

An employment rate can tell us how many in our population are working for pay. An unemployment rate can tell us how many in our population are actively seeking work that they are currently without. But neither tells us what jobs are open and available for workers to fill, where these jobs are located, what they pay, and what they require in the way of education and experience. Job vacancy surveys are designed to fill this gap.



The *Oklahoma Job Vacancy Survey 1st Quarter 2002* is Oklahoma's inaugural study of the number and types of job openings for four different areas: Statewide, Oklahoma City, Tulsa and Greater Oklahoma (the areas outside of Oklahoma City and Tulsa).

Taken in context with other labor market information, data gathered from job vacancy surveys can serve as a resource to business and government officials, employers, educators, employment service providers and jobseekers. In providing an additional, supporting indicator of the health of state and local labor markets, this demand-side view will spotlight more clearly the picture of "Help Wanted" in our state.

The information reported in this document comes from a survey of employers conducted during the first three months of 2002. The sample was stratified by major industry and firm size to represent employers in Oklahoma City, Tulsa and the remainder of the state. Of the 2,995 employers randomly selected from Oklahoma's Covered Employment and Wages (ES-202) database, 1,883 (63%) responded to the survey. Employers had the option of replying by means of mailing, faxing, e-mailing, phoning or completing the questionnaire online at our website. The questionnaire asked for information on positions open for hire at the time the employer completed the survey. As such, the report represents vacancies at a particular point in time. Data from respondents were weighted in order to estimate the number of openings for the entire population of employers across the state. Openings for independent consultants and other persons not considered employees of the surveyed firms themselves were excluded from analysis.

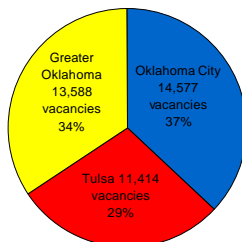
Employers were asked to furnish details about the positions currently available. These questions included education and experience requirements, part-time or full-time and temporary or seasonal status, the length of time the positions have been open, and their starting wage.

One important function of job vacancy figures is that they contribute to our gauging the existence and scope of a labor shortage. However, it is not the vacancy numbers by themselves that indicate a shortage. Some types of employment (food service, for instance) have a large number of openings because they have a large amount of turnover, not because there is a shortage of persons to fill those positions. Because of the influence of turnover, “Turnover Adjusted Demand” is a better indicator of workforce shortages. This index measures workforce demand after factoring out turnover as a cause and allows for comparisons among occupational groups.

Along with the number of vacancies and turnover-adjusted demand, the length of time positions remain open is another important consideration. These three factors taken together can help determine whether or not a labor shortage exists.

During the first quarter of 2002, there were an estimated 39,579 job vacancies in the state of Oklahoma, reflecting a job vacancy rate of 3.5%. Vacancy rates are virtually identical among the three geographic divisions: Oklahoma City (3.5%), Tulsa (3.4%) and Greater Oklahoma (3.4%). The median hourly starting wage for all positions statewide is \$8. Median wage, like vacancy rates, varies little by region: Oklahoma City (\$8), Tulsa (\$8) and Greater Oklahoma (\$7).

Figure 1 :Job Vacancies by Geographic Location



Where the Jobs Are Statewide

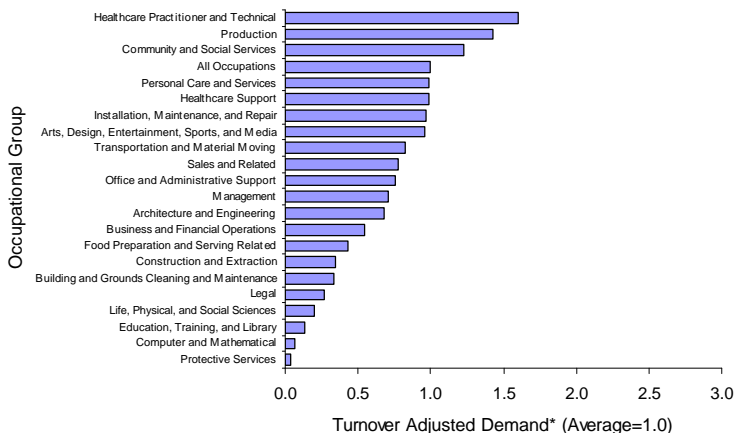


Statewide Turnover Adjusted Demand

✚ The occupational groups with the highest job vacancy rates in Oklahoma are Healthcare Support (5.7%), Personal Care and Services (5.0%), Food Preparation and Serving Related (4.3%), and Healthcare Practitioner and Technical (4.3%). (See Table 2a)

✚ Two occupational groups, Production and Healthcare Practitioner and Technical, have both a high number of vacancies and a high turnover adjusted demand suggesting a greater demand for workers in these fields.

Figure 1a: Turnover Adjusted Demand for
Occupational Groups in Oklahoma



*Turnover Adjusted Demand is computed as (job vacancy rate/turnover rate) for the occupational group divided by (job vacancy rate/turnover rate) for all jobs. Turnover rates were provided by the Minnesota Department of Economic Security and were calculated using the Current Population Survey's Job Tenure Supplement microdata.

Statewide Industry


 Eighty-three percent of vacancies statewide are in four industry divisions: Professional and Business Services, Education and Health Services, Leisure and Hospitality, and Trade, Transportation and Utilities.

