

# 2022

# Employment Outcomes

OKLAHOMA STATE REGENTS  
FOR HIGHER EDUCATION

*Improving our future by degrees*



# OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION



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# EMPLOYMENT RATES OF STATE SYSTEM GRADUATES

	1 YEAR POST-GRADUATION			5 YEARS POST-GRADUATION		
	Resident	Non-Resident	Total	Resident	Non-Resident	Total
All Fields of Study	96.0%	57.8%	86.1%	88.1%	41.5%	76.5%
STEM Only	94.6%	63.8%	84.1%	83.1%	47.0%	70.4%

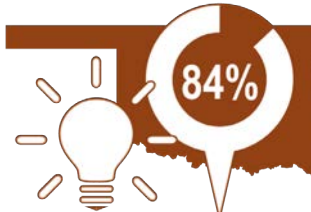
## FAST FACTS



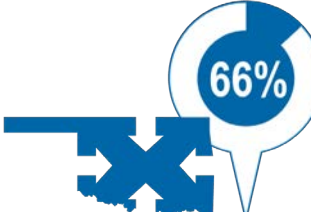
96% of Oklahoma residents graduating from a public institution are employed in the state one year after graduation.



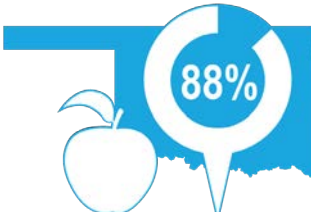
Median annual earnings increase as degree level advances.



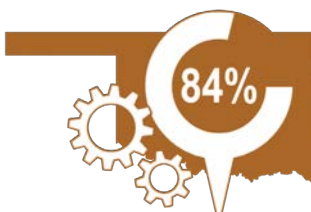
Of STEM graduates from our state system colleges and universities, more than 84% are working in the state one year after graduation, and more than 70% five years after graduation.



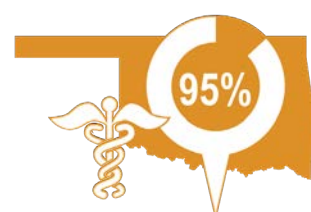
Nearly two-thirds of non-resident undergraduates remain and work in Oklahoma one year after graduation.




88% of teacher education graduates are employed in the state one year after graduation.



Of engineering graduates, more than 84% of bachelor's degree earners are working in the state one year after graduation.



At all degree levels, more than 95% of nursing graduates were employed in the state one year after graduation and more than 90% still remained five years after graduation, meeting a critical workforce need.



More than 96% of Oklahoma's Promise graduates earning an associate or bachelor's degree are employed in the state one year after graduation, and over 91% are still employed five years later.



## INTRODUCTION

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The 2022 Employment Outcomes Report analyzes employment data for graduates of Oklahoma public colleges and universities one year and five years after graduation, 2020-2021 and 2016-2017. The current study supports national data that link salary to educational attainment. Oklahoma data for graduates of the state's public colleges and universities confirm that the higher the degree a student earns, the higher the salary they are likely to earn. Furthermore, the majority of Oklahoma's state system graduates remain in the state, contributing to the state's economy and opportunities for growth, even five years after graduation.

## METHODOLOGY

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Oklahoma state system degree recipients are identified using the State Regents' Unitized Data System (UDS). The last degree earned is selected for students who earn multiple degrees, which is most commonly the highest degree earned. The list of graduates is compared to data from the Oklahoma Employment Security Commission (OESC). When a match is found, the industry code, based on the North American Industry Classification System (NAICS), and quarterly wage information are attached to the degree recipient's record and returned to the State Regents. Because the OESC database only contains information about employees with unemployment insurance, the search was expanded to include Oklahoma Tax Commission (OTC) records. When no match is found by OESC, the degree recipients' records are then compared to state resident tax returns. "Found" or "Not Found" information is returned for OTC matches.

This report is based on the 2022 tax year. Median wages are calculated based on annual wages \$15,080 and above, the annual equivalent of full-time work at Oklahoma's minimum wage of \$7.25. Graduates earning above \$15,080 are included in the dataset, even if they are employed part-time.

This report summarizes information for one and five years after graduation. The graduate records are divided into two populations: (1) Oklahoma residents and (2) non-Oklahoma residents. Graduates are considered Oklahoma residents if the original state of residence when entering an Oklahoma higher education institution is Oklahoma. If the original state of residence is anything other than Oklahoma, then the graduate is considered a non-Oklahoma resident. Additionally, it should be noted that this report analyzes employment outcomes of graduates of Oklahoma's public colleges and universities and excludes degree recipients from private higher education institutions.

## LIMITATIONS

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The OESC database includes only employees who have Oklahoma unemployment insurance. The self-employed, employees of the federal government (e.g., military and postal service), and graduates working outside of Oklahoma are not included in the OESC database. The data does not include graduates who may have continued on to graduate school, which is another positive outcome of degree completion. Additionally, employment rates may not reflect graduates that are Oklahoma residents but are not participating in the workforce (e.g., caring for children). The OTC database includes couples filing joint returns; therefore, employment of the degree recipient is assumed, but may be that of a spouse. Also, OTC data does not include industry codes; therefore, NAICS information is not available for graduates found through tax data matches. Records returned from OESC and OTC do not indicate part-time or full-time employment. While graduates earning below minimum wage (\$15,080) are eliminated from the dataset, full-time employment cannot be guaranteed.



