

# 2021

# Employment Outcomes






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# FAST FACTS




90% of Oklahoma residents graduating from a public institution are employed in the state one year after graduation.



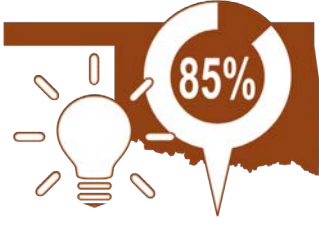
More than 85% of Oklahoma residents graduating with a first professional degree are employed in the state five years after graduation with a median annual salary of \$97K.



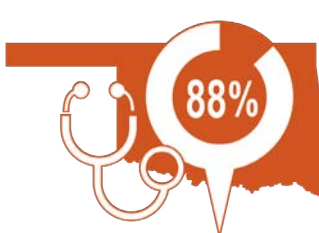
Median annual earnings increase as degree level advances.



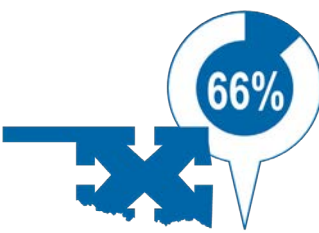
The median annual salary for bachelor's degree earners increases nearly \$8K within five years after graduation.



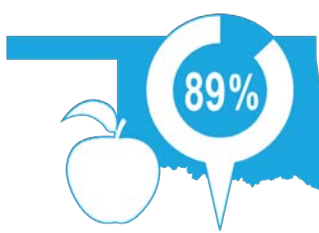
Of STEM graduates from our state system colleges and universities, more than 85% of Oklahomans — and more than half of non-resident students — remain and work here five years after graduation.



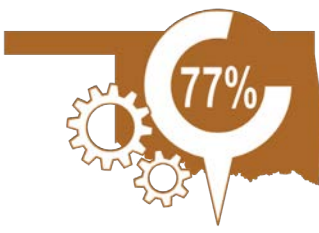
88% of graduates with healthcare degrees are employed in the state one year after graduation, with a median annual salary of \$54K for bachelor's degree earners.



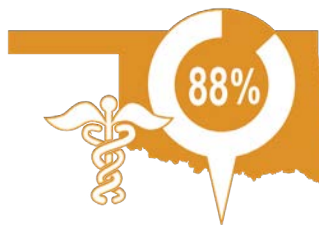
66% of non-residents graduating from an Oklahoma public institution are employed in the state one year after graduation and over 60% are still employed in Oklahoma 5 years after graduation.



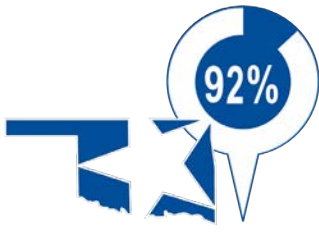
More than 89% of teacher education graduates are employed in the state one year after graduation.



77% of engineering graduates with a bachelor's degree are employed in the state one year after graduation.



Nearly 88% of registered nurse graduates remain in the state one year after graduation and 84% five years after graduation.



More than 92% of Oklahoma's Promise graduates earning an associate's or bachelor's degree are employed in the state one year after graduation, and over 90% are still employed in Oklahoma five years later.

# INTRODUCTION

The 2021 Employment Outcomes Report analyzes employment data for graduates of Oklahoma public colleges and universities one year and five years after graduation, 2019-2020 and 2015-2016. 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 these OTC matches. This report is based on the 2021 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 the information for one and five years after graduation. The populations are divided into two groups: (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 a non-Oklahoma resident. The State Regents utilize metrics from public institutions only to avoid fluctuations due to inconsistent reporting of private institutions' graduates to the Oklahoma State Regents for Higher Education.

# LIMITATIONS

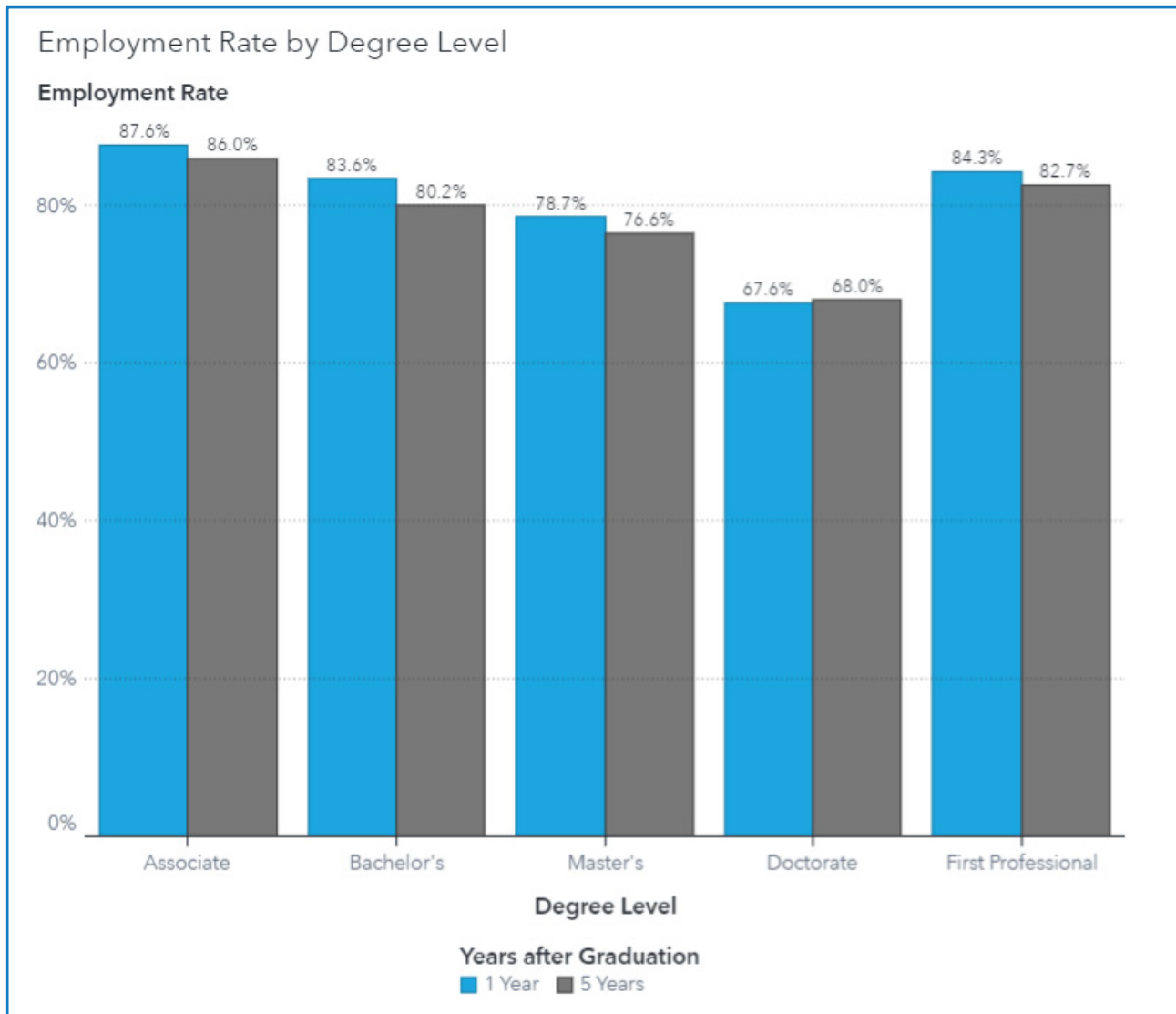
The OESC database includes only employees who have Oklahoma unemployment insurance. The self-employed, employees of the federal government (e.g., military and postal service), and graduates working outside of Oklahoma are not included in the OESC database. Additionally, the data does not include graduates who may have gone on to graduate school, which is another positive outcome of degree completion. The Tax Commission database includes couples filing joint returns; therefore, employment of the degree recipient is assumed, but may be that of a spouse. Also, Tax Commission 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 is not guaranteed.

