



OKLAHOMA STATE REGENTS
FOR HIGHER EDUCATION

Improving our future by degrees



2024 EMPLOYMENT OUTCOMES

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION



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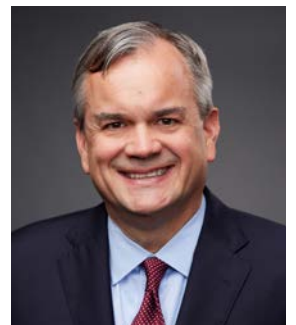
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EMPLOYMENT RATE OF STATE SYSTEM UNDERGRADUATES

	ONE YEAR POST-GRADUATION			FIVE YEARS POST-GRADUATION		
	Resident	Non-Resident	Total	Resident	Non-Resident	Total
All Fields of Study	91.5%	51.0%	83.2%	83.5%	37.7%	73.7%
STEM	88.5%	54.9%	79.7%	78.1%	39.0%	66.7%
Critical Occupations	91.6%	50.0%	83.4%	83.9%	38.3%	74.5%

FAST FACTS

91% of Oklahoma resident graduates launch their careers in the state within one year of graduation, strengthening the state's workforce.

Earnings grow with education: consistent with national trends, median annual earnings climb as degree level increases.

STEM talent stays local: Nearly 80% of STEM undergraduates work in Oklahoma one year after graduation.

Oklahoma attracts and retains talent: more than half of non-resident undergraduates stay to work in the state after graduation.

Teacher pipeline is strong: Over 87% of teacher education graduates are employed in Oklahoma within one year.

Engineering graduates build Oklahoma's future: nearly 74% of undergraduates in engineering are employed in Oklahoma one year after graduation.

Nursing graduates meet critical demand: over 94% are working in Oklahoma within one year, and more than 86% continue serving the state after five years.

Oklahoma's Promise delivers lasting impact: nearly 93% of graduates work in Oklahoma within one year, and almost 85% are still here five years later.

INTRODUCTION

The 2024 Employment Outcomes Report analyzes employment data for graduates of Oklahoma public colleges and universities one year and five years after graduation, 2022-2023 and 2018-2019. 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

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 2024 tax year. Median wages are calculated based on annual wages of \$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. Due to the information required for matching, international students are not included in the employment outcomes dataset. 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

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 who 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 DEGREE LEVEL

FIGURE 1: EMPLOYMENT RATE BY DEGREE LEVEL — ALL GRADUATES

Figure 1 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 (89.2%), followed by bachelor’s (79.8%), first professional (69.9%), master’s (62.8%), and doctoral degree holders (56.3%). In total, more than 78% of all graduates are employed in Oklahoma one year after graduation and 71% remain five years after graduation.

