



OKLAHOMA Water Resources Board

the water agency



OKLAHOMA
WORKS

A proud partner of the AmericanJobCenter network

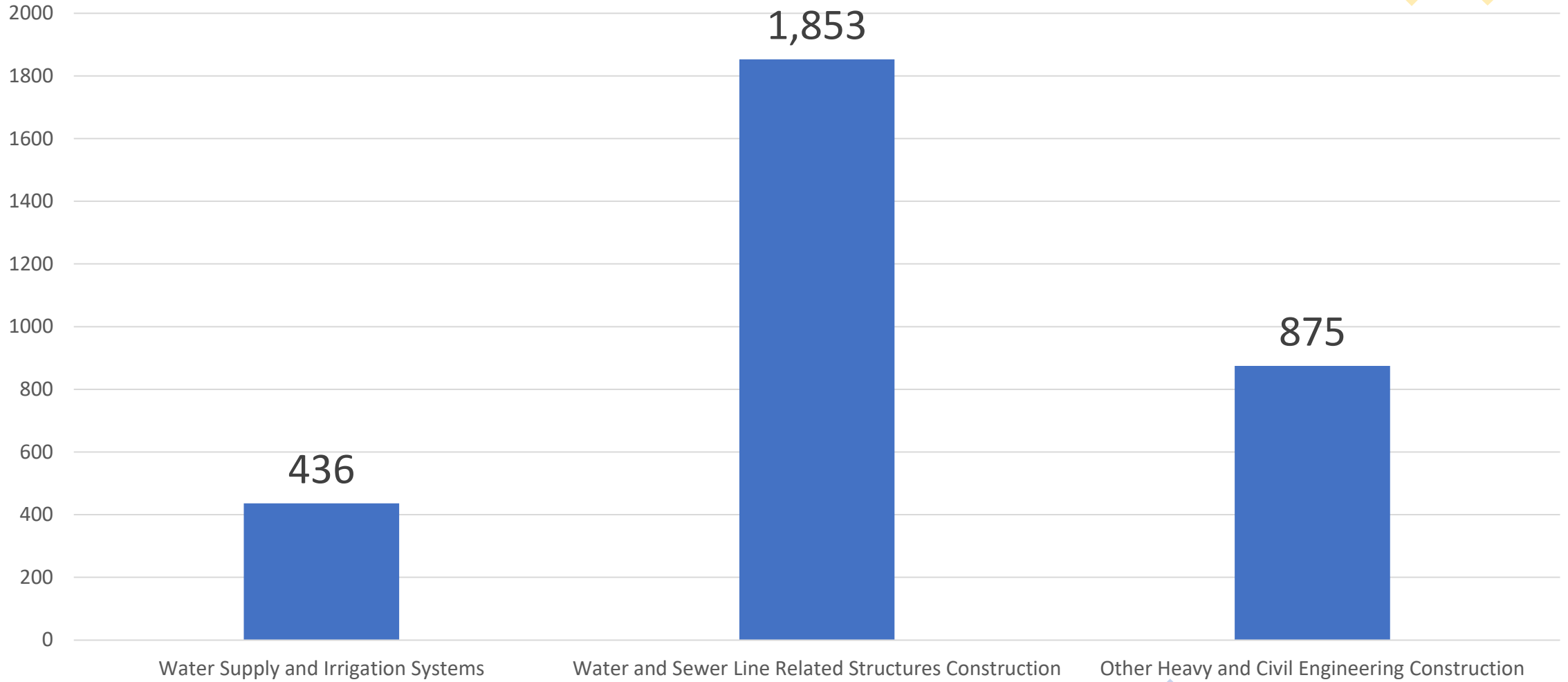
Governor's
**WATER
CONFERENCE**
&
RESEARCH SYMPOSIUM



