



2025

EMPLOYMENT OUTCOMES



OKLAHOMA STATE REGENTS
FOR HIGHER EDUCATION

Improving our future by degrees



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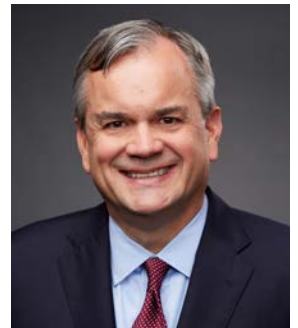
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Norman



Jack Sherry
Holdenville



Michael C. Turpen
Oklahoma City



Chancellor
Sean Burrage
Oklahoma City

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EMPLOYMENT RATE OF STATE SYSTEM UNDERGRADUATES

ONE YEAR AFTER GRADUATION

FIELD CATEGORY	RESIDENT	NON-RESIDENT	TOTAL
All Fields of Study	87.5%	31.9%	76.5%
STEM	83.8%	36.0%	73.0%
Critical Occupations	87.7%	32.0%	77.2%

FIVE YEARS AFTER GRADUATION

FIELD CATEGORY	RESIDENT	NON-RESIDENT	TOTAL
All Fields of Study	81.3%	26.7%	70.8%
STEM	76.5%	26.1%	63.6%
Critical Occupations	81.8%	27.1%	71.8%

TEN YEARS AFTER GRADUATION

FIELD CATEGORY	RESIDENT	NON-RESIDENT	TOTAL
All Fields of Study	75.0%	23.0%	65.8%
STEM	70.1%	21.4%	59.6%
Critical Occupations	75.7%	23.9%	67.0%

Employment rates in this report reflect graduates identified through available Oklahoma employment and tax records. Graduates working outside Oklahoma or in positions not captured by these data sources may not be reflected in the reported rates. Therefore, these figures should not be interpreted as overall employment or unemployment rates.

FAST FACTS



87% of Oklahoma resident graduates remain in the state workforce: Within one year of graduation, 87% of Oklahoma resident graduates are employed in Oklahoma, strengthening the state's workforce.



Higher education yields higher lifetime earnings: Consistent with national trends and compared with the median earnings of an Oklahoma high school graduate, median earnings for public higher education graduates are up to 120% higher one year after graduation and up to 282% higher 10 years after graduation, depending on degree level.



Oklahoma retains its STEM talent: Over 83% of Oklahoma resident STEM graduates work in Oklahoma one year after graduation, and more than 75% remain five years later.



Teacher education supports Oklahoma's classrooms: Nearly 85% of teacher education graduates are employed in Oklahoma within a year.



Engineering talent remains in Oklahoma: Nearly 72% of undergraduate engineering graduates are employed in Oklahoma one year after graduation.



Nursing graduates fill critical workforce needs: 89% are working in Oklahoma within a year, and nearly 82% continue serving the state after five years.



Oklahoma's Promise builds a lasting workforce impact: More than 88% of Oklahoma's Promise undergraduate graduates work in Oklahoma within a year, and more than 83% remain in the state five years later.



State system graduates power essential industries: 47.5% of public higher education graduates are employed in the health care and educational services industries.

INTRODUCTION

The 2025 Employment Outcomes Report examines the employment experiences of graduates from Oklahoma's public colleges and universities one, five, and 10 years after graduation. The report analyzes outcomes for graduates from the 2023-2024, 2019-2020, and 2014-2015 cohorts, providing a longitudinal view of employment and earnings after completing a postsecondary credential.

The findings demonstrate a clear relationship between educational attainment and earnings among graduates of Oklahoma's public higher education system. Consistent with national research, graduates who earn higher levels of education generally experience higher earnings. The report also examines the extent to which graduates remain in Oklahoma following graduation, providing insight into the contribution of the state's public higher education system to Oklahoma's workforce and economy.

METHODOLOGY

Oklahoma state system degree recipients are identified using the State Regents' Unitized Data System (UDS). For students who earn multiple degrees, the last degree earned is selected, which is typically the highest degree earned. The list of graduates is then compared with wage records from the Oklahoma Employment Security Commission (OESC). When a match is identified, 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 covered by unemployment insurance, the search is expanded to include Oklahoma Tax Commission (OTC) records. For degree recipients who do not match an OESC wage record, their records are subsequently compared with state resident tax returns. For OTC matches, only "Found" or "Not Found" information is returned to the State Regents.

Median wages are calculated based on annual wages of \$15,080 or more, which is the annual equivalent of full-time employment at Oklahoma's minimum wage of \$7.25 per hour. This threshold applies only to the calculation of earnings metrics and does not affect employment-rate calculations. Graduates earning \$15,080 or more are included in the earnings analysis, even if they are employed part-time. Graduates earning less than \$15,080 are excluded from the earnings analysis but remain included in employment-rate calculations. This report summarizes employment and earnings information one, five, and 10 years after graduation.

Graduate records are divided into two populations: (1) Oklahoma residents and (2) non-Oklahoma residents. Graduates are classified as non-Oklahoma residents when their state of residence at the time of application and prior to enrollment is listed as a state other than Oklahoma. If their original state of residence was outside Oklahoma, they are classified as non-Oklahoma residents.

Due to the information required for employment record matching, international students are not included in the employment outcomes dataset. Additionally, this report analyzes employment outcomes for graduates of Oklahoma's public colleges and universities and does not include degree recipients from private higher education institutions.

LIMITATIONS AND CONSIDERATIONS

The employment outcomes presented in this report should be interpreted within the context of the data sources and methodology used for this analysis. OESC wage records include employees covered by Oklahoma unemployment insurance. As a result, the data do not include self-employed individuals, employees of the federal government (including military and postal service employees), or graduates working outside of Oklahoma. These individuals may be identified through Oklahoma Tax Commission (OTC) records when they file a state tax return. International students are also excluded from the employment outcomes dataset because the information necessary to match their graduate records to employment records is not available.

OTC records provide an additional source for identifying graduates who are not found in OESC wage records; however, they have limitations. OTC data does not include industry codes, so NAICS information is not available for graduates identified through tax records. Additionally, OTC records may include joint tax returns. Therefore, when a degree recipient is identified through a joint return, the presence of employment or income cannot necessarily be attributed to the degree recipient and may reflect the earnings of a spouse.

The data also does not identify graduates who continued their education after completing a degree. Enrollment in graduate or professional school is not captured as an employment outcome and therefore may represent a positive post-completion outcome that is not reflected in the employment rates presented in this report. Similarly, the data does not identify graduates who are not participating in the workforce, such as individuals who may have chosen to care for children or other family members.

Available wage records do not indicate whether employment is part-time or full-time or provide information on hours worked. Graduates earning less than \$15,080 annually — the equivalent of full-time employment at Oklahoma's minimum wage of \$7.25 per hour — are excluded from the earnings analysis. However, employment above this threshold cannot be assumed to represent full-time employment.

EMPLOYMENT RATE BY DEGREE LEVEL

FIGURE 1: EMPLOYMENT RATE BY DEGREE LEVEL — ALL GRADUATES

Figure 1 highlights employment outcomes by degree level for all graduates of Oklahoma's public colleges and universities one, five, and 10 years after graduation. One year after graduation, associate degree recipients have the highest employment rate at 85.2%, followed by bachelor's degree recipients at 71.6%, first-professional degree recipients at 63.3%, master's degree recipients at 58.2%, and doctoral degree recipients at 51.6%.

Across all degree levels, more than 72% of graduates are employed in Oklahoma one year after graduation, with nearly 68% remaining employed in Oklahoma five years after graduation and more than 63% remaining 10 years after graduation.

