

Wages by County:

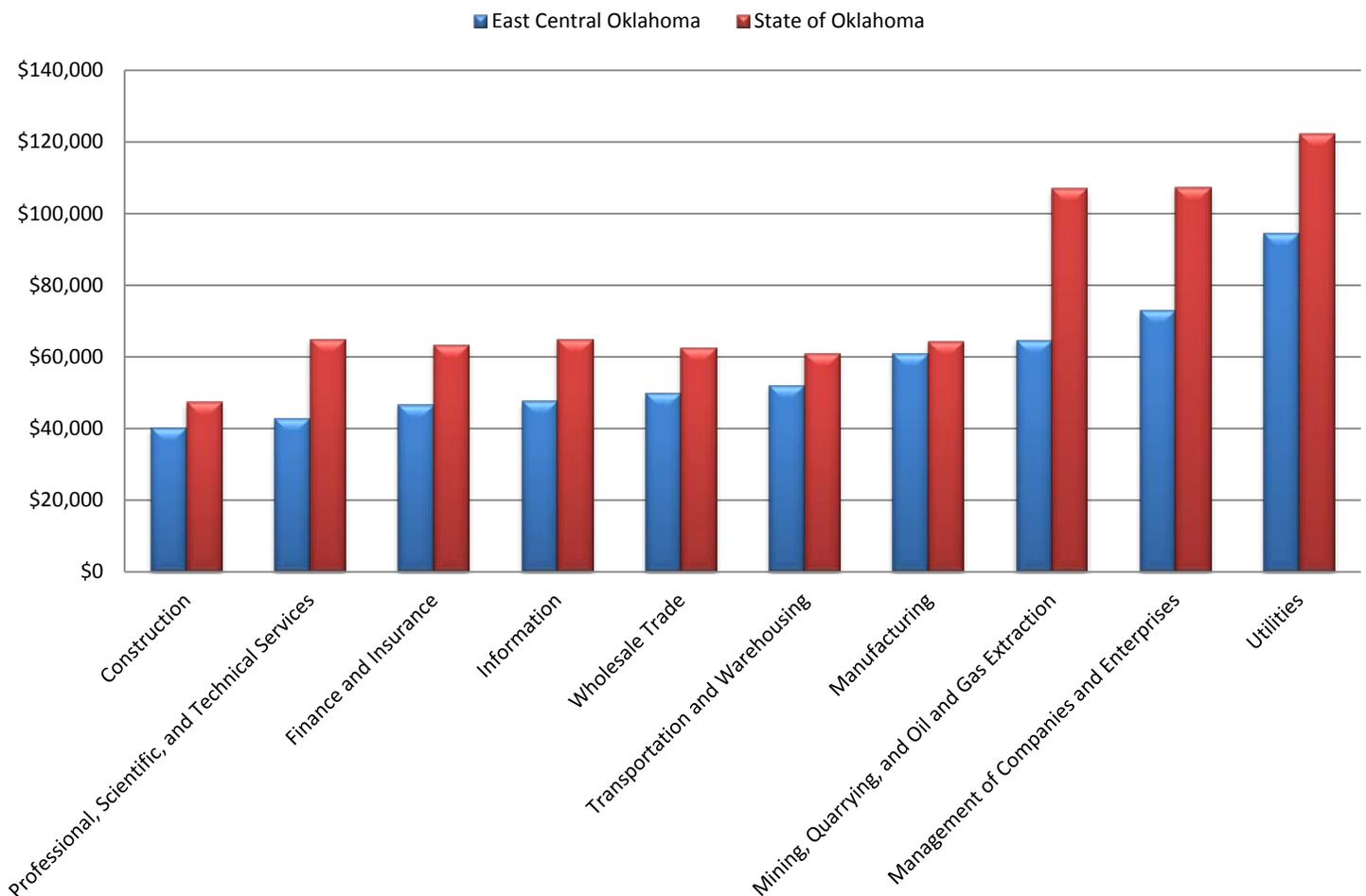
- In 2014, the East Central Oklahoma average wage is \$40,120; this is less than the state average of \$49,720 by \$9,600. The difference between the East Central Oklahoma counties and the state average ranges from \$3,570 less in Creek County to \$17,800 less in McIntosh County.
- As a region, the average wages are below the state average. No individual county in the region has wages greater than the state average
- Four counties have wages higher than the region average, and four counties have wages lower than the region average.
- Creek and Pottawatomie counties have the largest workforce in the region, and the highest average wage.



