



2023

EMPLOYMENT  
OUTCOMES



OKLAHOMA STATE REGENTS  
FOR HIGHER EDUCATION

*Improving our future by degrees*

# OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION

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**2023 Employment Outcomes - Employment Rates in Oklahoma After Graduation**

Institution	Oklahoma Residents		Non-Resident		All Graduates	
	1 Year	5 Years	1 Year	5 Years	1 Year Total	5 Year Total
CAMERON UNIVERSITY	94.0%	84.7%	57.9%	35.8%	88.3%	74.3%
CARL ALBERT STATE COLLEGE	91.5%	88.9%	28.6%	23.3%	82.4%	78.3%
CONNORS STATE COLLEGE	92.8%	94.6%	69.4%	33.3%	90.7%	89.7%
EAST CENTRAL UNIVERSITY	96.3%	92.9%	48.9%	42.1%	83.7%	85.1%
EASTERN OKLAHOMA STATE COLLEGE	90.1%	91.2%	30.4%	34.8%	83.2%	85.1%
LANGSTON UNIVERSITY	95.4%	78.7%	69.1%	45.6%	83.0%	64.5%
MURRAY STATE COLLEGE	94.2%	92.7%	44.2%	25.4%	87.8%	82.3%
NORTHEASTERN OKLAHOMA A&M COLLEGE	85.8%	84.3%	47.1%	43.5%	75.3%	70.0%
NORTHEASTERN STATE UNIVERSITY	96.0%	88.6%	50.0%	46.1%	91.9%	84.8%
NORTHERN OKLAHOMA COLLEGE	94.4%	88.6%	60.6%	42.2%	90.4%	85.6%
NORTHWESTERN OKLAHOMA STATE UNIVERSITY	97.5%	89.2%	74.5%	43.2%	90.3%	77.2%
OKLAHOMA CITY COMMUNITY COLLEGE	93.4%	88.8%	94.0%	82.0%	93.4%	87.7%
OKLAHOMA PANHANDLE STATE UNIVERSITY	97.9%	82.8%	50.3%	29.0%	79.2%	53.8%
OKLAHOMA STATE UNIVERSITY	93.0%	77.6%	56.8%	30.6%	80.7%	55.6%
OKLAHOMA STATE UNIVERSITY - OKLAHOMA CITY	96.0%	89.0%	50.0%	45.7%	93.5%	87.2%
OKLAHOMA STATE UNIVERSITY CENTER FOR HEALTH SCIENCES	84.0%	81.0%	14.4%	24.7%	49.4%	66.4%
OKLAHOMA STATE UNIVERSITY SCHOOL OF VETERINARY MEDICINE	73.9%	62.0%	28.1%	13.8%	47.6%	43.0%
OSU INSTITUTE OF TECHNOLOGY-OKMULGEE	95.8%	93.2%	40.7%	35.8%	91.2%	84.1%
REDLANDS COMMUNITY COLLEGE	95.0%	95.6%	33.3%	31.3%	88.4%	89.9%
ROGERS STATE UNIVERSITY	94.6%	91.5%	57.7%	47.7%	91.7%	88.2%
ROSE STATE COLLEGE	92.9%	88.8%	81.8%	50.0%	92.5%	88.0%
SEMINOLE STATE COLLEGE	94.5%	89.6%	42.9%	14.3%	91.8%	86.5%
SOUTHEASTERN OKLAHOMA STATE UNIVERSITY	94.6%	85.2%	14.0%	21.3%	58.0%	66.9%
SOUTHWESTERN OKLAHOMA STATE UNIVERSITY	95.7%	90.0%	63.3%	53.3%	91.5%	84.3%
TULSA COMMUNITY COLLEGE	94.8%	89.5%	95.5%	76.6%	94.8%	88.3%
UNIVERSITY OF CENTRAL OKLAHOMA	95.6%	84.4%	72.7%	70.7%	93.8%	82.8%
UNIVERSITY OF OKLAHOMA	91.1%	75.4%	51.6%	38.0%	73.9%	59.1%
UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER	87.4%	75.8%	58.0%	28.7%	80.2%	65.5%
UNIVERSITY OF OKLAHOMA LAW CENTER	91.9%	78.9%	30.2%	45.2%	54.2%	64.8%
UNIVERSITY OF SCIENCE AND ARTS OF OKLAHOMA	97.9%	91.0%	87.1%	69.6%	94.4%	86.6%
WESTERN OKLAHOMA STATE COLLEGE	90.9%	83.3%	65.2%	51.2%	88.3%	78.4%
<b>STATE SYSTEM</b>	<b>93.4%</b>	<b>84.5%</b>	<b>50.2%</b>	<b>38.7%</b>	<b>82.8%</b>	<b>72.8%</b>

Source: OSRHE 2023 Employment Outcomes Report


Methodology: Employment rates result from a data match between the State Regents, the Oklahoma Employment Security Commission (OESC) and the Oklahoma Tax Commission (OTC) records to determine the percentage of state system graduates who remain in the state and are employed in the state one year and five years after graduation (2021-2022 and 2017-2018, respectively).