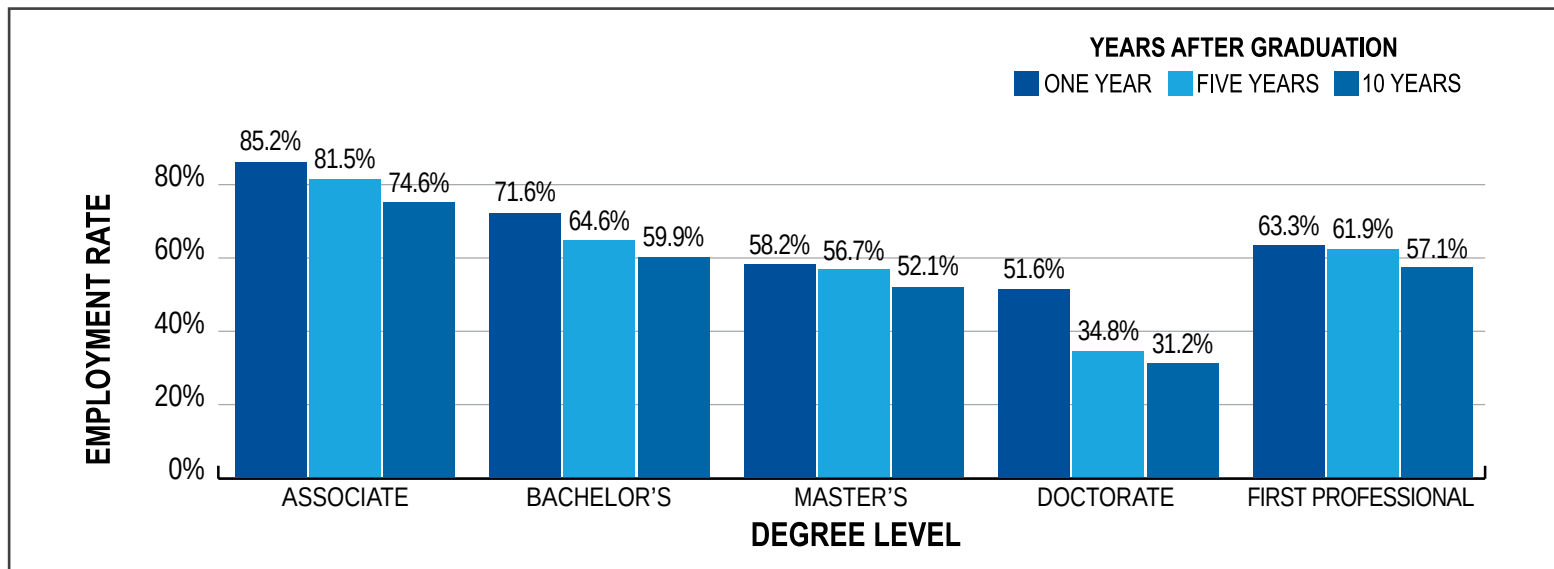


FIGURE 2: EMPLOYMENT RATE BY DEGREE LEVEL — OKLAHOMA RESIDENTS

Figure 2 highlights employment outcomes by degree level for Oklahoma resident graduates of the state's public colleges and universities one, five, and 10 years after graduation. One year after graduation, associate degree recipients have the highest employment rate at 88.9%, followed by master's degree recipients at 88.8%, bachelor's degree recipients at 86.5%, doctoral degree recipients at 80.8%, and first-professional degree recipients at 76.2%.

Oklahoma continues to retain the vast majority of its resident graduates following degree completion. In total, more than 87% of Oklahoma resident graduates are employed in the state one year after graduation, with more than 80% remaining employed in Oklahoma five years after graduation and 74% 10 years after graduation. These results demonstrate the strong connection between Oklahoma resident graduates and the state's workforce.

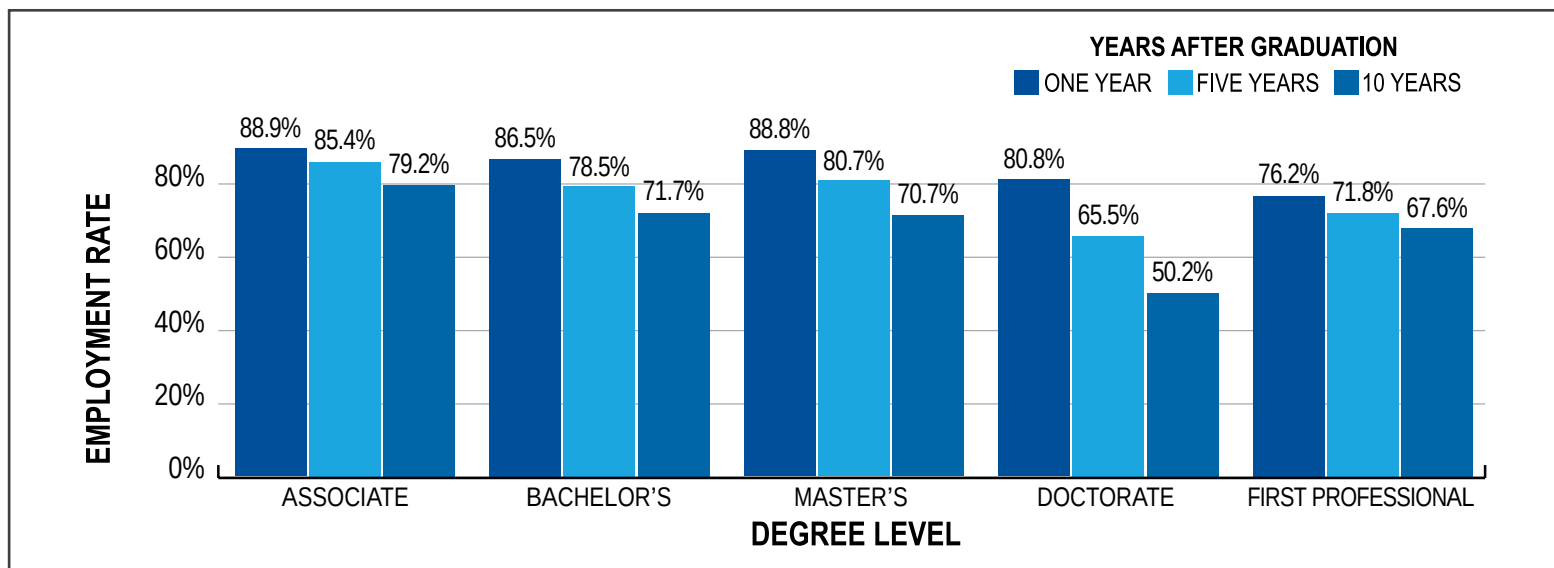
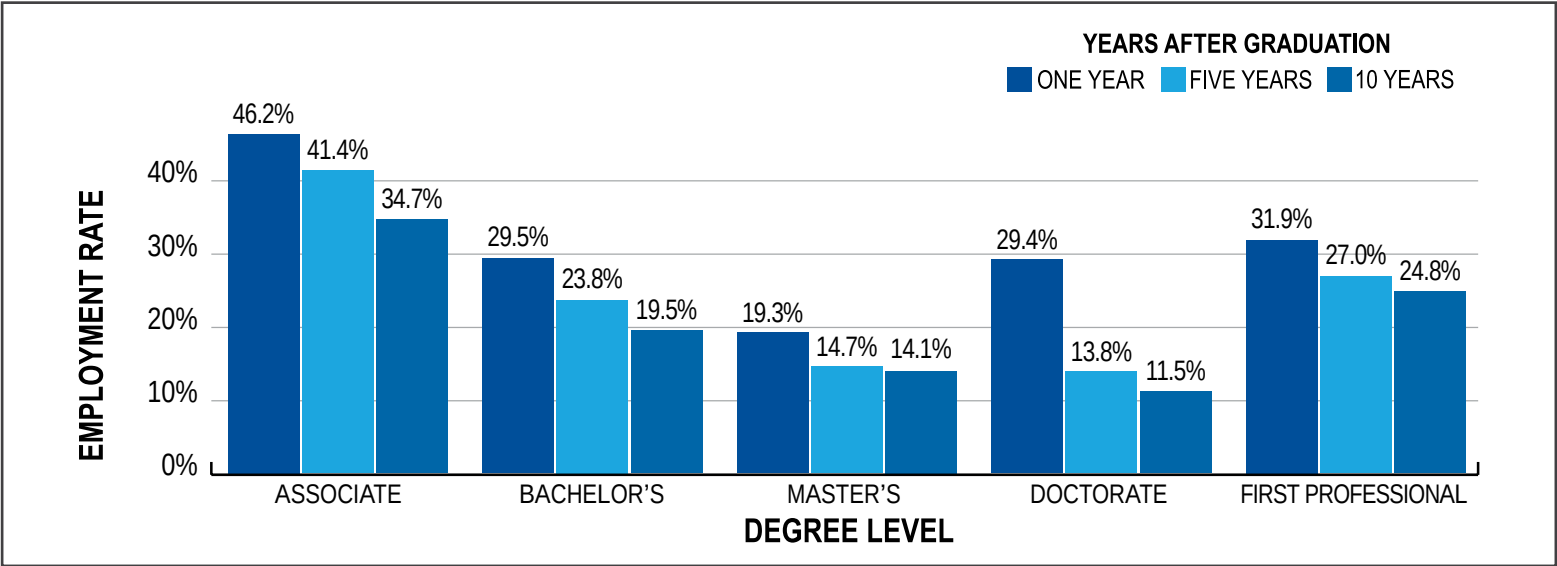