Wages by Industry:

- All industry earnings in East Central Oklahoma lag behind state average wages. The largest wage difference occurs in the “Mining, Quarrying and Oil and Gas Extraction” industry. Statewide this position earns \$42,200 more than in East Central Oklahoma. There is also a significant wage difference in “Management of Companies and Enterprises” industry.
- The industries in East Central Oklahoma that compare closest to state averages are “Manufacturing”, “Construction” and “Transportation and Warehousing”.
- “Wholesale Trade”, “Transportation and Warehousing”, “Manufacturing”, “Mining and Quarrying”, “Management” and “Utilities” are the top industries in East Central Oklahoma that have average earnings above the state’s yearly average earnings of \$49,720.

Average Earnings by Industry in East Central and State of Oklahoma



Major Employers in East Central Oklahoma

Listed below are some of the more significant employers in the region. Commerce in East Central Oklahoma is not primarily concentrated in any one area; however there are a significant number of manufacturing, education, and health and social service employers in the area.

Employer	City	Industry
American Heritage Bank	Sapulpa	Commercial Banking
Anchor Glass Container Corporation	Henryetta	Glass Container Manufacturing
Ball-Foster Glass Container Co	Sapulpa	Glass Container Manufacturing
Bios Corporation	Sapulpa	Services for Elderly and Disabilities
Bristow Public Schools	Bristow	Elementary and Secondary School
Central Plastics Company	Shawnee	Pipe Manufacturing
Citizen Potawatomi Nation	Shawnee	Native American Tribal Governments
City of Shawnee	Shawnee	Local Government
Creek Nation Health Systems	Okmulgee	General Medical and Surgical Hospital
Davis Correctional Facility	Holdenville	Correctional Institution
Eaton Hydraulics	Shawnee	Power Pump and Motor Manufacturing
Express Temporary Services, Inc.	Shawnee	Temporary Help Services
Jindal Films	Shawnee	Plastic Film and Sheet Manufacturing
McCloud Public Schools	McCloud	Elementary and Secondary School
Med-Corp Plus	Muskogee	Home Health Care Services
Miller Truck Lines	Stroud	General Freight Trucking
Muscogee Creek Nation	Okmulgee	Native American Tribal Governments
Oklahoma Baptist University	Shawnee	College, University, and Professional School Source: ESMI 2014.2
Paragon Industries	Sapulpa	Iron and Steel Pipe Manufacturing
Saint Anthony Shawnee Hospital	Shawnee	General Medical and Surgical Hospital
Sapulpa Public Schools	Sapulpa	Elementary and Secondary School
Service King Manufacturing	Stroud	Sheet Metal Manufacturing
Shawnee Public Schools	Shawnee	Elementary and Secondary School
Spiritbank	Bristow	Commercial Banking
T. D. Williamson	Tulsa (Creek County)	Oil and Gas Field Machine Manufacturing
Tecumseh Public Schools	Tecumseh	Elementary and Secondary School
VF Jeanswear	Seminole	Clothing Manufacturing
Wal-Mart	Multiple Cities	Warehouse Clubs and Supercenters
Wolverine Tube	Shawnee	Copper, Steel, and Insulated Pipe Manufacturing

Source: EMSI 2014.3, OneSource

Ecosystems Impact in East Central Oklahoma on Occupations and Salaries

The Oklahoma Department of Commerce identified five ecosystems in Oklahoma important to the economy to generate wealth, have employment growth potential, or where the state has a competitive advantage (Aerospace and Defense, Energy, Agriculture and Bioscience, Information and Financial Services, and Transportation and Distribution). In each ecosystem, there are critical occupations necessary for future growth and advancement. In addition to the five statewide ecosystems, there are ecosystems at the regional level important for regional economies.

Aerospace & Defense

Based on 2014 job numbers there are 2,380 jobs in the Aerospace & Defense Ecosystem in East Central Oklahoma with average earnings of approximately \$44,260

As a projection of demand by 2020, total employment in the Aerospace and Defense ecosystem will increase to 2,600 jobs in East Central Oklahoma, an increase of 220 jobs for the region.