Figure 2a: Industry Job Vacancies in Oklahoma

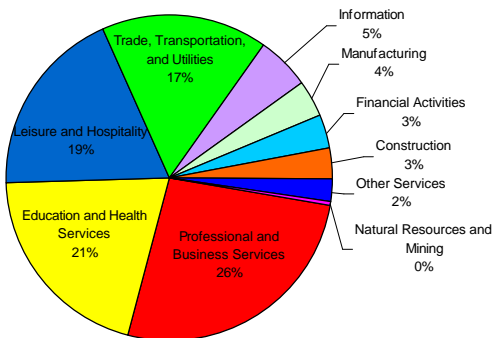


Table 1a: Employment and Job Vacancies by Industry in Oklahoma

Industry	Number of Job Vacancies	Job Vacancy Rate (%)	Temporary or Seasonal (%)	Median Wage Offer (\$)
Professional and Business Services	10,315	6.4	15	8.50
Education and Health Services	8,120	5.1	1	8.86
Leisure and Hospitality	7,479	6.2	11	6.00
Trade, Transportation, and Utilities	6,657	2.3	10	7.75
Information	2,027	6.1	3	9.07
Manufacturing	1,484	0.8	8	9.00
Financial Activities	1,335	1.7	19	7.00
Construction	1,208	1.9	1	10.50
Other Services	832	2.1	14	6.25
Natural Resources and Mining	123	0.4	0	11.10
All Job Vacancies	39,579	3.5	9	8.00

Statewide Major Occupational Group



- Seven (of the 22) occupational groups account for three-fourths of the vacancies statewide.
- Small firms may be having more trouble finding workers to fill positions as evidenced by their higher vacancy rate, a rate two-and-a-half times the average vacancy rate of other firms.
- Ninety-one percent of job vacancies statewide are permanent positions, and seventy-seven percent are full-time.

Table 2a: Employment and Job Vacancies by Major Occupational Group in Oklahoma

Major Occupational Group	Number of Job Vacancies	Job Vacancy Rate* (%)	Turnover Adjusted Demand** (TAD)	Part-Time (%)	Temporary or Seasonal (%)	Requiring Occupational Experience (%)	Requiring Education Beyond a High School Diploma (%)	Median Hourly Wage*** (\$)
Office and Administrative Support	6,531	2.5	Average	15	15	67	6	8.70
Sales and Related	5,626	3.8	Average	39	13	36	10	7.00
Food Preparation and Serving Related	4,989	4.3	Low	49	15	24	3	5.75
Production	4,413	3.3	High	2	4	48	15	8.20
Transportation and Material Moving	4,024	3.8	Average	9	2	38	5	8.00
Healthcare Practitioner and Technical	2,942	4.3	High	27	5	60	89	14.86
Healthcare Support	2,396	5.7	Average	24	4	26	57	7.30
Installation, Maintenance, and Repair	1,841	2.6	Average	2	0	78	31	8.27
Personal Care and Services	1,233	5.0	Average	31	0	44	41	6.67
Construction and Extraction	1,095	1.4	Low	0	1	73	19	9.00
Management	1,049	1.2	Low	1	0	94	77	15.38
Business and Financial Operations	733	1.6	Low	25	52	100	72	12.00
Building and Grounds Cleaning and Maintenance	714	1.6	Low	61	7	5	0	6.10
Community and Social Services	619	3.3	Average	11	0	40	61	7.35
Education, Training, and Library	408	0.4	Low	65	4	100	87	8.00
Architecture and Engineering	388	1.7	Low	0	46	98	86	24.04
Arts, Design, Entertainment, Sports, and Media	378	2.9	Average	33	13	88	28	8.00
Life, Physical, and Social Sciences	67	0.6	Low	6	0	29	97	14.90
Legal	60	0.7	Low	48	48	NA	100	12.50
Computer and Mathematical	44	0.2	Low	0	20	85	84	22.61
Protective Services	31	0.1	Low	50	43	20	20	8.25
All Job Vacancies	39,579	3.5		23	9	49	26	8.00
Firm Size								
Very Small (Less than 5 employees)	6,411	2.1	NA	16	11	56	17	8.00
Small (5 to 49 employees)	19,303	6.9	NA	26	10	56	25	8.13
Medium (50 to 249 employees)	8,425	3.9	NA	25	10	34	27	7.25
Large (250 or more employees)	5,440	1.6	NA	15	2	40	36	8.00

NA=Not available

*Job Vacancy Rate is calculated using 2001 Occupational Employment Statistics (OES) data.

**High=TAD greater than 1.2, Average=TAD between 0.8 and 1.2, Low=TAD less than 0.8. The index value for all occupations is 1.0

***Median Hourly Wages are calculated from wages reported by employers in this survey. When an annual rather than hourly wage was reported, it was divided by 2,080 to convert to an hourly wage.

Statewide Duration

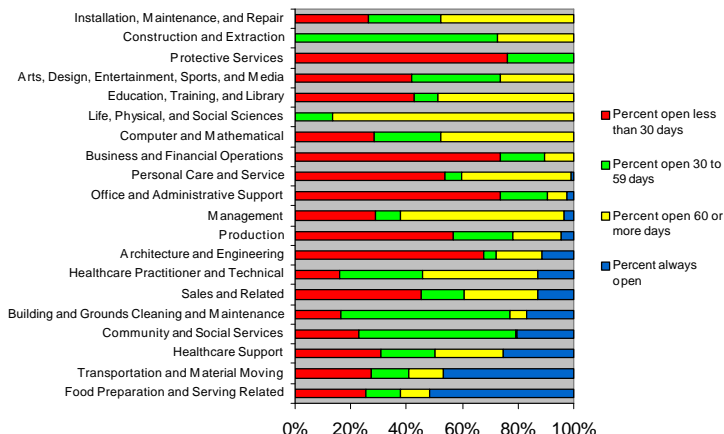
✚ Eighteen percent of job vacancies statewide are reportedly always open; that is, employers are continuously looking for workers to fill these positions.

✚ Twenty-one percent of vacancies have been open for 60 or more days.

✚ Twenty percent of vacancies have been open between 30 and 59 days.

✚ The most commonly reported duration for job vacancies is less than 30 days. Forty-one percent of vacancies have been open for this short period of time.

Figure 3a: Duration of Job Vacancies in Oklahoma

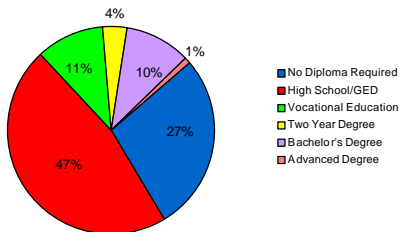


Statewide Education and Experience



Three out of four job openings require no education beyond high school...