# EMPLOYMENT RATES BY DEGREE LEVEL

## Figure 1: Employment Rates of All Graduates by Degree Level One and Five Years after Graduation

Figure 1 displays employment rates by degree level one and five years after graduation for all graduates of Oklahoma public institutions. Employment by degree level for one year after graduation shows associate degree earners with the highest percentage of employment (88%), followed by first professional (84%), bachelor's (84%), master's (79%), and doctoral degree holders (68%). In comparison to data from the [2018 OSRHE Employment Outcomes report](#), current data shows state retention of graduates has increased at all degree levels.

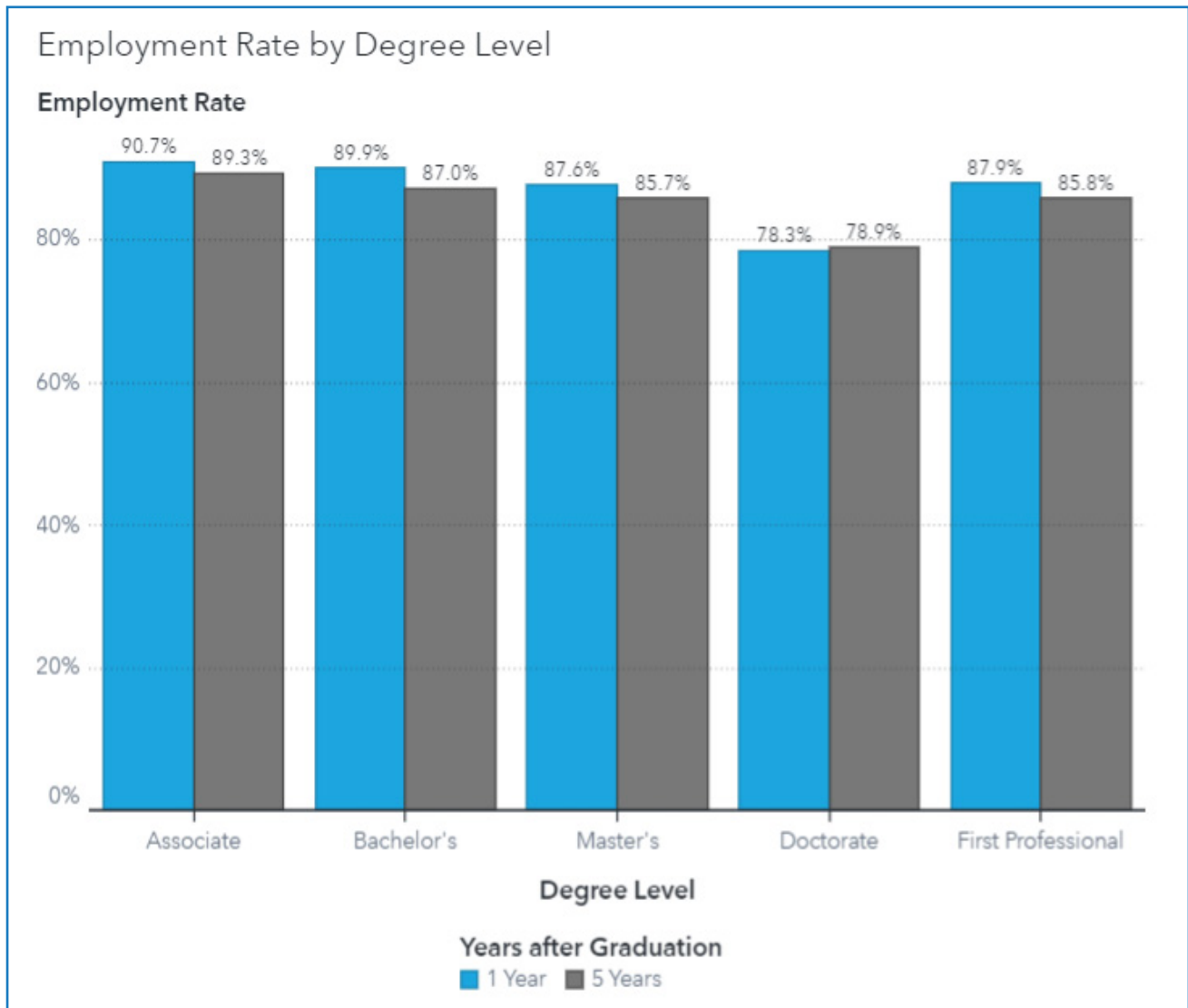
More than two thirds of graduates remain in the state at all degree levels, even five years after graduation. In comparing the five year change in employment rates to the 2018 Employment Outcomes report, recent data shows a strong increase in five year retention.



## Figure 2: Employment Rates of Oklahoma Residents by Degree Level One and Five Years after Graduation

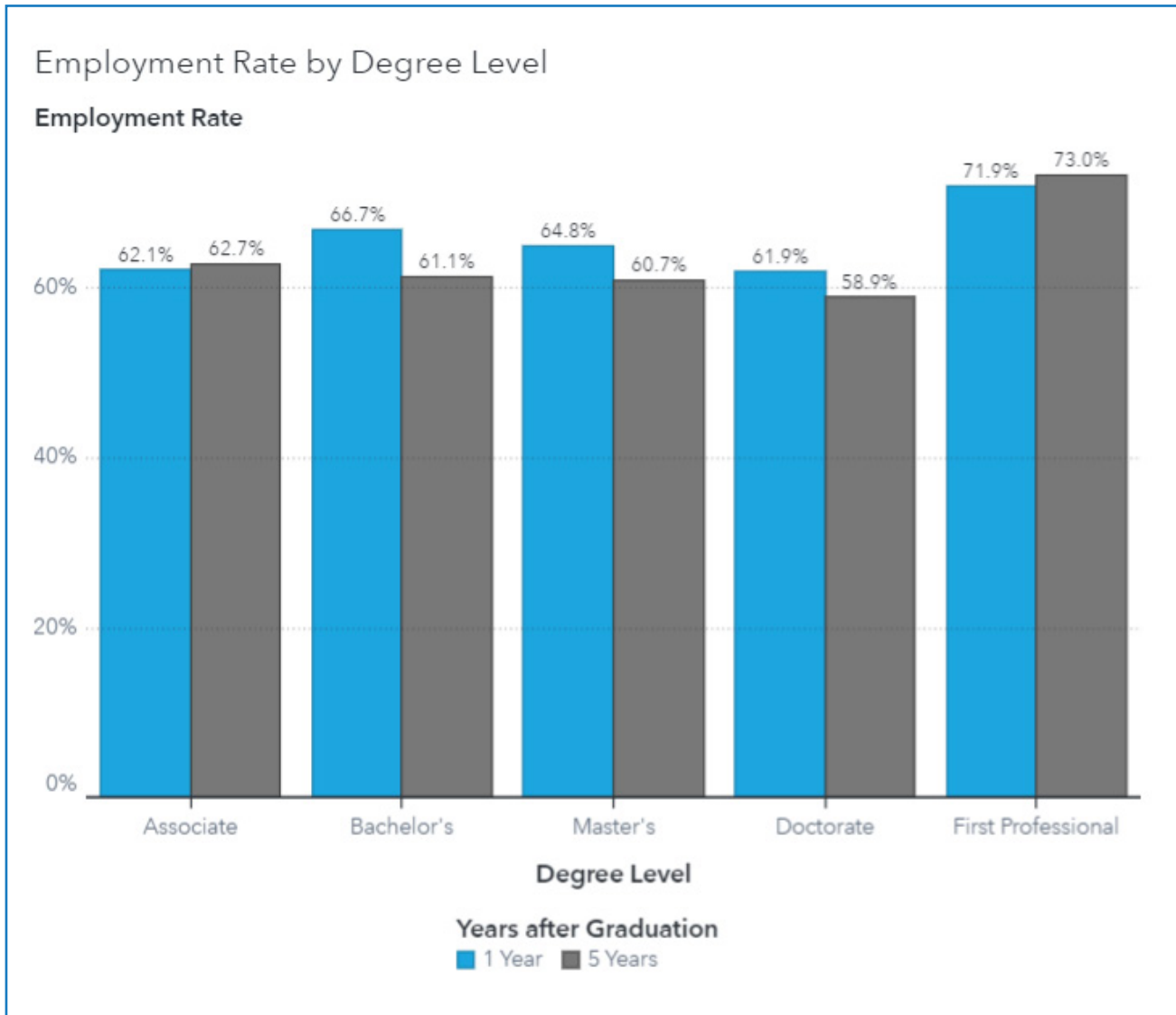
Figure 2 displays employment rates by degree level one and five years after graduation for Oklahoma residents. Employment by degree level for one year after graduation shows associate degree graduates with the highest percentage of employment (91%), followed by bachelor's (90%), first professional (88%), master's (88%), and doctoral degree holders (78%). In comparison to the 2018 Employment Outcomes report, employment rates for 2019-2020 graduates have held steady or increased at all degree levels.