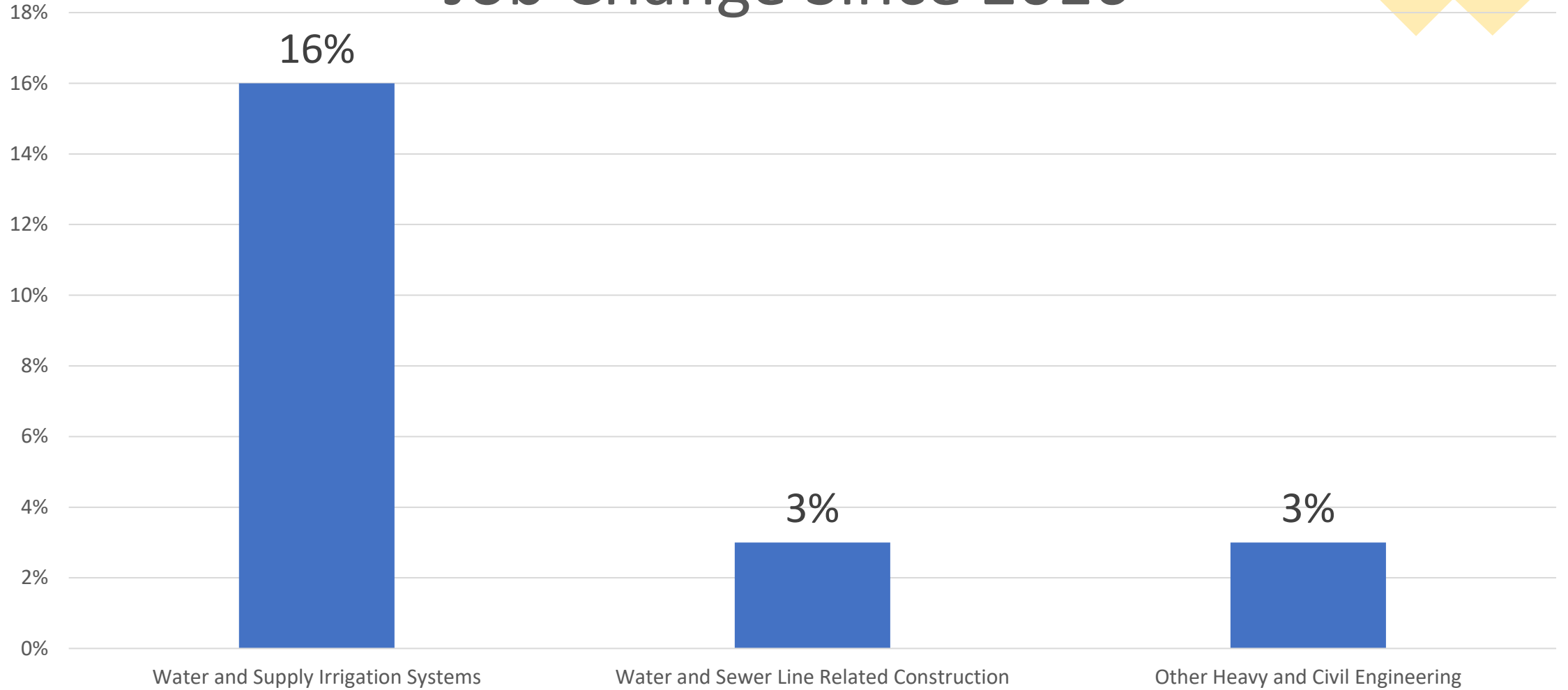
OKLAHOMA
Commerce

Don Morris, *MHR, SPHR, SHRM-SCP*

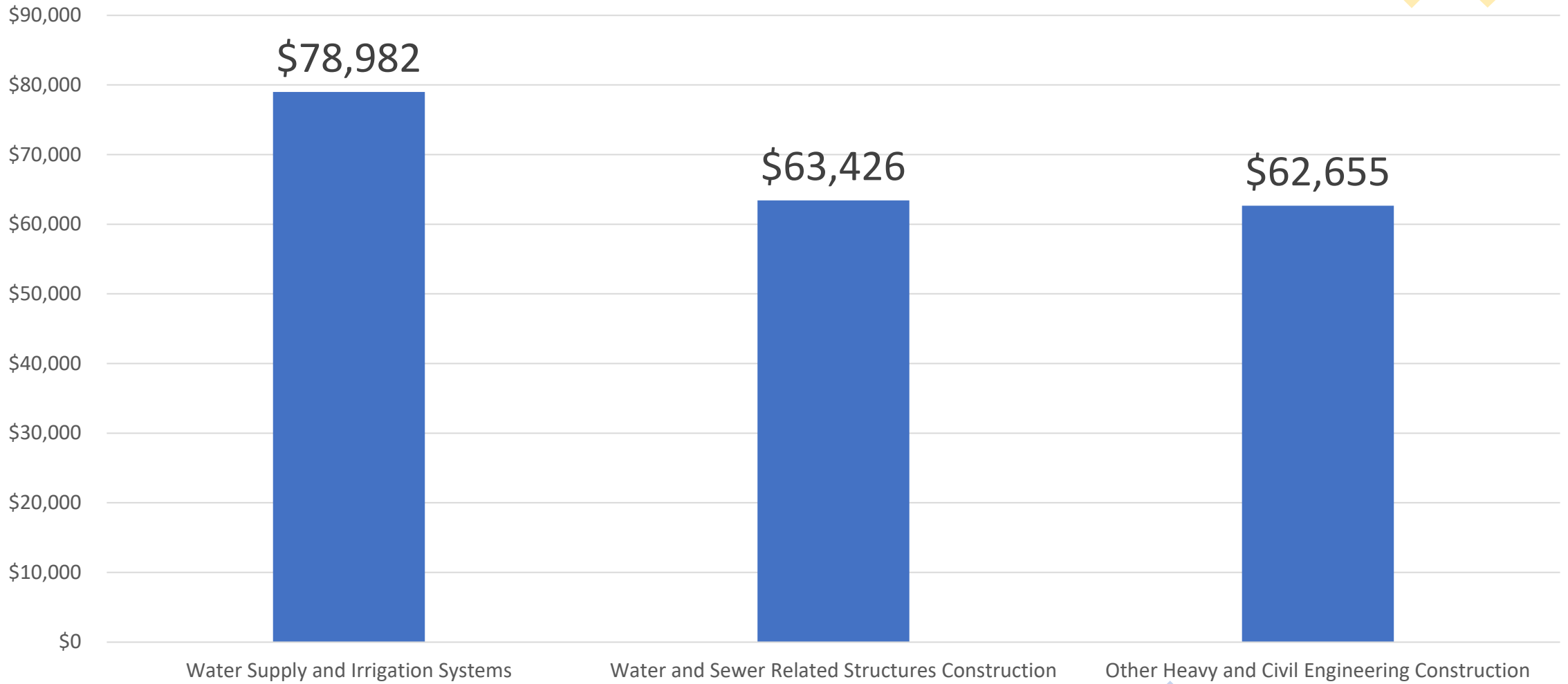
Total Jobs



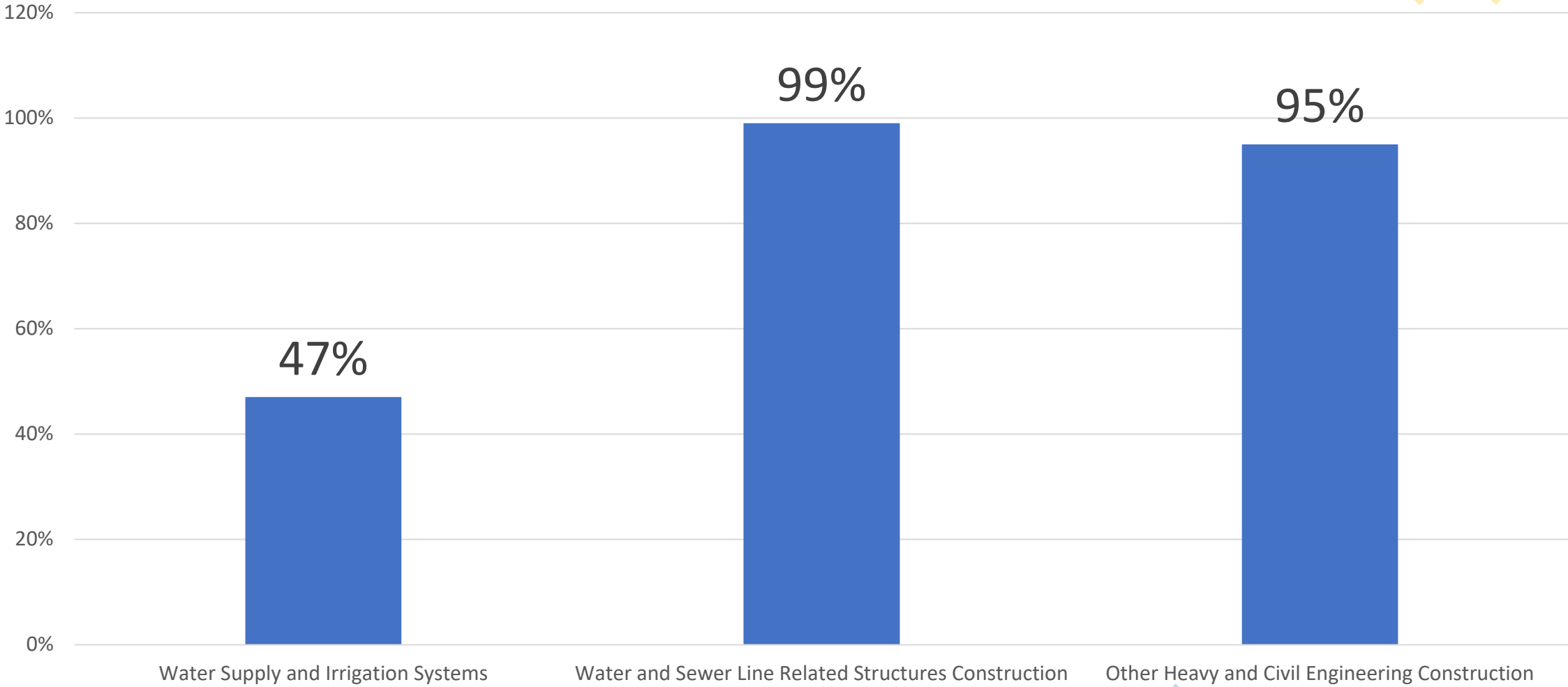
Job Change Since 2016



Average Earnings



Turnover Percentage



Key Water Jobs in Oklahoma



Governor's
WATER
CONFERENCE
RESEARCH & SYMPOSIUM

- Water and Wastewater Treatment Plant and System Operators
 - 2.28% increase in jobs since 2016
 - 2,029 jobs in 2021
 - 33.41% turnover
 - **207 openings in 2021**
- Bookkeeping, Accounting, and Auditing Clerks
 - -4.31% decrease in jobs since 2016
 - 69.72% turnover
- Civil Engineers – **209 Openings in 2021**
- Natural Sciences Managers
 - -13.46% decrease in jobs since 2016
 - 28.09% turnover
 - 23 openings in 2021

Key Water Occupations in Oklahoma 10 Year Scan



Since 2016

Hydrologists + **51.2%**
Environmental Scientists and Specs + **35.49%**
Civil Engineers + **21.57%**

By 2026

Natural Sciences Managers + **5%**
Environmental Science and Prot. Techs + **4%**
(Variations of this occupation include Water Quality Tech and Water Quality Specialist).
Office and Admin Support, All Other + **4%**

Source: Lightcast 2022.3

National Water Workforce



Governor's
WATER
CONFERENCE
&
RESEARCH SYMPOSIUM

National Water Workforce Landscape