Graduate records are divided into two groups: (1) Oklahoma residents and (2) non-Oklahoma residents. Graduates are identified as Oklahoma residents if the original state of residence when entering an Oklahoma higher education institution is Oklahoma. If the original state of residence at enrollment is anything other than Oklahoma, the graduate is considered a non-Oklahoma resident. The OESC database does not reflect the self-employed, employees of the federal government (e.g., military and postal service), and graduates working outside of Oklahoma. Additionally, the data does not include graduates who may have transitioned directly to graduate school, which is another positive outcome of degree completion. The OTC database includes couples filing joint returns; therefore, employment of the degree recipient is assumed, but may be that of a spouse.


# EMPLOYMENT RATES OF STATE SYSTEM UNDERGRADUATES

	1 YEAR POST-GRADUATION			5 YEARS POST-GRADUATION		
	Resident	Non-Resident	Total	Resident	Non-Resident	Total
All Fields of Study	93.8%	61.3%	87.2%	85.5%	39.6%	75.1%
STEM Only	91.4%	64.1%	84.1%	80.4%	41.6%	68.5%
Critical Occupations	93.9%	59.7%	87.4%	86.0%	39.7%	76.0%

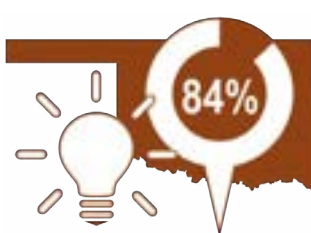
## FAST FACTS




More than 93% of Oklahoma residents graduating from a public institution are employed in the state one year after graduation.




Consistent with national trends, this report shows that median annual earnings increase as degree level advances.



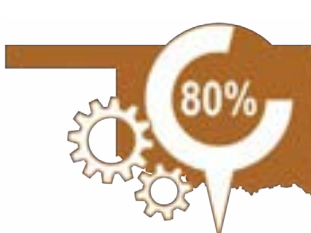
Of STEM undergraduates from our state system colleges and universities, more than 84% are working in the state one year after graduation and nearly 69% five years after graduation.




More than 61% of non-resident undergraduates remain and work in Oklahoma one year after graduation and nearly 40% five years after graduation.




Nearly 92% of teacher education graduates earning a bachelor's degree are employed in the state one year after graduation.



Of engineering graduates, nearly 80% of bachelor's degree earners are working in the state one year after graduation.



At all degree levels, nearly 95% of nursing graduates were employed in the state one year after graduation and more than 87% still remained five years after graduation, meeting a critical workforce need.



Year after year, high rates of Oklahoma's Promise graduates are employed in the state with more than 94% one year after graduation and more than 86% five years after graduation.



# INTRODUCTION

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The 2023 Employment Outcomes Report analyzes employment data for graduates of Oklahoma public colleges and universities one year and five years after graduation, 2021-2022 and 2017-2018. 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 2023 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 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 FIELD OF STUDY

Figures 1 and 2 provide the total number of graduates in the 2021-2022 and 2017-2018 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 2021-2022 academic year and the corresponding employment rate.

FIELD OF STUDY	FREQUENCY	EMPLOYMENT RATE
Business, Management, Marketing and Related Support Services	6,039	77.6%
Health Professions and Related Programs	5,469	88.5%
Liberal Arts and Sciences, General Studies and Humanities	2,891	85.7%
Education	2,827	85.1%
Engineering	1,635	77.6%
Psychology	1,573	88.6%
Biological and Biomedical Sciences	1,392	85.4%
Social Sciences	1,194	88.4%
Multi/Interdisciplinary Studies	1,090	82.5%
Parks, Recreation, Leisure, Fitness and Kinesiology	1,058	73.7%
Agricultural/Animal/Plant/Veterinary Science and Related Fields Services	990	74.5%
Computer and Information Sciences and Support	987	83.3%
Communications, Journalism and Related Programs	882	82.4%
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	789	82.5%
Visual and Performing Arts	788	84.5%
Family and Consumer Sciences/Human Sciences	750	90.8%
Public Administration and Social Service Professions	529	87.1%
Physical Sciences	520	80.2%
Engineering/Engineering-Related Technologies/Technicians	514	84.6%
Legal Professions and Studies	502	58.6%

## 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 2017-2018 academic year and the corresponding employment rate.

FIELD OF STUDY	FREQUENCY	EMPLOYMENT RATE
Business, Management, Marketing and Related Support Services	5,672	67.9%
Health Professions and Related Programs	5,452	81.1%
Liberal Arts and Sciences, General Studies and Humanities	2,691	75.8%
Education	2,685	82.4%
Engineering	1,879	59.4%
Psychology	1,318	74.1%
Social Sciences	1,314	75.8%
Multi/Interdisciplinary Studies	1,303	70.2%
Biological and Biomedical Sciences	1,202	67.6%
Computer and Information Sciences and Support Services	1,002	69.9%
Communication, Journalism and Related Programs	954	65.2%
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	911	75.6%
Visual and Performing Arts	856	67.2%
Family and Consumer Sciences/Human Sciences	820	81.3%
Agricultural/Animal/Plant/Veterinary Science and Related Fields	815	56.0%
Engineering/Engineering-Related Technologies/Technicians	782	78.3%
Parks, Recreation, Leisure, Fitness and Kinesiology	694	69.6%
Physical Sciences	534	62.4%
Public Administration and Social Service Professions	505	86.7%
Legal Professions and Studies	319	69.9%

# 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 reflects employment rates for graduates in STEM, engineering, teacher education, and nursing.