FIGURE 3: EMPLOYMENT RATE BY DEGREE LEVEL — NON-RESIDENTS

Figure 3 highlights employment outcomes by degree level for non-resident graduates of Oklahoma’s public colleges and universities one, five, and 10 years after graduation. Graduates are considered non-residents if their original residence is listed as a 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 those for both the overall graduate population and Oklahoma resident graduates. One year after graduation, associate degree recipients have the highest employment rate at 46.2%, followed by first-professional degree recipients at 31.9%, bachelor’s degree recipients at 29.5%, doctoral degree recipients at 29.4%, and master’s degree recipients at 19.3%.

In total, nearly 28% of non-resident graduates are employed in Oklahoma one year after graduation, with 23.2% remaining employed in the state five years after graduation and 20% 10 years after graduation. These results provide insight into Oklahoma’s ability to retain graduates who entered the state’s public higher education system as non-residents.



EMPLOYMENT RATE BY FIELD OF STUDY

Figures 4, 5, and 6 show the total number of graduates by field of study for the 2023–2024, 2019–2020, and 2014–2015 academic years, respectively, along with the corresponding employment rates one, five, and 10 years after graduation. Examining these three graduating cohorts provides a longitudinal view of employment outcomes across fields of study and allows for comparison of graduate volume and workforce retention over time.

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

Figure 4 highlights the fields of study with the highest number of graduates in the 2023–2024 academic year and shows the corresponding employment rates one year after graduation.

FIELD OF STUDY	GRADUATE COUNT	RESIDENT EMPLOYMENT RATE	NON-OKLAHOMA RESIDENT EMPLOYMENT RATE
Business, Management, Marketing, and Related Support Services	5,674	85.4%	19.0%
Health Professions and Related Programs	5,506	90.9%	42.7%
Education	2,767	93.3%	17.8%
Liberal Arts and Sciences, General Studies and Humanities	2,675	86.5%	27.4%
Psychology	1,549	86.6%	40.2%
Engineering	1,262	81.9%	33.2%
Biological and Biomedical Sciences	1,170	83.1%	32.4%
Multi/Interdisciplinary Studies	1,141	86.2%	25.7%
Social Sciences	1,056	85.9%	33.3%
Agricultural/Animal/Plant/Veterinary Science and Related Fields	1,048	83.2%	31.6%
Computer and Information Sciences and Support Services	1,048	83.6%	41.2%
Parks, Recreation, Leisure, Fitness, and Kinesiology	963	82.1%	19.0%
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	822	90.5%	25.3%
Communication, Journalism, and Related Programs	791	85.1%	21.6%
Visual and Performing Arts	770	85.4%	25.5%
Public Administration and Social Service Professions	562	93.2%	20.3%
Family and Consumer Sciences/Human Sciences	500	89.6%	35.3%
Engineering/Engineering-Related Technologies/Technicians	461	86.8%	19.1%
Physical Sciences	398	79.3%	45.8%
Legal Professions and Studies	379	90.8%	13.6%

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

Figure 5 highlights the fields of study with the highest number of graduates in the 2019–2020 academic year and shows the corresponding employment rates five years after graduation.

FIELD OF STUDY	GRADUATE COUNT	RESIDENT EMPLOYMENT RATE	NON-OKLAHOMA RESIDENT EMPLOYMENT RATE
Health Professions and Related Programs	5,574	84.4%	33.2%
Business, Management, Marketing, and Related Support Services	5,208	79.0%	16.7%
Liberal Arts and Sciences, General Studies and Humanities	2,863	82.4%	25.3%
Education	2,540	87.3%	23.8%
Engineering	1,556	67.9%	22.2%
Psychology	1,440	81.5%	27.8%
Biological and Biomedical Sciences	1,299	77.4%	27.7%
Multi/Interdisciplinary Studies	1,168	80.1%	21.6%
Social Sciences	985	79.5%	24.0%
Communication, Journalism, and Related Programs	888	70.1%	20.4%
Agricultural/Animal/Plant/Veterinary Science and Related Fields	875	77.7%	19.5%
Computer and Information Sciences and Support Services	840	80.5%	28.1%
Visual and Performing Arts	827	77.5%	23.7%
Parks, Recreation, Leisure, Fitness, and Kinesiology	786	79.4%	21.8%
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	779	86.9%	24.4%
Engineering/Engineering-Related Technologies/Technicians	619	81.8%	18.5%
Family and Consumer Sciences/Human Sciences	562	82.5%	34.9%
Public Administration and Social Service Professions	512	85.7%	25.5%
Physical Sciences	440	73.1%	22.1%
Legal Professions and Studies	384	81.7%	8.4%

FIGURE 6: EMPLOYMENT RATE BY FIELD OF STUDY 10 YEARS AFTER GRADUATION

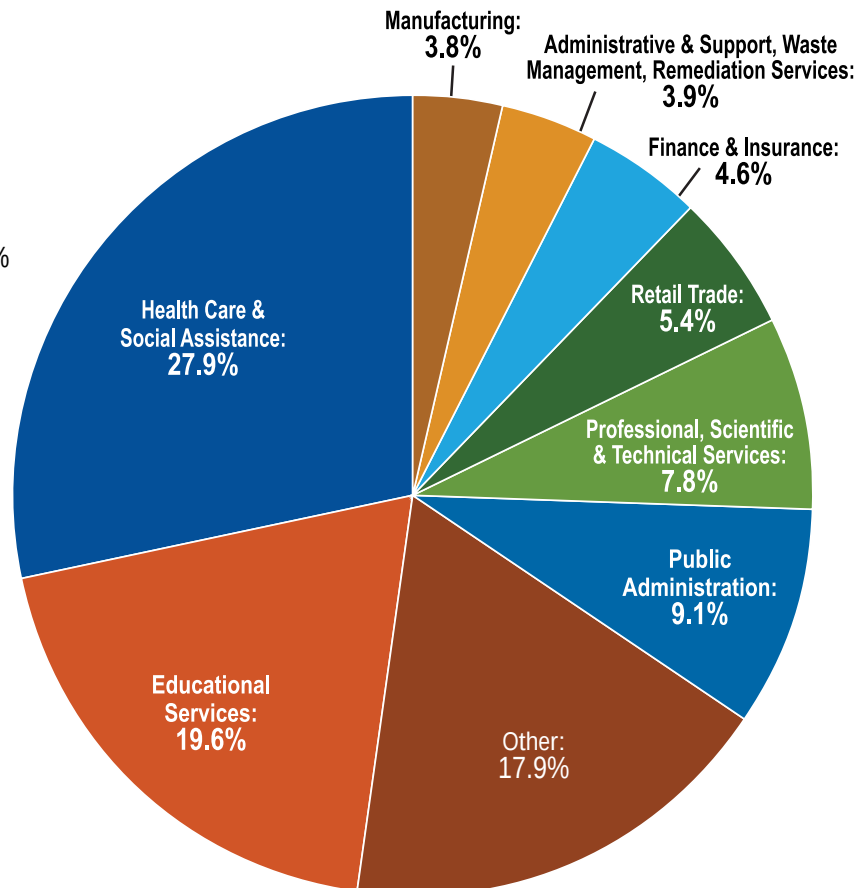
Figure 6 highlights the fields of study with the highest number of graduates in the 2014–2015 academic year and shows the corresponding employment rates 10 years after graduation.