Even after five years, Oklahoma retains the majority of resident graduates. As expected, out of state migration for Oklahoma residents is less than the graduate population as a whole.



### Figure 3: Employment Rates of Non-Residents by Degree Level One and Five Years after Graduation

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 of non-resident graduates are lower than the overall student population and Oklahoma resident population. One year post graduation, employment rates are highest for first professional graduates (72%), followed by bachelor's (67%), master's (65%), associate (62%), and doctoral (62%). In comparison to the 2018 Employment Outcomes report, current data shows an increase in retention of non-resident graduates at all degree levels.



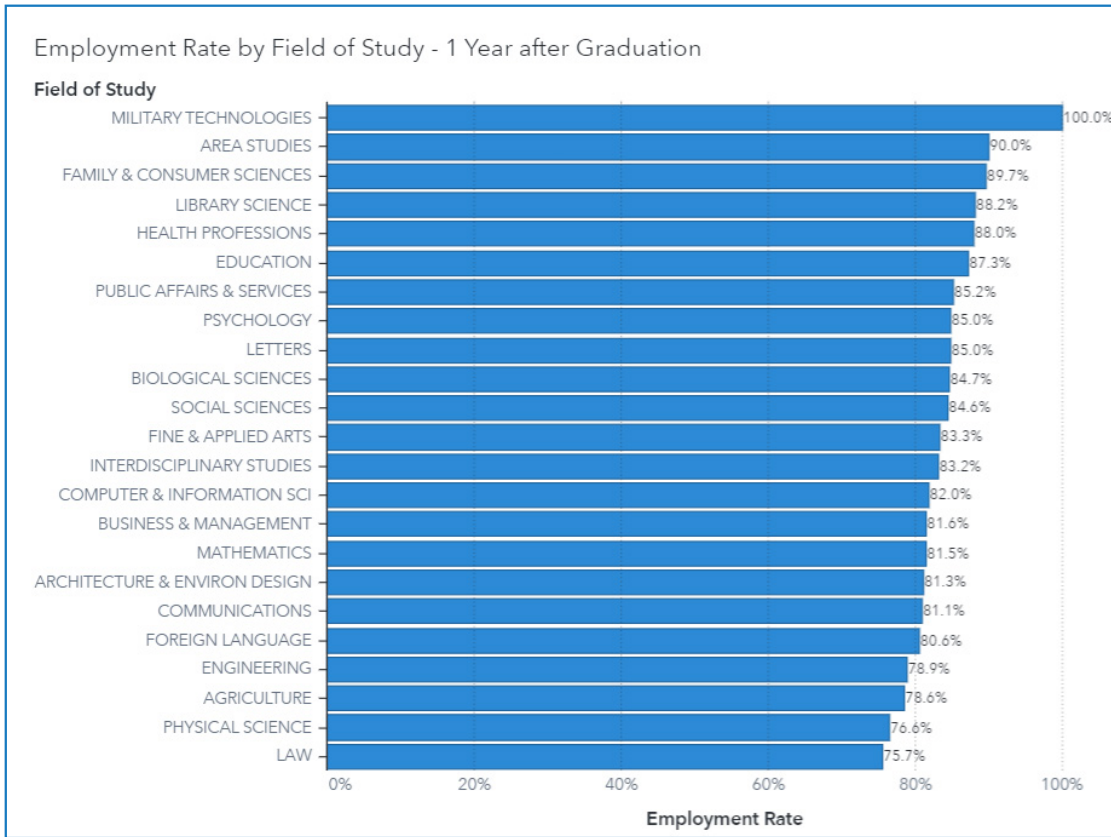


# EMPLOYMENT RATES BY FIELD OF STUDY

In addition to employment rates, the actual number of graduates produced will affect the availability of degreed individuals ready to enter the workforce. To give context to employment rates by field of study, please see the crosstabs (Figures 5 and 7) associated with the 2019-2020 and 2015-2016 academic year.

## Figure 4: Employment Rates by Field of Study One Year after Graduation

Figure 4 shows employment rates by field of study one year after graduation ascending from highest employment rate. This figure includes data from 2019-2020 graduates at all degree levels and both resident and non-resident student populations.



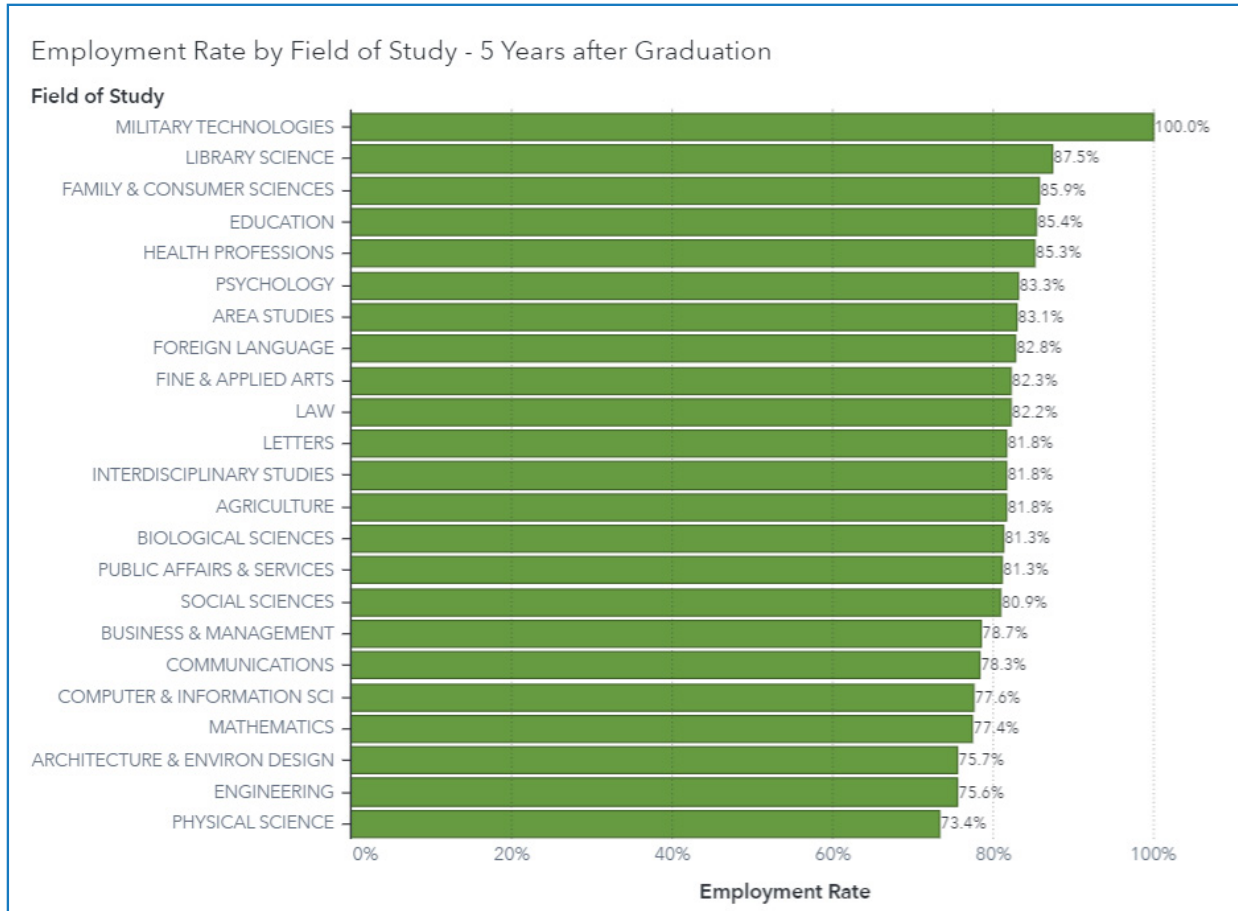
## Figure 5: Count of Graduates by Field of Study 2019-2020

