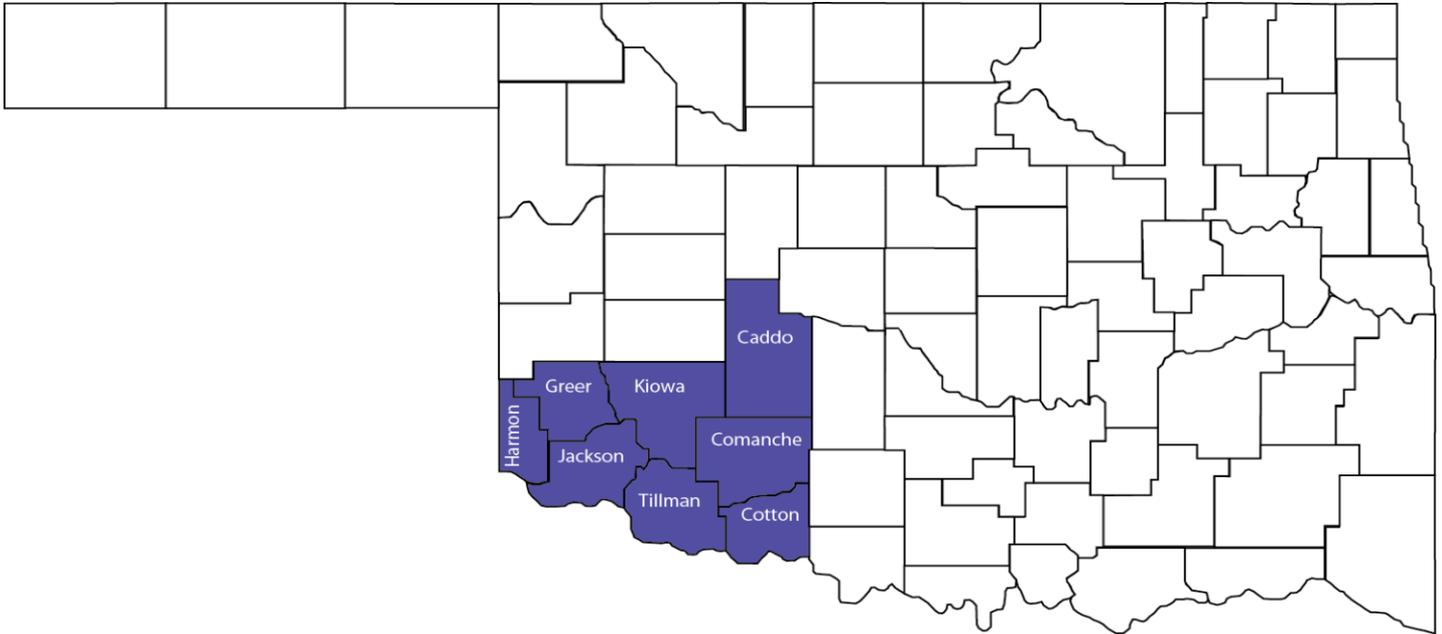


Southwestern Oklahoma Ecosystem Briefing

October 2014

Overview

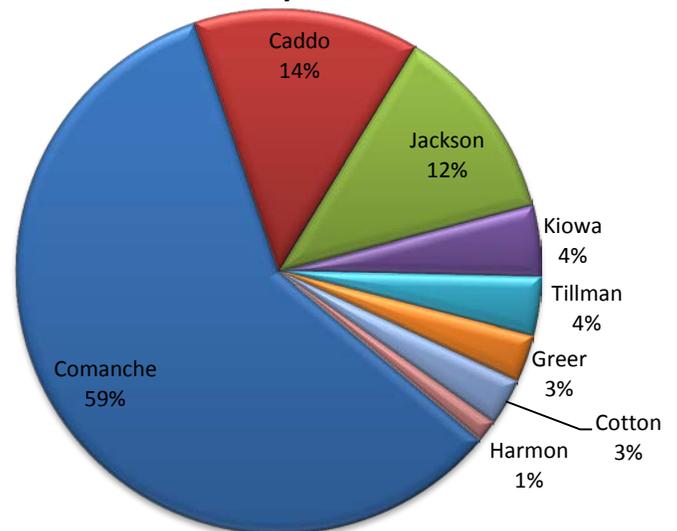
The Southwestern Oklahoma Ecosystem is comprised of eight counties: Caddo, Comanche, Cotton, Greer, Harmon, Jackson, Kiowa, and Tillman.



Population of Southwestern Oklahoma

Caddo, Comanche, Cotton, Greer, Harmon, Jackson, Kiowa, and Tillman counties combine for an estimated population of 212,870. Southwestern Oklahoma is home to approximately 6% of the population in the state. Lawton is the largest city in the region with an estimated population of 97,150.

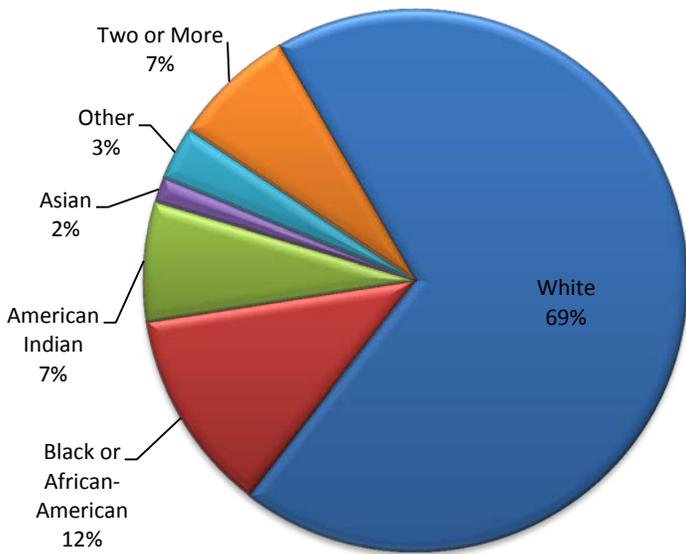
Southwestern Oklahoma Percentage of Population by County



- According to the 2013 Census Bureau estimate, Comanche County is by far the most populated county in the region with an estimated population of 124,940. Caddo County is second with 29,600 people.
- Harmon County is the least populated county in the region, with an estimated population of 2,870
- Since 2010, six of the eight counties in the region have experienced a decline in population. Cotton county experienced the smallest decline at -0.7%, while Tillman experienced the greatest at -3.5%
- Comanche County experienced positive growth, at 0.7% while Caddo County saw no change.