Figure 4a: Education Requirements of
Job Vacancies in Oklahoma



...but they do require experience. Half of all job openings require previous direct experience, either in the occupation itself or in a related field.

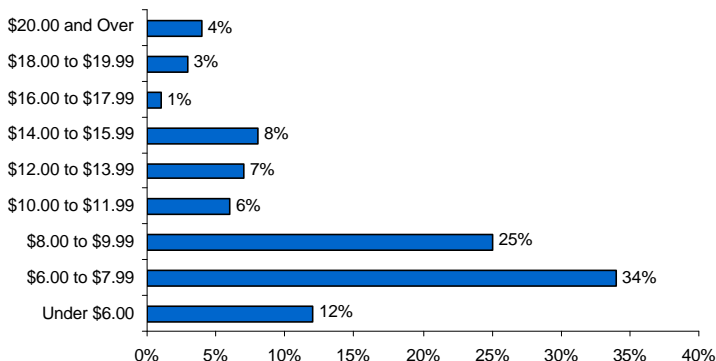
Figure 5a: Experience Requirements of
Job Vacancies in Oklahoma



Statewide Wages

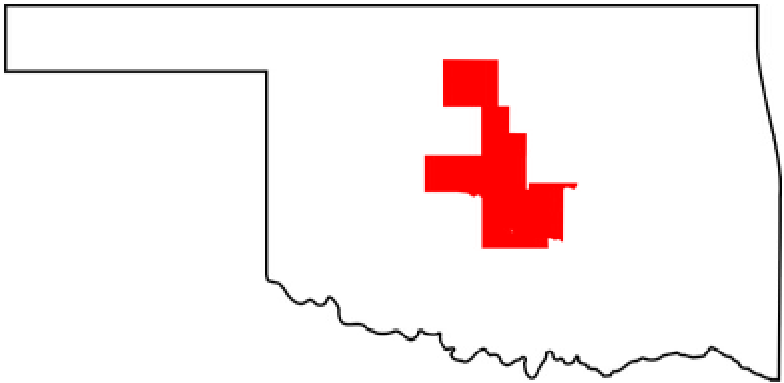
- Nearly half (46%) of job vacancies statewide pay less than \$8 per hour.
- Almost three-fourths of openings offer a starting wage under \$10 per hour.
- Full-time positions come with a higher median wage offer than part-time positions. The median wage offer (indicating the point at which half the positions pay more, and half pay less) is \$8.50 per hour for full-time openings and \$6.47 per hour for part-time openings.

Figure 6a: Median Hourly Wages of
Job Vacancies in Oklahoma



Where the Jobs Are

Oklahoma City MSA



Oklahoma City

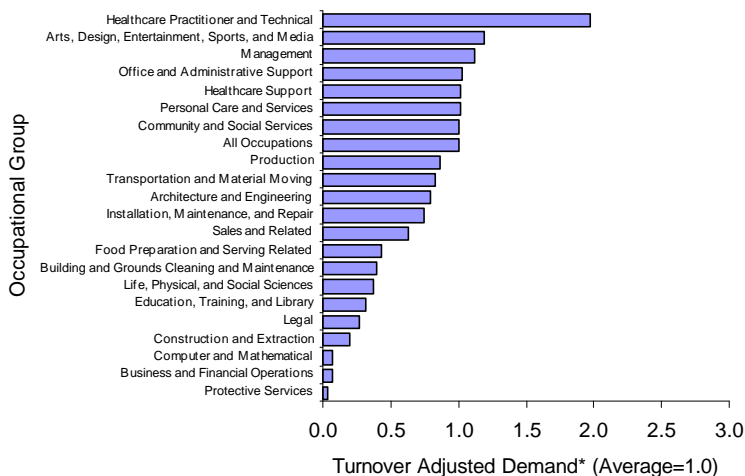
Turnover Adjusted Demand



The occupational groups with the highest job vacancy rates in Oklahoma City are Healthcare Support (5.9%), Healthcare Practitioner and Technical (5.3%), Personal Care and Services (5.1%), and Food Preparation and Serving Related (4.3%). (See Table 2b)

Healthcare Practitioner and Technical has both a high number of vacancies and a high turnover adjusted demand suggesting a greater demand for workers in this field.

Figure 1b: Turnover Adjusted Demand for Occupational Groups in Oklahoma City



*Turnover Adjusted Demand is computed as (job vacancy rate/turnover rate) for the occupational group divided by (job vacancy rate/turnover rate) for all jobs. Turnover rates were provided by the Minnesota Department of Economic Security and were calculated using the Current Population Survey's Job Tenure Supplement microdata.

Oklahoma City Industry




 Approximately two-thirds of vacancies in Oklahoma City are in three industry divisions: Education and Health Services, Professional and Business Services, and Leisure and Hospitality.

Figure 2b: Industry Job Vacancies in Oklahoma City

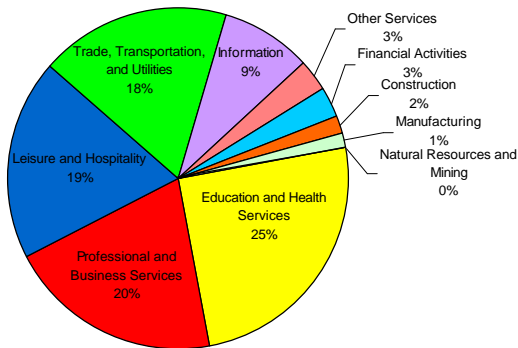




Table 1b: Employment and Job Vacancies by Industry in Oklahoma City

Industry	Number of Job Vacancies	Job Vacancy Rate (%)	Temporary or Seasonal (%)	Median Wage Offer (\$)
Education and Health Services	3,622	6.0	6	12.00
Professional and Business Services	2,928	4.5	1	8.00
Leisure and Hospitality	2,808	5.8	4	6.00
Trade, Transportation, and Utilities	2,654	2.7	2	7.00
Information	1,287	8.5	0	9.07
Other Services	438	2.8	26	6.25
Financial Activities	404	1.3	0	8.50
Construction	222	1.0	4	9.00
Manufacturing	213	0.4	8	9.30
Natural Resources and Mining	1	0.0	0	12.98
All Job Vacancies	14,577	3.5	4	8.00

Oklahoma City Major Occupational Group



 Six (of the 22) occupational groups account for nearly three-fourths of the vacancies in Oklahoma City.