# EMPLOYMENT RATE BY FIELD OF STUDY

Figures 1 and 2 provide the total number of graduates in the 2020-2021 and 2016-2017 academic years by field of study and corresponding employment rates.

## FIGURE 1: EMPLOYMENT RATE BY FIELD OF STUDY ONE YEAR AFTER GRADUATION

Figure 1 shows the fields of study producing the highest number of graduates from the 2020-2021 academic year and the corresponding employment rate.

FIELD OF STUDY	FREQUENCY	EMPLOYMENT RATE
Business, Management, Marketing and Related Support Services	5,881	83.3%
Health Professions and Related Programs	5,721	91.3%
Liberal Arts and Sciences, General Studies and Humanities	3,016	86.5%
Education	2,671	87.3%
Engineering	1,603	81.8%
Biological and Biomedical Sciences	1,518	87.0%
Psychology	1,434	91.5%
Multi/Interdisciplinary Studies	1,273	84.6%
Social Sciences	1,143	88.4%
Agricultural/Animal/Plant/Veterinary Science and Related Fields	1,044	78.6%
Computer and Information Sciences and Support Services	1,003	84.4%
Parks, Recreation, Leisure, Fitness and Kinesiology	953	76.8%
Communications, Journalism and Related Programs	948	85.7%
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	834	85.6%
Visual and Performing Arts	809	86.7%
Family and Consumer Sciences/Human Sciences	756	94.4%
Engineering/Engineering-Related Technologies/Technicians	637	89.0%
Public Administration and Social Service Professions	477	92.2%
Physical Sciences	467	81.2%
Legal Professions and Studies	441	65.5%

## FIGURE 2: EMPLOYMENT RATE BY FIELD OF STUDY FIVE YEARS AFTER GRADUATION

Figure 2 shows the fields of study producing the highest number of graduates from the 2016-2017 academic year and the corresponding employment rate.

FIELD OF STUDY	FREQUENCY	EMPLOYMENT RATE
Business, Management, Marketing and Related Support Services	5,636	71.9%
Health Professions and Related Programs	5,409	84.2%
Liberal Arts and Sciences, General Studies and Humanities	2,858	80.1%
Education	2,857	83.5%
Engineering	1,786	64.6%
Psychology	1,278	80.7%
Social Sciences	1,217	79.8%
Biological and Biomedical Sciences	1,180	74.0%
Multi/Interdisciplinary Studies	1,125	79.7%
Communication, Journalism and Related Programs	1,002	64.0%
Computer and Information Sciences and Support Services	934	70.1%
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	915	77.8%
Family and Consumer Sciences/Human Sciences	862	82.5%
Visual and Performing Arts	854	68.5%
Agricultural/Animal/Plant/Veterinary Science and Related Fields	804	61.9%
Engineering/Engineering-Related Technologies/Technicians	786	80.9%
Parks, Recreation, Leisure, Fitness and Kinesiology	699	69.5%
Physical Sciences	553	73.6%
Public Administration and Social Service Professions	506	90.7%
English Language and Literature/Letters	317	75.4%

# EMPLOYMENT RATES FOR CRITICAL OCCUPATIONS

Oklahoma's critical occupations are career fields with high demand accompanied by projected future growth. Among the list are several roles in STEM, engineering, nursing, and teaching, which play pivotal roles in shaping the state's workforce and quality of life. The following section delves into employment rates for graduates in critical occupations.

FIGURE 3: EMPLOYMENT RATE BY DEGREE LEVEL – STEM

Figure 3 shows employment rates by degree level one and five years after graduation for STEM graduates. One year after graduation, employment rates are highest for associate degree earners (89.8%), followed by bachelor's (86.4%), master's (71.2%), and doctoral graduates (66.5%). In comparison to the 2021 Employment Outcomes report, STEM retention held steady for master's degree graduates and increased for all other degree levels.