The list below encompasses some of the critical occupations for the Aerospace and Defense ecosystem in East Central Oklahoma. However, these occupations are not solely intended to serve the Aerospace and Defense ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

SOC	Occupation	Median Hourly Earnings	Education Level
55-9999	Military occupations	\$15.11	N/A
51-4121	Welders, Cutters, Solderers, and Brazers	\$17.33	Moderate-term on-the-job training
49-9041	Industrial Machinery Mechanics	\$20.63	Long-term on-the-job training
51-4041	Machinists	\$17.63	Long-term on-the-job training
51-2022	Electrical and Electronic Equipment Assemblers	\$14.46	Short-term on-the-job training
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$20.10	Moderate-term on-the-job training
51-2092	Team Assemblers	\$15.21	Moderate-term on-the-job training
49-3011	Aircraft Mechanics and Service Technicians	\$21.63	Postsecondary non-degree award
49-9071	Maintenance and Repair Workers, General	\$13.80	Long-term on-the-job training
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$17.10	Moderate-term on-the-job training
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	\$20.84	Moderate-term on-the-job training

Source: EMSI 2014.3

As previously mentioned, the critical occupations above are necessary for the Aerospace & Defense ecosystem to thrive. Just as important, these critical occupations are necessary for other industries as well. Other industries that demand these occupations include government, machine shops, oil and gas machine manufacturing, and other manufacturing, among others in East Central Oklahoma.

Energy

Based on 2014 job numbers there are 5,950 jobs in the Energy Ecosystem in East Central Oklahoma with average earnings of \$70,050.

As a projection of demand, by 2020 total employment in the Energy ecosystem will grow to 6,800 jobs in East Central Oklahoma, an addition of 850 jobs for the region.

The list below encompasses some of the critical occupations for the Energy ecosystem in East Central Oklahoma. However, these occupations are not solely intended to serve the Energy ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

SOC	Occupation	Median Hourly Earnings	Education Level
51-4121	Welders, Cutters, Solderers, and Brazers	\$17.33	Moderate-term on-the-job training
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$15.66	Postsecondary non-degree award
47-5071	Roustabouts, Oil and Gas	\$16.02	Moderate-term on-the-job training
47-5013	Service Unit Operators, Oil, Gas, and Mining	\$16.94	Moderate-term on-the-job training
47-5012	Rotary Drill Operators, Oil and Gas	\$18.45	Moderate-term on-the-job training
47-2061	Construction Laborers	\$12.06	Short-term on-the-job training
51-2092	Team Assemblers	\$15.21	Moderate-term on-the-job training
47-5011	Derrick Operators, Oil and Gas	\$20.08	Short-term on-the-job training
17-2171	Petroleum Engineers	\$61.93	Bachelor's degree
49-9041	Industrial Machinery Mechanics	\$20.63	Long-term on-the-job training

Source: EMSI 2014.3

As previously mentioned, these occupations are necessary for the Energy ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include support activities for oil and gas operations, general freight trucking, site preparation contractors, and machine and equipment manufacturing, among others.

Agriculture & Bioscience

Based on 2014 job numbers there are 2,520 jobs in the Agriculture & Bioscience ecosystem in East Central Oklahoma with average earnings of \$47,270.

As a projection of demand, by 2020 total employment in the Agriculture and Bioscience ecosystem will increase to 2,640 jobs, a gain of 120 jobs for the region.

The list below encompasses some of the critical occupations for the Agriculture and Bioscience ecosystem in East Central Oklahoma. However, these occupations are not solely intended to serve the Agriculture and Bioscience ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

SOC	Occupation	Median Hourly Earnings	Education Level
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$10.44	Short-term on-the-job training
11-9013	Farmers, Ranchers, and Other Agricultural Managers	\$10.02	High school diploma or equivalent
51-9111	Packaging and Filling Machine Operators and Tenders	\$12.01	Moderate-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$10.61	Short-term on-the-job training
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	\$11.71	Short-term on-the-job training
51-9081	Dental Laboratory Technicians	\$17.11	Moderate-term on-the-job training
29-2056	Veterinary Technologists and Technicians	\$12.82	Associate's degree
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$20.10	Moderate-term on-the-job training
51-2092	Team Assemblers	\$15.21	Moderate-term on-the-job training
29-1131	Veterinarians	\$37.78	Doctoral or professional degree

Source: EMSI 2014.3

As previously mentioned, these occupations are necessary for the Agriculture & Bioscience ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include animal production, glass container manufacturing, veterinary services, and manufacturing among others in East Central Oklahoma.