FIELD OF STUDY	GRADUATE COUNT	RESIDENT EMPLOYMENT RATE	NON-OKLAHOMA RESIDENT EMPLOYMENT RATE
Business, Management, Marketing, and Related Support Services	5,531	72.1%	18.1%
Health Professions and Related Programs	4,911	78.2%	31.7%
Liberal Arts and Sciences, General Studies and Humanities	3,371	76.3%	24.5%
Education	2,870	81.8%	27.9%
Multi/Interdisciplinary Studies	1,353	74.8%	14.8%
Psychology	1,332	72.6%	26.9%
Engineering	1,330	59.6%	14.8%
Social Sciences	1,092	70.4%	23.6%
Communication, Journalism, and Related Programs	1,035	68.2%	15.5%
Biological and Biomedical Sciences	1,031	65.7%	13.8%
Engineering/Engineering-Related Technologies/Technicians	890	74.2%	23.7%
Computer and Information Sciences and Support Services	811	73.6%	16.1%
Visual and Performing Arts	795	66.2%	15.6%
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	780	79.6%	23.2%
Agricultural/Animal/Plant/Veterinary Science and Related Fields	752	67.8%	14.1%
Family and Consumer Sciences/Human Sciences	685	78.4%	24.5%
Parks, Recreation, Leisure, Fitness, and Kinesiology	618	77.0%	16.0%
Physical Sciences	541	66.9%	29.2%
Public Administration and Social Service Professions	496	79.8%	32.6%
English Language and Literature/Letters	352	68.4%	20.0%

FIGURE 7: INDUSTRIES OF EMPLOYMENT

Figure 7 shows the industries employing Oklahoma public higher education graduates based on OESC employment matches and 2022 NAICS classifications. Health Care and Social Assistance represents the largest share of employment at 27.9%, followed by Educational Services at 19.6% and Public Administration at 9.1%.

Together, Health Care and Educational Services account for 47.5% of employment. Graduates are also employed across professional and technical services, retail, finance, manufacturing, and other industries, demonstrating the broad contribution of Oklahoma's public higher education graduates across the state's economy.



EMPLOYMENT RATES FOR CRITICAL OCCUPATIONS

[Oklahoma's critical occupations](#) are career fields with high demand accompanied by projected future growth. These include STEM, engineering, nursing, and teaching, which are essential to the state's workforce and quality of life. The following section reflects employment rates for graduates in STEM, engineering, teacher education, and nursing.

FIGURE 8: EMPLOYMENT RATE BY DEGREE LEVEL — STEM

Figure 8 highlights employment outcomes by degree level for STEM graduates, both residents and non-residents, of Oklahoma's public colleges and universities one, five, and 10 years after graduation. One year after graduation, employment rates are highest for associate degree recipients at 81.5%, followed by bachelor's degree recipients at 70.2%, master's degree recipients at 52%, and doctoral degree recipients at 36.4%.

In total, nearly 69% of STEM graduates are employed in Oklahoma one year after graduation, with 60% remaining employed in the state five years after graduation and 54% remaining employed in Oklahoma 10 years after graduation.

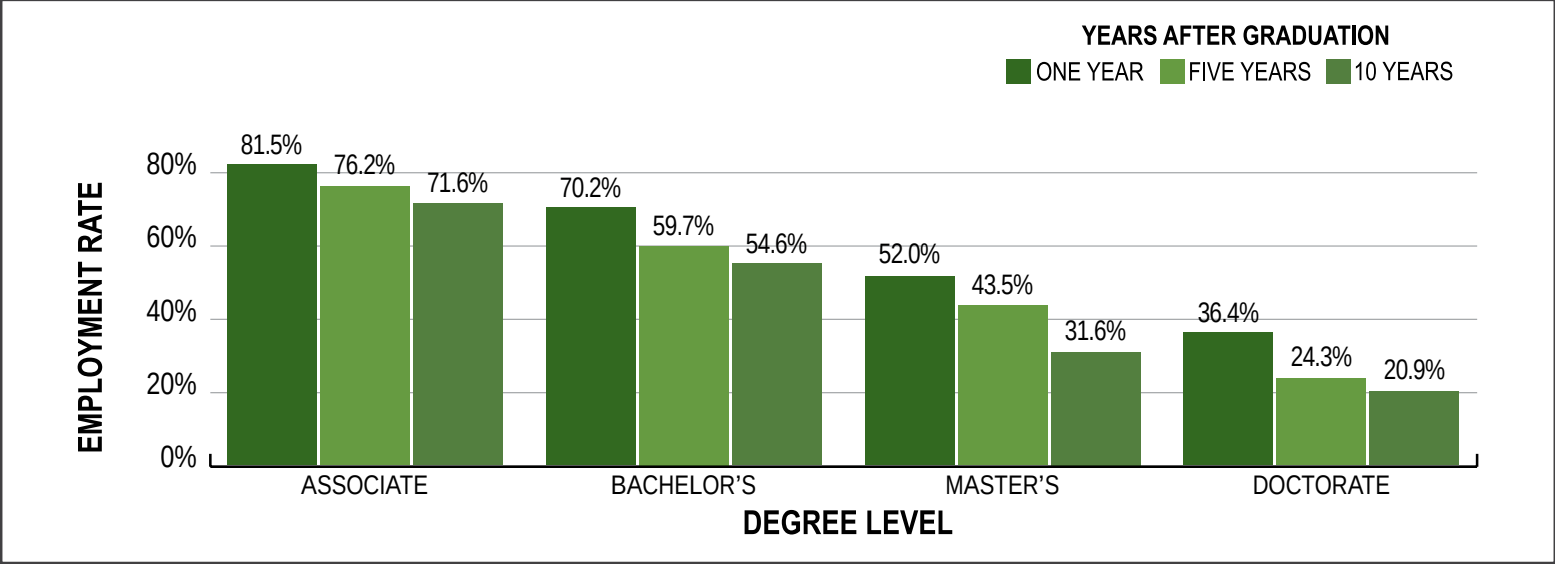


FIGURE 9: GRADUATE COUNT BY DEGREE LEVEL — STEM

Figure 9 shows the number of STEM graduates from Oklahoma's public colleges and universities in the 2023-2024, 2019-2020, and 2014-2015 academic years, representing the one-, five-, and 10-year graduate cohorts examined in this report.

DEGREE LEVEL	GRADUATE COUNT ONE YEAR AFTER GRADUATION	GRADUATE COUNT FIVE YEARS AFTER GRADUATION	GRADUATE COUNT 10 YEARS AFTER GRADUATION
ASSOCIATE	1,373	1,298	1,442
BACHELOR'S	4,006	4,310	3,440
MASTER'S	1,003	869	871
DOCTORATE	209	185	191
TOTAL	6,591	6,662	5,944

FIGURE 10: EMPLOYMENT RATE BY DEGREE LEVEL — ENGINEERING

Figure 10 highlights employment outcomes by degree level for engineering graduates, both residents and non-residents, of Oklahoma's public colleges and universities one, five, and 10 years after graduation. One year after graduation, employment rates are highest for associate degree recipients at 85.8%, followed by bachelor's degree recipients at 70.1%, master's degree recipients at 57.6%, and doctoral degree recipients at 33.3%. In total, nearly 68% of engineering graduates are employed in Oklahoma one year after graduation, with more than 52% remaining employed in the state five years after graduation and 45% remaining employed in Oklahoma 10 years after graduation.