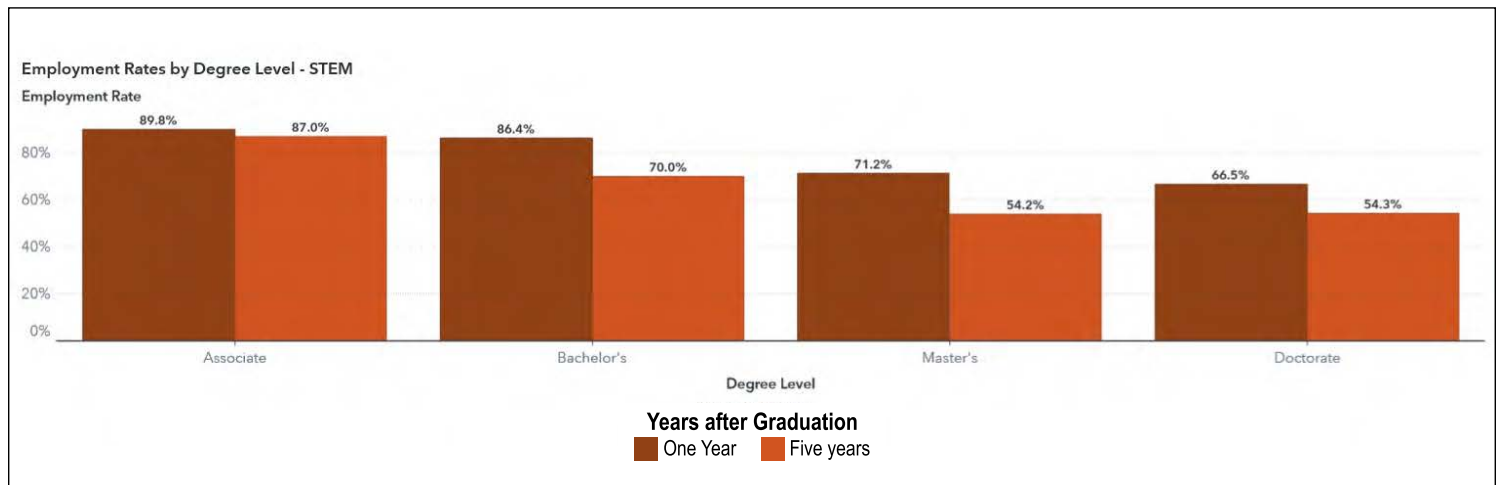


FIGURE 4: COUNT OF STEM GRADUATES

Figure 4 shows the number of STEM graduates in the 2020-2021 (One Year) and 2016-2017 (Five Years) academic year.

YEARS AFTER GRADUATION	ONE YEAR	FIVE YEARS	TOTAL
DEGREE LEVEL	FREQUENCY	FREQUENCY	FREQUENCY
Associate	1,330	1,358	2,688
Bachelor's	4,612	4,210	8,822
Master's	1,050	1,026	2,076
Doctorate	227	221	448
<b>Total</b>	<b>7,219</b>	<b>6,815</b>	<b>14,034</b>



FIGURE 5: EMPLOYMENT RATE BY DEGREE LEVEL – ENGINEERING

Figure 5 shows employment rates by degree level one and five years after graduation for engineering graduates. This graph includes all Oklahoma state system graduates. One year after graduation, employment rates are highest for bachelor’s degree earners (84.2%), master’s (74.5%) and doctoral degree holders (67.1%). In comparison to the 2021 Employment Outcomes report, retention for engineering graduates held steady for master’s degree graduates and increased at all other degree levels.

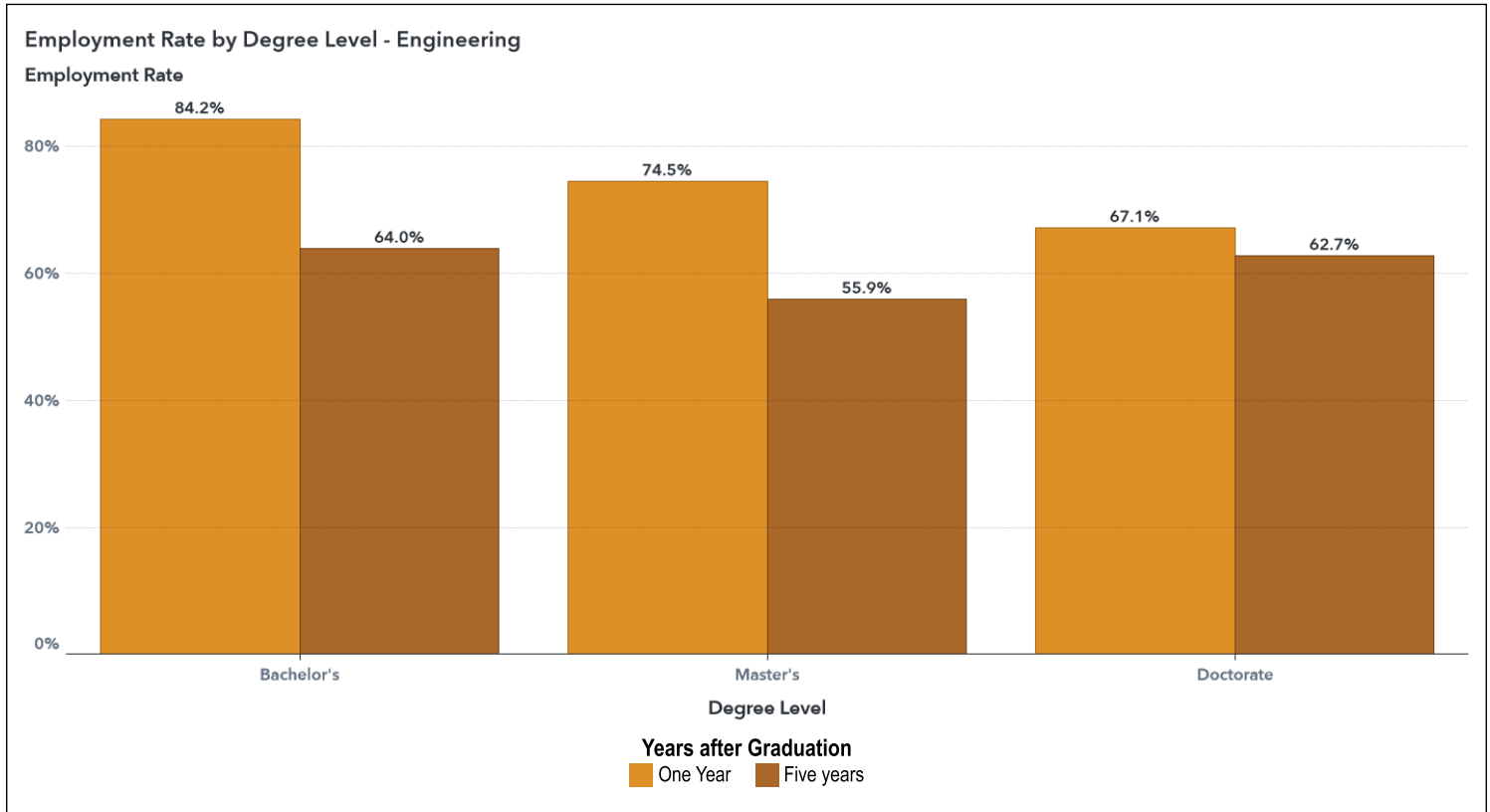


FIGURE 6: COUNT OF ENGINEERING GRADUATES

Figure 6 shows the number of engineering graduates in the 2020-2021 (One Year) and 2016-2017 (Five Years) academic year.