Information & Financial Services

Based on 2014 job numbers there are 3,350 jobs in the Information & Financial Services ecosystem in East Central Oklahoma with average wages of \$48,730.

As a projection of demand, by 2020 total employment in the Information and Financial Services ecosystem will increase to 3,480 jobs in East Central Oklahoma, an increase of 130 jobs for the region.

The list below encompasses some of the critical occupations for the Information and Financial Services ecosystem in East Central Oklahoma. However, these occupations are not solely intended to serve the Information and Financial Services ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

SOC	Occupation	Median Hourly Earnings	Education Level
43-3071	Tellers	\$10.30	Short-term on-the-job training
13-2011	Accountants and Auditors	\$21.95	Bachelor's degree
13-2072	Loan Officers	\$22.27	Bachelor's degree
43-3031	Bookkeeping, Accounting, and Auditing Clerks	\$13.07	Moderate-term on-the-job training
11-3031	Financial Managers	\$33.38	Bachelor's degree
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$24.25	Bachelor's degree
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	\$17.98	Postsecondary non-degree award
43-3011	Bill and Account Collectors	\$13.23	Moderate-term on-the-job training
13-2082	Tax Preparers	\$14.17	Moderate-term on-the-job training
49-9052	Telecommunications Line Installers and Repairers	\$17.12	Long-term on-the-job training

Source: EMSI 2014.3

As previously mentioned, these occupations are necessary for the Information & Financial Services ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include commercial banking, offices of Certified Public Accountants, consumer lending, and credit unions, among others.

Transportation & Distribution

Based on 2014 job numbers there are 4,670 jobs in the Transportation & Distribution ecosystem in East Central Oklahoma with average earnings of \$52,790.

As a projection of demand, by 2020 total employment in the Transportation and Distribution ecosystem will increase to 5,010 jobs in East Central Oklahoma, an increase of 340 jobs for the region.

The list below encompasses some of the critical occupations for the Transportation and Distribution ecosystem in East Central Oklahoma. However, these occupations are not solely intended to serve the Transportation and Distribution ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

SOC	Occupation	Median Hourly Earnings	Education Level
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$15.66	Postsecondary non-degree award
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$10.61	Short-term on-the-job training
53-3033	Light Truck or Delivery Services Drivers	\$11.61	Short-term on-the-job training
51-2092	Team Assemblers	\$15.21	Moderate-term on-the-job training
53-7051	Industrial Truck and Tractor Operators	\$15.46	Short-term on-the-job training
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	\$16.31	Long-term on-the-job training
51-4121	Welders, Cutters, Solderers, and Brazers	\$17.33	Moderate-term on-the-job training
43-5081	Stock Clerks and Order Fillers	\$9.22	Short-term on-the-job training
49-9041	Industrial Machinery Mechanics	\$20.63	Long-term on-the-job training
51-4041	Machinists	\$17.63	Long-term on-the-job training
49-9071	Maintenance and Repair Workers, General	\$13.80	Long-term on-the-job training

Source: EMSI 2014.3

As previously mentioned, these occupations are necessary for the Transportation & Distribution ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include support activities for oil and gas, general freight trucking, and oil and gas machine manufacturing, among others.

Health Care (Regional Complementary)

Based on 2014 job numbers there are 7,830 jobs in the Health Care ecosystem in East Central Oklahoma with average wages of \$39,400.

As a projection of demand, by 2020 total employment in the Health Care ecosystem will grow to 9,150 jobs in East Central Oklahoma, an addition of 1,320 jobs for the region.