Figure 5 shows the fields of study producing the highest number of graduates from the 2019-2020 academic year.

Field of Study	Frequency
HEALTH PROFESSIONS	5,614
BUSINESS & MANAGEMENT	5,563
INTERDISCIPLINARY STUDIES	4,732
ENGINEERING	2,728
EDUCATION	2,704
PUBLIC AFFAIRS & SERVICES	2,431
PSYCHOLOGY	1,479
BIOLOGICAL SCIENCES	1,362
AGRICULTURE	1,006
SOCIAL SCIENCES	1,005
COMPUTER & INFORMATION SCI	992
COMMUNICATIONS	942
FINE & APPLIED ARTS	906
FAMILY & CONSUMER SCIENCES	764
PHYSICAL SCIENCE	479
LAW	441

## Figure 6: Employment Rates by Field of Study Five Years after Graduation

Figure 6 shows employment rates by field of study five years after graduation ascending from highest employment rate. This figure includes data from 2015-2016 graduates at all degree levels and both resident and non-resident student populations.



## Figure 7: Count of Graduates by Field of Study 2015-2016

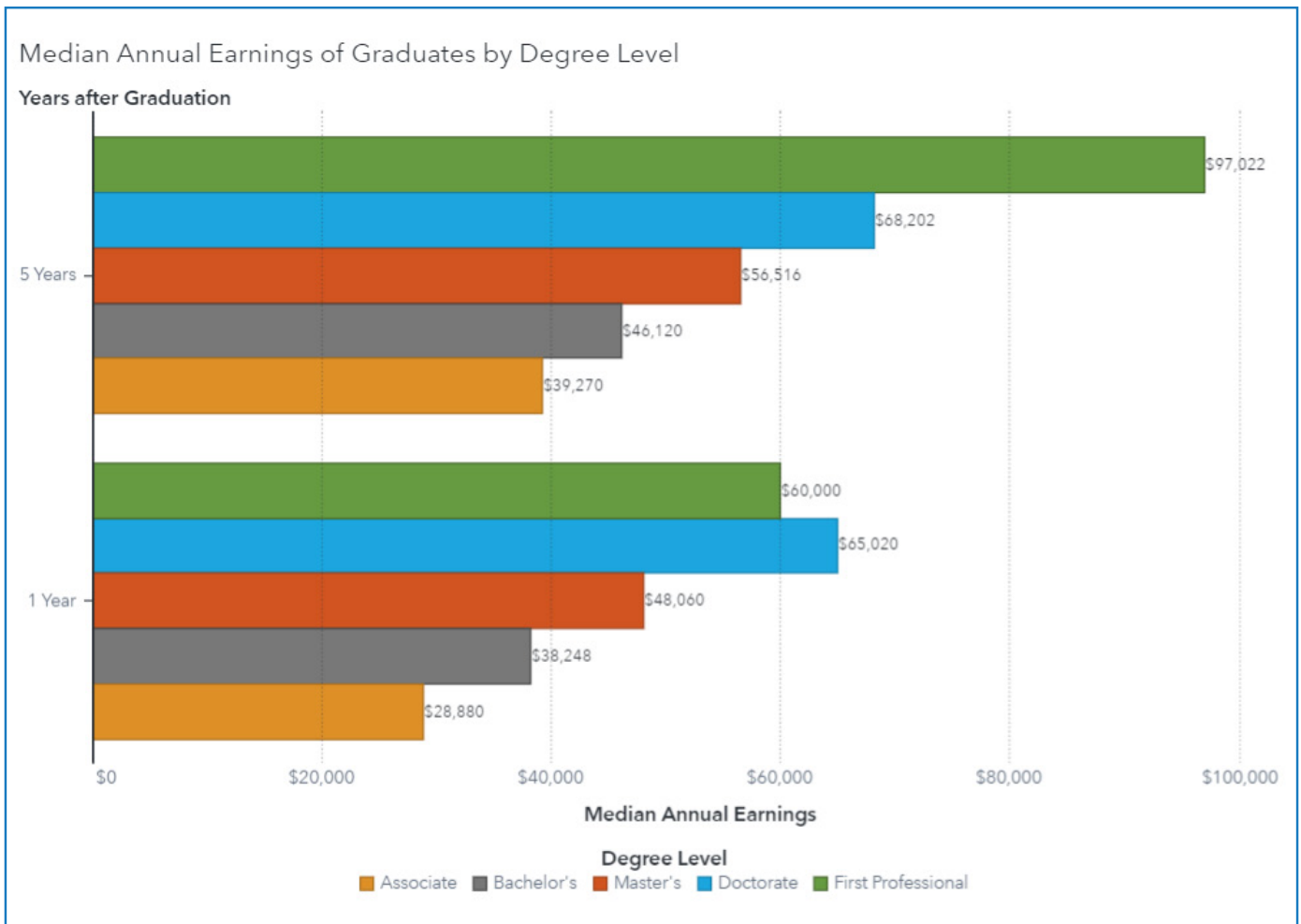
Figure 7 shows the fields of study producing the highest number of graduates from the 2015-2016 academic year.

Field of Study	Frequency
BUSINESS & MANAGEMENT	5,758
HEALTH PROFESSIONS	5,211
INTERDISCIPLINARY STUDIES	4,835
EDUCATION	2,951
ENGINEERING	2,827
PUBLIC AFFAIRS & SERVICES	2,037
PSYCHOLOGY	1,286
BIOLOGICAL SCIENCES	1,151
SOCIAL SCIENCES	1,122
COMMUNICATIONS	1,039
FAMILY & CONSUMER SCIENCES	1,034
COMPUTER & INFORMATION SCI	934
AGRICULTURE	862
FINE & APPLIED ARTS	836
PHYSICAL SCIENCE	523