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 (88.1%), followed by bachelor's (83.0%), master's (65.6%), and doctoral graduates (58.9%).

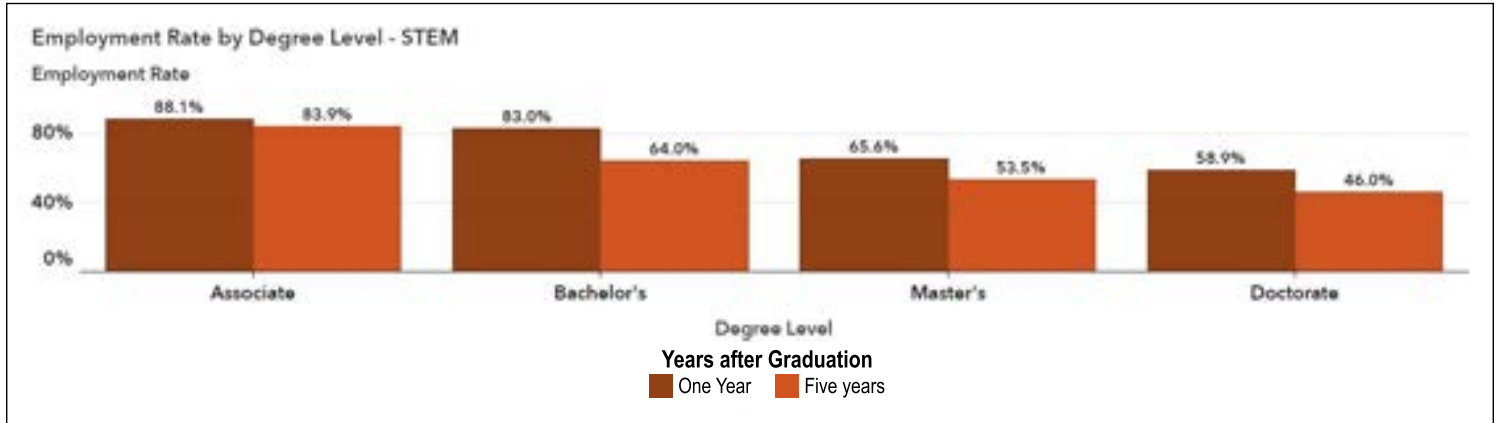


FIGURE 4: COUNT OF STEM GRADUATES

Figure 4 shows the number of STEM graduates in the 2021-2022 (One Year) and 2017-2018 (Five Years) academic years.

YEARS AFTER GRADUATION	ONE YEAR	FIVE YEARS
DEGREE LEVEL	FREQUENCY	FREQUENCY
Associate	1,279	1,312
Bachelor's	4,464	4,468
Master's	1,020	1,092
Doctorate	219	226
<b>Total</b>	<b>6,982</b>	<b>7,098</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 associate degree earners (93.2%), followed by bachelor’s (79.5%), doctoral (72.7%), and master’s degree holders (65.0%).