Source: ACS 2008-2012

Southwestern Oklahoma Population Breakdown by Race:

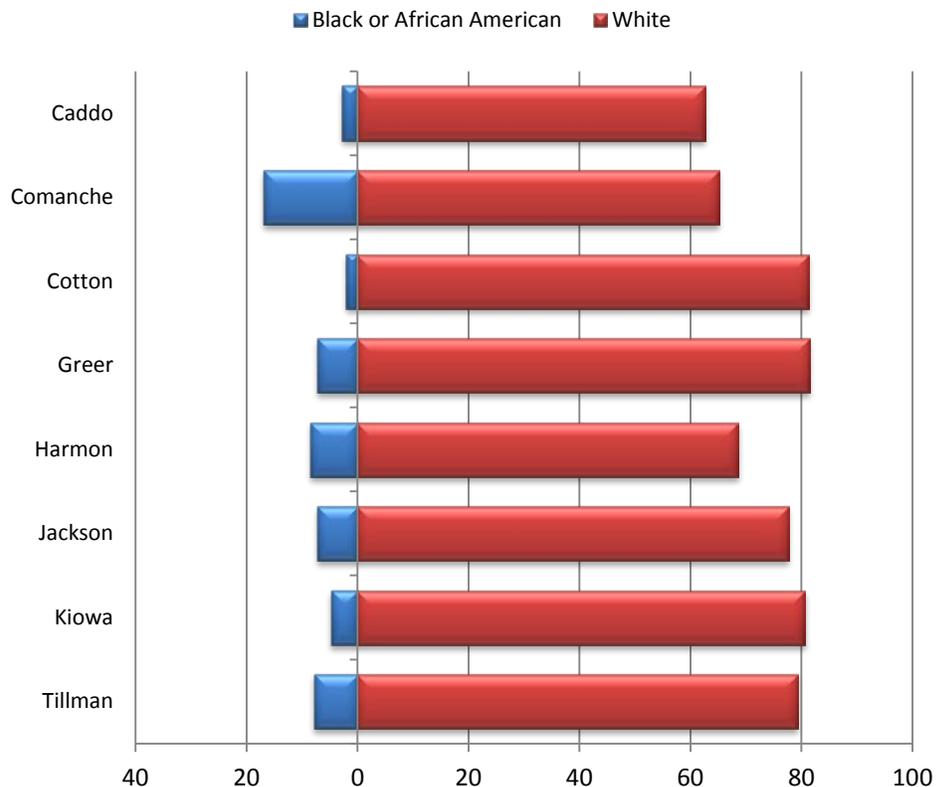


- 68.5% of residents in Southwestern Oklahoma identify themselves as White. This is below the statewide average of 75.5%.
- With 25,460 people, Black or African American is the second most populous group in Southwestern Oklahoma. They account for 12% of the population.
- American Indian and Two or More Races each make up 7% of the population, while Some Other Race, Asian, and Native Hawaiian or Pacific Islander accounts for 3% or less of the population.
- Hispanics, which are categorized as an ethnicity by the Census Bureau, make up 4.5% of the total population in Southwestern Oklahoma, below the statewide average of 9.6%.

Source: ACS 2008-2012

The African American Population in Southwestern Oklahoma

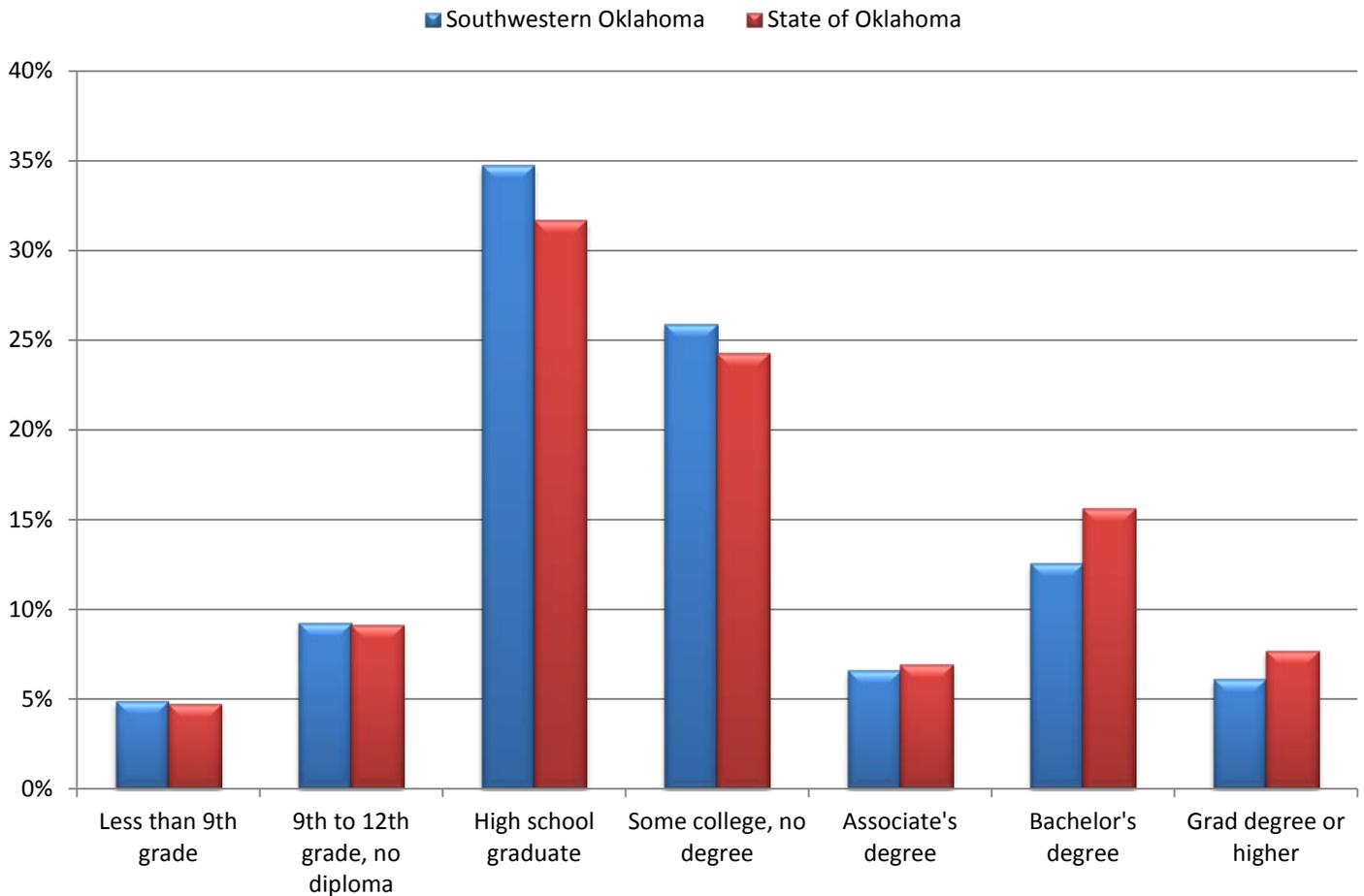
- African Americans are the second most populous racial group in the Southwestern region accounting for 25,460 people.
- Comanche County has the overwhelming majority of African American residents with 20,840. Comanche County also has the highest percentage of African Americans in the region at 17% of the total population.
- Cotton County and Caddo County have the smallest percentage of African Americans based on percentage of total population at 2.1% and 2.8% respectively.



Source: ACS 2008-2012

Educational Attainment in Southwestern Oklahoma:

- 85.9% of people residing in Southwestern Oklahoma have attained at least a high school diploma. This is very close to the state average of 86.2%
- Southwestern Oklahoma lags behind the state averages in attainment of Bachelor’s degree and Grad degree or higher.
- Southwestern Oklahoma is slightly lower in attainment of Associate’s degree than the state average.
- In terms of the furthest level of educational attainment, Southwestern Oklahoma has a higher level of “Less than 9th grade”, “9th to 12th grade”, and “High school graduate” than state averages. The numbers are very comparable, however.
- Across the board, Southwestern Oklahoma’s numbers match up very closely with the state averages. The largest gap in educational attainment is Bachelor’s degree, at 3.1%. The state average for Bachelor’s degree is 15.6%; Southwestern Oklahoma’s Bachelor’s degree attainment is 12.5%.