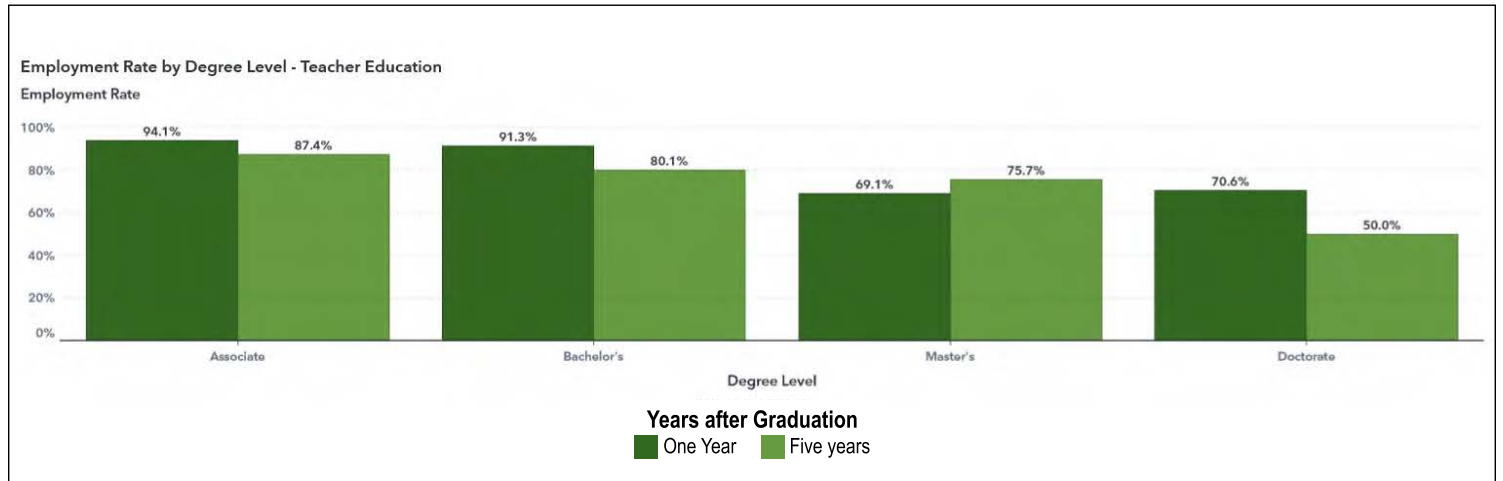
YEARS AFTER GRADUATION	ONE YEAR	FIVE YEARS	TOTAL
DEGREE LEVEL	FREQUENCY	FREQUENCY	FREQUENCY
Bachelor's	1,120	1,138	2,258
Master's	298	404	702
Doctorate	73	59	132
Total	1,491	1,601	3,092





### FIGURE 7: EMPLOYMENT RATE BY DEGREE LEVEL – TEACHER EDUCATION

Figure 7 shows employment rates by degree level one and five years after graduation for classroom teachers. This graph includes all Oklahoma state-system graduates. Teacher graduate counts include classroom teacher CIPs (Classification of Instructional Programs). The classroom teacher CIPs are a subset of Education degrees which are purposed for the graduate to instruct students in the classroom. The subset excludes Education degrees purposed for administration and other non-classroom degrees. One year after graduation, employment rates are highest for associate degree earners (94.1%), followed by bachelor's (91.3%), doctorate (70.6%) and master's (69.1%).



### FIGURE 8: COUNT OF TEACHER EDUCATION GRADUATES

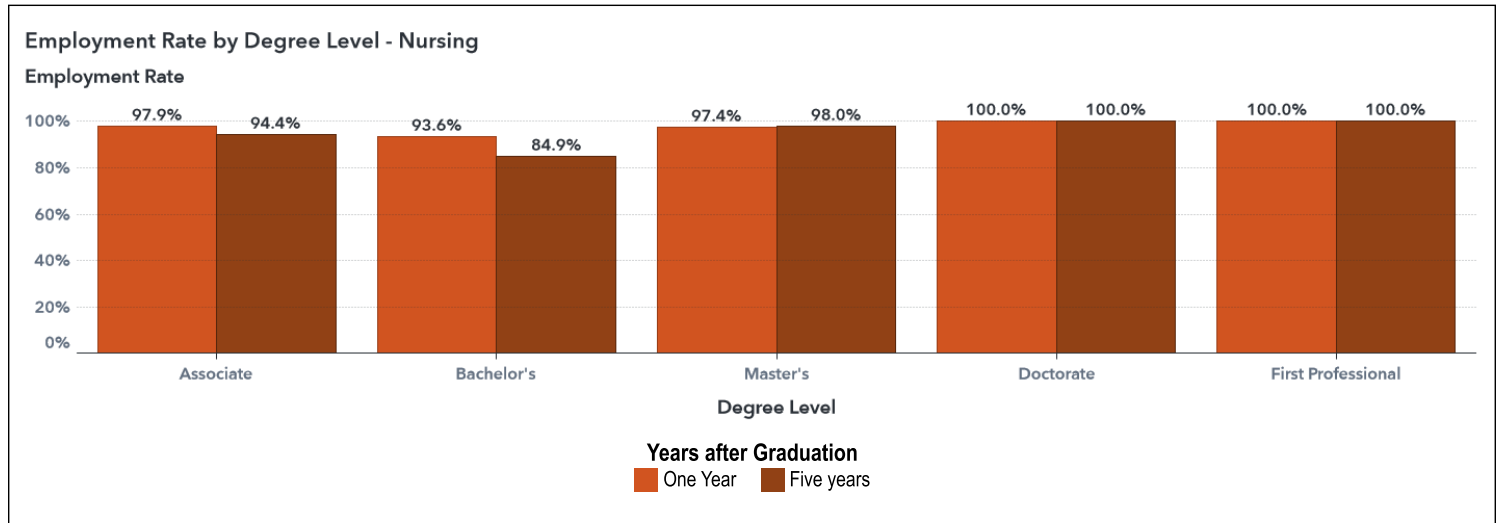
Figure 8 shows a count of teacher education graduates for the 2020-2021 (One Year) and 2016-2017 (Five Years) academic year.