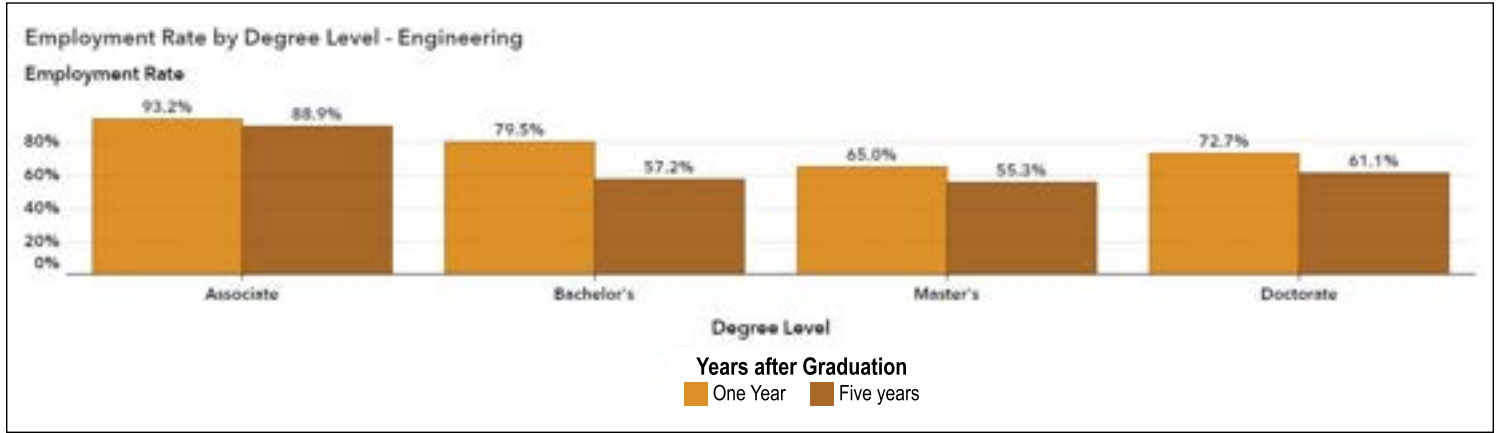


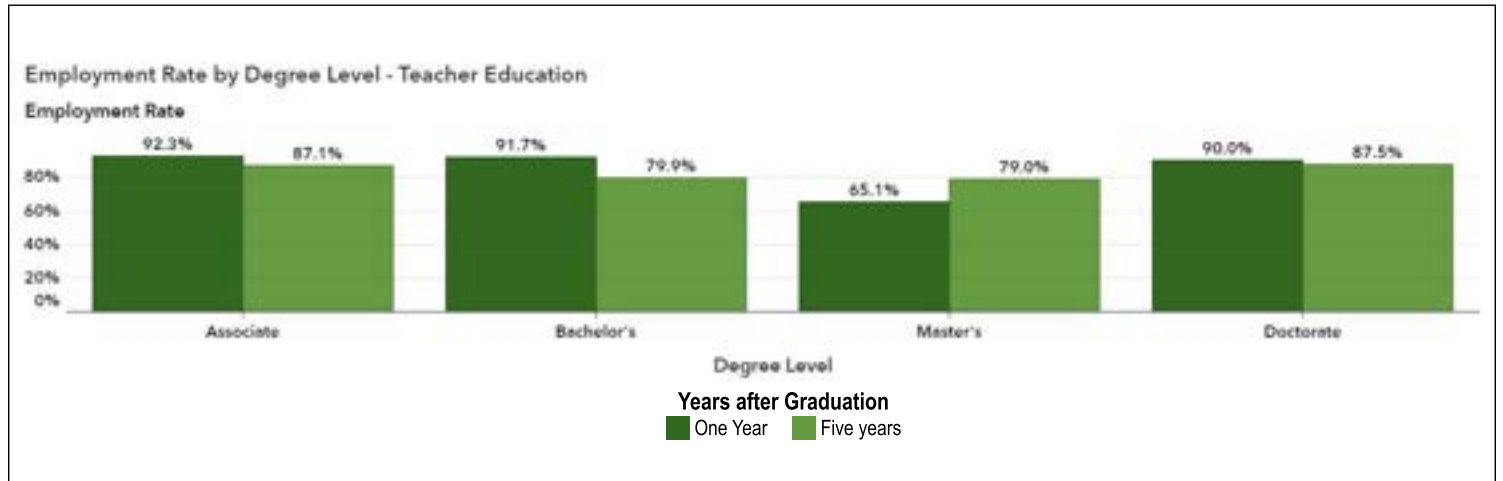
FIGURE 6: COUNT OF ENGINEERING GRADUATES

Figure 6 shows the number of engineering graduates in the 2021-2022 (One Year) and 2017-2018 (Five Years) academic years.

YEARS AFTER GRADUATION	ONE YEAR	FIVE YEARS
DEGREE LEVEL	FREQUENCY	FREQUENCY
Associate	146	162
Bachelor's	1,135	1,249
Master's	297	396
Doctorate	55	72
<b>Total</b>	<b>1,633</b>	<b>1,879</b>

### 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 (92.3%), followed by bachelor's (91.7%), doctorate (90%) and master's (65.1%).



### FIGURE 8: COUNT OF TEACHER EDUCATION GRADUATES

Figure 8 shows a count of teacher education graduates for the 2021-2022 (One Year) and 2017-2018 (Five Years) academic years.

YEARS AFTER GRADUATION	ONE YEAR	FIVE YEARS
DEGREE LEVEL	FREQUENCY	FREQUENCY
Associate	221	271
Bachelor's	1,193	1,251
Master's	393	219
Doctorate	10	8
<b>Total</b>	<b>1,817</b>	<b>1,749</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. Year after year, we continue to show high retention rates one year after graduation with associate degree holders at (96.1%), bachelor’s (94.2%), master’s (92.0%), doctoral graduates (92.9%), and first professional (100%).