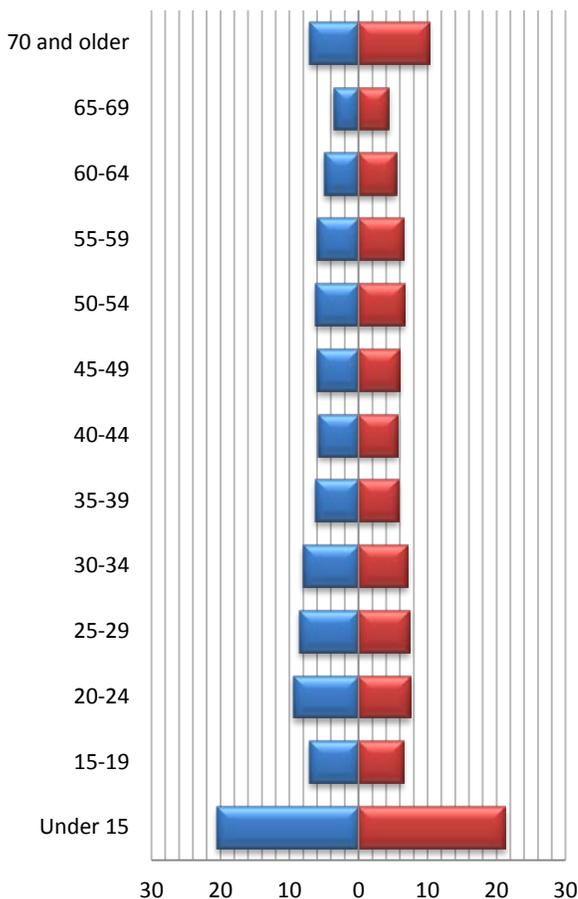


Source: ACS 2008-2012

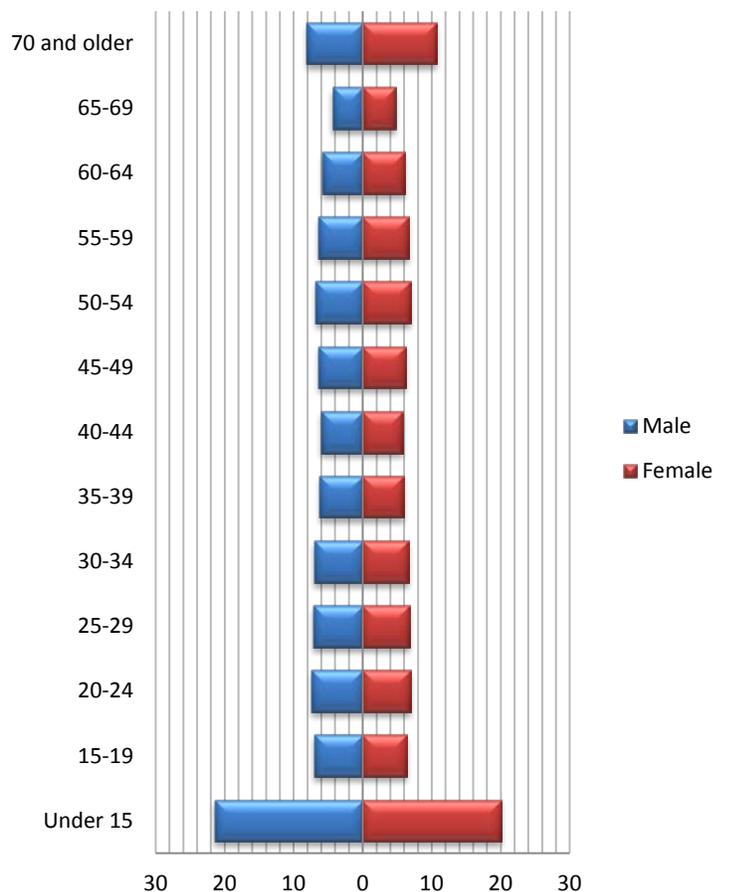
Age and Sex Data in Southwestern Oklahoma:

- According to EMSI’s second quarter of 2014 population estimate, there are 217,560 people living in Southwestern Oklahoma. Of that, there are 112,640 men and 104,920 women. 51.8% of the population in Southwestern Oklahoma is male and 48.2% 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 Southwestern Oklahoma and the state average with both having lower percentages of adults in the 35-49 age groups. While both sets have higher percentages of individuals 20-34, the Southwestern Oklahoma region percentage is visibly larger than the state average.
- The Southwestern Oklahoma male population is greater than female in each category from age 15-34.
- The largest age cohort in Southwestern Oklahoma is Under 15.

Southwestern Oklahoma Age/Sex by Percentage of Population



Oklahoma Age/Sex by Percentage of Population



Source: EMSI 2014.3

Southwestern Oklahoma Education Gap

- By 2020, 40% of jobs in Southwestern Oklahoma will require a high school degree or less, and 43% will require post-secondary training—currently only 33% of individuals in Southwestern 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. Fortunately, there are colleges and universities in the region to provide necessary skills to residents and help alleviate the training gap.
- There is a gap in three of the four sectors listed below. The largest gap comes in jobs requiring post-secondary training, or an Associate’s degree by 2020. This indicates that based on current demand, there will be more jobs that require post-secondary training than qualified candidates. This trend could cause an underqualified workforce for some occupations.
- There will also be a minimal gap in jobs requiring a Bachelor’s degree.
- There is a surplus of individuals in the Grad Degree or Higher category compared with job requirements for that sector in 2020.

Southwestern Oklahoma Educational Gap for Jobs by 2020



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

Southwestern Oklahoma Educational Assets

CareerTechs, colleges and universities in Southwestern 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

Caddo-Kiowa Technology Center

- (Ft. Cobb)

Great Plains Technology Center

- (Lawton, Frederick)

Southwest Technology Center

- (Altus)

Colleges and Universities

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

Cameron University

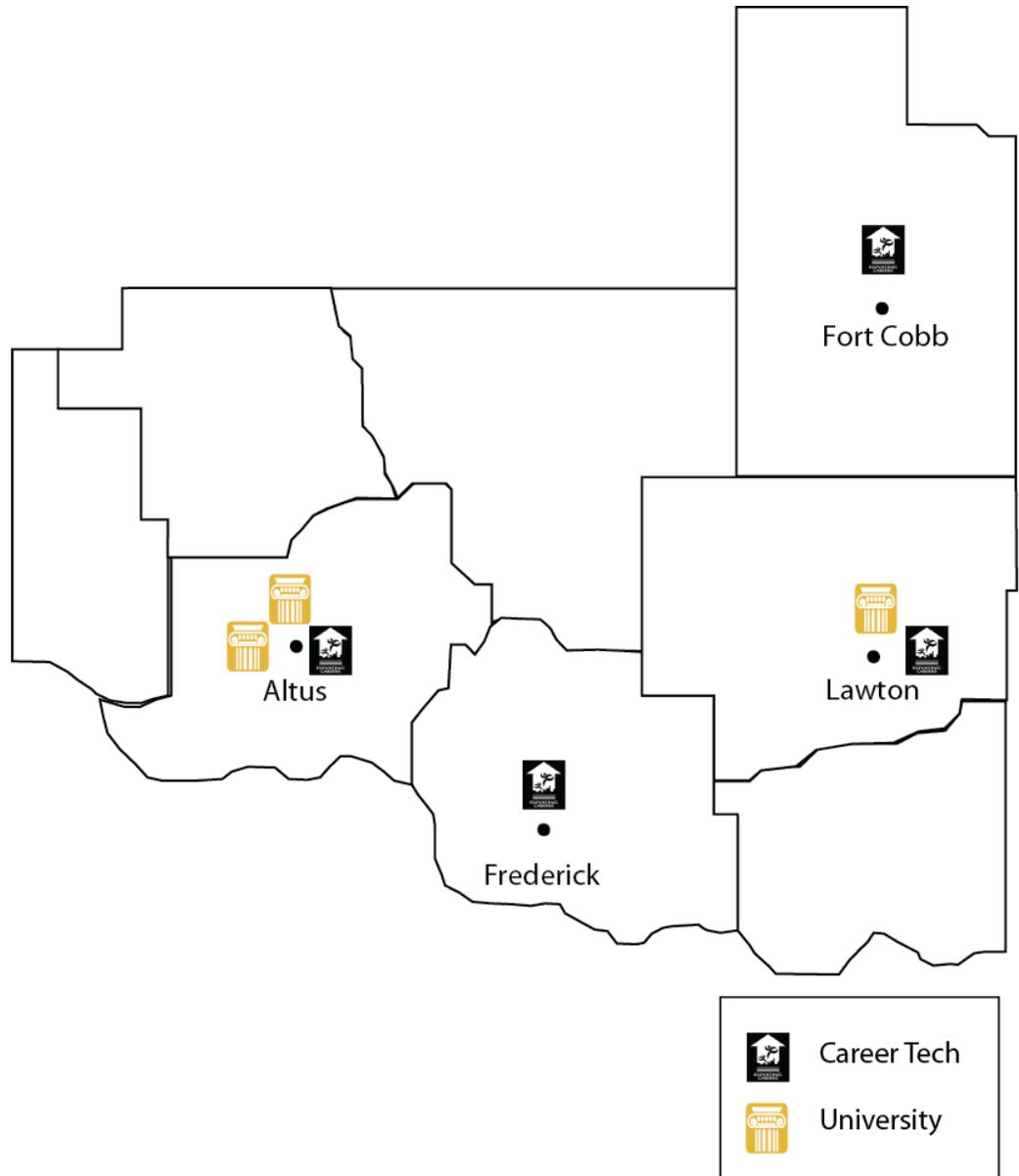
- (Lawton)

