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EMPLOYMENT CHANGE, PHASE I: A Comparative Study of Employment Change in McCurtain County, Texas County and Oklahoma by Firm and Employee Characteristics
First Quarter 2016

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Phase I: A Comparative Study of Employment Change in McCurtain County, Texas County and Oklahoma by Firm and Employee Characteristics

Introduction
The question often asked by public and private establishment policy planners, educators, stakeholders and others interested in Oklahoma's workforce is: Why are there historically large differences in the unemployment rates in different areas of Oklahoma? Therefore, it is also the central question driving and underlying the research in this Phase I and the following two stages or phases of this study. Each research phase opens with specific hypotheses, uses new or additional data sources or methods and ends with some answers, but often with additional intriguing questions concerning these differences; hence the three phases of this study. Phase I investigates McCurtain County, Oklahoma, Texas County, Oklahoma and Oklahoma as a whole, comparing their unemployment rates by firm and employee characteristics.

Description of the Data and Methods
The basic hypothesis used in Phase I was whether differing characteristics of employees and establishments (employer or firm) in these areas might be related to their having historical employment change differences. The two state geographic areas selected and used in all three study phases were McCurtain County, Oklahoma, with historically high unemployment rates, and Texas County, Oklahoma, with historically low unemployment rates. Initially unnoticed as important, but determined so for additional research in the following two phases was that both counties have surrounding counties important for understanding employment change, as explored in Phase II. These two counties also border counties in two other states and in the case of Texas County almost three other states. Their bordering other states proved fortunate in Phase III, due to it allowing the opportunity to explore multi-state county employment dynamics as possible causes for the geographical differences in employment change. In this first phase, the data for all of Oklahoma was also retrieved and compared as a reference area for the other two counties. Maps of these two geographical areas are included in Appendix C at the end of this report.

The analysis in Phase I uses data from the Longitudinal Employer-Household Dynamics (LEHD) program, which is part of the Center for Economic Studies at the U.S. Census Bureau, specifically the Longitudinal Employer Dynamics (LED) Quarterly Workforce Indicators (QWI). The first quarter of 2016 data allow for a snapshot analysis. The two areas are comparable in size, with the employment level for McCurtain County being 7,916, and the level for Texas County was 7,538. Statewide, Oklahoma had an employment level of 1,240,557 (see Table 1, Appendix A). The six employee characteristics of 'Age', 'Sex', 'Education', 'Race', 'Ethnicity', and 'Earnings'; the three employer characteristics of 'Industry', (Firm) 'Age', and 'Earnings'; and the four employment change indicators of 'New Hires', 'Rehires', 'Separations' and 'Turnovers', are used in the analysis. Tables for these are provided in Appendix A of this report. Private employers were used for this phase analysis.

Differences by Employee Characteristics
The first employee characteristic compared is age group. Table 2, on the next page and in Appendix A, compares McCurtain and Texas Counties with each other and Oklahoma. All three geographical areas had their largest employment in the three age groups of '25 to 34 Years', '35 to 44 Years', and '45 to 54 Years'. Also, as one might expect, the four younger age groups of '14 to 18 Years', '19 to 21 Years', '22 to 24 Years', and '25 to 34 Years' in the three areas of Oklahoma, McCurtain County and Texas County all had higher rates of turnovers. The highest turnover rate occurred in McCurtain County in the '14 to 18 Years' age group with a rate of 0.320. However, the patterns of distribution for turnovers in all three geographical areas had more similarities than differences.

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Table 2: Oklahoma, McCurtain County and Texas County by Selected Quarterly Workforce Indicators and Employee Age Group, 1st Quarter 2016