 Oklahoma City's smallest firms (those with less than five employees) may be having more trouble finding workers to fill positions as evidenced by their higher vacancy rate, a rate nearly three times the average vacancy rate of larger firms.


 Ninety-six percent of job vacancies in Oklahoma City are permanent positions, and seventy-eight percent are full-time.

Table 2b: Employment and Job Vacancies by Major Occupational Group in Oklahoma City

Major Occupational Group	Number of Job Vacancies	Job Vacancy Rate* (%)	Turnover Adjusted Demand** (TAD)	Part-Time (%)	Temporary or Seasonal (%)	Requiring Occupational Experience (%)	Requiring Education Beyond a High School Diploma (%)	Median Hourly Wage*** (\$)
Office and Administrative Support	3,492	3.4	Average	12	4	73	5	9.00
Food Preparation and Serving Related	1,809	4.3	Low	31	7	25	8	6.00
Sales and Related	1,643	3.1	Low	32	0	36	14	8.00
Transportation and Material Moving	1,454	3.8	Average	8	1	13	0	8.00
Healthcare Practitioner and Technical	1,423	5.3	High	28	1	54	91	14.86
Healthcare Support	841	5.9	Average	34	4	38	71	8.00
Production	754	2.0	Average	7	7	24	13	6.00
Management	629	1.9	Average	0	0	90	93	13.46
Installation, Maintenance, and Repair	553	2.0	Low	0	0	74	36	8.00
Personal Care and Services	387	5.1	Average	85	0	26	70	7.50
Building and Grounds Cleaning and Maintenance	315	1.9	Low	84	0	6	0	6.00
Education, Training, and Library	295	0.9	Low	75	0	100	100	8.00
Architecture and Engineering	223	2.0	Average	0	79	98	80	24.04
Construction and Extraction	219	0.8	Low	0	0	51	18	9.61
Arts, Design, Entertainment, Sports, and Media	207	3.6	Average	38	0	100	4	7.50
Community and Social Services	182	2.7	Average	13	0	75	80	12.98
Life, Physical, and Social Sciences	58	1.1	Low	7	0	18	97	14.42
Business and Financial Operations	32	0.2	Low	0	0	96	78	19.02
Legal	31	0.7	Low	0	0	NA	100	NA
Computer and Mathematical	21	0.2	Low	0	0	100	67	26.44
Protective Services	10	0.1	Low	10	0	20	20	6.40
All Job Vacancies	14,577	3.5		22	4	48	31	8.00
Firm Size								
Very Small (Less than 5 employees)	2,038	8.8	NA	4	0	68	21	8.50
Small (5 to 49 employees)	6,775	4.6	NA	30	2	56	33	8.50
Medium (50 to 249 employees)	3,207	2.5	NA	22	11	31	27	8.00
Large (250 or more employees)	2,557	2.2	NA	16	1	34	41	8.00

*Job Vacancy Rate is calculated using 2001 Occupational Employment Statistics (OES) data.

**High=TAD greater than 1.2, Average=TAD between 0.8 and 1.2, Low=TAD less than 0.8. The index value for all occupations is 1.0

***Median Hourly Wages are calculated from wages reported by employers in this survey. When an annual rather than hourly wage was reported, it was divided by 2,080 to convert to an hourly wage.

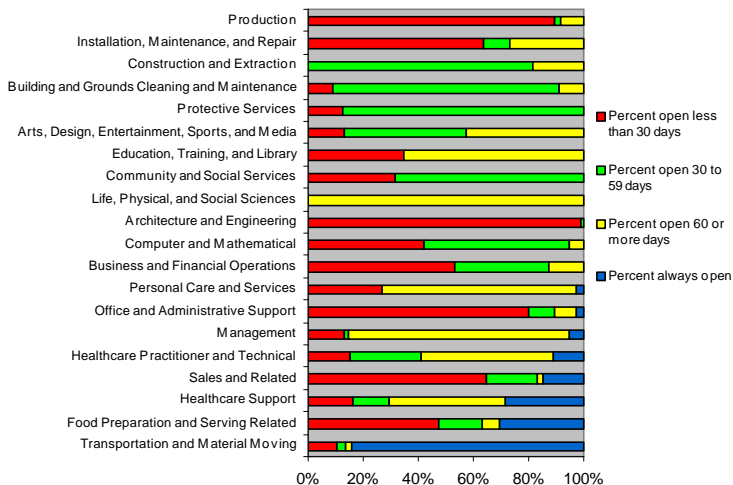
Oklahoma City

Duration



- Seventeen percent of Oklahoma City job vacancies are reportedly always open; that is, employers are continuously looking for workers to fill these positions.
- Nineteen percent of vacancies have been open for 60 or more days.
- Fourteen percent of vacancies have been open between 30 and 59 days.
- The most commonly reported duration for job vacancies is less than 30 days. Half of all job openings in Oklahoma City have been open for this short period of time.

Figure 3b: Duration of Job Vacancies in Oklahoma City

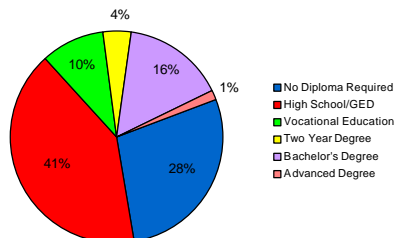


Oklahoma City Education and Experience



Almost 70% of job openings in Oklahoma City require no education beyond high school...

Figure 4b: Education Requirements of
Job Vacancies in Oklahoma City




...but they do require experience. Nearly half of all job openings require previous direct experience, either in the occupation itself or in a related field.