FIGURE 1

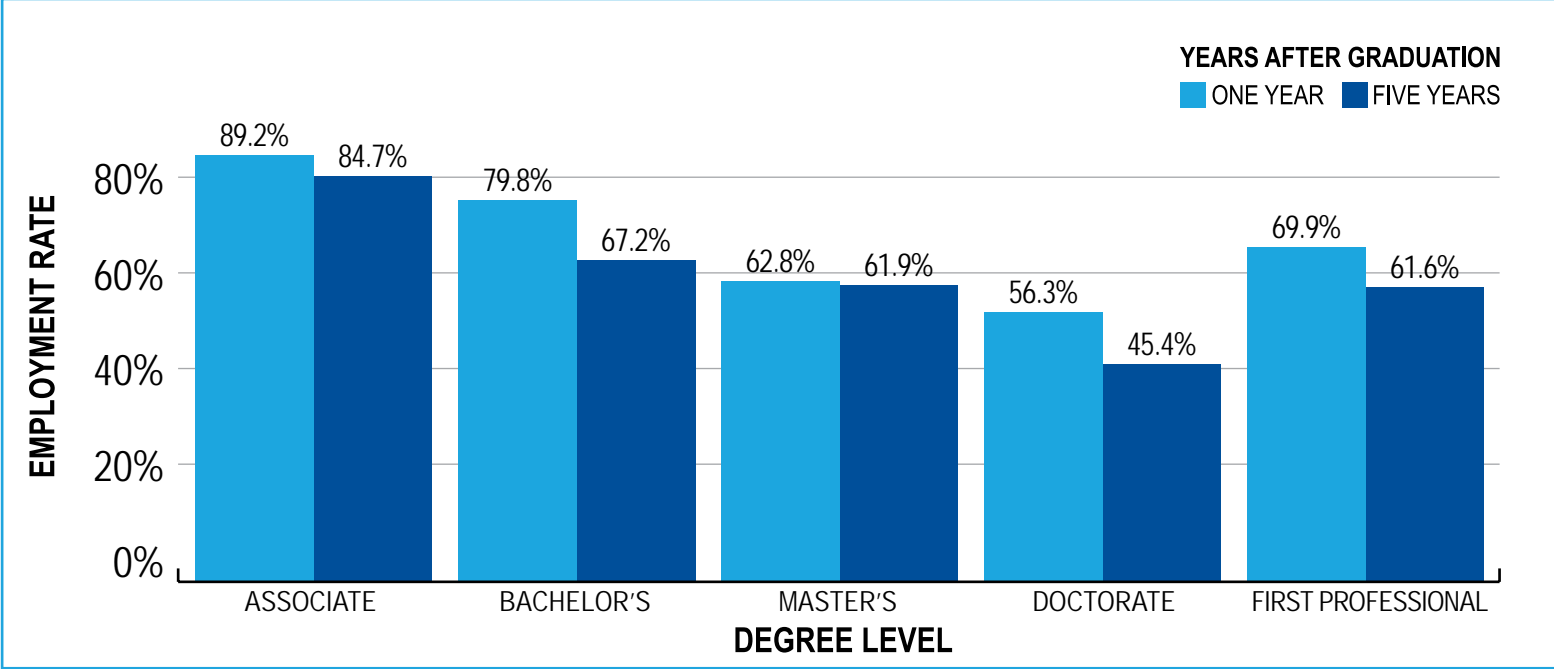


FIGURE 2: EMPLOYMENT RATE BY DEGREE LEVEL — OKLAHOMA RESIDENTS

Figure 2 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 associate degree earners with the highest employment rate (92.4%), followed by master’s (92.1%), bachelor’s (90.9%), first professional (79.4%), and doctoral degree recipients (77.6%). Oklahoma continues to retain the vast majority of resident graduates. As expected, out-of-state migration for Oklahoma residents is less than the total graduate population. In total, more than 91% of Oklahoma residents are working in the state one year after graduation and almost 83% remain five years after graduation.

FIGURE 2

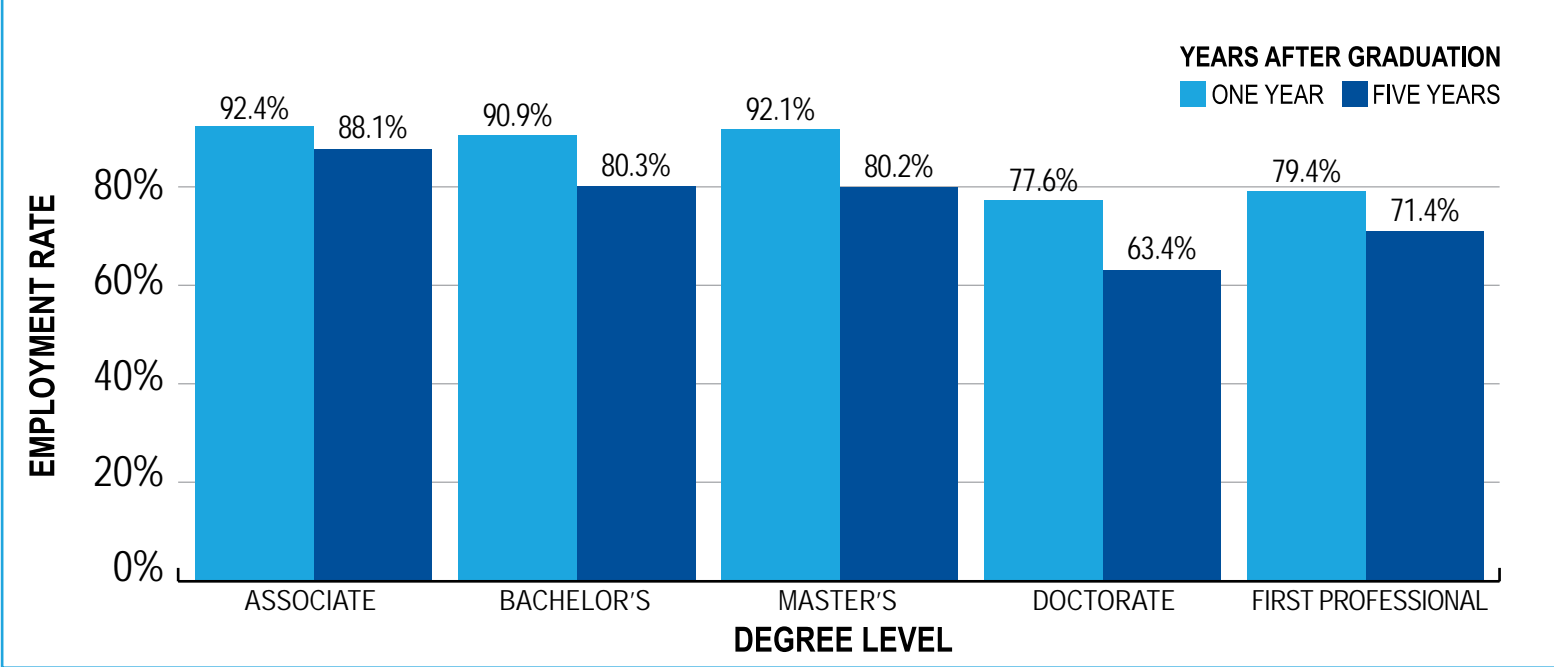
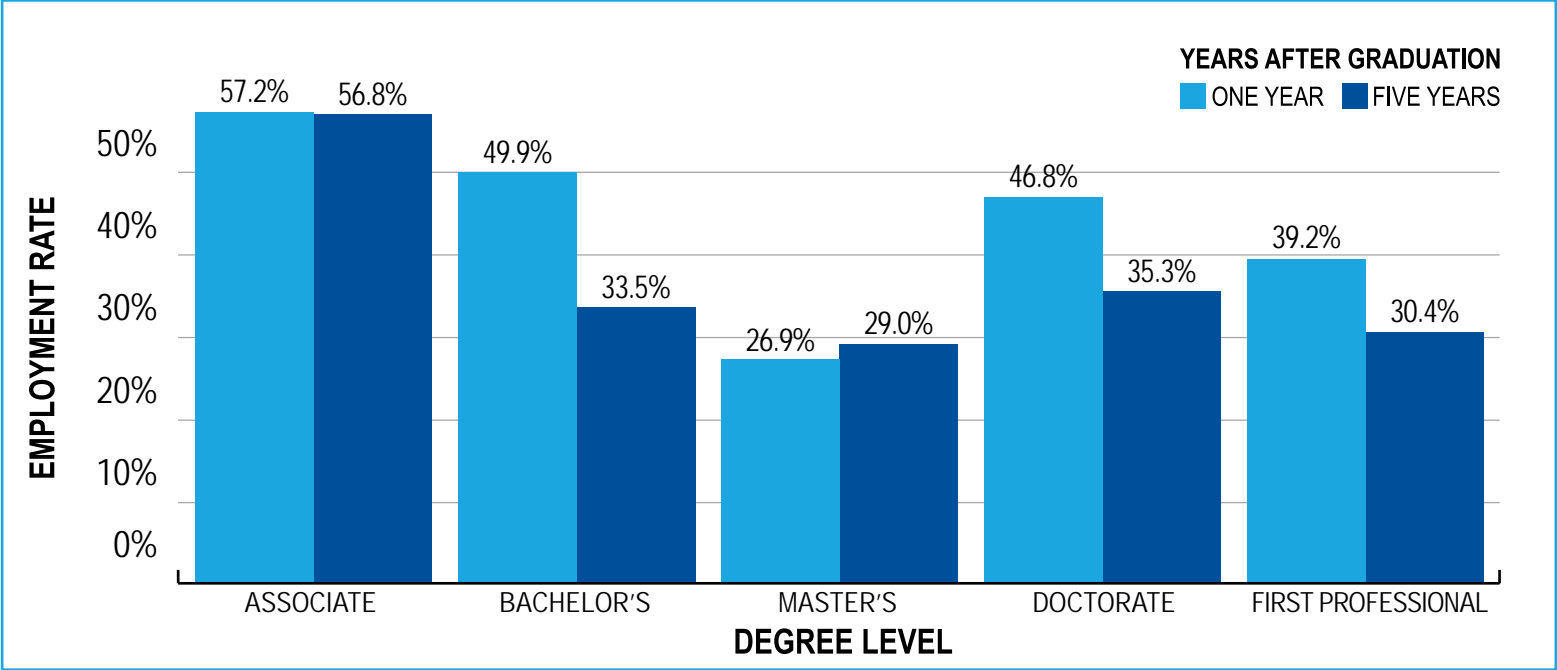