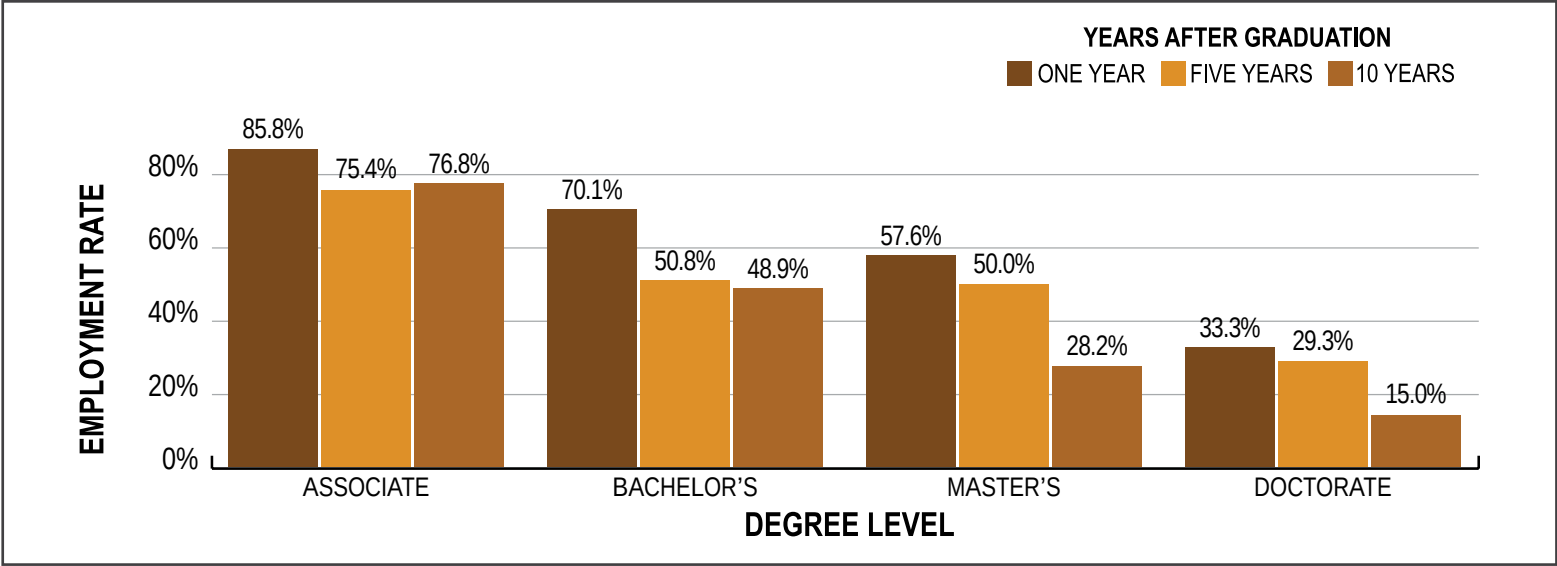


FIGURE 11: GRADUATE COUNT BY DEGREE LEVEL — ENGINEERING

Figure 11 shows the number of engineering graduates from Oklahoma's public colleges and universities in the 2023–2024, 2019–2020, and 2014–2015 academic years, representing the one-, five-, and 10-year graduate cohorts examined in this report.

DEGREE LEVEL	GRADUATE COUNT ONE YEAR AFTER GRADUATION	GRADUATE COUNT FIVE YEARS AFTER GRADUATION	GRADUATE COUNT 10 YEARS AFTER GRADUATION
ASSOCIATE	105	138	142
BACHELOR'S	907	1,115	773
MASTER'S	205	262	355
DOCTORATE	45	41	60
TOTAL	1,262	1,556	1,330

FIGURE 12: EMPLOYMENT RATE BY DEGREE LEVEL — TEACHING

Figure 12 highlights employment rates for teacher education graduates by degree level one and five years after graduation. This analysis includes associate and bachelor’s degree recipients, both Oklahoma residents and non-Oklahoma 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, such as history or mathematics, that offer a teaching option. Because the teacher education count is intended to track potential new entrants into the K–12 teaching workforce, graduate-level degrees are excluded from this category.

Across all degree levels, 85% of teacher education graduates are employed in Oklahoma one year after graduation, and nearly 79% are employed in Oklahoma five years after graduation. These results provide a longitudinal view of employment outcomes among graduates prepared for entry into the K–12 teaching workforce.

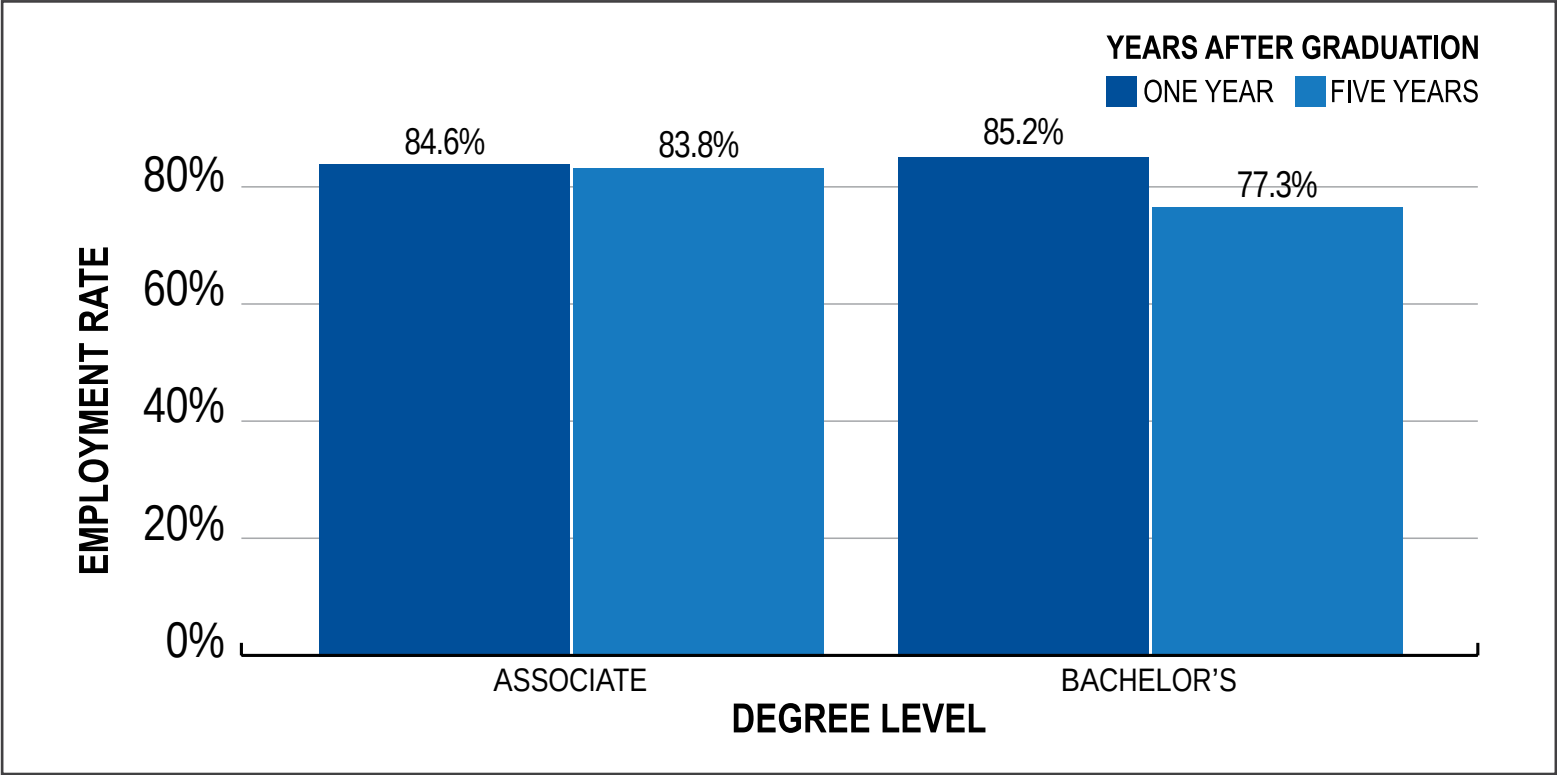


FIGURE 13: GRADUATE COUNT BY DEGREE LEVEL — TEACHER EDUCATION

Figure 13 shows the number of teacher education graduates from the 2023-2024 and 2019-2020 academic years, representing one- and five-year graduate cohorts examined in this report.