- **Higher Pay** – \$5 more per hour in median hourly earnings than the average across all occupations.
- **Less Required Education** – 53% of water workers have a high school diploma or less compared to 32.5% across all occupations.
- **Greater Skill Transferability** – Water workers typically have a wider range of experience. 78.2% of water workers need at least one year of work experience,
- **Aging Water Workers** – The data show that the percentage of workers over the age of 25 was higher for the water workforce than other occupations.

• Source: Brookings [Renewing the water workforce: Improving water infrastructure and creating a pipeline to opportunity \(brookings.edu\)](https://www.brookings.edu/research/papers/2016/04/20-water-workforce/)

Recent Investments in Oklahoma's Water Workforce



Governor's
WATER
CONFERENCE
RESEARCH & SYMPOSIUM

- East Central University – Ada, OK
 - In October 2021, ECU was one of nine organizations nationally to receive the **Innovative Water Infrastructure Workforce Development Grant**.
 - Combats long-term issues recruitment and retention. These funds will allow ECU to create a K-12 STEM program focused on the water industry and the issues it faces.
 - Source: EPA [Innovative Water Infrastructure Workforce Development Program | US EPA](#)
 - [East Central University-Factsheet.pdf \(epa.gov\)](#)
- National Rural Water Association – Duncan, OK
 - In October 2021, it was announced that Duncan-based NRWA would receive nearly 7 million dollars in support of water infrastructure and workforce.
 - The first award is around \$4.5M designed to generate more jobs and advance infrastructure and development opportunities.
 - The second award is around \$2.6M and will of which a portion of will support Stephens County to create and enhance rural economies and communities.

BUT FIRST:
**GET THE
GIST**

What is Registered Apprenticeship?



Oklahoma Office of
Workforce Development

What is Registered Apprenticeship?

Presented by Jennifer Cowns
& Natalia Arbelaez



www.apprenticeshipsok.com





Impact Partnership Grants

www.nextgensectorpartnerships.com

www.impactpartnershipsok.com

**01
The A-Team**
Build a Regional Sector Support Team



**02
Scope**
Define & Refine your scope



**03
Check List**
Prepare to Launch



**04
Launch!**
Execute your plan

**05
Action time**
Mobilize for action



**06
Maintain & Grow**
Sustain & Evolve



Governor's
WATER
CONFERENCE
&
RESEARCH SYMPOSIUM

Don Morris, *MHR, SPHR, SHRM-SCP*



OKLAHOMA
WORKS

A proud partner of the American  Job Center network



OKLAHOMA
Commerce