Figure 5b: Experience Requirements of
Job Vacancies in Oklahoma City



Oklahoma City Wages



 More than 70% of job vacancies in Oklahoma City pay less than \$10 per hour.


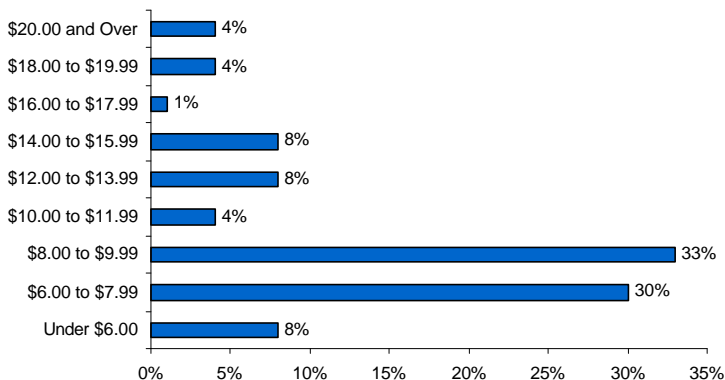
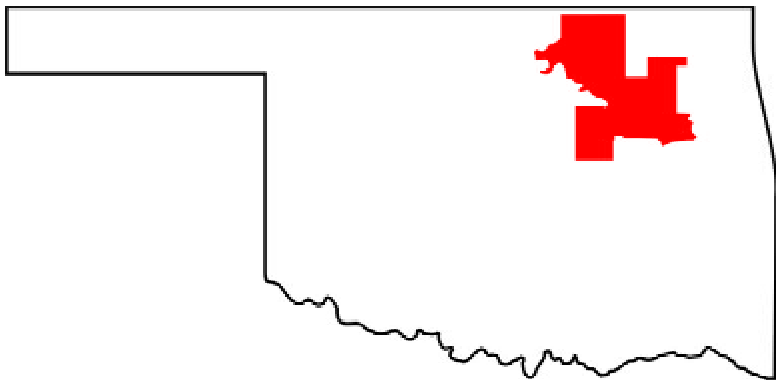
 Full-time positions come with a higher median wage offer than part-time positions. The median wage offer (indicating the point at which half the positions pay more, and half pay less) is \$8.65 for full-time openings and \$7.19 per hour for part-time openings.

Figure 6b: Median Hourly Wages of
Job Vacancies in Oklahoma City



Where the Jobs Are

Tulsa MSA



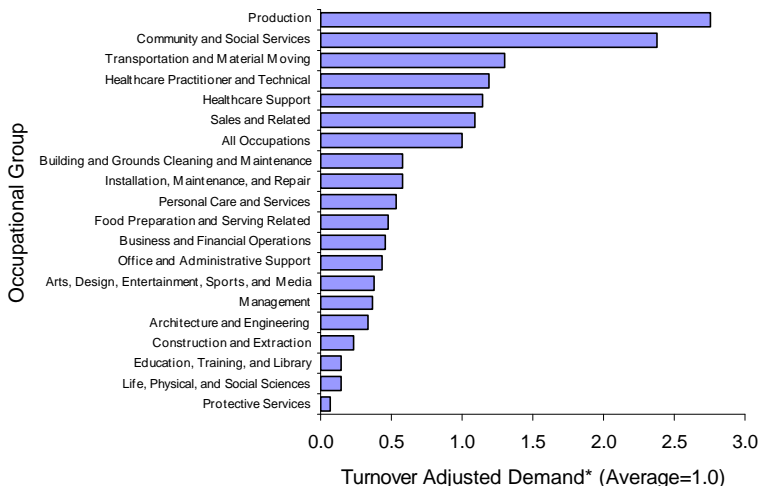
Tulsa Turnover Adjusted Demand



✚ The occupational groups with the highest job vacancy rates in Tulsa are Healthcare Support (6.4%), Production (6.2%), Community and Social Services (6.2%), Transportation and Material Moving (5.8%), and Sales and Related (5.2%). (See Table 2c)

✚ Production has both a high number of vacancies and a high turnover adjusted demand suggesting a greater demand for workers in this field.

Figure 1c: Turnover Adjusted Demand for
Occupational Groups in Tulsa



*Turnover Adjusted Demand is computed as (job vacancy rate/turnover rate) for the occupational group divided by (job vacancy rate/turnover rate) for all jobs. Turnover rates were provided by the Minnesota Department of Economic Security and were calculated using the Current Population Survey's Job Tenure Supplement microdata.

Tulsa Industry




 More than two-thirds of vacancies in Tulsa are in three industry divisions: Professional and Business Services, Trade, Transportation and Utilities, and Leisure and Hospitality.

Figure 2c: Industry Job Vacancies in Tulsa

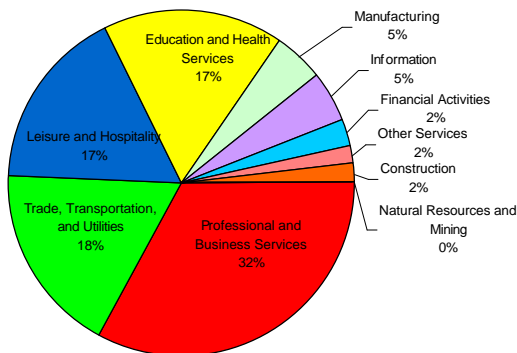


Table 1c: Employment and Job Vacancies by Industry in Tulsa

Industry	Number of Job Vacancies	Job Vacancy Rate (%)	Temporary or Seasonal (%)	Median Wage Offer (\$)
Professional and Business Services	3,729	6.6	1	9.00
Trade, Transportation, and Utilities	2,049	2.4	25	8.00
Leisure and Hospitality	1,968	6.3	0	6.00
Education and Health Services	1,930	4.2	1	8.60
Manufacturing	548	1.0	18	12.50
Information	526	5.3	0	7.00
Financial Activities	277	1.2	0	8.80
Other Services	204	2.2	0	14.42
Construction	183	0.9	0	20.00
Natural Resources and Mining	0	0.0	0	0.00
All Job Vacancies	11,414	3.4	6	8.00