DEGREE LEVEL	GRADUATE COUNT ONE YEAR AFTER GRADUATION	GRADUATE COUNT FIVE YEARS AFTER GRADUATION
Associate	280	272
Bachelor's	952	1,030
Total	1,232	1,302

FIGURE 14: EMPLOYMENT RATE BY DEGREE LEVEL — NURSING

Figure 14 highlights employment outcomes by degree level for nursing graduates, both residents and non-residents, of Oklahoma’s public colleges and universities one, five, and 10 years after graduation. One year after graduation, employment rates are highest for associate degree recipients at 91.7%, followed by doctoral/first-professional degree recipients at 87.9%, bachelor’s degree recipients at 87.4%, and master’s degree recipients at 81.2%.

In total, 89% of nursing graduates are employed in Oklahoma one year after graduation, with more than 81% remaining employed in the state five years after graduation and 76% remaining employed in Oklahoma 10 years after graduation. Nursing continues to rank among the critical occupations with the highest rates of graduate retention in Oklahoma.

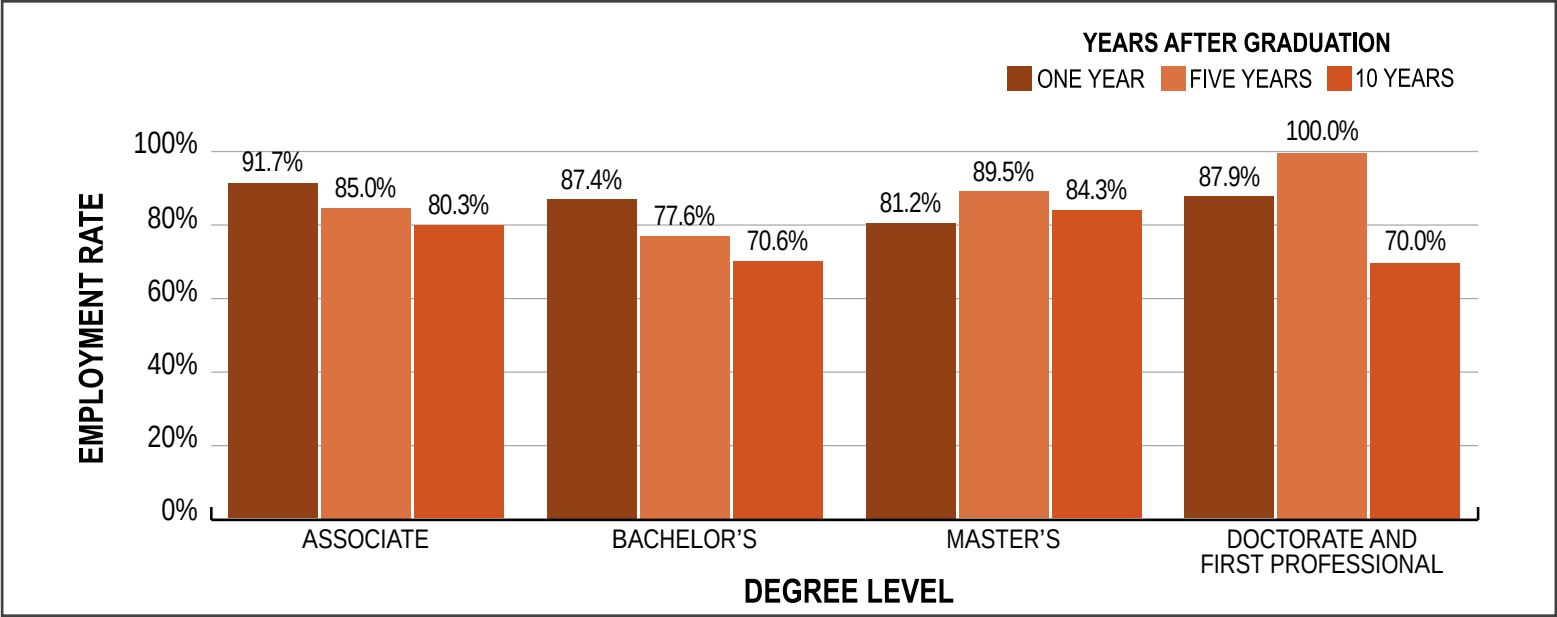


FIGURE 15: GRADUATE COUNT BY DEGREE LEVEL — NURSING

Figure 15 shows the number of nursing graduates from Oklahoma’s public colleges and universities in the 2023–2024, 2019–2020, and 2014–2015 academic years, representing the one-, five-, and 10-year graduate cohorts examined in this report.

DEGREE LEVEL	GRADUATE COUNT ONE YEAR AFTER GRADUATION	GRADUATE COUNT FIVE YEARS AFTER GRADUATION	GRADUATE COUNT 10 YEARS AFTER GRADUATION
ASSOCIATE	1,123	1,367	1,043
BACHELOR’S	1,283	1,095	850
MASTER’S	69	95	89
DOCTORATE & FIRST PROFESSIONAL	66	3	10
TOTAL	2,541	2,560	1,992

MEDIAN ANNUAL EARNINGS

FIGURE 16: MEDIAN ANNUAL EARNINGS BY DEGREE LEVEL

Figure 16 shows median annual earnings by degree level one, five, and 10 years after graduation. One year after graduation, doctoral and first professional degree recipients have the highest median annual earnings, each at \$82K, followed by master's degree recipients at \$64K, bachelor's degree recipients at \$48K, and associate degree recipients at \$44K.

Median annual earnings increase five years after graduation across all degree levels, with first-professional degree recipients earning \$127K, followed by doctoral degree recipients at \$95K, master's degree recipients at \$72K, bachelor's degree recipients at \$60K, and associate degree recipients at \$56K.

Ten years after graduation, median annual earnings continue to reflect the relationship between educational attainment and earnings, with first professional recipients having the highest median annual earnings at \$142K, followed by doctoral degree recipients at \$101K, master's at \$76K, bachelor's at \$70K, and associate at \$65K.

Consistent with the *2024 Employment Outcomes Report*, the current data suggest that work experience contributes to increased earnings over time and supports national trends showing a positive relationship between educational attainment and earnings. As education level advances, median annual earnings typically increase.