YEARS AFTER GRADUATION	ONE YEAR	FIVE YEARS	TOTAL
DEGREE LEVEL	FREQUENCY	FREQUENCY	FREQUENCY
Associate	204	301	505
Bachelor's	1,216	1,354	2,570
Master's	249	230	479
Doctorate	17	16	33
<b>Total</b>	<b>1,686</b>	<b>1,901</b>	<b>3,587</b>



### FIGURE 9: EMPLOYMENT RATE BY DEGREE LEVEL – NURSING

Figure 9 shows employment rates by degree level one and five years after graduation for nursing graduates. This graph includes all Oklahoma state-system graduates. We show an increase in retention for associate (97.9%), bachelor’s (93.6%), master’s (97.4%) and doctoral graduates (100%), and 100% of first professional nursing graduates were retained for the second year in a row.



### FIGURE 10: COUNT OF NURSING GRADUATES

Figure 10 shows a count of nursing graduates for the 2020-2021 (One Year) and 2016-2017 (Five Years) academic year.

YEARS AFTER GRADUATION	ONE YEAR	FIVE YEARS	TOTAL
DEGREE LEVEL	FREQUENCY	FREQUENCY	FREQUENCY
Associate	1,165	1,142	2,307
Bachelor's	1,120	914	2,034
Master's	78	98	176
Doctorate	8	1	9
First Professional	6	4	10
<b>Total</b>	<b>2,377</b>	<b>2,159</b>	<b>4,536</b>



# EMPLOYMENT RATES BY DEGREE LEVEL

FIGURE 11: EMPLOYMENT RATES BY DEGREE LEVEL – ALL GRADUATES

Figure 11 displays employment rates by degree level one and five years after graduation for all graduates of Oklahoma’s public institutions. Employment by degree level for one-year post-graduation shows associate degree earners with the highest employment rate (93.1%), followed by bachelor’s (87.6%), first professional (82.2%), master’s (71.8%), and doctoral degree holders (68.5%). In comparison to data from the 2021 Employment Outcomes report, current data show an increase in retention for both associate and bachelor’s degree holders one-year after graduation, a maintained retention rate for doctoral degree holders, and a decrease for master’s and first professional degree recipients. Five-year rates show an increase for associate degree earners and a decrease for other degree levels.