Wayland Baptist University

- (Altus)

Western Oklahoma State College

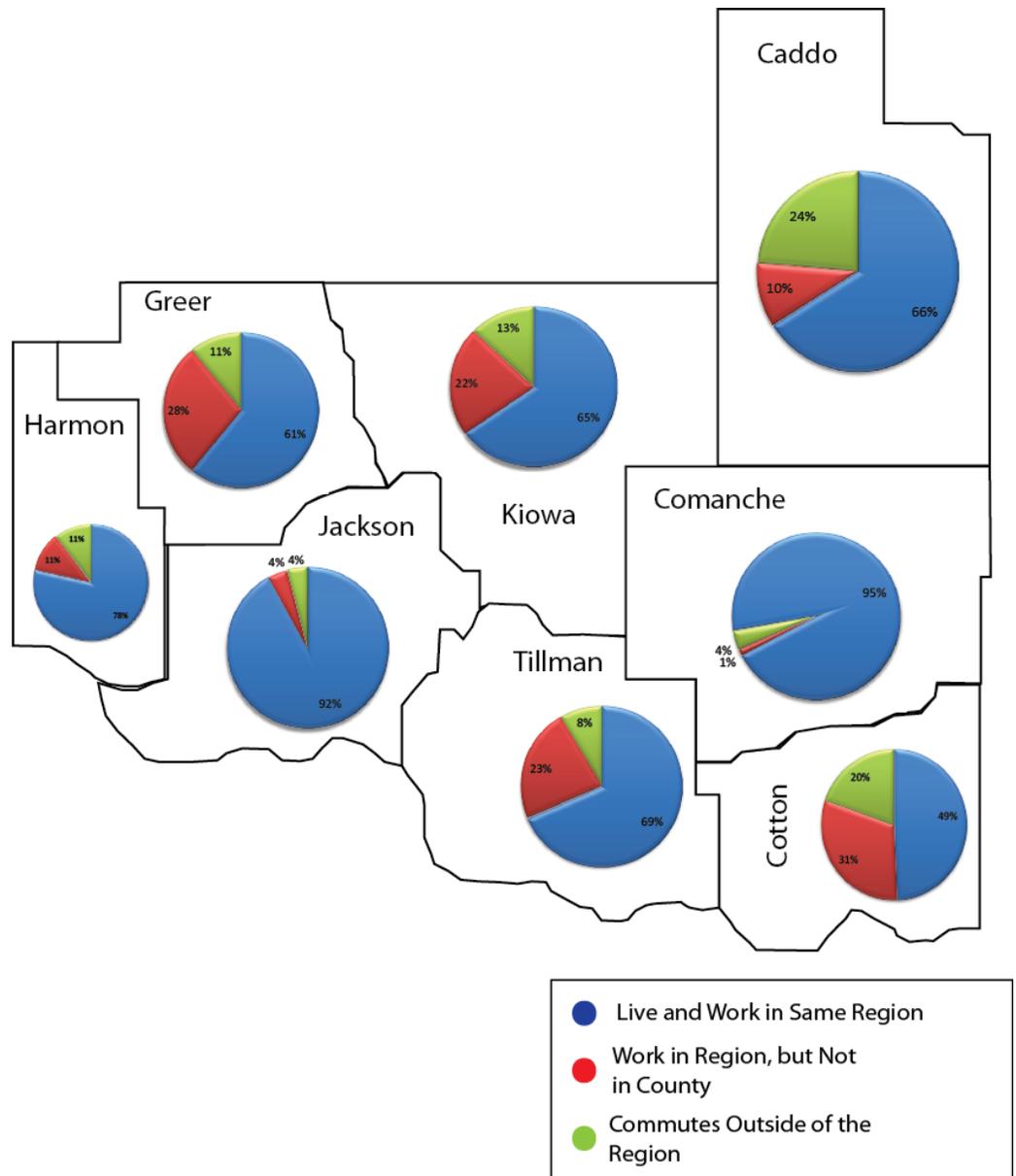
- (Altus)



Source: OK CareerTech; Oklahoma State Regents for Higher Education

Commuter Data

- According to the commuting data, 87% of the people in Southwestern Oklahoma work in the county they live; 6% stay within the region but travel outside their county; and 7% commute outside the region for work.
- Six of the eight counties have at least 65% of workers live and work in the same region.
- Comanche and Jackson counties are the first and third largest counties in the region and both have more than 90% of residents live and work in the same county.
- Comanche County is home to the largest city in the region (Lawton) and has the highest percentage of people who live and work in the same county (95%).
- Cotton, Greer, Kiowa, and Tillman counties all have more than 20% of their workforce leave the county, but stay in the region. These counties are also the smaller workforces in the region.
- Less than half the workforce in Cotton County lives and works in the same county. The rest of the workforce travels to neighboring counties in the region, or outside the region altogether.
- The commuter data shows that as a whole, the majority of people in Southwestern Oklahoma live and work in the same region. This illustrates that residents in the region would prefer to stay within close distance to their homes when commuting to their workplaces. Only Cotton County has a majority of people leave the county they live for work.