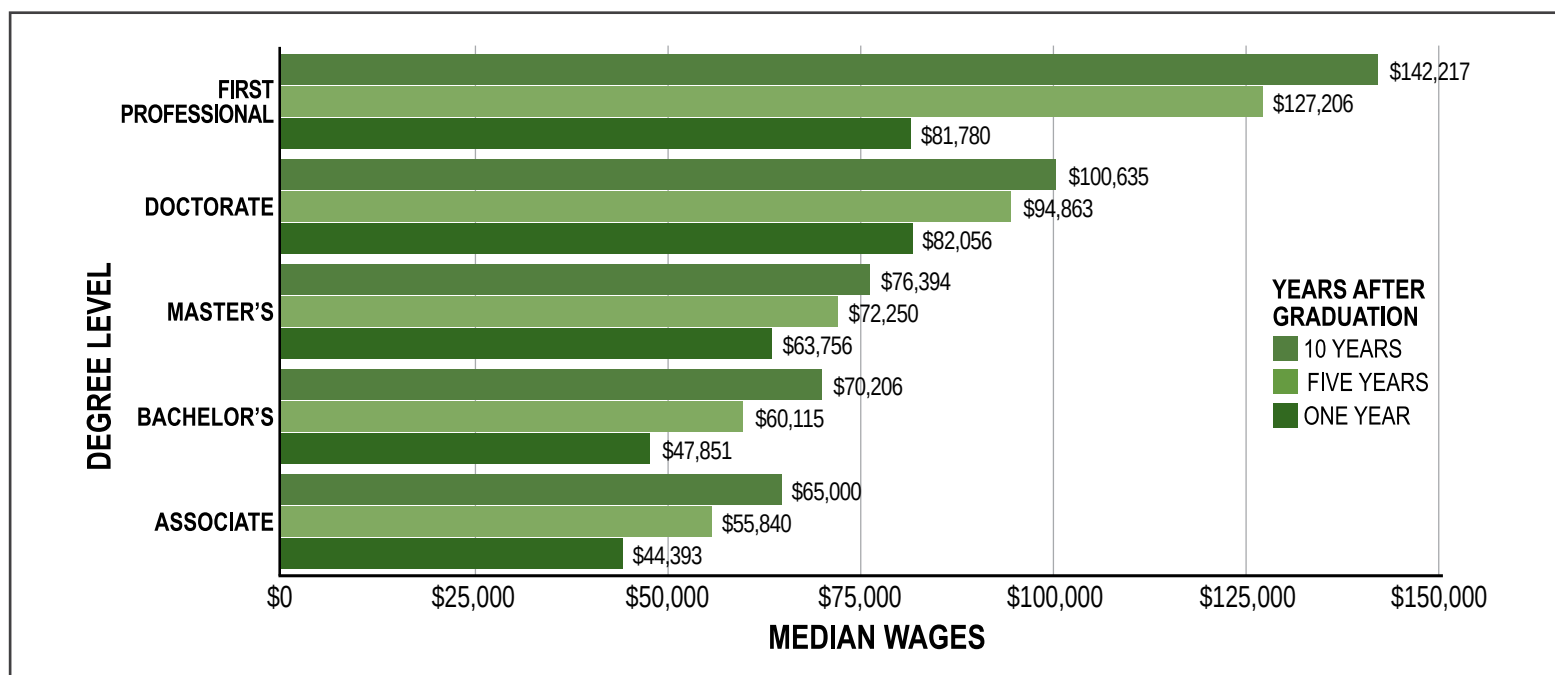


FIGURE 17: MEDIAN EARNINGS BY PROGRAM FIVE YEARS AFTER GRADUATION — ENGINEERING

Figure 17 shows median annual earnings by six-digit CIP code for engineering programs, providing a more detailed view of earnings outcomes across specific engineering fields of study five years after graduation.

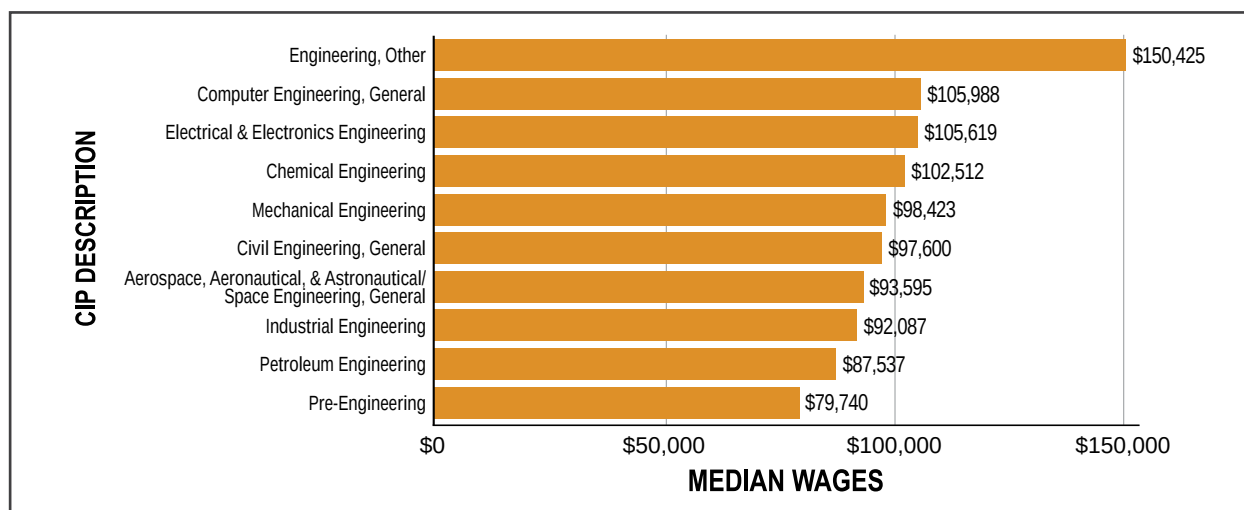


FIGURE 18: MEDIAN EARNINGS BY PROGRAM FIVE YEARS AFTER GRADUATION — EDUCATION
 Figure 18 shows median earnings by six-digit CIP code for education programs, providing a more detailed view of earnings outcomes across specific education fields of study five years after graduation.

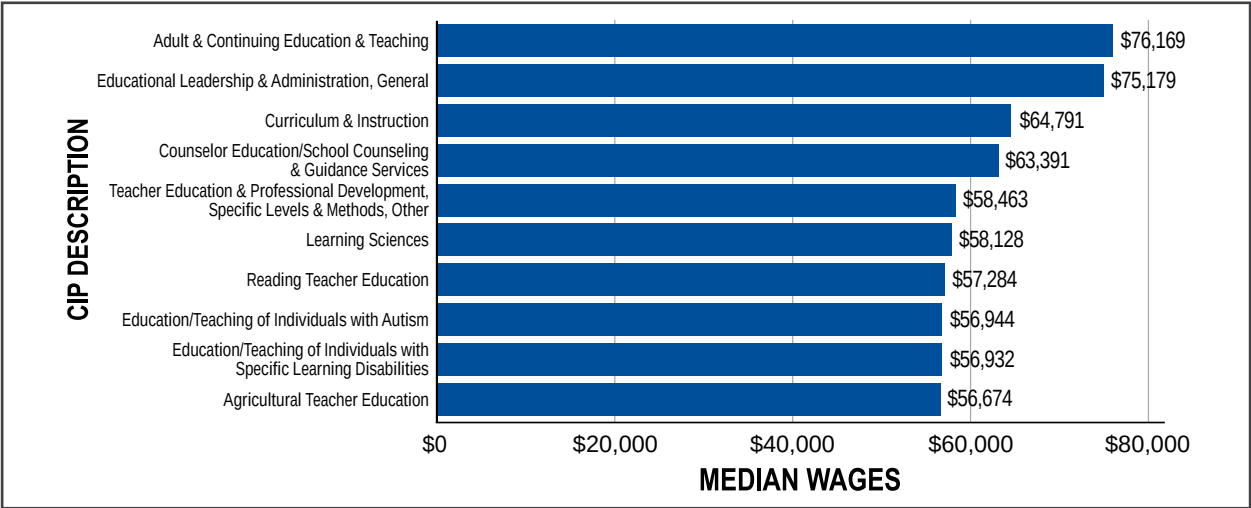
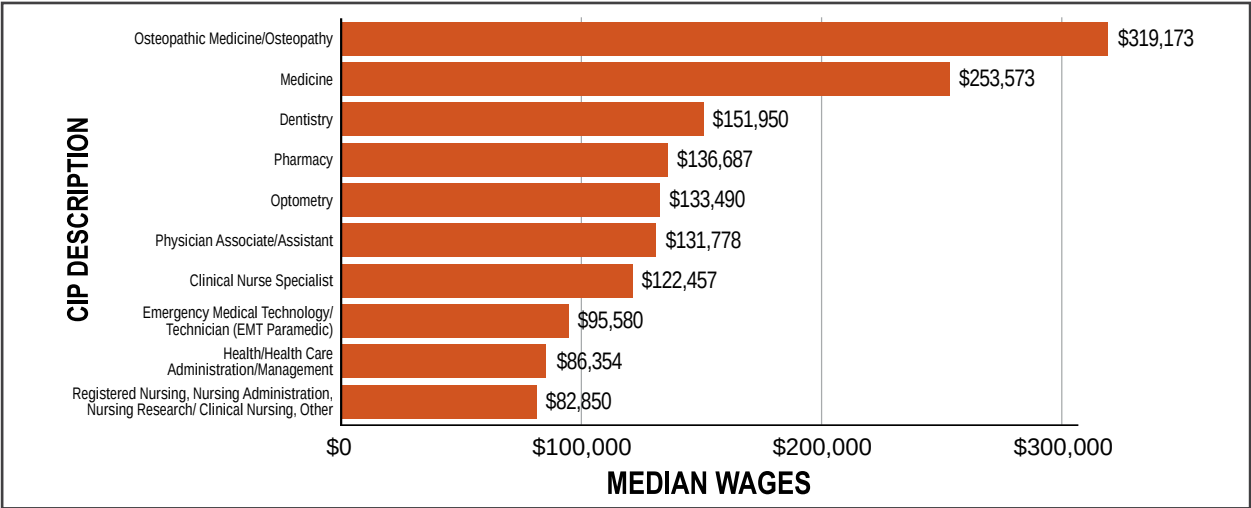