FIGURE 3: EMPLOYMENT RATE BY DEGREE LEVEL — NON-RESIDENTS

Figure 3 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 for 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 (57.2%), followed by bachelor's (49.9%), doctoral (46.8%), first professional (39.2%), and master's (26.9%). In total, more than 42% of non-resident graduates remain and work in Oklahoma one year after graduation and over 35% remain five years after graduation.

FIGURE 3



EMPLOYMENT RATE BY FIELD OF STUDY

Figures 4 and 5 provide the total number of graduates in the 2022-2023 and 2018-2019 academic years by field of study and corresponding employment rates.

FIGURE 4: EMPLOYMENT RATE BY FIELD OF STUDY ONE YEAR AFTER GRADUATION

Figure 4 shows the fields of study producing the highest number of graduates, both resident and non-resident, from the 2022-2023 academic year and the corresponding employment rate.

FIELD OF STUDY	GRADUATE COUNT	EMPLOYMENT RATE
Business, Management, Marketing, and Related Support Services	6,061	71.4%
Health Professions and Related Programs	5,533	87.1%
Liberal Arts and Sciences, General Studies and Humanities	2,835	82.3%
Education	2,763	80.6%
Psychology	1,490	86.1%
Engineering	1,469	70.1%
Biological and Biomedical Sciences	1,319	80.8%
Social Sciences	1,193	82.1%
Multi/Interdisciplinary Studies	1,098	77.3%
Computer and Information Sciences and Support Services	1,063	76.2%
Agricultural/Animal/Plant/Veterinary Science and Related Fields	1,010	70.4%
Parks, Recreation, Leisure, Fitness, and Kinesiology	1,003	69.7%
Family and Consumer Sciences/Human Sciences	920	89.3%
Communication, Journalism, and Related Programs	905	75.1%
Visual and Performing Arts	833	79.5%
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	802	74.7%
Public Administration and Social Service Professions	636	80.8%
Engineering/Engineering-Related Technologies/Technicians	560	80.2%
Physical Sciences	482	74.7%
Legal Professions and Studies	465	59.8%

FIGURE 5: EMPLOYMENT RATE BY FIELD OF STUDY FIVE YEARS AFTER GRADUATION

Figure 5 shows the fields of study producing the highest number of graduates, both resident and non-resident, from the 2018-2019 academic year and the corresponding employment rate.