# MEDIAN ANNUAL EARNINGS AFTER GRADUATION

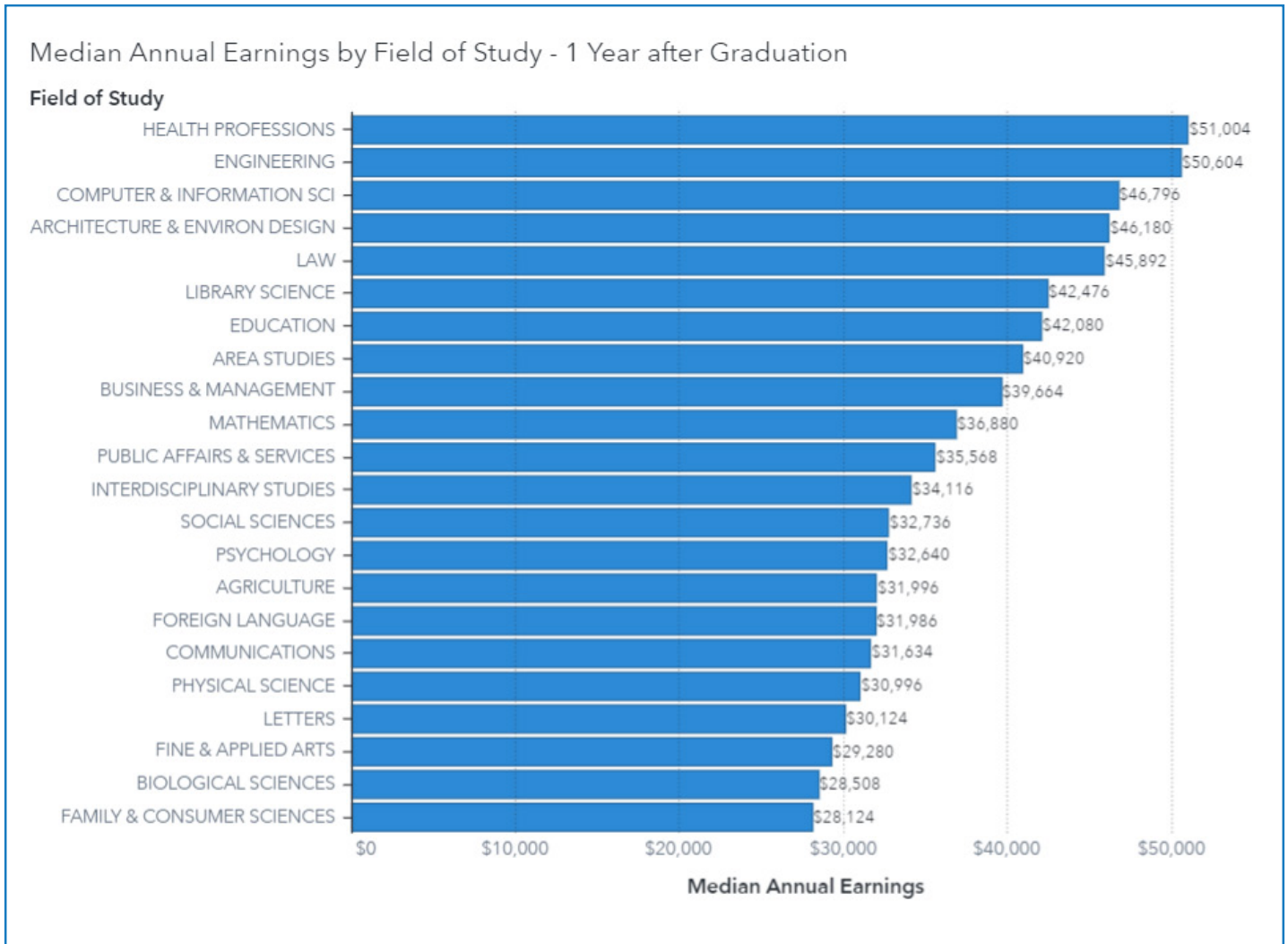
## Figure 8: Median Annual Earnings by Degree Level One and Five Years after Graduation

Figure 8 shows median annual earnings by degree level grouped by one and five years after graduation. One year after graduation, doctoral graduates are the highest earners (\$65K), followed by first professional (\$60K), master's (\$48K), bachelor's (\$38K), and associate (\$29K). Please note that 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 (\$97K), followed by doctoral (\$68K), master's (\$57K), bachelor's (\$46K), and associate (\$39K). In line with the 2018 Employment Outcomes report, current data suggests that work experience impacts salary, and supports national data that link salary to educational attainment. Generally, as education advances, median annual earnings increase.



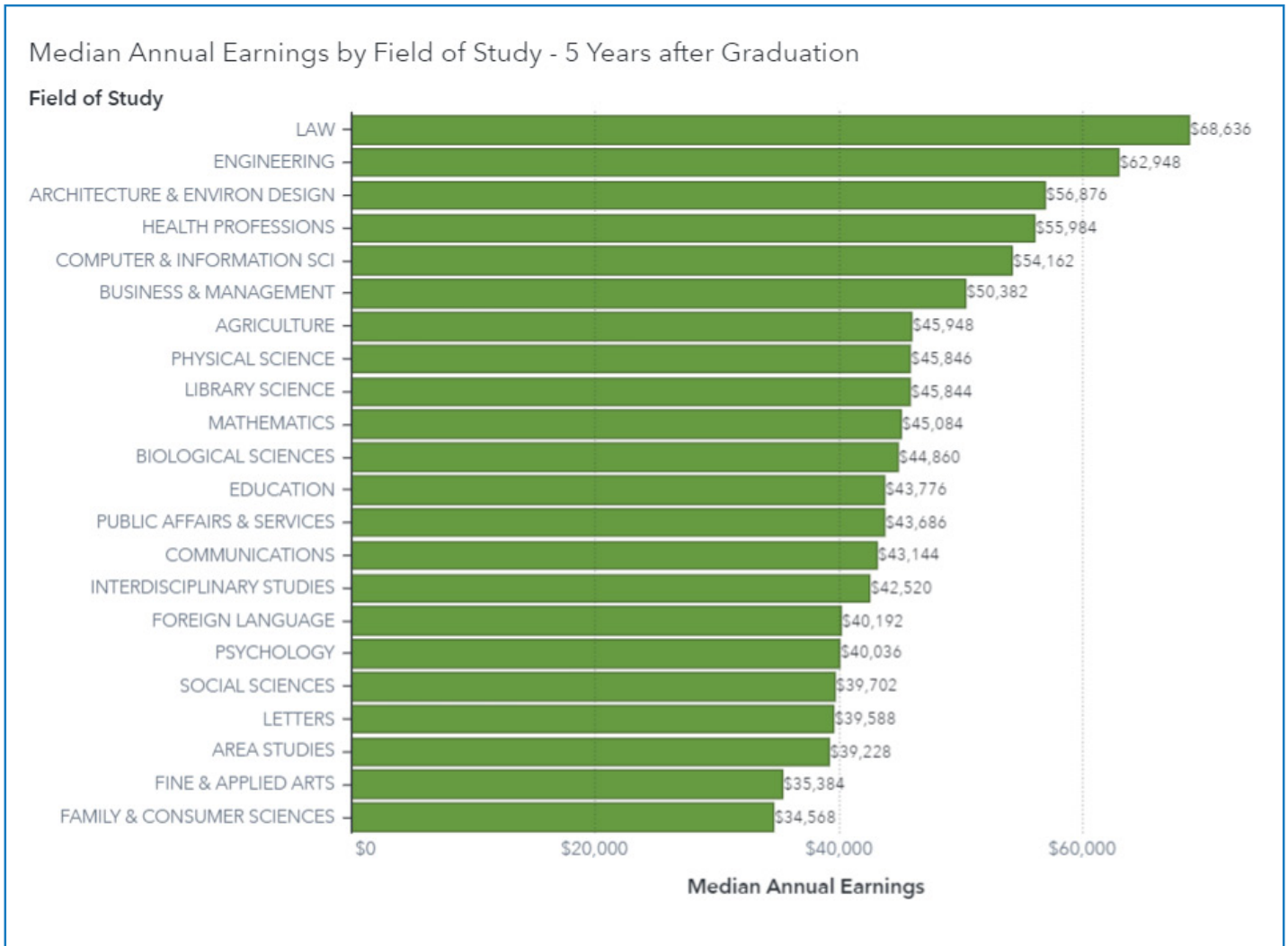
## Figure 9: Median Annual Earnings by Field of Study One Year after Graduation

Figure 9 shows median annual earnings by field of study one year after graduation. This graph includes data from 2019-2020 graduates at all degree levels and both resident and non-resident populations. The highest earners are graduates in health professions (\$51K), closely followed by engineering (\$50.6K), computer & information science (\$46.8K), architecture (\$46.2K), and law (\$45.9K).