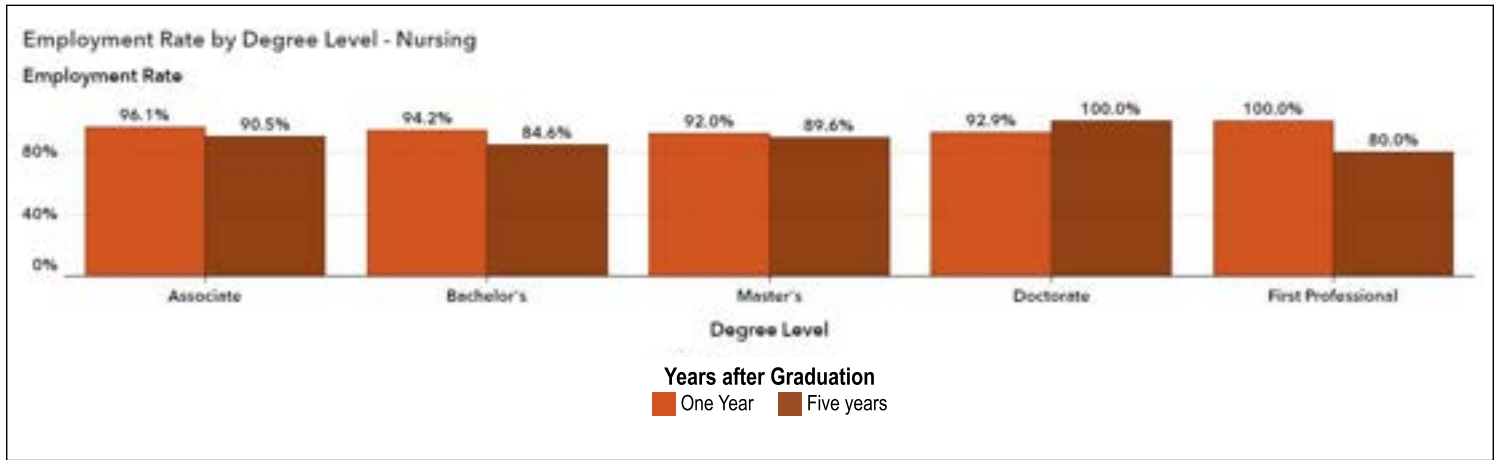


FIGURE 10: COUNT OF NURSING GRADUATES

Figure 10 shows a count of nursing graduates for the 2021-2022 (One Year) and 2017-2018 (Five Years) academic years.

YEARS AFTER GRADUATION	ONE YEAR	FIVE YEARS
DEGREE LEVEL	FREQUENCY	FREQUENCY
Associate	1,007	1,144
Bachelor's	1,177	941
Master's	75	96
Doctorate	14	1
First Professional	3	10
<b>Total</b>	<b>2,276</b>	<b>2,192</b>

# EMPLOYMENT RATES BY DEGREE LEVEL

FIGURE 11: EMPLOYMENT RATE 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 (91.2%), followed by bachelor’s (85.1%), first professional (73.2%), master’s (66.4%), and doctoral degree holders (62.9%). In total, nearly 83% of graduates are employed in Oklahoma one year after graduation and nearly 73% five years after graduation.