FIELD OF STUDY	GRADUATE COUNT	EMPLOYMENT RATE
Health Professions and Related Programs	5,696	80.4%
Business, Management, Marketing, and Related Support Services	5,627	66.0%
Liberal Arts and Sciences, General Studies and Humanities	2,927	75.7%
Education	2,606	79.9%
Engineering	1,864	58.1%
Psychology	1,443	74.7%
Multi/Interdisciplinary Studies	1,282	72.7%
Biological and Biomedical Sciences	1,245	65.5%
Social Sciences	1,103	71.6%
Computer and Information Sciences and Support Services	1,060	67.8%
Communication, Journalism, and Related Programs	961	60.9%
Visual and Performing Arts	909	66.8%
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	847	72.1%
Agricultural/Animal/Plant/Veterinary Science and Related Fields	846	58.3%
Family and Consumer Sciences/Human Sciences	809	80.2%
Parks, Recreation, Leisure, Fitness, and Kinesiology	768	65.8%
Engineering/Engineering-Related Technologies/Technicians	710	78.0%
Physical Sciences	557	60.1%
Public Administration and Social Service Professions	534	80.1%
Legal Professions and Studies	416	55.0%

EMPLOYMENT RATES FOR CRITICAL OCCUPATIONS

[Oklahoma's critical occupations](#) are career fields with high demand accompanied by projected future growth. Within 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 reflects employment rates for graduates in STEM, engineering, teacher education, and nursing.

FIGURE 6: EMPLOYMENT RATE BY DEGREE LEVEL — STEM

Figure 6 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 graduates (88.0%), followed by bachelor's (77.0%), doctoral (57.1%), and master's (55.6%). In total, nearly 75% of graduates, both resident and non-resident, live and work in the state one year after graduation and 64% remain five years after graduation.

FIGURE 6

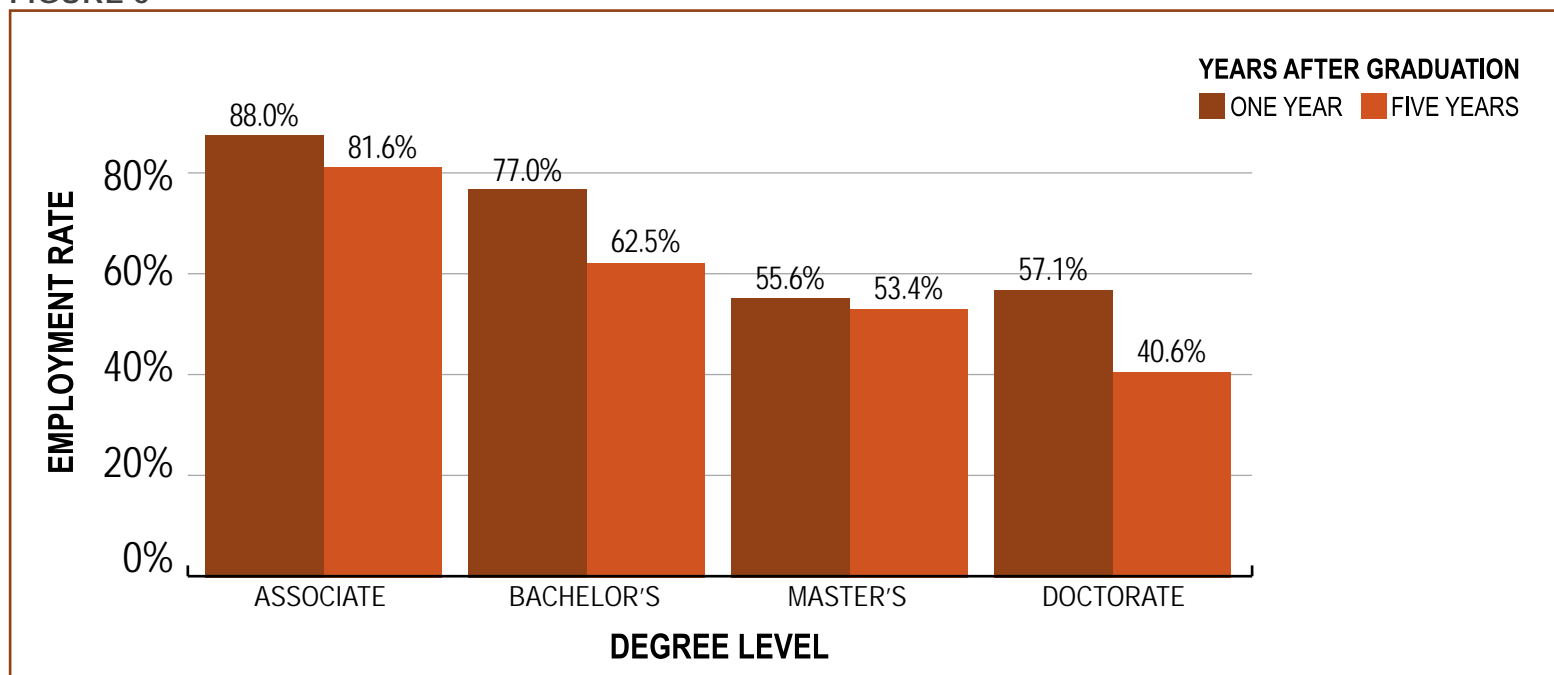


FIGURE 7: COUNT OF STEM GRADUATES

Figure 7 shows the number of STEM graduates in the 2022-2023 (One Year) and 2018-2019 (Five Years) academic years.

YEARS AFTER GRADUATION	ONE YEAR	FIVE YEARS
DEGREE LEVEL	FREQUENCY	FREQUENCY
ASSOCIATE	1,338	1,339
BACHELOR'S	4,161	4,698
MASTER'S	1,168	1,018
DOCTORATE	280	249
TOTAL	6,947	7,304

FIGURE 8: EMPLOYMENT RATE BY DEGREE LEVEL — ENGINEERING

Figure 8 shows employment rates by degree level one and five years after graduation for engineering graduates. One year after graduation, retention is highest for associate degree earners (91.2%), followed by bachelor's (72.1%), doctoral (67.6%), and master's (55.3%). In total, more than 70% of engineers, both resident and non-resident, are employed in the state one year after graduation and more than 58% remain five years after graduation.