## Figure 10: Median Annual Earnings by Field of Study Five Years after Graduation

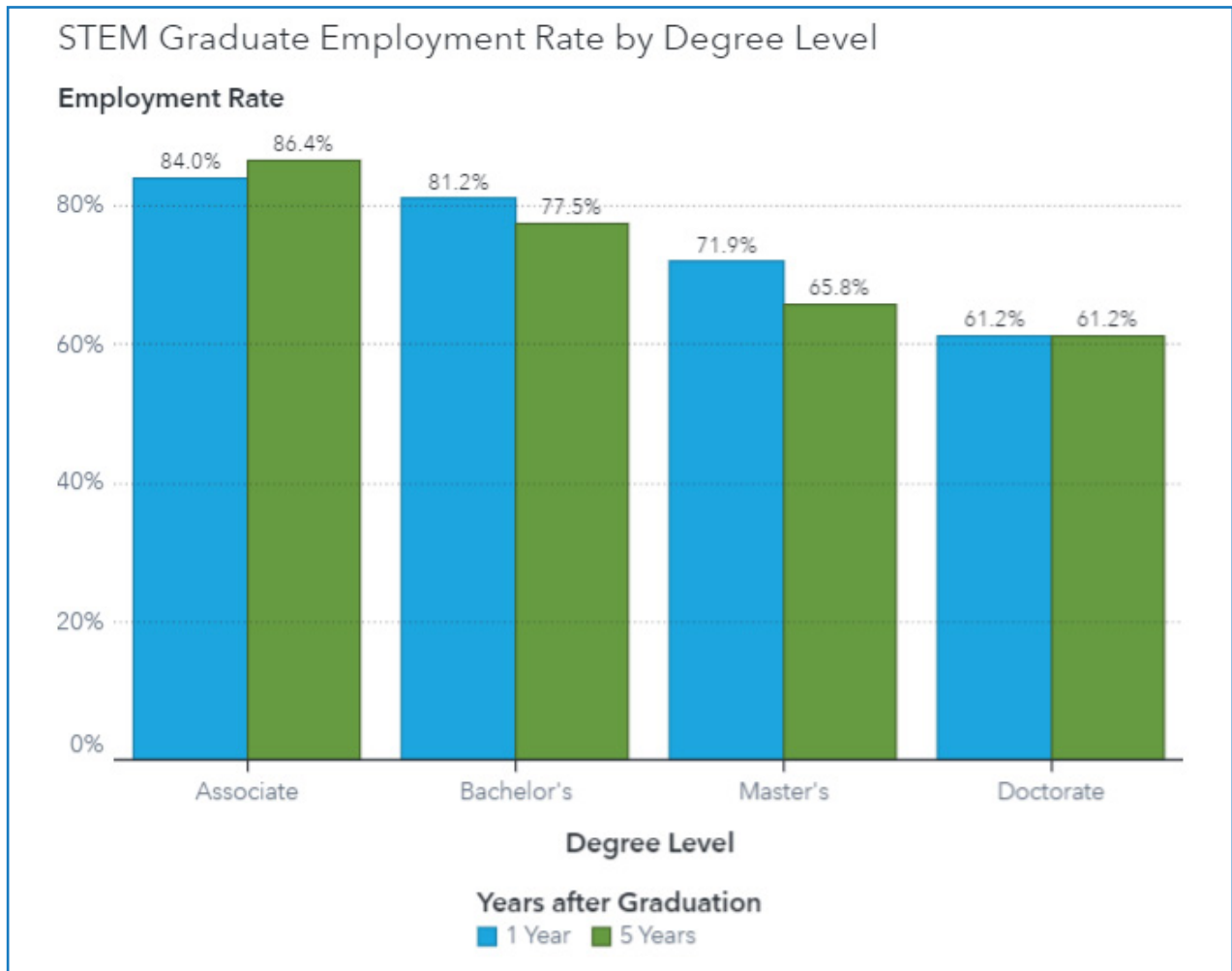
Figure 10 shows median annual earnings by field of study five years after graduation. This graph includes data from 2015-2016 graduates at all degree levels and both resident and non-resident populations. The highest earners are graduates in the field of law (\$69K), followed by engineering (\$63K), architecture (\$57K), health professions (\$56K), and computer and information sciences (\$54K).



# EMPLOYMENT RATES BY DEGREE LEVEL FOR CRITICAL OCCUPATIONS

**Figure 11: STEM Graduate Employment Rates by Degree Level One and Five Years after Graduation**

Figure 11 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 graduates (84%), followed by bachelor's (81%), master's (72%), and doctoral (61%). In comparison to the [2018 Employment Outcomes report](#), state retention of STEM graduates has substantially increased at all degree levels.