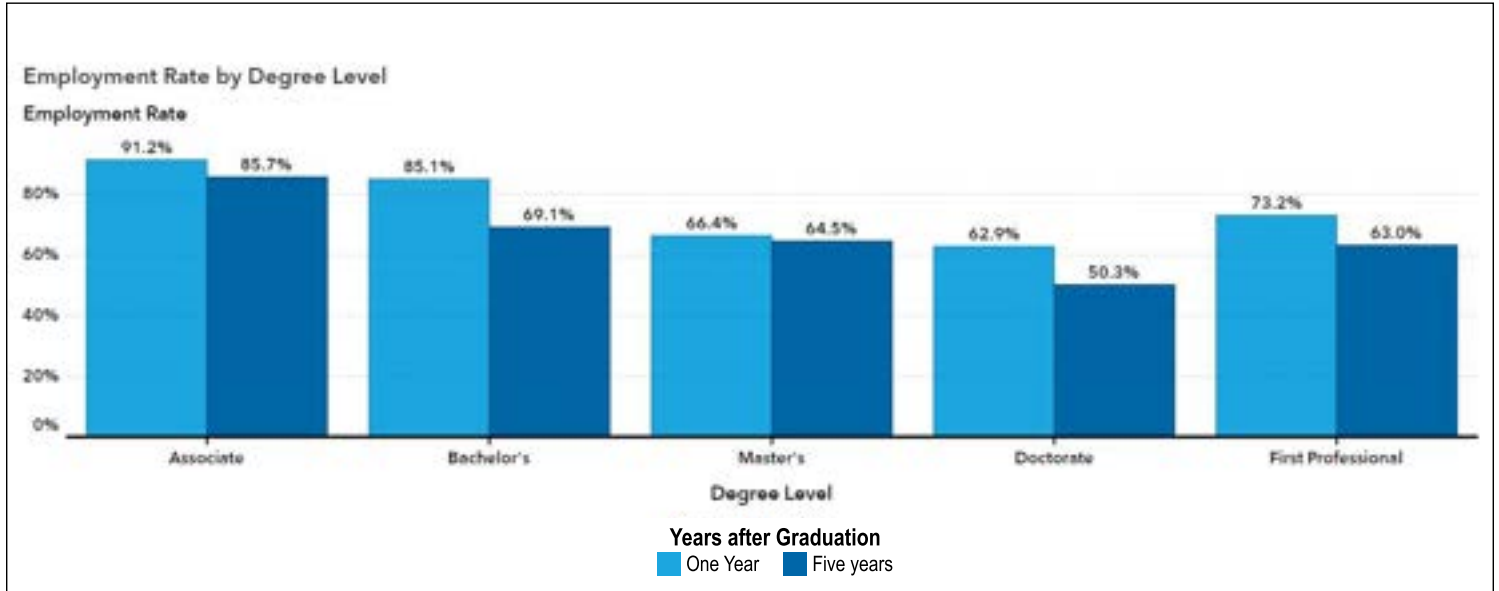
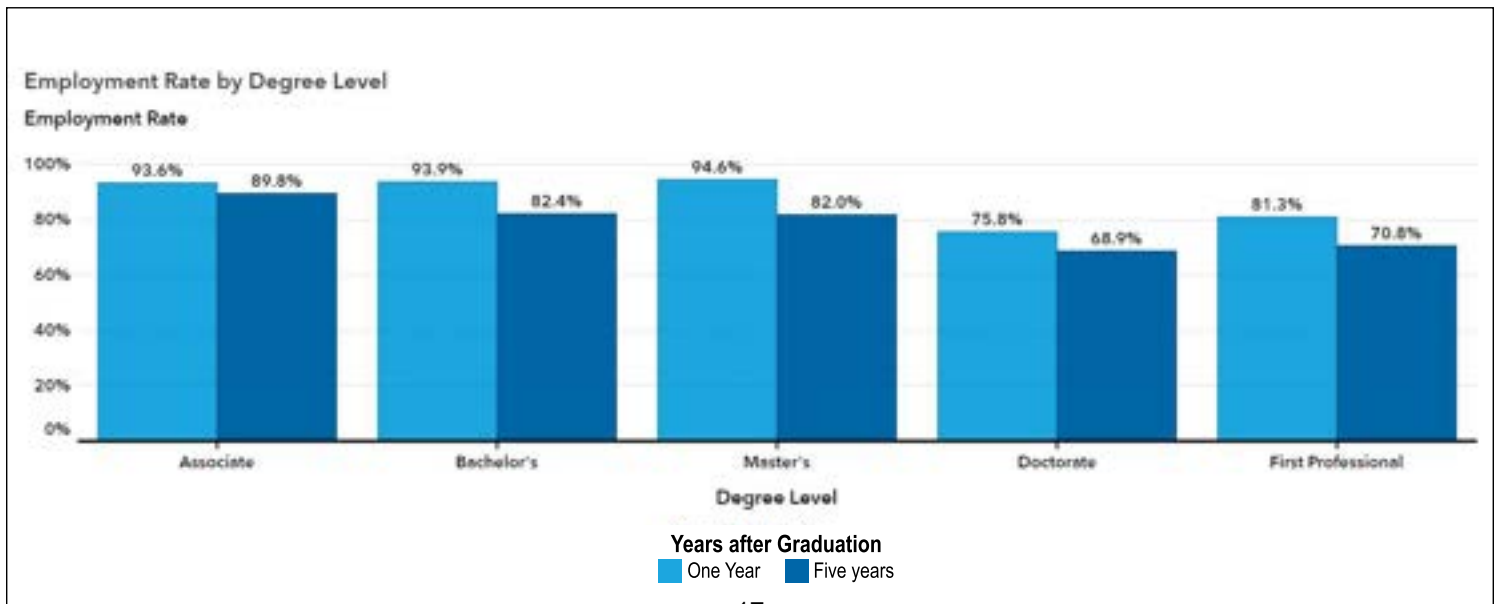