FIGURE 8

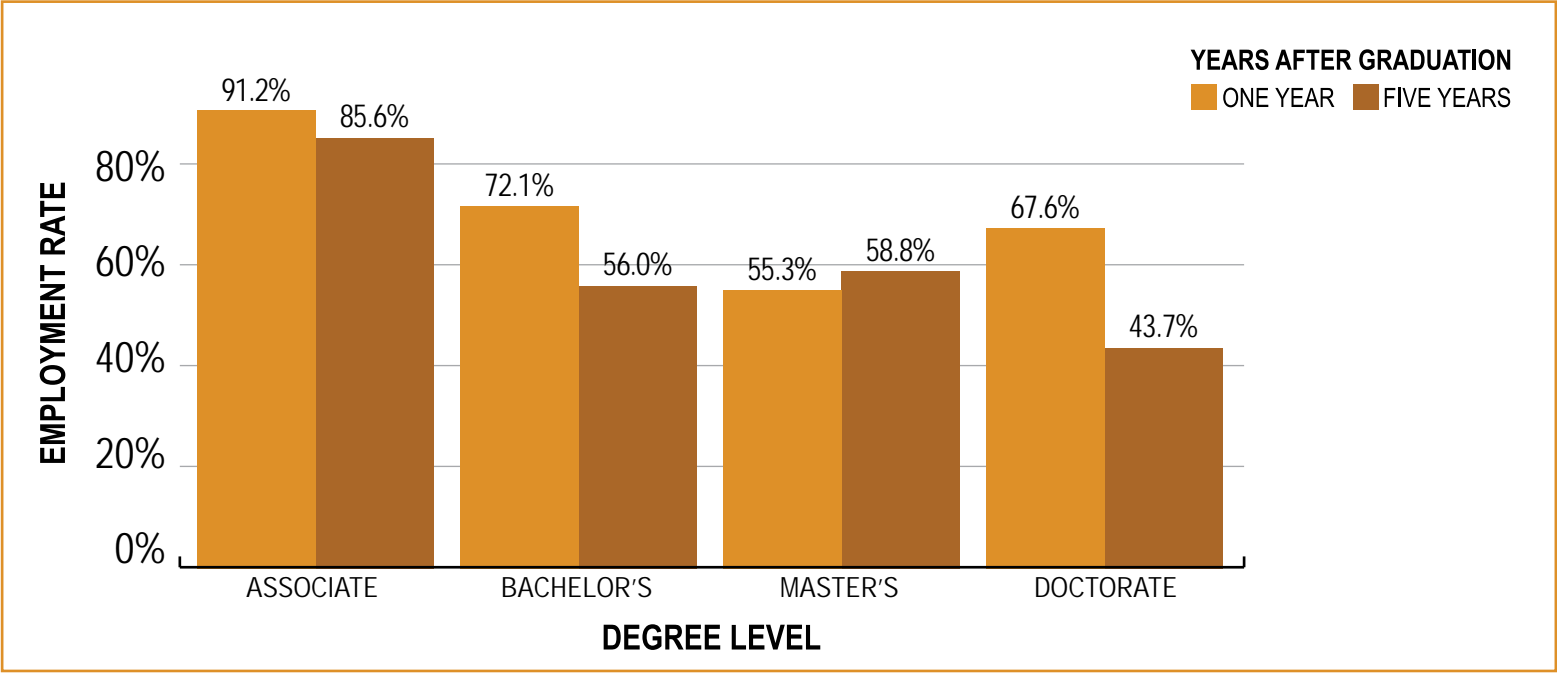


FIGURE 9: COUNT OF ENGINEERING GRADUATES

Figure 9 shows the number of engineering graduates in the 2022-2023 (One Year) and 2018-2019 (Five Years) academic years.

YEARS AFTER GRADUATION	ONE YEAR	FIVE YEARS
DEGREE LEVEL	FREQUENCY	FREQUENCY
ASSOCIATE	113	153
BACHELOR'S	1,027	1,311
MASTER'S	255	313
DOCTORATE	74	87
TOTAL	1,469	1,864

FIGURE 10: EMPLOYMENT RATE BY DEGREE LEVEL — TEACHER EDUCATION

Figure 10 shows employment rates for classroom teachers by degree level, one and five years after graduation. This analysis includes all associate and bachelor’s degree earners — both residents and non-residents — who graduated from an identified teacher education program. Teacher Education counts are defined by OSRHE as degrees conferred to students eligible to teach in kindergarten through 12th grade. These degrees are identified at the program option level and include both traditional education degrees and subject-specific degrees (e.g., history or math) that offer a teaching option. Because the intent of the Teacher Education count is to track potential new entrants into the K–12 teaching workforce, graduate-level degrees are excluded from this category. In total, over 87% of teacher education graduates, both resident and non-resident, are employed in Oklahoma one year after graduation.