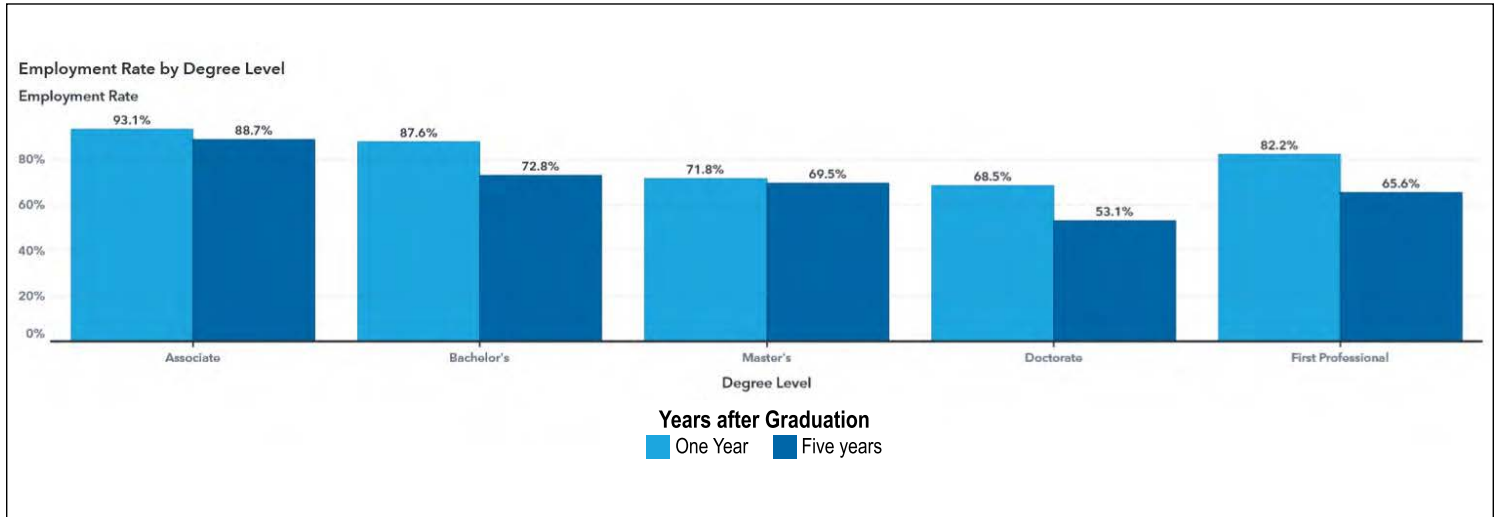
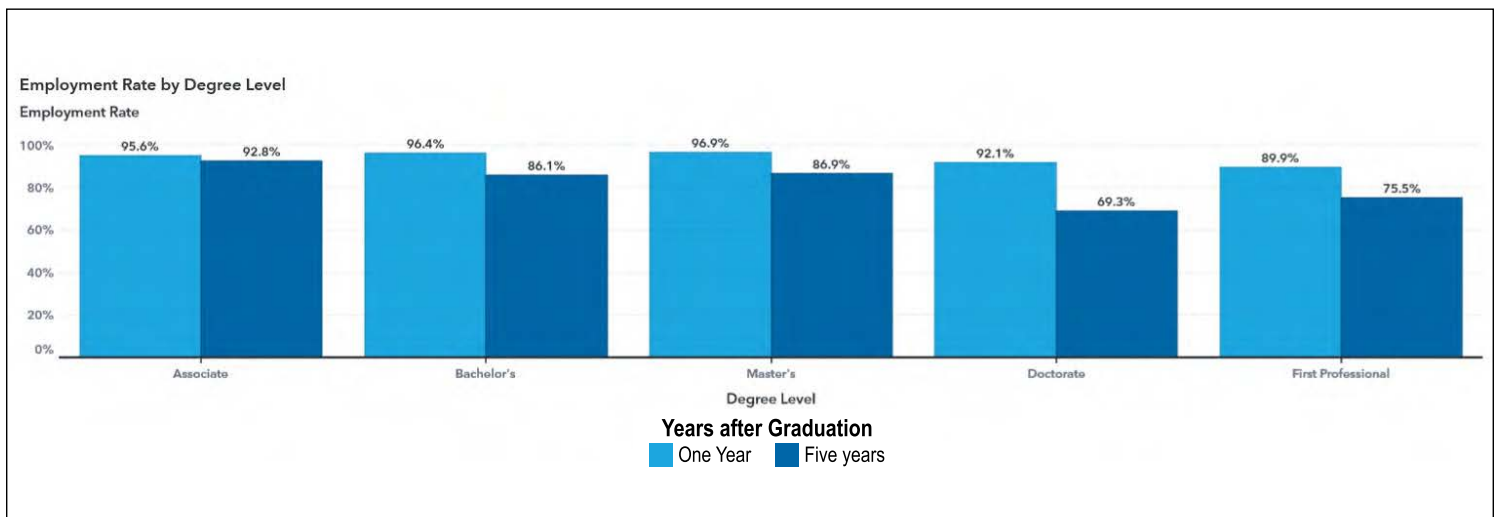