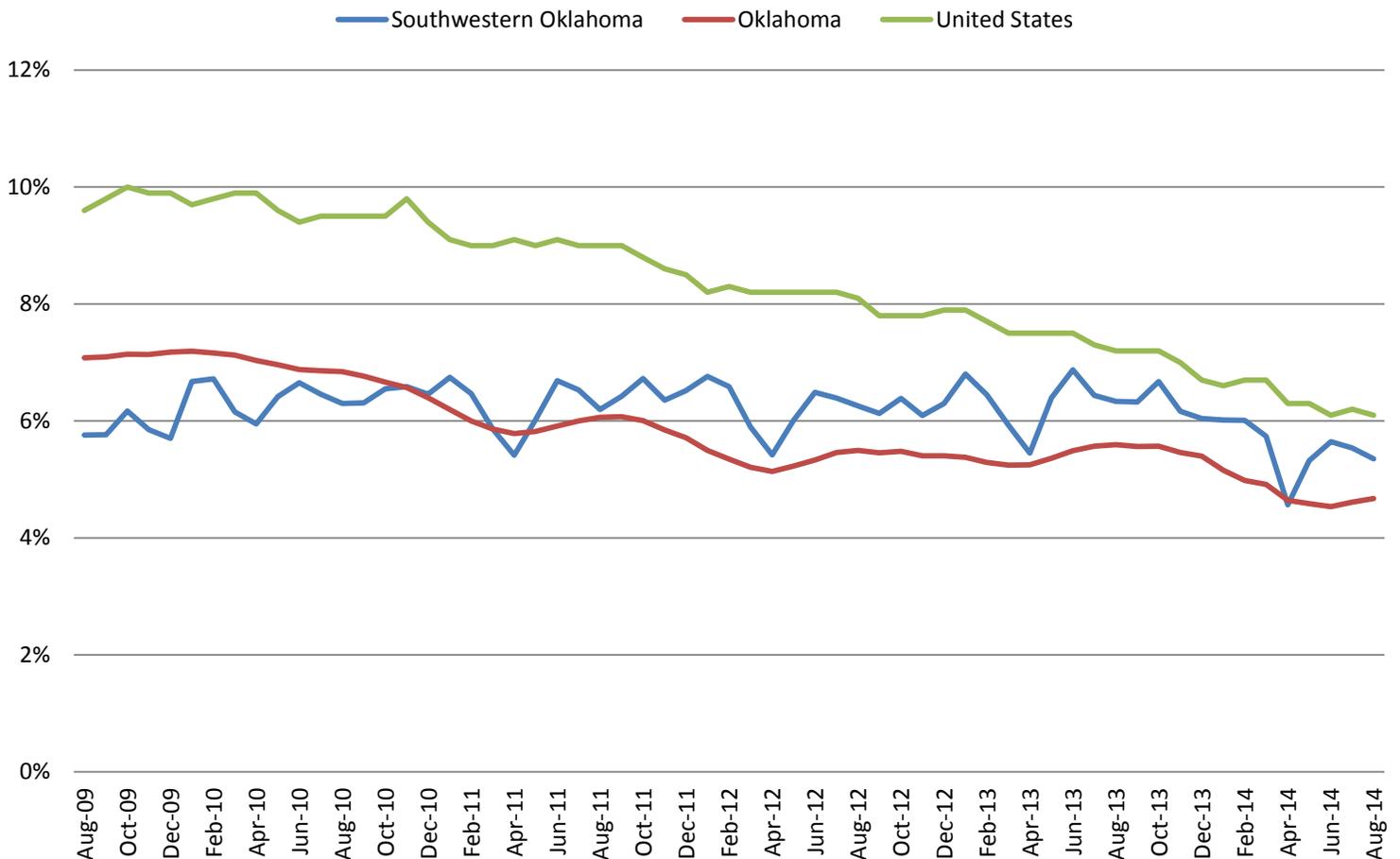
Source: ACS Residence County to Workplace County Flows for the United States and Puerto Rico

Economic Data

Unemployment Rate:

- As shown through the five year historical unemployment rate, Southwestern Oklahoma was below the state average from August 2009- November 2010. Since then, the Southwestern Oklahoma unemployment rate has been slightly higher than the state average, with the exception of a couple months in early 2011, and April 2014.
- Southwestern Oklahoma has stayed below the national average over the five year historical period.
- While the Oklahoma average unemployment rate has seen a gradual decline since August 2009, Southwestern Oklahoma stayed between 6-7% from August 2009-December 2013. In 2014, Southwestern Oklahoma's unemployment rate has stayed below 6%. As of August 2014, the regional unemployment rate is 5.4%.

Five Year Unemployment Rate- Southwestern Oklahoma, State, and Nationally

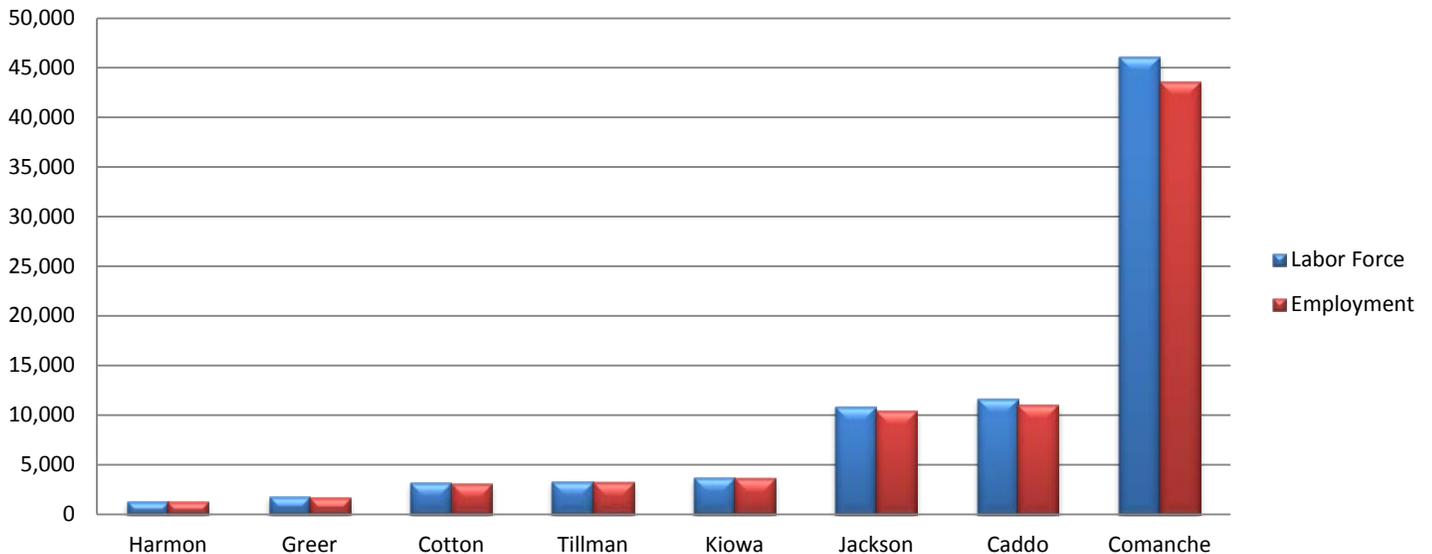


Source: Bureau of Labor Statistics, Local Area Unemployment Statistics

Total Employment:

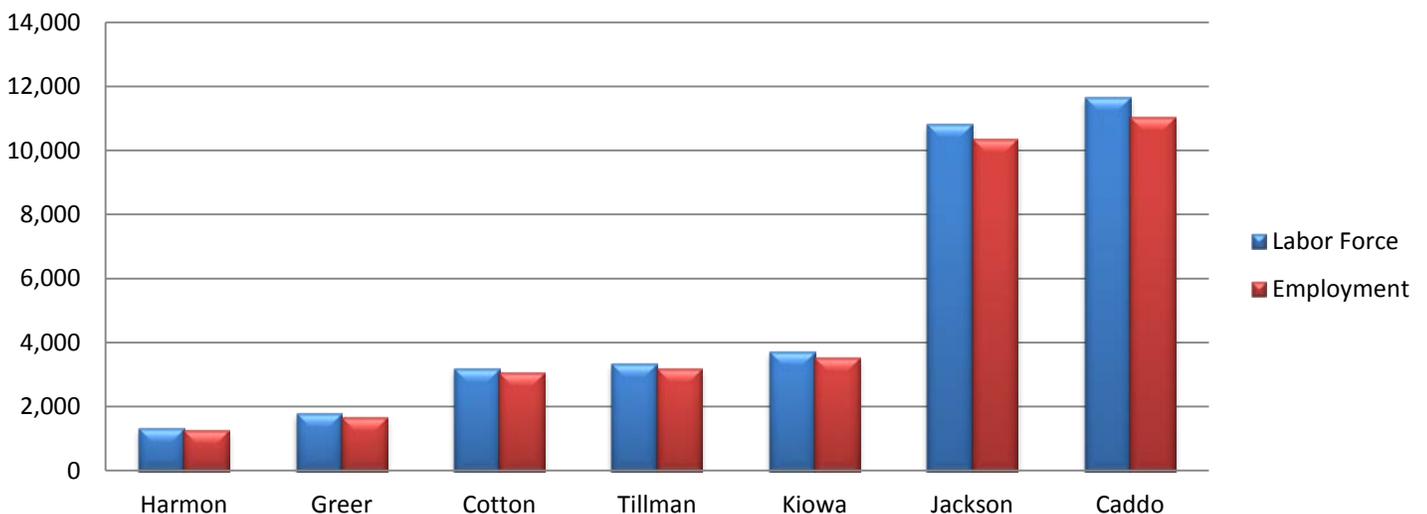
- In real numbers, 82,000 people in Southwestern Oklahoma are in the labor force, and 77,720 are employed. That equates to 94.8% of the labor force in the region is employed.
- Comanche County by far possesses the largest population, labor force, and number of people employed in the region. Without Comanche County, there are 35,880 people in the labor force, and 34,180 people employed. This equates to 95.2% of Southwestern Oklahoma being employed, not including Comanche County.
- Harmon and Cotton counties have two of the smallest labor forces, and have the lowest unemployment. Greer County is the second smallest workforce, and has the highest unemployment in the region.

Total Employment by County in Southwestern Oklahoma, August 2014



Source: Bureau of Labor Statistics, Local Area Unemployment Statistics

Total Employment by County in Southwestern Oklahoma, without Comanche County, August 2014



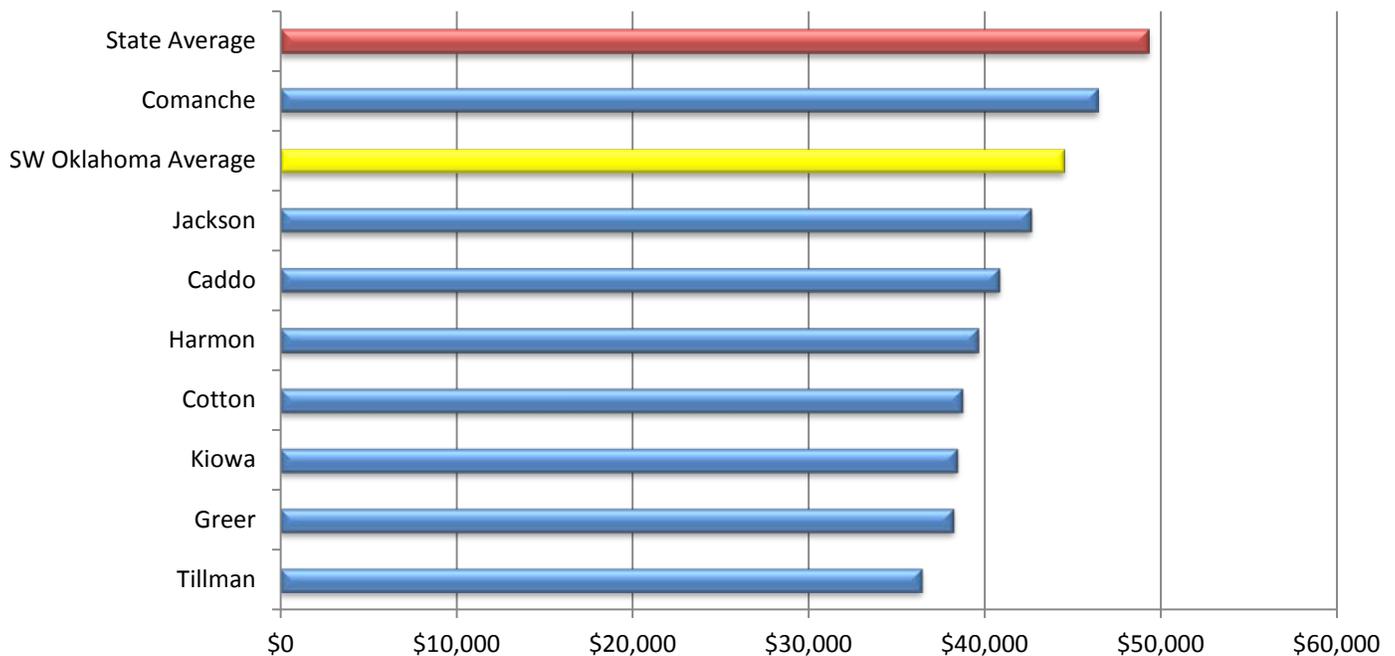
Source: Bureau of Labor Statistics, Local Area Unemployment Statistics

Top Industries in Southwestern Oklahoma

Industry
Government (Military)
Accommodation and Food Services
Health Care and Social Assistance
Manufacturing
Construction
Administrative and Support and Waste Management and Remediation Services
Finance and Insurance
Professional, Scientific, and Technical Services
Transportation and Warehousing
Crop and Animal Production

Wages by County:

- The Southwestern Oklahoma average wage is \$44,500; this is less than the state average of \$49,300 by \$4,800. The gap between the Southwestern Oklahoma counties and the state average ranges from \$2,900 less in Comanche County to \$12,900 less in Tillman County.
- As a region, the average wages are below the state average.
- Comanche County is the most populous counties in the region, and has average wages higher than the regional average, but below the state average.
- Comanche County has the largest workforce in the region, and the highest average wage.