FIGURE 10

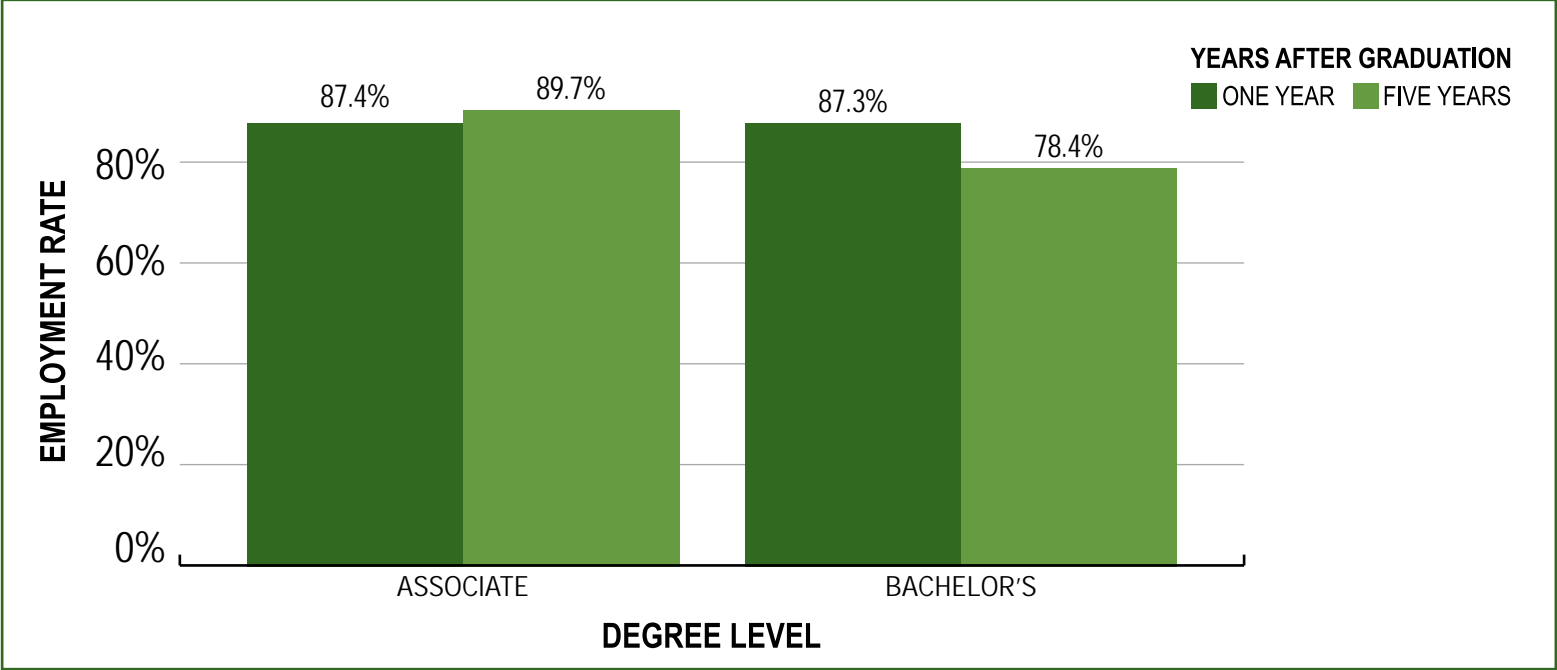


FIGURE 11: COUNT OF TEACHER EDUCATION GRADUATES

Figure 11 shows a count of teacher education graduates for the 2022-2023 (One Year) and 2018-2019 (Five Years) academic years.

YEARS AFTER GRADUATION	ONE YEAR	FIVE YEARS
DEGREE LEVEL	FREQUENCY	FREQUENCY
Associate	318	281
Bachelor's	912	1,019
Total	1,230	1,300

FIGURE 12: EMPLOYMENT RATE BY DEGREE LEVEL — NURSING

Figure 12 shows employment rates by degree level one and five years after graduation for nursing graduates. Employment rates are highest one year after graduation for associate degree earners (96.5%), followed by bachelor’s (93.0%), master’s (91.2%), and doctoral/first professional (82.8%). Year after year, we continue to see significantly high retention of nursing graduates. In total, more than 94% of nursing graduates, both resident and non-resident, were employed in the state one year after graduation and more than 86% remained five years after graduation.