Tulsa Major Occupational Group






-  *Five (of the 22) occupational groups account for three-fourths of the vacancies in Tulsa.*
-  *Tulsa's smallest firms (those with less than five employees) may be having more trouble finding workers to fill positions as evidenced by their much higher vacancy rate, a rate more than four times the average vacancy rate of larger firms.*
-  *Ninety-four percent of job vacancies in Tulsa are permanent positions, and eighty-four percent are full-time.*

Table 2c: Employment and Job Vacancies by Major Occupational Group in Tulsa

Major Occupational Group	Number of Job Vacancies	Job Vacancy Rate* (%)	Turnover Adjusted Demand** (TAD)	Part-Time (%)	Temporary or Seasonal (%)	Requiring Occupational Experience (%)	Requiring Education Beyond a High School Diploma (%)	Median Hourly Wage*** (\$)
Production	2,369	6.2	High	0	4	57	5	10.00
Sales and Related	2,223	5.2	Average	30	22	65	12	8.00
Transportation and Material Moving	1,598	5.8	High	12	2	28	6	7.00
Food Preparation and Serving Related	1,386	4.7	Low	31	0	42	1	6.00
Office and Administrative Support	982	1.4	Low	7	0	70	6	9.00
Healthcare Support	593	6.4	Average	24	0	12	46	7.89
Healthcare Practitioner and Technical	502	3.1	Average	17	0	50	99	15.00
Building and Grounds Cleaning and Maintenance	293	2.7	Low	14	0	0	0	6.50
Community and Social Services	272	6.2	High	0	0	28	26	7.00
Installation, Maintenance, and Repair	267	1.5	Low	1	0	21	8	8.00
Personal Care and Services	210	2.6	Low	26	0	89	66	14.42
Construction and Extraction	191	0.9	Low	0	6	82	81	20.00
Business and Financial Operations	169	1.3	Low	30	0	100	70	14.42
Management	161	0.6	Low	5	0	100	65	14.90
Education, Training, and Library	76	0.4	Low	46	0	100	55	14.42
Architecture and Engineering	57	0.8	Low	0	2	95	95	21.06
Arts, Design, Entertainment, Sports, and Media	43	1.1	Low	7	7	100	100	14.42
Protective Services	13	0.2	Low	100	100	NA	NA	10.00
Life, Physical, and Social Sciences	9	0.4	Low	0	0	100	100	31.25
All Job Vacancies	11,414	3.4		16	6	53	20	8.00
Firm Size								
Very Small (Less than 5 employees)	2,167	12.8	NA	16	16	31	8	6.75
Small (5 to 49 employees)	5,174	4.5	NA	12	4	70	20	9.13
Medium (50 to 249 employees)	2,571	2.5	NA	27	3	38	22	7.30
Large (250 or more employees)	1,502	1.4	NA	9	2	60	32	9.00

*Job Vacancy Rate is calculated using 2001 Occupational Employment Statistics (OES) data.

**High=TAD greater than 1.2, Average=TAD between 0.8 and 1.2, Low=TAD less than 0.8. The index value for all occupations is 1.0

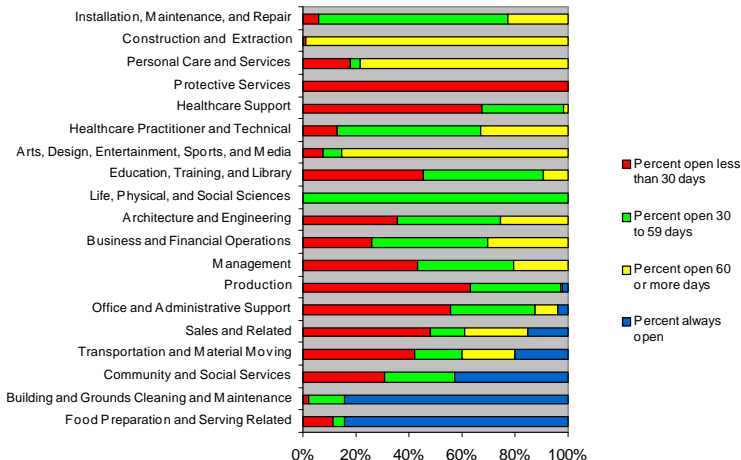
***Median Hourly Wages are calculated from wages reported by employers in this survey. When an annual rather than hourly wage was reported, it was divided by 2,080 to convert to an hourly wage.

Tulsa Duration



- Eighteen percent of Tulsa job vacancies are reportedly always open; that is, employers are continuously looking for workers to fill these positions.
- Sixteen percent of vacancies have been open for 60 or more days.
- Twenty-four percent of vacancies have been open between 30 and 59 days.
- The most commonly reported duration for job vacancies is less than 30 days. Forty-two percent of vacancies in Tulsa have been open for this short period of time.

Figure 3c: Duration of Job Vacancies in Tulsa



Tulsa Education and Experience




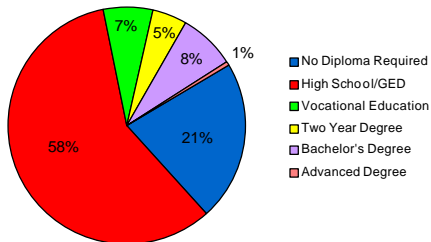
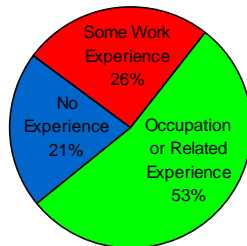
 Almost 80% of job openings in Tulsa require no education beyond high school...

Figure 4c: Education Requirements of
Job Vacancies in Tulsa

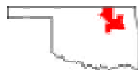



...but they do require experience. More than half of all job openings require previous direct experience, either in the occupation itself or in a related field.