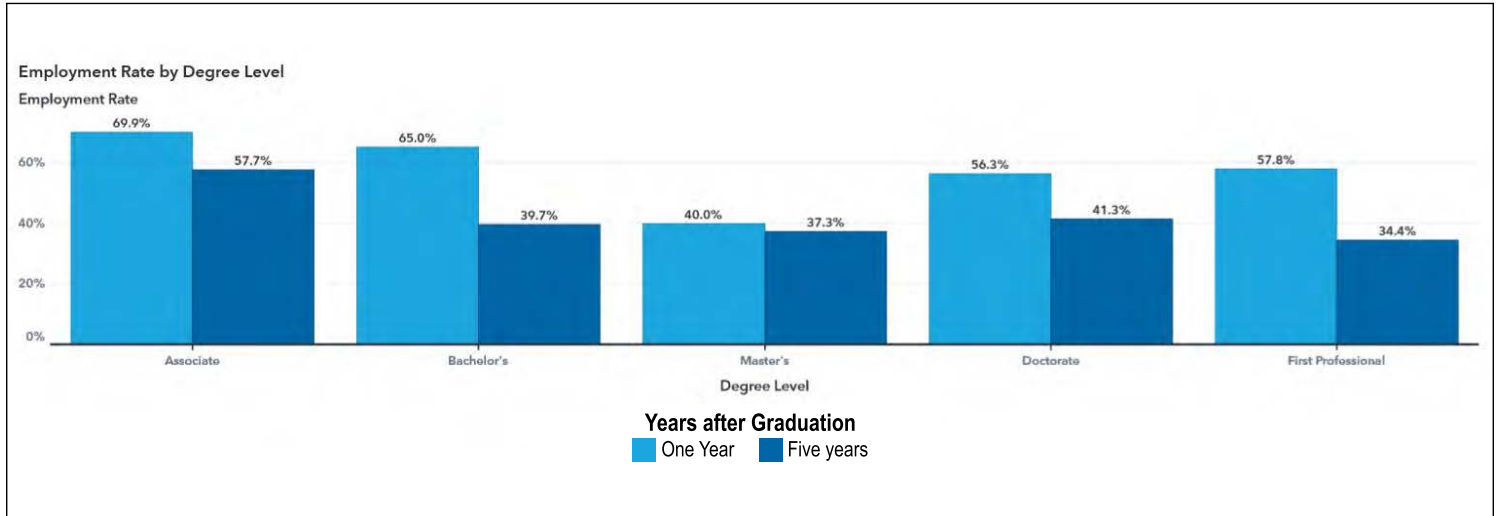
FIGURE 12: EMPLOYMENT RATE BY DEGREE LEVEL – OKLAHOMA RESIDENTS

Figure 12 displays employment rates by degree level one and five years after graduation for Oklahoma residents. Employment by degree level for one-year after graduation shows master’s degree graduates with the highest employment rate (96.9%), followed by bachelor’s (96.4%), associate (95.6%), first professional (89.9%), and doctoral degree recipients (92.1%). In comparison to the 2021 Employment Outcomes report, employment rates for graduates one-year post-graduation have increased for all degree levels. In reviewing five-years post-graduation, employment rates increased for associate and master’s degree recipients, and decreased slightly for bachelor’s, doctoral and first professional graduates. Collectively, Oklahoma retains the vast majority of resident graduates. As expected, out-of-state migration for Oklahoma residents is less than the graduate population as a whole.



### FIGURE 13: EMPLOYMENT RATES BY DEGREE LEVEL – NON-RESIDENTS

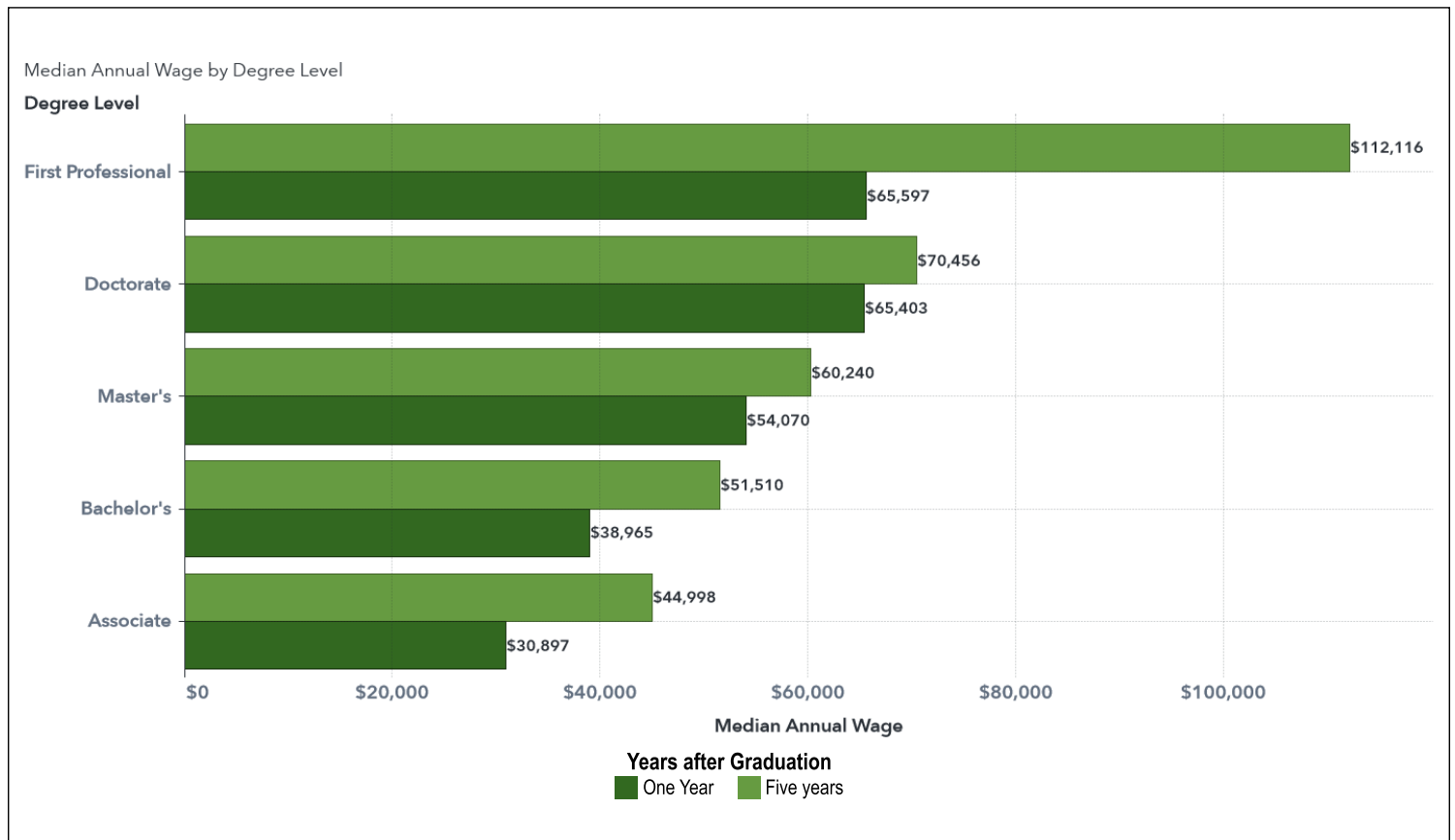
Figure 13 shows employment rates by degree level one and five years after graduation for the non-resident population. Graduates are considered a non-resident if their original residence is listed as any state other than Oklahoma on their admission application, completed prior to enrollment at an Oklahoma public institution. As expected, employment rates of non-resident graduates are lower than the overall student population and Oklahoma resident population. One-year post graduation, employment rates are highest for associate degree graduates (69.9%), followed by bachelor's (65.0%), first professional (57.8%), doctoral (56.3%), and master's (40.0%). In total, nearly 58% of non-resident graduates are employed in Oklahoma one year after graduation and more than 41% five years after graduation.