FIGURE 12

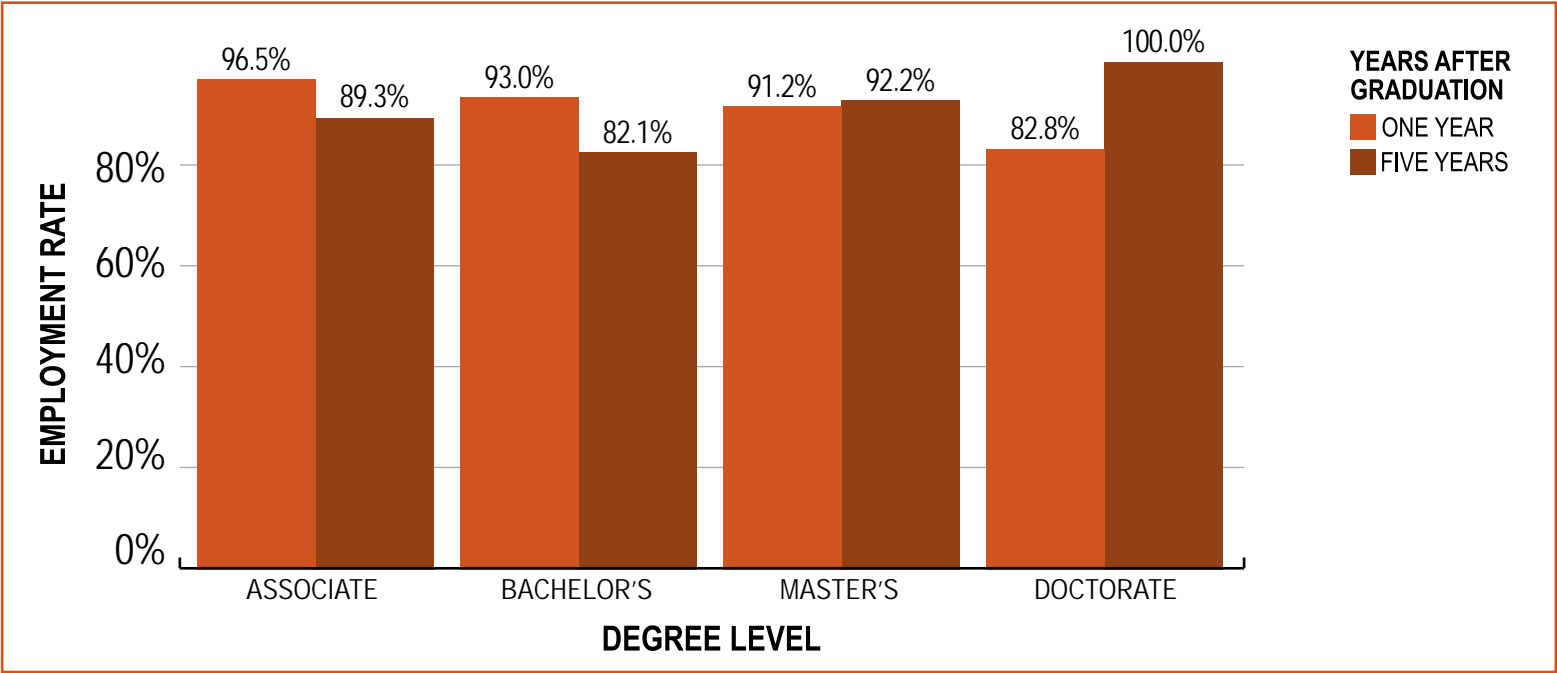


FIGURE 13: COUNT OF NURSING GRADUATES

Figure 13 shows a count of nursing graduates for the 2022-2023 (One Year) and 2018-2019 (Five Years) academic years.

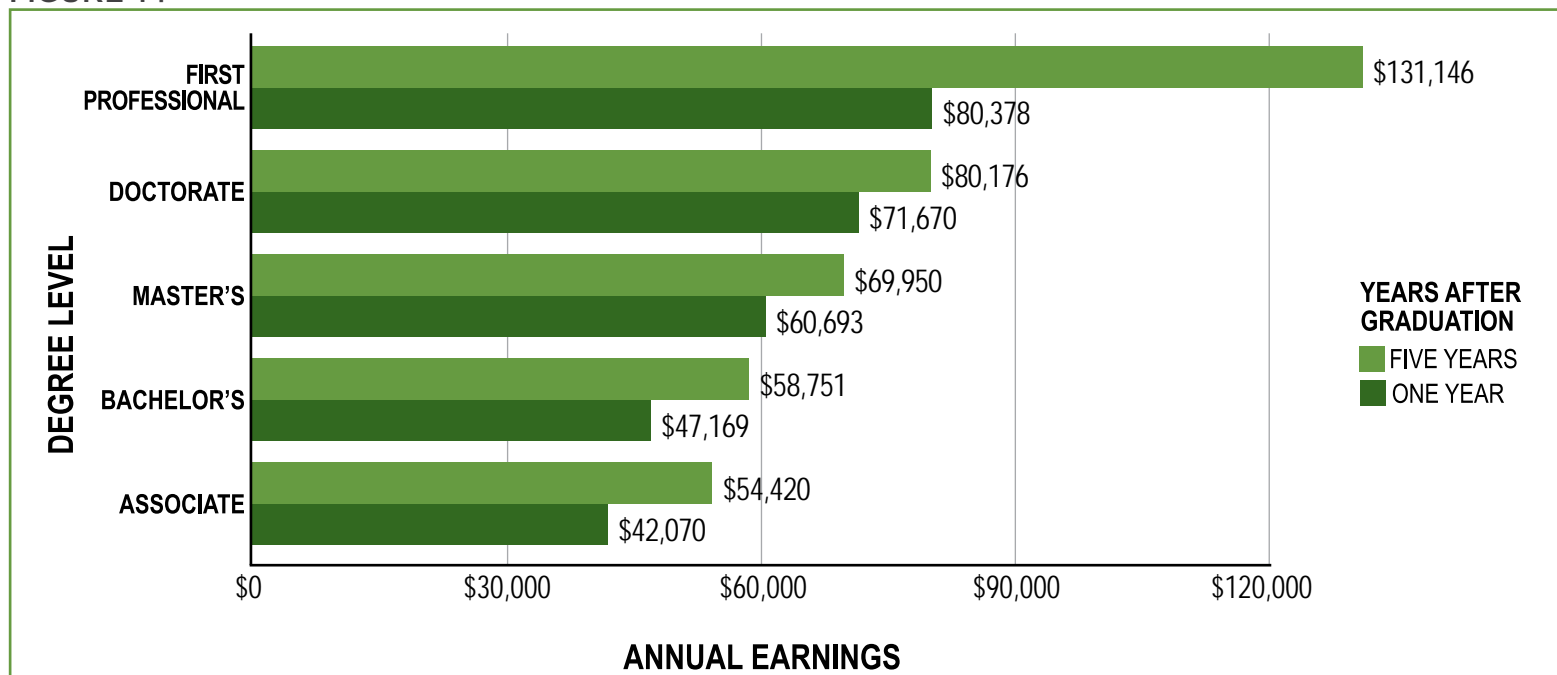
YEARS AFTER GRADUATION	ONE YEAR	FIVE YEARS
DEGREE LEVEL	FREQUENCY	FREQUENCY
ASSOCIATE	1,048	1,271
BACHELOR'S	1,243	1,001
MASTER'S	68	90
DOCTORATE	29	2
TOTAL	2,388	2,364