Figure 5c: Experience Requirements of
Job Vacancies in Tulsa



Tulsa Wages



 Two out of three job vacancies in Tulsa pay less than \$10 per hour.


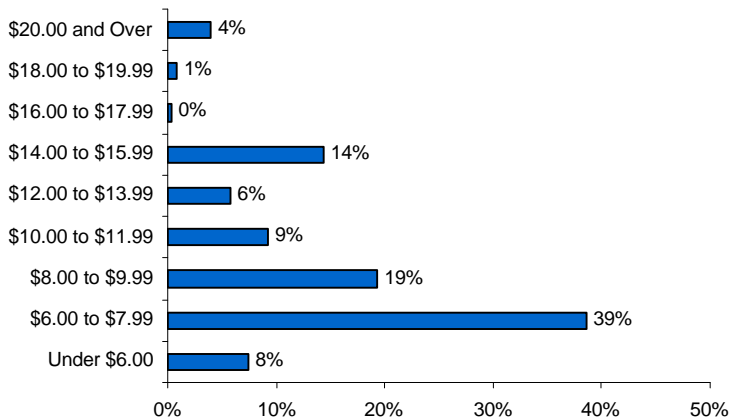
 Full-time positions come with a higher median wage offer than part-time positions. The median wage offer (indicating the point at which half the positions pay more, and half pay less) is \$8.50 for full-time openings and \$6.50 per hour for part-time openings.

Figure 6c: Median Hourly Wages of
Job Vacancies in Tulsa




Where the Jobs Are Greater Oklahoma



Greater Oklahoma Turnover Adjusted Demand



 The occupational groups with the highest job vacancy rates in Greater Oklahoma are Personal Care and Services (7.2%), Healthcare Support (5.2%), Business and Financial Operations (4.7%), Installation, Maintenance, and Repair (4.1%), Healthcare Practitioner and Technical (4.1%), and Food Preparation and Serving Related (4.0%). (See Table 2d)


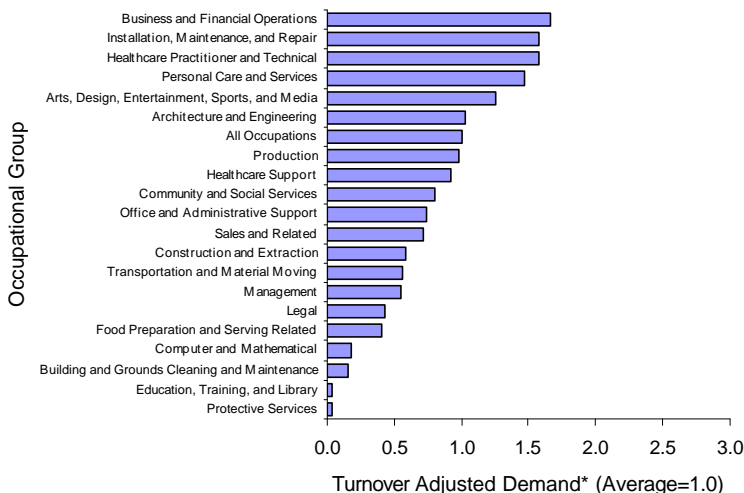
 Two occupational groups, Installation, Maintenance, and Repair and Healthcare Practitioner and Technical, have both a high number of vacancies and a high turnover adjusted demand suggesting a greater demand for workers in these fields.

Figure 1d: Turnover Adjusted Demand for Occupational Groups in Greater Oklahoma



*Turnover Adjusted Demand is computed as (job vacancy rate/turnover rate) for the occupational group divided by (job vacancy rate/turnover rate) for all jobs. Turnover rates were provided by the Minnesota Department of Economic Security, and were calculated using the Current Population Survey's Job Tenure Supplement microdata.

Greater Oklahoma Industry



 Approximately two-thirds of vacancies in Greater Oklahoma are in three industry divisions: Professional and Business Services, Leisure and Hospitality, and Education and Health Services.

Figure 2d: Industry Job Vacancies in Greater Oklahoma

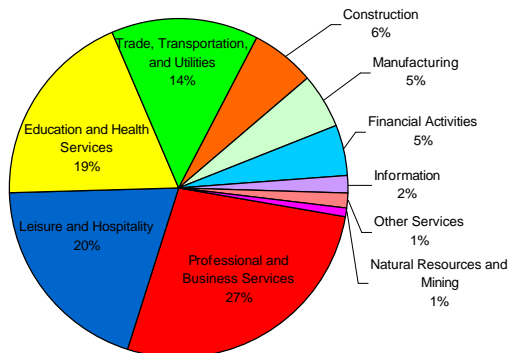


Table 1d: Employment and Job Vacancies by Industry in Greater Oklahoma

Industry	Number of Job Vacancies	Job Vacancy Rate (%)	Temporary or Seasonal (%)	Median Wage Offer (\$)
Professional and Business Services	3,658	9.1	36	8.50
Leisure and Hospitality	2,702	6.5	25	5.50
Education and Health Services	2,568	4.9	1	7.25
Trade, Transportation, and Utilities	1,953	1.9	6	8.00
Construction	804	3.8	0	10.10
Manufacturing	723	1.0	0	7.50
Financial Activities	655	2.9	39	7.00
Information	214	2.6	27	33.13
Other Services	190	1.3	1	6.00
Natural Resources and Mining	122	0.7	0	11.10
All Job Vacancies	13,588	3.4	18	7.50

Greater Oklahoma Major Occupational Group



✚ *Eight (of the 22) occupational groups account for over three-fourths of the vacancies in Greater Oklahoma.*

✚ *Greater Oklahoma's smallest firms (those with less than five employees) may be having more trouble finding workers to fill positions as evidenced by their higher vacancy rate, a rate two-and-a-half times the average vacancy rate of larger firms.*

✚ *Eighty-two percent of job vacancies in Greater Oklahoma are permanent positions, and seventy-one percent are full-time.*

Table 2d: Employment and Job Vacancies by Major Occupational Group in Greater Oklahoma