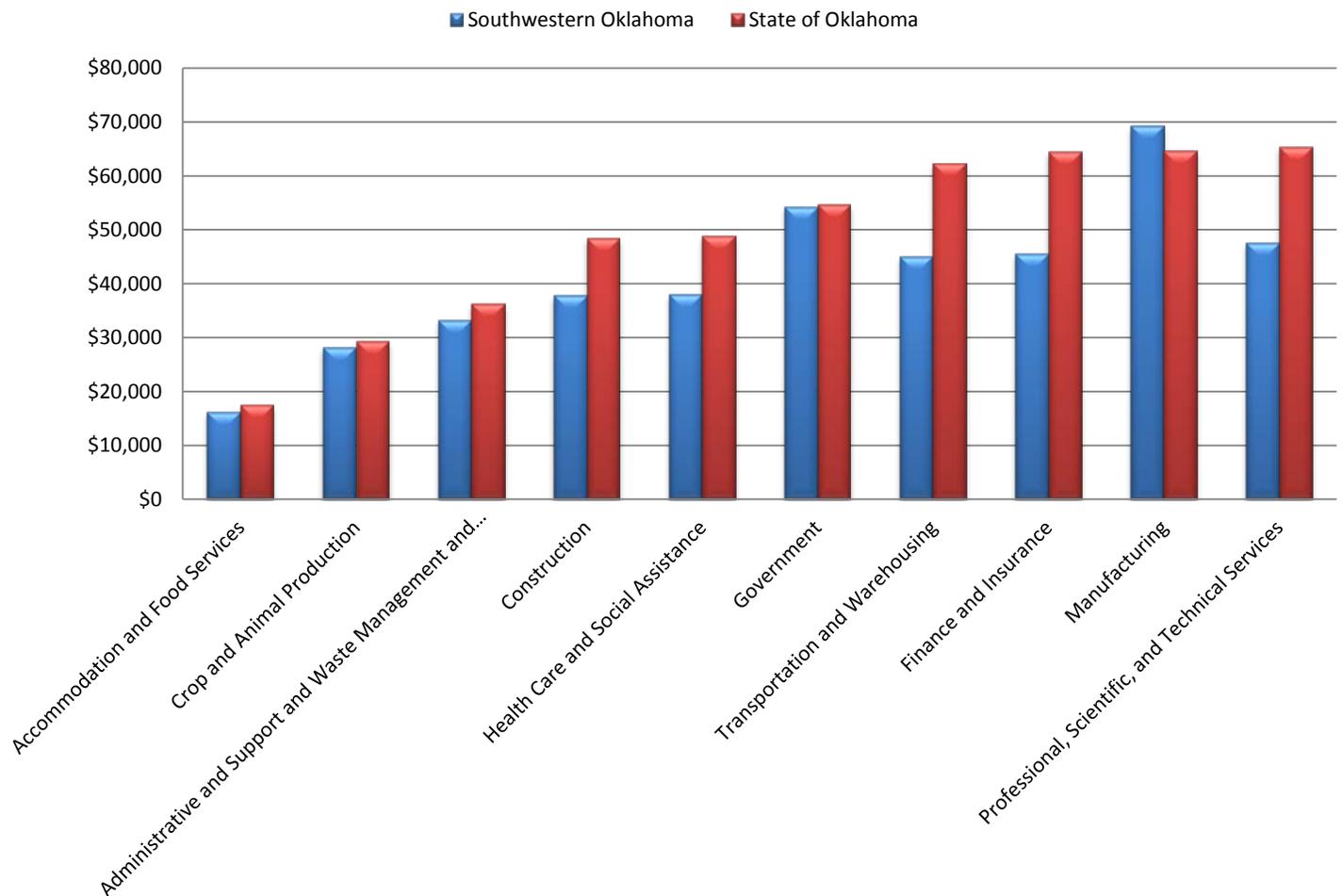


Source: EMSI 2014.3

Wages by Industry:

- All industry earnings in Southwestern Oklahoma except “Manufacturing” lag behind state averages. The largest wage difference occurs in the “Finance and Insurance” industry. Statewide this position earns \$18,920 more than in Southwestern Oklahoma. There is also a significant wage difference in “Professional Services” industry, and “Transportation and Warehousing”.
- The industries in Southwestern Oklahoma that compare closest to state averages are, “Government (Military)”, and “Crop and Animal Production”.
- “Government (Military)” and “Manufacturing,” are the only top industries in Southwestern Oklahoma that are above the state’s yearly average earnings of \$49,300.

Average Earnings by Industry in Southwestern Oklahoma and State of Oklahoma



Source: EMSI 2014.3

Major Employers in Southwestern Oklahoma

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

Employer	City	Industry
Lawton Public Schools	Lawton	Elementary and Secondary Schools
The Goodyear Tire And Rubber Co.	Lawton	Tire Manufacturing
Department of Defense	Ft. Sill	National Security
Comanche County Memorial Hospital	Lawton	General Medical and Surgical Hospital
Department of Defense	Altus AFB	National Security
City of Lawton	Lawton	Executive Offices
Jackson County Memorial Hospital	Altus	General Medical and Surgical Hospital
Cameron University	Lawton	Colleges, Universities, and Professional Schools
Bar S. Foods	Altus	Meat Processing
Altus Public Schools	Altus	Elementary and Secondary Schools
Army & Air force Exchange Services	Ft. Sill	Merchandise Stores
Southwestern Medical Center	Lawton	General Medical and Surgical Hospital
R & R Food Services	Lawton; Ft. Sill	Food Service Contractors
Wal-Mart	Lawton; Altus	Warehouse Clubs and Supercenters
Comanche Tribe Of Oklahoma	Lawton	American Indian Tribal Government
GEO Corrections & Detention	Lawton	Correctional Facility
Apache Casino	Ft. Sill	Casino
Western Farmers Electric Cooperative	Anadarko	Fossil Fuel Power Generation
Indian Affairs Bureau	Anadarko	General Government Support
Henniges Automotive	Frederick	Rubber Product Manufacturing
Fort Sill National Bank	Fort Sill	Commercial Banking
Oklahoma Department of Veterans Affairs	Lawton	Veterans Affairs Administration
Kiowa Casino	Devol	Casino
Anadarko Public Schools	Anadarko	Elementary and Secondary Schools
Elgin Public Schools	Elgin	Elementary and Secondary Schools

Source: EMSI 2014.3, OneSource

Ecosystems Impact in Southwestern 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 15,500 jobs in the Aerospace & Defense Ecosystem in Southwestern Oklahoma with average earnings of approximately \$56,250

As a projection of demand by 2020, total employment in the Aerospace and Defense ecosystem will decrease to 15,430 jobs in Southwestern Oklahoma, a loss of 70 jobs for the region.

The list below encompasses some of the critical occupations for the Aerospace and Defense ecosystem in Southwestern 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	Description	Median Hourly Earnings	Education Level
55-9999	Military occupations	\$15.43	N/A
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	\$16.39	Moderate-term on-the-job training
51-4121	Welders, Cutters, Solderers, and Brazers	\$16.53	Moderate-term on-the-job training
49-3011	Aircraft Mechanics and Service Technicians	\$25.79	Postsecondary non-degree award
49-9071	Maintenance and Repair Workers, General	\$15.40	Long-term on-the-job training
53-7061	Cleaners of Vehicles and Equipment	\$9.18	Short-term on-the-job training
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$14.01	Moderate-term on-the-job training
15-1151	Computer User Support Specialists	\$18.04	Moderate-term on-the-job training
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	\$16.79	Short-term on-the-job training
49-9041	Industrial Machinery Mechanics	\$22.54	Long-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 tire manufacturing, government, meat processing, and facilities support, among others in Southwestern Oklahoma.

Energy

Based on 2014 job numbers there are 1,590 jobs in the Energy Ecosystem in Southwestern Oklahoma with average earnings of \$76,425.

As a projection of demand, by 2020 total employment in the Energy ecosystem will grow to 1,840 jobs in Southwestern Oklahoma, an addition of 250 jobs for the region.

The list below encompasses some of the critical occupations for the Energy ecosystem in Southwestern 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	Description	Median Hourly Earnings	Education Level
49-9051	Electrical Power-Line Installers and Repairers	\$21.58	Long-term on-the-job training
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$15.51	Postsecondary non-degree award
47-2061	Construction Laborers	\$12.47	Short-term on-the-job training
47-2073	Operating Engineers and Other Construction Equipment Operators	\$15.18	Moderate-term on-the-job training
47-5013	Service Unit Operators, Oil, Gas, and Mining	\$17.96	Moderate-term on-the-job training
47-2152	Plumbers, Pipefitters, and Steamfitters	\$16.46	Apprenticeship
47-5011	Derrick Operators, Oil and Gas	\$19.26	Short-term on-the-job training
49-9041	Industrial Machinery Mechanics	\$22.54	Long-term on-the-job training
47-5071	Roustabouts, Oil and Gas	\$15.05	Moderate-term on-the-job training
43-5041	Meter Readers, Utilities	\$13.61	Short-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 local government, general freight trucking, plumbing, heating, and air-conditioning contractors, and highway construction workers, among others.