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 by one and five years after graduation. One year after graduation, first professionals are the highest earners (\$80K), closely followed by doctoral (\$72K), then master's (\$61K), bachelor's (\$47K), and associate (\$42K). Earnings increase five years after graduation at all levels, with first professionals as the highest earners (\$131K), followed by doctoral (\$80K), master's (\$70K), bachelor's (\$59K), and associate degree earners (\$54K). In line with the 2023 Employment Outcomes report, current data suggests that work experience impacts salary and supports national data that links earnings to educational attainment. As education level advances, median annual earnings typically increase.

FIGURE 14



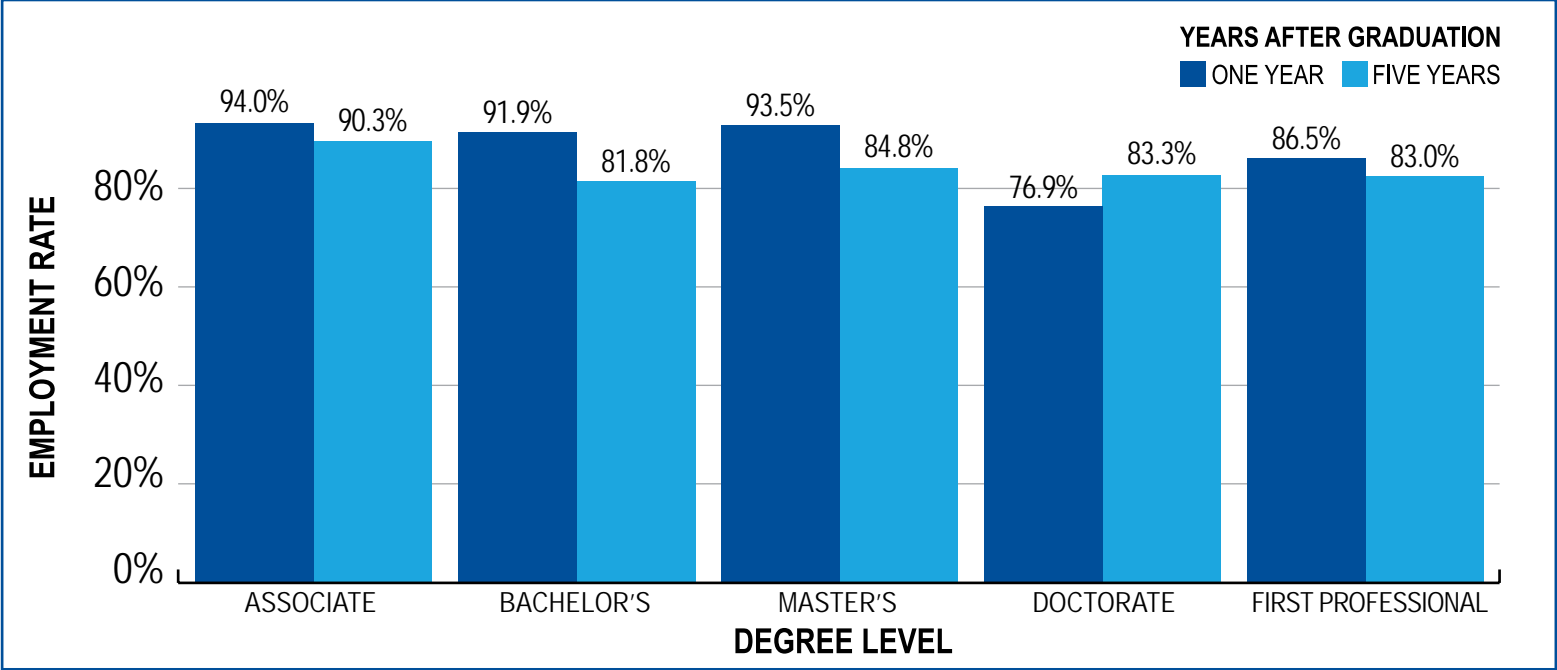
OKLAHOMA'S PROMISE

Oklahoma's Promise offers qualified Oklahoma students an opportunity to earn a scholarship for college tuition.

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

Figure 15 shows employment rates by degree level for Oklahoma's Promise recipients one and five years after graduation. Consistent with the 2023 employment outcomes report, Oklahoma's Promise recipients have some of the highest employment rates of any student population. In total, nearly 93% of Oklahoma's Promise graduates are employed in the state one year after graduation, and almost 85% remain after five years. The overwhelming majority of Oklahoma's Promise graduates remain in the state after graduation, making significant contributions to the state's workforce.

FIGURE 15



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