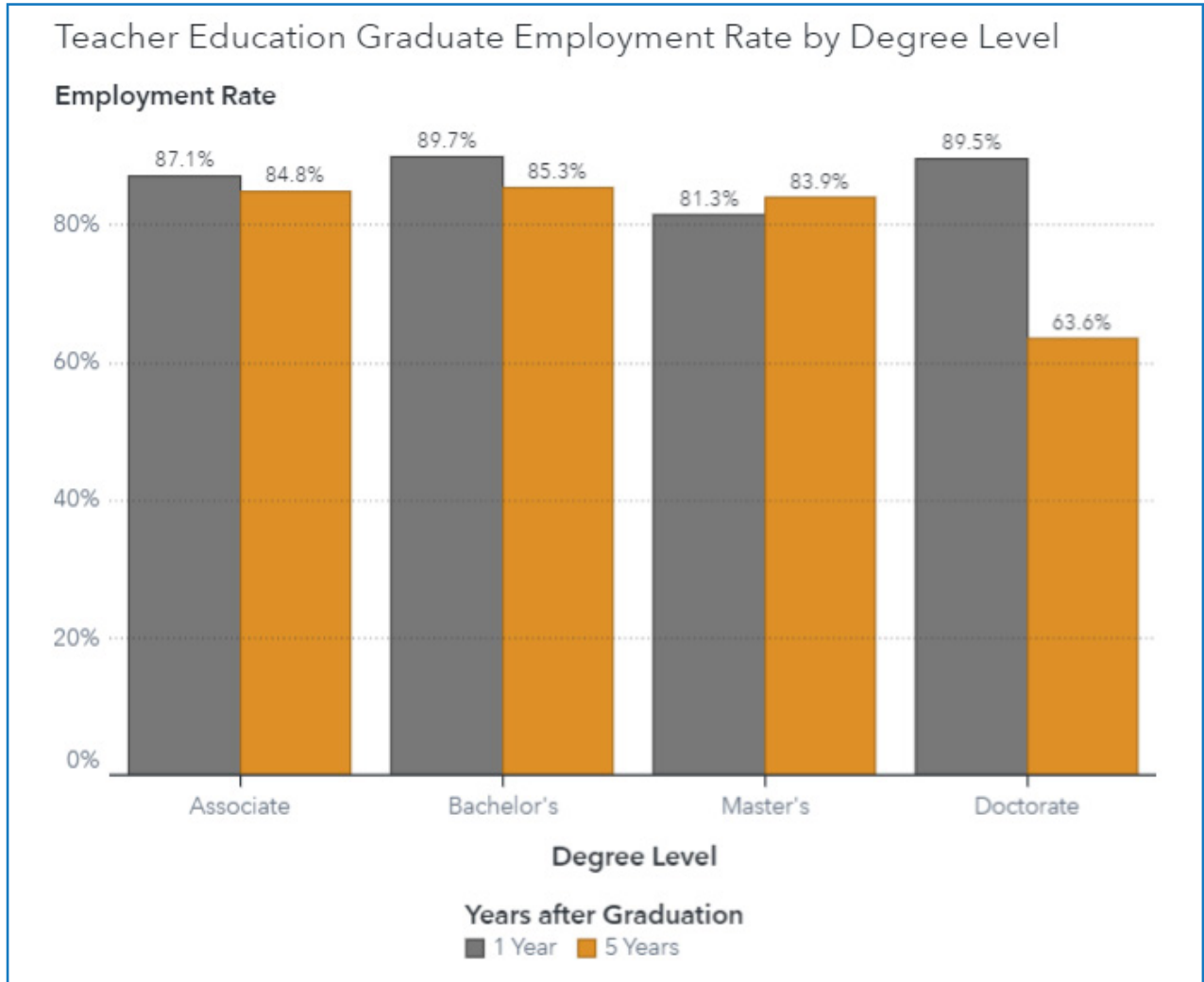
**Figure 12: Count of STEM Graduates**

Figure 12 shows the number of STEM graduates by degree in the 2019-2020 and 2015-2016 academic year.

STEM_FLAG ▲	Y	
Degree Year ▲	20192020	20152016
Degree Level ▲	Frequency	Frequency
Associate	1,234	1,277
Bachelor's	4,310	3,750
Master's	852	926
Doctorate	232	242

**Figure 13: Teacher Education Graduate Employment Rates by Degree Level One and Five Years after Graduation**

Figure 13 shows employment rates by degree level one and five years after graduation for teachers. This graph includes all Oklahoma state-system graduates. Teacher graduate counts are composed of 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 that are purposed for administration and other non-classroom degrees. One year after graduation, employment rates are highest for bachelor's degree recipients (90%), followed by doctorate (90%), associate (87%) and master's (81%).



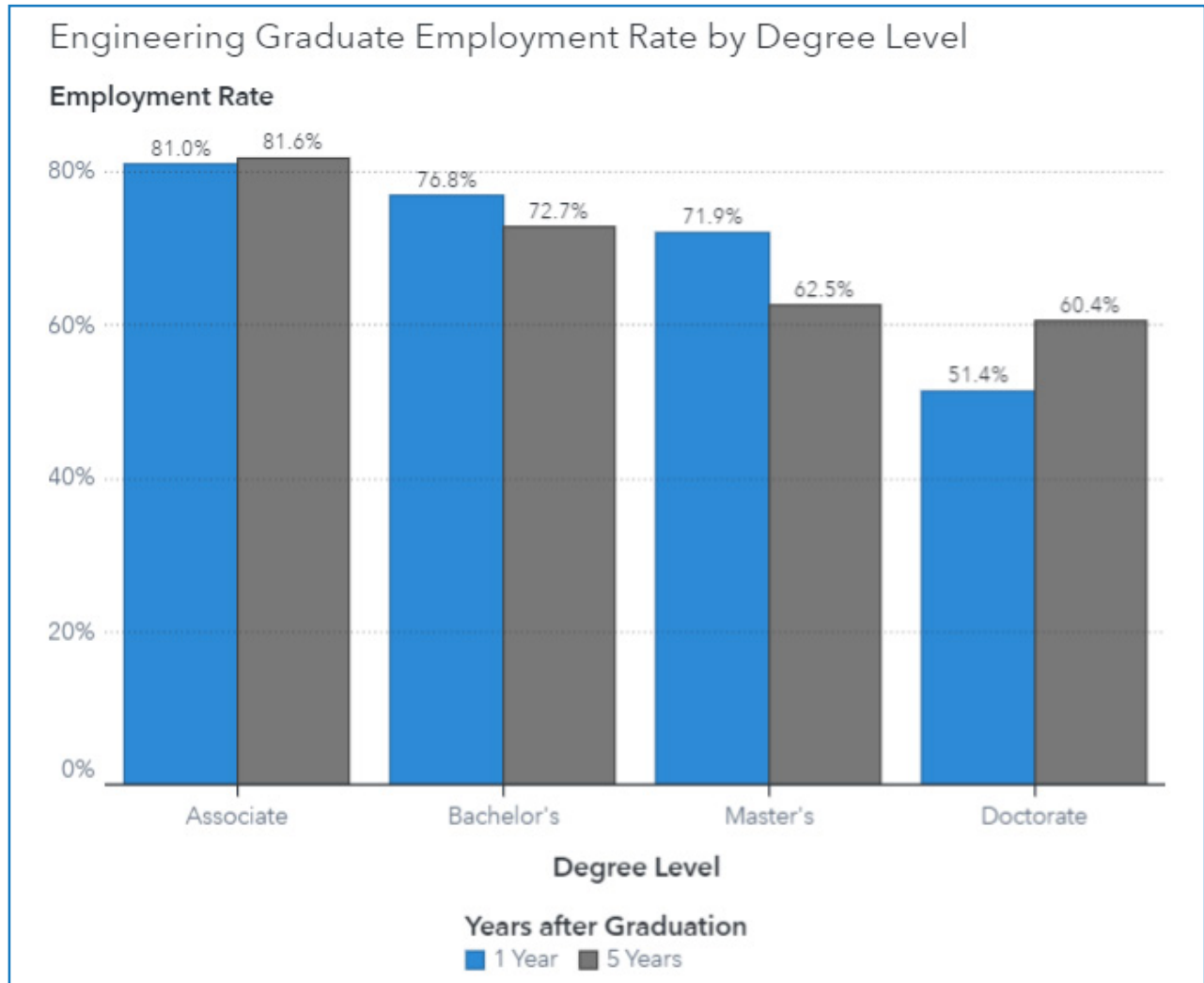
**Figure 14: Count of Teacher Education Graduates**

Figure 14 shows the number of teacher graduates by degree level in the 2019-2020 and 2015-2016 academic year.

Teacher Classroom CIPs ▲ Degree Year ▲	Classroom Teacher CIPs	
	20192020	20152016
Degree Level ▲	Frequency	Frequency
Associate	255	341
Bachelor's	1,218	1,352
Master's	225	255
Doctorate	19	11

**Figure 15: Engineering Graduate Employment Rates by Degree Level One and Five Years after Graduation**

Figure 15 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 graduates (81%), followed by bachelor's (77%), master's (72%), and doctorate (51%).