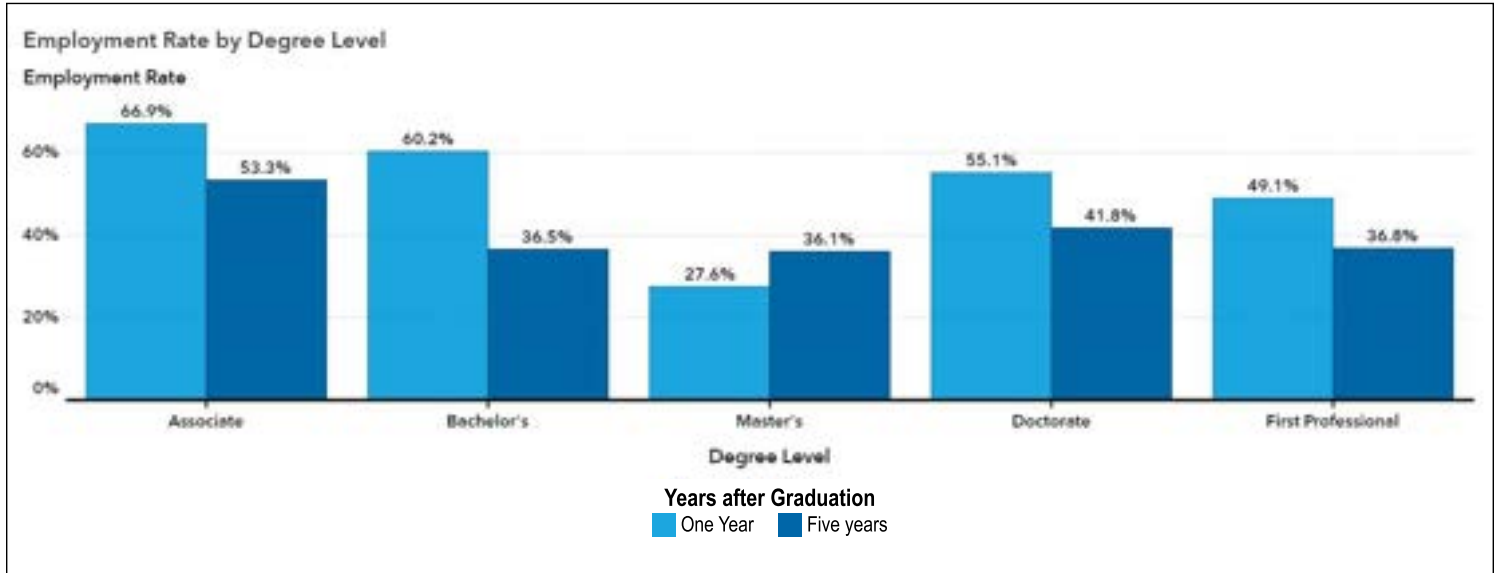
FIGURE 12: EMPLOYMENT RATE BY DEGREE LEVEL – OKLAHOMA RESIDENTS

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 (94.6%), followed by bachelor’s (93.9%), associate (93.6%), first professional (81.3%), and doctoral degree recipients (75.8%). 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. In total, more than 93% of resident graduates are employed in Oklahoma one year after graduation and nearly 85% five years after graduation.



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

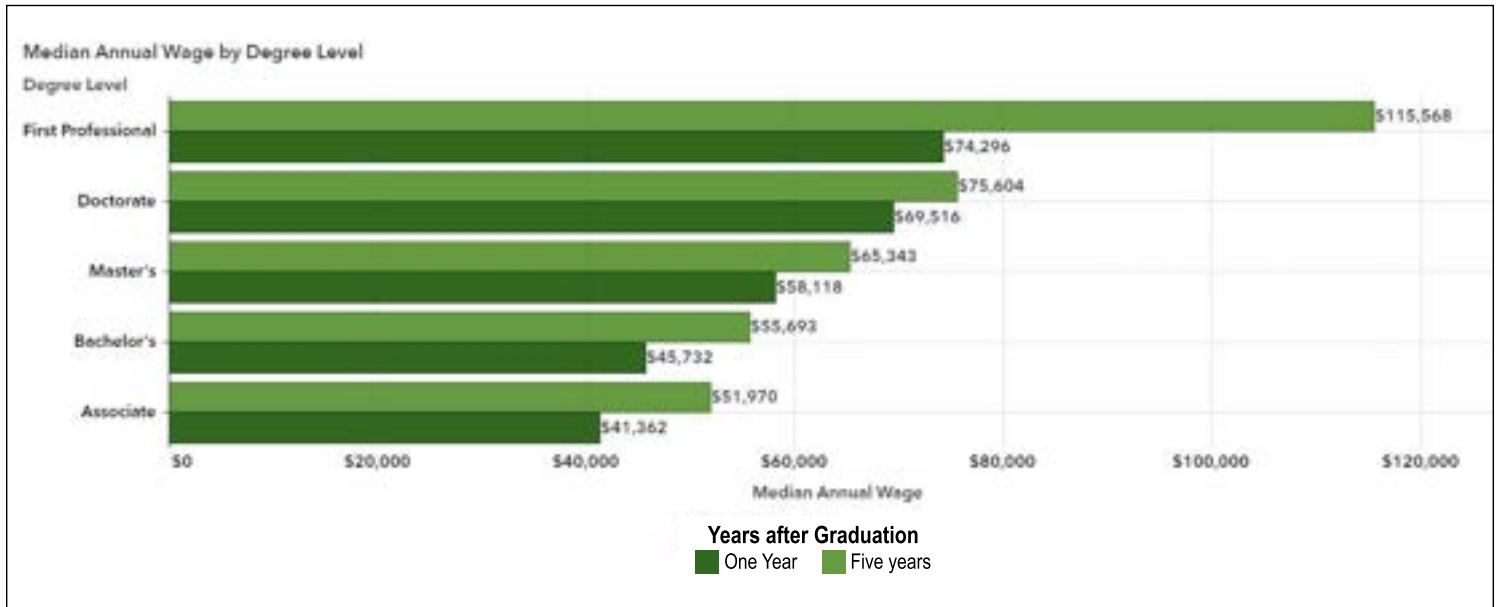
Figure 13 shows employment rates by degree level one and five years after graduation for the non-resident population. Graduates are considered a non-resident if their original residence is listed as any state other than Oklahoma on their admission application, completed prior to enrollment at an Oklahoma 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 (66.9%), followed by bachelor's (60.2%), doctorate (55.1%), first professional (49.1%), and master's (27.6%). In total, more than 50% of non-resident graduates are employed in Oklahoma one year after graduation and nearly 39% 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 (\$74K), closely followed by doctoral (\$70K), then master’s (\$58K), bachelor’s (\$46K), and associate (\$41K). Wages increase five years after graduation at all degree levels, with first professional degree holders as the highest earners (\$116K), followed by doctoral (\$76K), master’s (\$65K), bachelor’s (\$56K), and associate degree earners (\$52K). In line with the 2022 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.