The list below encompasses some of the critical occupations for the Health Care ecosystem in East Central Oklahoma. However, these occupations are not solely intended to serve the Health Care ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

SOC	Occupation	Median Hourly Earnings	Education Level
31-1014	Nursing Assistants	\$9.56	Postsecondary non-degree award
29-1141	Registered Nurses	\$25.16	Associate's degree
29-2061	Licensed Practical and Licensed Vocational Nurses	\$16.09	Postsecondary non-degree award
39-9021	Personal Care Aides	\$8.83	Short-term on-the-job training
31-1011	Home Health Aides	\$9.42	Short-term on-the-job training
31-9092	Medical Assistants	\$11.16	Postsecondary non-degree award
31-9091	Dental Assistants	\$14.27	Postsecondary non-degree award
29-2021	Dental Hygienists	\$31.69	Associate's degree
29-2071	Medical Records and Health Information Technicians	\$13.07	Postsecondary non-degree award
29-1021	Dentists, General	\$67.87	Doctoral or professional degree
29-1123	Physical Therapists	\$38.46	Doctoral or professional degree

Source: EMSI 2014.3

As previously mentioned, these occupations are necessary for the Health Care ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include nursing care facilities, Home Health Care Services, services for persons with disabilities, and general hospitals, among others.

Construction (Regional Complementary)

Based on 2014 job numbers there are 12,560 jobs in the Construction ecosystem in East Central Oklahoma with average wages of \$46,920.

As a projection of demand, by 2020 total employment in the Construction ecosystem will grow to 13,730 jobs in East Central Oklahoma, an addition of 1,170 jobs for the region.

The list below encompasses some of the critical occupations for the Construction ecosystem in East Central Oklahoma. However, these occupations are not solely intended to serve the Construction ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

SOC	Occupation	Median Hourly Earnings	Education Level
47-2061	Construction Laborers	\$11.88	Short-term on-the-job training
47-2031	Carpenters	\$13.02	Apprenticeship
47-2111	Electricians	\$18.96	Apprenticeship
51-4121	Welders, Cutters, Solderers, and Brazers	\$16.58	Moderate-term on-the-job training
51-4041	Machinists	\$17.30	Long-term on-the-job training
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$15.44	Postsecondary non-degree award
11-1021	General and Operations Managers	\$33.60	Bachelor's degree
51-2092	Team Assemblers	\$15.03	Moderate-term on-the-job training
47-2152	Plumbers, Pipefitters, and Steamfitters	\$17.10	Apprenticeship
47-2141	Painters, Construction and Maintenance	\$13.48	Moderate-term on-the-job training

Source: EMSI 2014.3

As previously mentioned, these occupations are necessary for the Construction ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include: electrical contractors, general freight trucking, support activities for oil and gas operations, and site preparation contractors, among others in East Central Oklahoma.

Manufacturing (Regional Complementary)

Based on 2013 job numbers there are 10,300 jobs in the Manufacturing ecosystem in East Central Oklahoma with average wages of \$61,050.

As a projection of demand, by 2020 total employment in the Manufacturing ecosystem will increase to 11,170 jobs in East Central Oklahoma, a gain of 870 jobs for the region.

The list below encompasses some of the critical occupations for the Manufacturing ecosystem in East Central Oklahoma. However, these occupations are not solely intended to serve the Manufacturing ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

SOC	Occupation	Median Hourly Earnings	Education Level
51-2092	Team Assemblers	\$15.03	Moderate-term on-the-job training
51-4121	Welders, Cutters, Solderers, and Brazers	\$16.58	Moderate-term on-the-job training
51-4041	Machinists	\$17.30	Long-term on-the-job training
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$18.68	Moderate-term on-the-job training
51-9198	Helpers--Production Workers	\$12.55	Short-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$10.19	Short-term on-the-job training
11-1021	General and Operations Managers	\$33.60	Bachelor's degree
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$15.44	Postsecondary non-degree award
49-9041	Industrial Machinery Mechanics	\$20.53	Long-term on-the-job training
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$13.91	Moderate-term on-the-job training
49-9071	Maintenance and Repair Workers, General	\$14.59	Long-term on-the-job training

Source: EMSI 2014.3

As previously mentioned, these occupations are necessary for the Manufacturing ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include general freight trucking, support activities for oil and gas, oil and gas machine manufacturing, and machine shops, among others.