FIGURE 19: MEDIAN EARNINGS BY PROGRAM FIVE YEARS AFTER GRADUATION — HEALTHCARE
 Figure 19 shows median earnings by six-digit CIP code for healthcare programs, providing a more detailed view of earnings outcomes across specific healthcare fields of study five years after graduation.



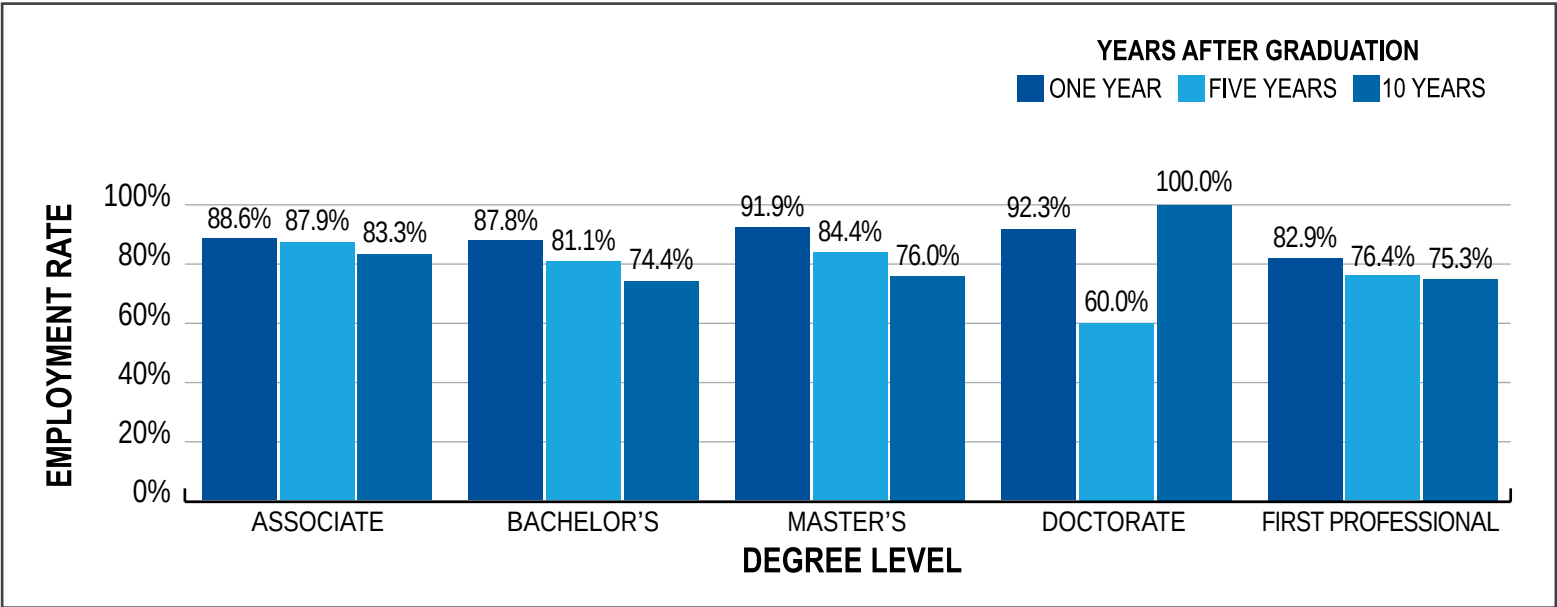
OKLAHOMA'S PROMISE

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

FIGURE 20: EMPLOYMENT RATE BY DEGREE LEVEL — OKLAHOMA'S PROMISE

Figure 20 highlights employment outcomes by degree level for Oklahoma's Promise recipients one, five, and 10 years after graduation. Consistent with the 2024 *Employment Outcomes Report*, Oklahoma's Promise recipients continue to demonstrate some of the highest employment rates among student populations. Although Oklahoma's Promise does not provide funding for graduate-level degrees, the data show that many Oklahoma's Promise recipients continue to advance their education and remain employed in Oklahoma at higher rates than other student populations.

In total, more than 88% of Oklahoma's Promise graduates are employed in Oklahoma one year after graduation, with more than 83% remaining employed in the state five years after graduation and nearly 78% remaining employed in Oklahoma 10 years after graduation. These outcomes highlight the long-term contribution of Oklahoma's Promise recipients to the state's workforce and the continued retention of graduates as they advance their education and careers.



CONCLUSION

The 2025 *Employment Outcomes Report* provides a 10-year view of how Oklahoma's public higher education system contributes to the state's workforce and economy.

Employment and Retention: More than 87% of Oklahoma resident graduates are employed in Oklahoma one year after graduation, with more than 80% remaining employed after five years and 74% after 10 years.

Fields of Study: Employment outcomes vary across fields of study, with health professions, education, and other workforce-aligned fields demonstrating strong employment and retention outcomes.

Critical Workforce Areas: STEM, engineering, teaching, and nursing graduates contribute to key areas of Oklahoma's workforce, with nursing and teacher education graduates demonstrating particularly strong in-state retention.

Industries of Employment: Graduates contribute across Oklahoma's economy, with Health Care and Social Assistance, Educational Services, and Public Administration representing the largest identified industries of employment.

Earnings: Median annual earnings increase with both educational attainment and time in the workforce, ranging from \$44,000 for associate degree recipients one year after graduation to \$142,000 for first-professional degree recipients 10 years after graduation.

Oklahoma's Promise: More than 88% of Oklahoma's Promise graduates are employed in Oklahoma one year after graduation, with more than 83% remaining after five years and nearly 78% after 10 years.

Together, these findings demonstrate the lasting value of Oklahoma's public higher education system in preparing graduates, meeting workforce needs, retaining talent, and strengthening the state's economy.

CONTACT INFORMATION

DR. CASS MINX

Associate Vice Chancellor for Workforce and Economic Development

cminx@osrhe.edu

(405) 225-9138



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