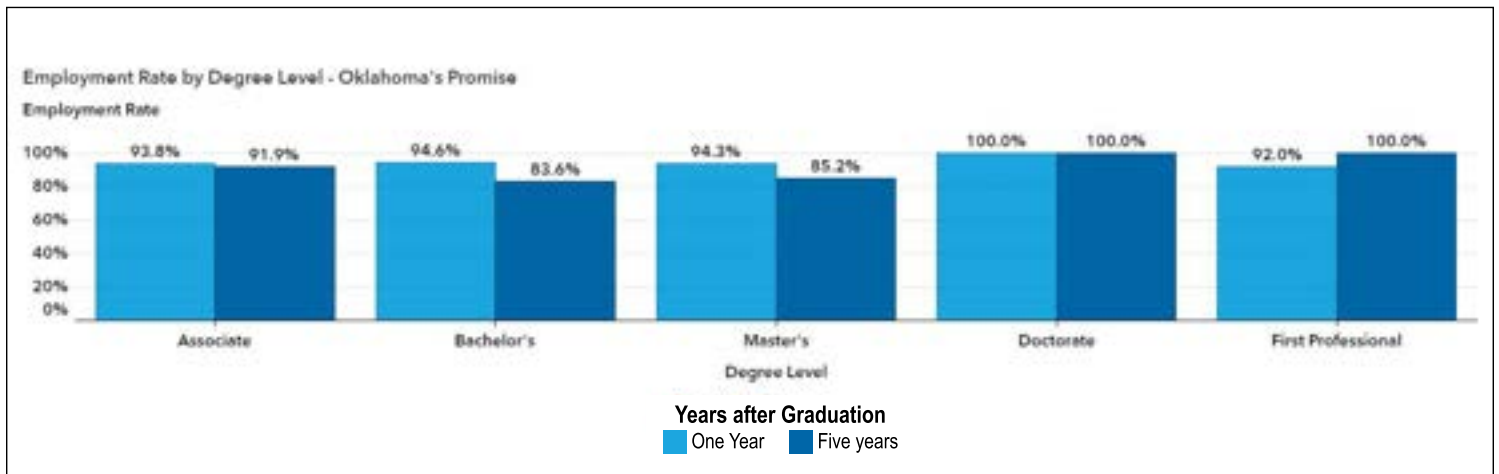


# OKLAHOMA'S PROMISE

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 2022 Employment Outcomes report, Oklahoma's Promise graduates have some of the highest employment rates of any student population. In total, more than 94% of Oklahoma's Promise graduates remained and were employed in the state one year after graduation and more than 86% five years after graduation.



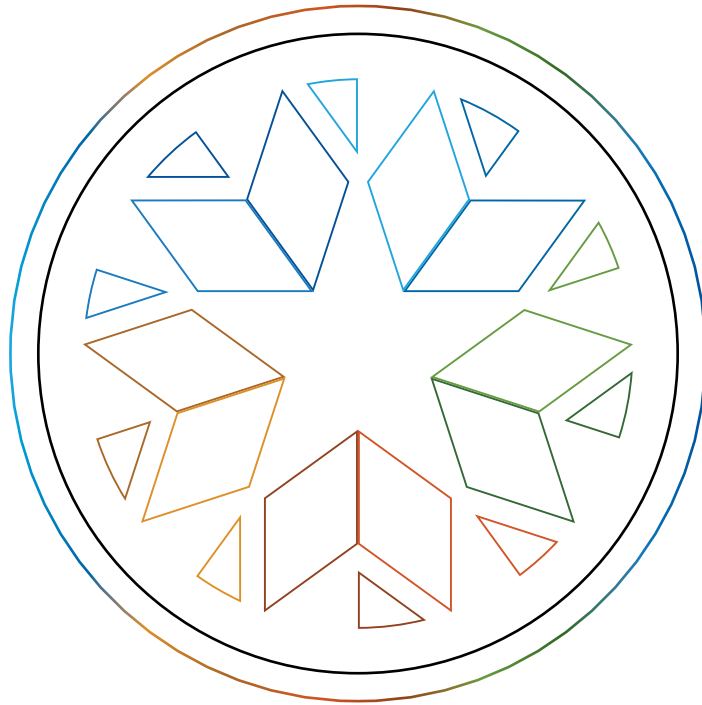
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