**Figure 16: Count of Engineering Graduates**

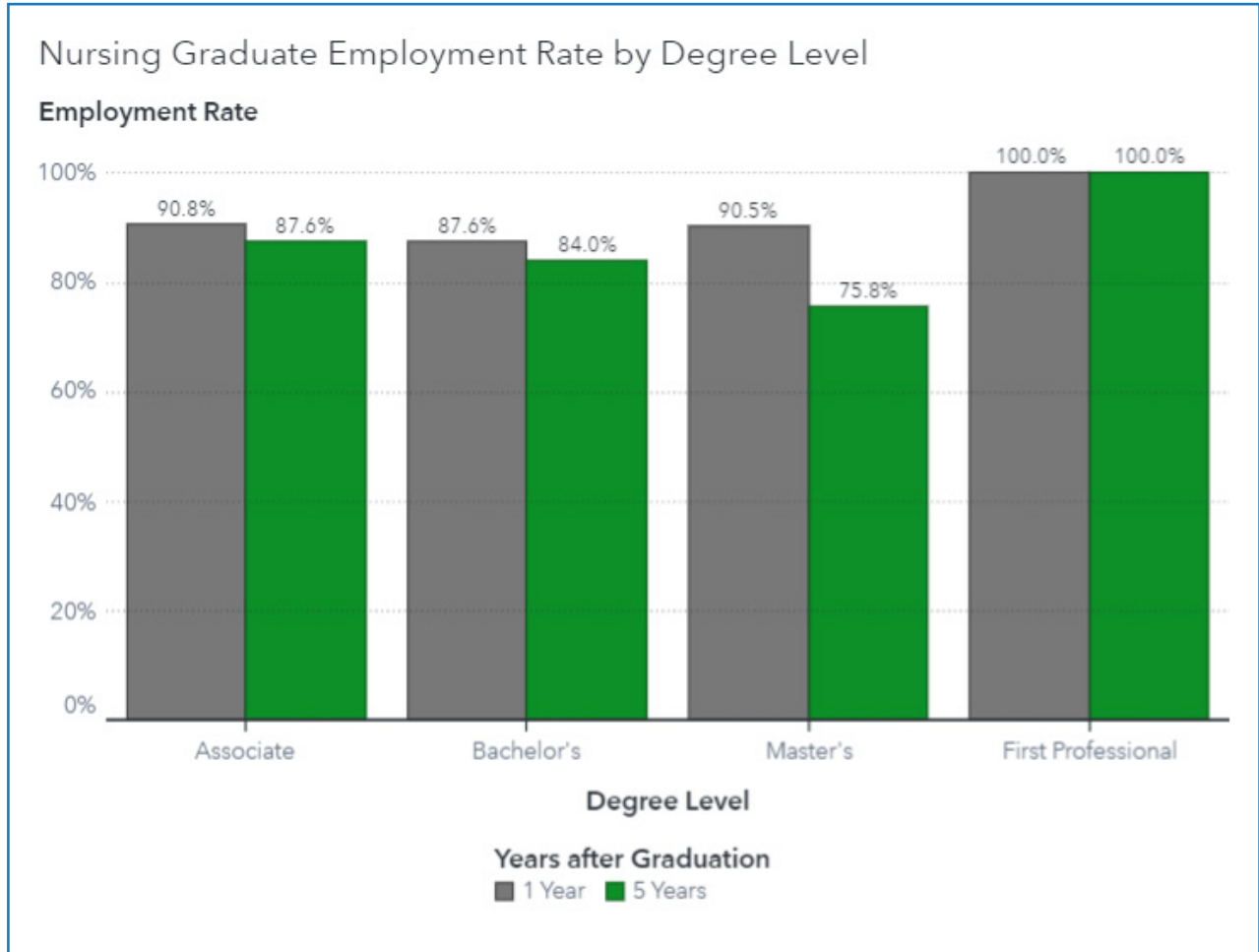
Figure 16 shows the number of engineering graduates by degree level for the 2019-2020 and 2015-2016 academic year.

Degree Year ▲	20192020	20152016
Degree Level ▲	Frequency	Frequency
Associate	147	141
Bachelor's	1,215	954
Master's	313	416
Doctorate	74	91



### Figure 17: Nursing Graduate Employment Rates by Degree Level One and Five Years after Graduation

Figure 17 shows employment rates by degree level one and five years after graduation for nursing graduates. This graph includes all Oklahoma state system graduates. One year post graduation, employment rates are highest for first professional graduates (100%), followed by associate (91%), master's (91%), and bachelor's (88%).



### Figure 18: Count of Nursing Graduates

Figure 18 shows the number of nursing graduates by degree level for the 2019-2020 and 2015-2016 academic year.

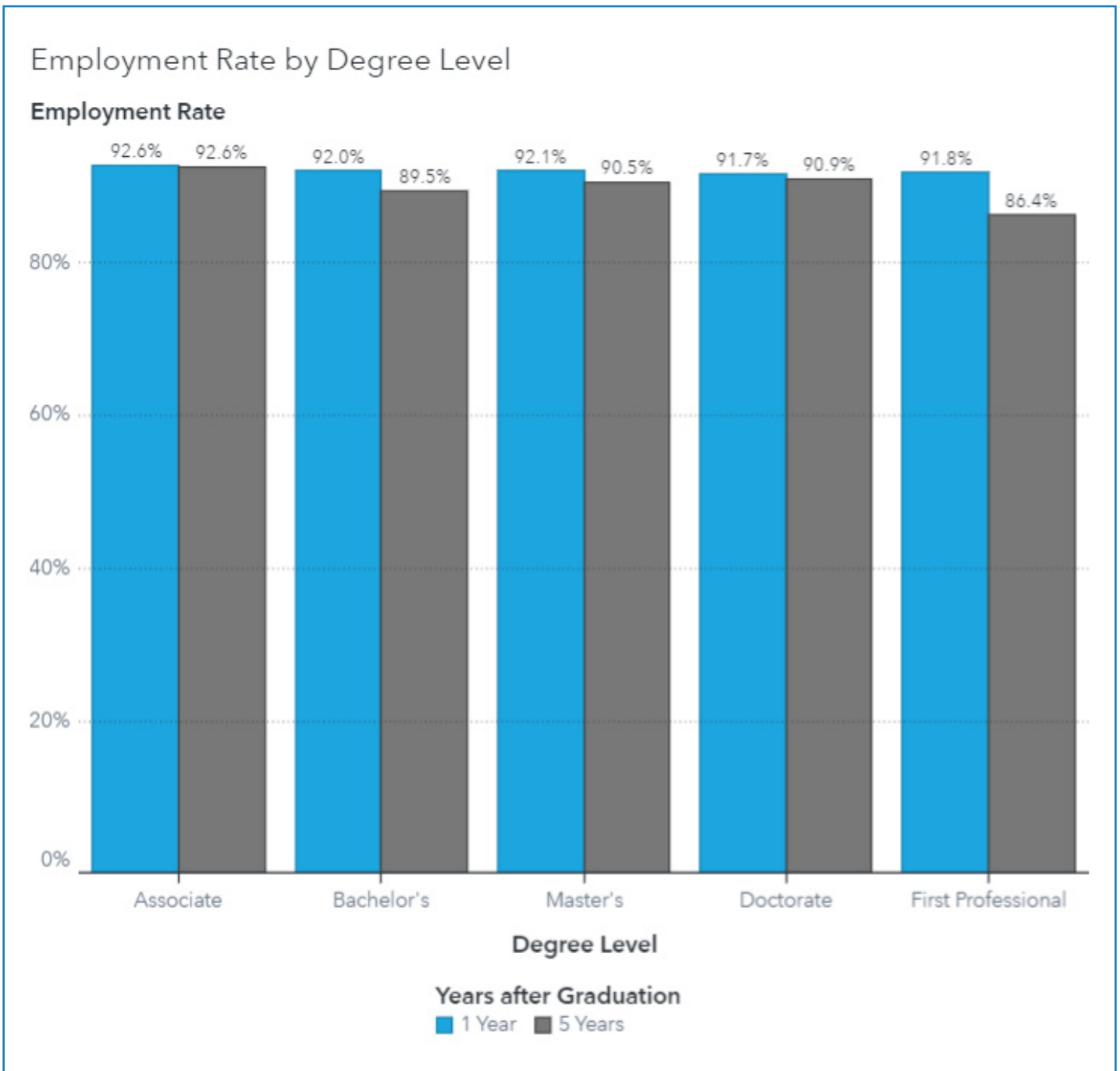
Degree Year ▲	20192020	20152016
Degree Level ▲	Frequency	Frequency
Associate	1,282	984
Bachelor's	1,101	898
Master's	95	33
Certificate (btw Mast & Doct)	1	2
First Professional	3	4

# EMPLOYMENT OUTCOMES OF OKLAHOMA'S PROMISE GRADUATES

**Figure 19: Employment Rates for Oklahoma's Promise Graduates One and Five Years after Graduation**

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 19 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 and economy. Please note, Oklahoma's Promise pays tuition for associate and bachelor's degrees. Employment outcomes of master's, doctoral, and first professional graduates are indicative of graduates who received Oklahoma's Promise during their undergraduate degree.







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