# MEDIAN ANNUAL EARNINGS

FIGURE 14: MEDIAN ANNUAL EARNINGS BY DEGREE LEVEL – ONE AND FIVE YEARS AFTER GRADUATION

Figure 14 shows median annual earnings by degree level grouped one and five years after graduation. One year after graduation, first professional graduates are the highest earners (\$65K), closely followed by doctoral (\$65K), then master’s (\$54K), bachelor’s (\$39K), and associate (\$31K). Associate graduates commonly continue their education; therefore, one-year wages are commonly reflective of part-time employment. Wages increase five years after graduation at all degree levels, with first professional degree holders as the highest earners (\$112K), followed by doctoral (\$70K), master’s (\$60K), bachelor’s (\$52K), and associate degree earners (\$45K). In line with the 2021 Employment Outcomes report, current data suggests that work experience impacts salary, and supports national data that link wages to educational attainment. As education advances, median annual earnings typically increase.

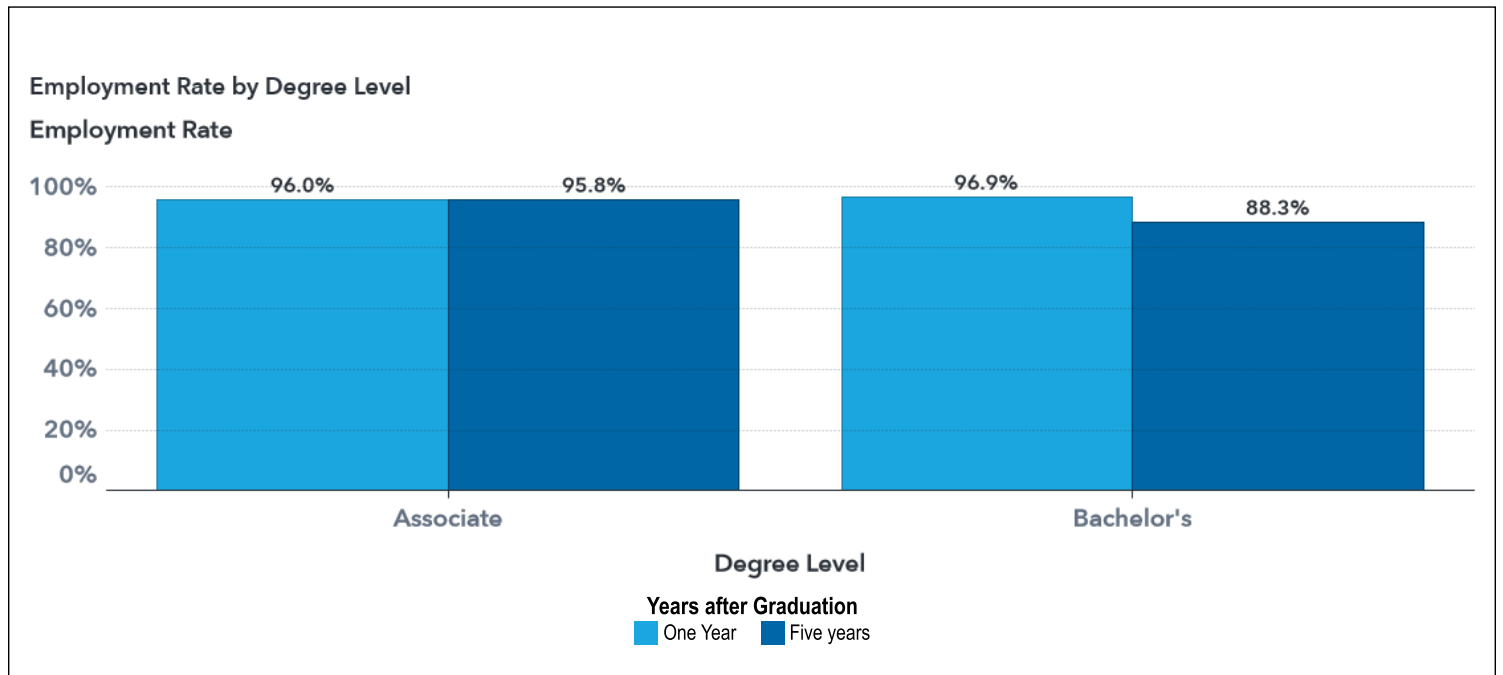


# OKLAHOMA'S PROMISE

Oklahoma's Promise allows eighth-, ninth-, 10th- and 11th-grade students from families meeting certain income requirements to earn a college or technology center tuition scholarship. Students must also meet academic and conduct requirements in high school.

FIGURE 15: EMPLOYMENT RATE BY DEGREE LEVEL – OKLAHOMA'S PROMISE

Figure 15 shows the employment rates for Oklahoma's Promise graduates one and five years after graduation. The vast majority of Oklahoma's Promise graduates remain in the state after graduation, contributing to the state's workforce. Consistent with the 2021 Employment Outcomes report, Oklahoma's Promise graduates have some of the highest employment rates of any student population.



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