Agriculture & Bioscience

Based on 2014 job numbers there are 3,530 jobs in the Agriculture & Bioscience ecosystem in Southwestern Oklahoma with average earnings of \$40,625.

As a projection of demand, by 2020 total employment in the Agriculture and Bioscience ecosystem will decrease to 3,190 jobs, a loss of 340 jobs for the region.

The list below encompasses some of the critical occupations for the Agriculture and Bioscience ecosystem in Southwestern 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	Description	Median Hourly Earnings	Education Level
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$10.35	Short-term on-the-job training
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	\$11.71	Short-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$9.96	Short-term on-the-job training
51-3023	Slaughterers and Meat Packers	\$9.58	Short-term on-the-job training
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$15.51	Postsecondary non-degree award
49-9071	Maintenance and Repair Workers, General	\$15.40	Long-term on-the-job training
45-2091	Agricultural Equipment Operators	\$11.56	Short-term on-the-job training
53-7064	Packers and Packagers, Hand	\$9.84	Short-term on-the-job training
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$14.01	Moderate-term on-the-job training
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	\$10.47	Short-term on-the-job training

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 meat processing, local government, farm laborers, and tire manufacturing among others in Southwestern Oklahoma.

Information & Financial Services

Based on 2014 job numbers there are 3,450 jobs in the Information & Financial Services ecosystem in Southwestern Oklahoma with average wages of \$47,900.

As a projection of demand, by 2020 total employment in the Information and Financial Services ecosystem will increase to 3,650 jobs in Southwestern Oklahoma, an increase of 200 jobs for the region.

The list below encompasses some of the critical occupations for the Information and Financial Services ecosystem in Southwestern 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	Description	Median Hourly Earnings	Education Level
43-3071	Tellers	\$10.17	Short-term on-the-job training
13-2072	Loan Officers	\$22.25	Bachelor's degree
43-4131	Loan Interviewers and Clerks	\$11.47	Short-term on-the-job training
13-2011	Accountants and Auditors	\$21.91	Bachelor's degree
43-3031	Bookkeeping, Accounting, and Auditing Clerks	\$12.61	Moderate-term on-the-job training
11-3031	Financial Managers	\$32.80	Bachelor's degree
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	\$21.10	Postsecondary non-degree award
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$25.54	Bachelor's degree
15-1151	Computer User Support Specialists	\$18.04	Some college, no degree
13-1151	Training and Development Specialists	\$30.35	Bachelor's degree

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, credit unions, consumer lending, and payroll services among others.

Transportation & Distribution

Based on 2014 job numbers there are 5,070 jobs in the Transportation & Distribution ecosystem in Southwestern Oklahoma with average earnings of \$64,310.

As a projection of demand, by 2020 total employment in the Transportation and Distribution ecosystem will increase to 4,820 jobs in Southwestern Oklahoma, a loss of 250 jobs for the region.

The list below encompasses some of the critical occupations for the Transportation and Distribution ecosystem in Southwestern 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	Description	Median Hourly Earnings	Education Level
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$15.51	Postsecondary non-degree award
51-9197	Tire Builders	\$19.92	Moderate-term on-the-job training
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$14.01	Moderate-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$9.96	Short-term on-the-job training
49-9071	Maintenance and Repair Workers, General	\$15.40	Long-term on-the-job training
53-3033	Light Truck or Delivery Services Drivers	\$11.53	Short-term on-the-job training
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	\$16.79	Short-term on-the-job training
51-2092	Team Assemblers	\$12.22	Moderate-term on-the-job training
43-5071	Shipping, Receiving, and Traffic Clerks	\$14.49	Short-term on-the-job training
17-3026	Industrial Engineering Technicians	\$27.01	Associate's degree

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 tire manufacturing, general freight trucking, and meat processing, among others.

Health Care (Regional Complementary)

Based on 2014 job numbers there are 9,470 jobs in the Health Care ecosystem in Southwestern Oklahoma with average wages of \$45,220.

As a projection of demand, by 2020 total employment in the Health Care ecosystem will grow to 10,780 jobs in Southwestern Oklahoma, an addition of 1,310 jobs for the region.

The list below encompasses some of the critical occupations for the Health Care ecosystem in Southwestern 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
29-1141	Registered Nurses	\$26.96	Associate's degree
31-1014	Nursing Assistants	\$9.96	Postsecondary non-degree award
29-2061	Licensed Practical and Licensed Vocational Nurses	\$16.47	Postsecondary non-degree award
39-9021	Personal Care Aides	\$8.59	Short-term on-the-job training
39-9011	Childcare Workers	\$7.89	Short-term on-the-job training
31-1011	Home Health Aides	\$8.73	Short-term on-the-job training
25-2011	Preschool Teachers, Except Special Education	\$11.05	Associate's degree
31-9092	Medical Assistants	\$10.35	Postsecondary non-degree award
31-9091	Dental Assistants	\$14.93	Postsecondary non-degree award
29-2052	Pharmacy Technicians	\$13.52	Moderate-term on-the-job training

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 hospitals, Home Health Care Services, services for persons with disabilities, and general hospitals, among others.

Construction (Regional Complementary)

Based on 2014 job numbers there are 5,490 jobs in the Construction ecosystem in Southwestern Oklahoma with average wages of \$40,240.

As a projection of demand, by 2020 total employment in the Construction ecosystem will grow to 6,090 jobs in Southwestern Oklahoma, an addition of 600 jobs for the region.

The list below encompasses some of the critical occupations for the Construction ecosystem in Southwestern 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	Description	Median Hourly Earnings	Education Level
47-2061	Construction Laborers	\$12.80	Short-term on-the-job training
47-2031	Carpenters	\$14.89	Apprenticeship
47-2152	Plumbers, Pipefitters, and Steamfitters	\$17.81	Apprenticeship
47-2111	Electricians	\$21.46	Apprenticeship
11-9021	Construction Managers	\$22.42	Bachelor's degree
47-2141	Painters, Construction and Maintenance	\$15.36	Moderate-term on-the-job training
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$17.89	Postsecondary non-degree award
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$15.27	Postsecondary non-degree award
47-2181	Roofers	\$13.10	Moderate-term on-the-job training
51-4041	Machinists	\$14.15	Long-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: plumbing and heating contractors, general freight trucking, commercial building contractors, and site preparation contractors, among others in Southwestern Oklahoma.

Manufacturing (Regional Complementary)

Based on 2013 job numbers there are 5,090 jobs in the Manufacturing ecosystem in Southwestern Oklahoma with average wages of \$69,310.

As a projection of demand, by 2020 total employment in the Manufacturing ecosystem will decrease to 4,850 jobs in Southwestern Oklahoma, a loss of 240 jobs for the region.

The list below encompasses some of the critical occupations for the Manufacturing ecosystem in Southwestern 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	Description	Median Hourly Earnings	Education Level
51-9197	Tire Builders	\$20.66	Moderate-term on-the-job training
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	\$13.80	Moderate-term on-the-job training
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$15.16	Moderate-term on-the-job training
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	\$11.20	Short-term on-the-job training
49-9071	Maintenance and Repair Workers, General	\$14.34	Long-term on-the-job training
51-4041	Machinists	\$14.15	Long-term on-the-job training
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	\$10.00	Moderate-term on-the-job training
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	\$20.16	Short-term on-the-job training
51-2092	Team Assemblers	\$11.33	Moderate-term on-the-job training
17-2112	Industrial Engineers	\$36.79	Bachelor's degree

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 tire manufacturing, meat processing, rubber product manufacturing, and facilities support services, among others.