Major Occupational Group	Number of Job Vacancies	Job Vacancy Rate* (%)	Turnover Adjusted Demand** (TAD)	Part-Time (%)	Temporary or Seasonal (%)	Requiring Occupational Experience (%)	Requiring Education Beyond a High School Diploma (%)	Median Hourly Wage*** (\$)
Office and Administrative Support	2,057	2.4	Low	24	40	54	8	7.50
Food Preparation and Serving Related	1,793	4.0	Low	81	36	13	0	5.15
Sales and Related	1,760	3.4	Low	58	13	5	3	6.00
Production	1,290	2.2	Average	3	0	46	32	8.20
Installation, Maintenance, and Repair	1,021	4.1	Low	4	0	94	35	8.27
Healthcare Practitioner and Technical	1,017	4.1	High	30	12	80	80	13.00
Transportation and Material Moving	972	2.5	Low	6	5	87	10	8.46
Healthcare Support	963	5.2	Average	16	6	23	51	7.00
Construction and Extraction	686	2.3	Low	0	0	78	0	9.00
Personal Care and Services	636	7.2	High	1	0	29	15	6.67
Business and Financial Operations	532	4.7	High	24	72	100	73	12.00
Management	259	0.9	Low	2	0	100	44	17.31
Community and Social Services	165	2.1	Average	30	0	27	100	15.14
Arts, Design, Entertainment, Sports, and Media	128	3.7	High	33	33	67	49	8.00
Architecture and Engineering	108	2.5	Average	0	0	100	100	20.00
Building and Grounds Cleaning and Maintenance	107	0.7	Low	87	44	5	0	6.65
Education, Training, and Library	36	0.1	Low	25	50	100	50	12.35
Legal	29	1.1	Low	100	100	NA	NA	NA
Computer and Mathematical	24	0.5	Low	0	37	73	100	20.53
Protective Services	7	0.1	Low	0	0	NA	NA	6.15
All Job Vacancies	13,588	3.4		29	18	48	25	7.50
Firm Size								
Very Small (Less than 5 employees)	2,206	7.0	NA	26	15	75	23	8.27
Small (5 to 49 employees)	7,354	4.4	NA	32	22	48	22	7.50
Medium (50 to 249 employees)	2,647	2.5	NA	25	16	34	30	7.25
Large (250 or more employees)	1,381	1.5	NA	19	6	32	31	7.83


*Job Vacancy Rate is calculated using 2001 Occupational Employment Statistics (OES) data.


**High=TAD greater than 1.2, Average=TAD between 0.8 and 1.2, Low=TAD less than 0.8. The index value for all occupations is 1.0


***Median Hourly Wages are calculated from wages reported by employers in this survey. When an annual rather than hourly wage was reported, it was divided by 2,080 to convert to an hourly wage.

Greater Oklahoma Duration



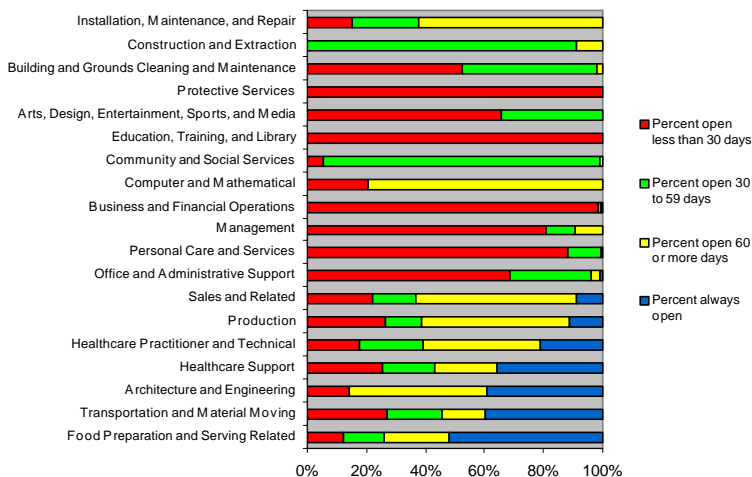
 Eighteen percent of Greater Oklahoma job vacancies are reportedly always open; that is, employers are continuously looking for workers to fill these positions.

 Twenty-nine percent of vacancies have been open for 60 or more days.

 Twenty-two percent of vacancies have been open between 30 and 59 days.

 Thirty-one percent of vacancies in Greater Oklahoma have been open for less than 30 days.

Figure 3d: Duration of Job Vacancies in Greater Oklahoma

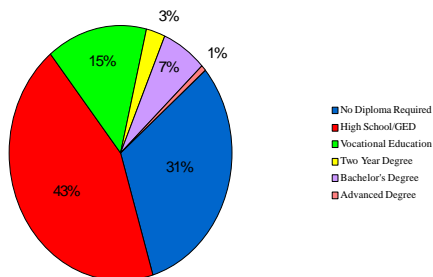


Greater Oklahoma Education and Experience



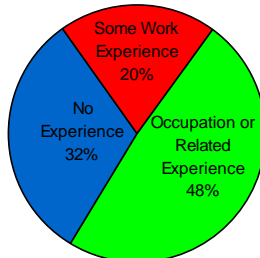
Three out of four job openings in Greater Oklahoma require no education beyond high school...

Figure 4d: Education Requirements of
Job Vacancies in Greater Oklahoma



...but they do require experience. Nearly half of all job openings require previous direct experience, either in the occupation itself or in a related field.

Figure 5d: Experience Requirements of
Job Vacancies in Greater Oklahoma



Greater Oklahoma Wages






-  *Seventy-five percent of job vacancies in Greater Oklahoma pay less than \$10 per hour.*
-  *One in five openings pays less than \$6 per hour.*
-  *Full-time positions come with a higher median wage offer than part-time positions. The median wage offer (indicating the point at which half of the positions pay more, and half pay less) is \$8.20 for full-time openings and \$5.75 per hour for part-time openings.*

Figure 6d: Median Hourly Wages of Job Vacancies in Greater Oklahoma