Area	Age Group	Employment		New Hires		Rehires		Separations		Turnovers		Earnings	
		Number	Percent of All Age Groups Employment	Number	Percent of All Age Groups New Hires	Number	Percent of All Age Groups Rehires	Number	Percent of All Age Groups Separations	Rate	Percent of All Age Groups Rate	Average Monthly Dollars	Percent of All Age Groups Earnings
Oklahoma	All Ages (14-99)	1,240,557	100.0	202,807	100.0	23,670	100.0	224,798	100.0	0.104	100.0	$3,712	100.0
	14-18	37,666	3.0	17,477	8.6	1,168	4.9	13,848	6.2	0.262	251.9	$716	19.3
	19-21	68,148	5.5	25,298	12.5	2,556	10.8	26,254	11.7	0.225	216.3	$1,307	35.2
	22-24	84,370	6.8	23,441	11.6	2,195	9.3	25,440	11.3	0.179	172.1	$1,950	52.5
	25-34	290,697	23.4	55,937	27.6	5,367	22.7	61,902	27.5	0.124	119.2	$3,146	84.7
	35-44	256,520	20.7	36,108	17.8	4,066	17.2	40,754	18.1	0.092	88.5	$4,192	112.9
	45-54	241,096	19.4	25,208	12.4	3,542	15.0	29,044	12.9	0.071	68.3	$4,663	125.6
	55-64	192,424	15.5	13,948	6.9	3,144	13.3	18,839	8.4	0.058	55.8	$4,988	134.4
	65-99	69,637	5.6	5,389	2.7	1,632	6.9	8,717	3.9	0.071	68.3	$3,601	97.0
McCurtain County	All Ages (14-99)	7,916	100.0	1,452	100.0	209	100.0	1,499	100.0	0.094	100.0	$2,814	100.0
	14-18	243	3.1	157	10.8	13	6.2	106	7.1	0.320	340.4	$792	28.2
	19-21	372	4.7	206	14.2	21	10.0	200	13.3	0.220	234.0	$1,499	53.3
	22-24	495	6.3	148	10.2	19	9.1	157	10.5	0.167	177.7	$2,097	74.5
	25-34	1,679	21.2	379	26.1	44	21.1	374	24.9	0.108	114.9	$2,448	87.0
	35-44	1,714	21.7	254	17.5	36	17.2	292	19.5	0.092	97.9	$2,987	106.1
	45-54	1,749	22.1	178	12.3	44	21.1	198	13.2	0.056	59.6	$3,529	125.4
	55-64	1,231	15.6	83	5.7	18	8.6	112	7.5	0.055	58.5	$3,275	116.4
	65-99	432	5.5	48	3.3	14	6.7	60	4.0	0.057	60.6	$2,439	86.7
Texas County	All Ages (14-99)	7,538	100.0	1,149	100.0	116	100.0	1,202	100.0	0.095	100.0	$3,277	100.0
	14-18	272	3.6	118	10.3	13	11.2	98	8.2	0.224	235.8	$752	22.9
	19-21	440	5.8	170	14.8	23	19.8	159	13.2	0.240	252.6	$1,660	50.6
	22-24	498	6.6	133	11.6	13	11.2	122	10.1	0.159	167.4	$2,433	74.2
	25-34	1,822	24.2	292	25.4	26	22.4	317	26.4	0.108	113.7	$2,979	90.9
	35-44	1,652	21.9	196	17.1	19	16.4	233	19.4	0.082	86.3	$3,515	107.2
	45-54	1,457	19.3	129	11.2	10	8.6	140	11.6	0.052	54.7	$3,839	117.2
	55-64	1,027	13.6	74	6.4	6	5.2	89	7.4	0.057	60.0	$4,108	125.4
	65-99	371	4.9	36	3.1	7	6.0	44	3.7	0.065	68.4	$4,069	124.2

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1]A complete list of QWI measure descriptions can be found at the end of Appendix A (p. vii).

The next employee characteristic used for comparison was the sex of employees: both male and female, and male and female in separate categories, as shown in Table 3, on the next page and in Appendix A. It was interesting that the McCurtain County share of female workforce employment of 45.3 percent was more than five percent higher than that of Texas County, and only slightly lower than that of Oklahoma's 46.9 percent. However, the turnover rates by sex showed similar patterns for the two counties and for Oklahoma, with Oklahoma having the highest turnover in the female category with a 0.109 turnover rate. The formula for calculating this rate is given in Appendix A, page vii.

Table 3: Oklahoma, McCurtain County and Texas County by Selected Quarterly Workforce Indicators and Employee Sex, 1st Quarter 2016

Area	Sex	Employment Number	Employment Percent of Both Sexes Employment	New Hires Number	New Hires Percent of Both Sexes New Hires	Rehires Number	Rehires Percent of Both Sexes Rehires	Separations Number	Separations Percent of Both Sexes Separations	Turnovers Rate	Turnovers Percent of Both Sexes Rate	Earnings Average Monthly Dollars	Earnings Percent of Both Sexes Earnings
Oklahoma	Male & Female	1,240,557	100.0	202,807	100.0	23,670	100.0	224,798	100.0	0.104	100.0	$3,712	100.0
Oklahoma	Male	658,470	53.1	106,643	52.6	12,591	53.2	119,599	53.2	0.100	96.2	$4,575	123.2
Oklahoma	Female	582,086	46.9	96,163	47.4	11,079	46.8	105,199	46.8	0.109	104.8	$2,736	73.7
McCurtain County	Male & Female	7,916	100.0	1,452	100.0	209	100.0	1,499	100.0	0.094	100.0	$2,814	100.0
McCurtain County	Male	4,329	54.7	708	48.8	103	49.3	764	51.0	0.088	93.6	$3,503	124.5
McCurtain County	Female	3,586	45.3	744	51.2	105	50.2	735	49.0	0.100	106.4	$1,983	70.5
Texas County	Male & Female	7,538	100.0	1,149	100.0	116	100.0	1,202	100.0	0.095	100.0	$3,277	100.0
Texas County	Male	4,541	60.2	668	58.1	69	59.5	689	57.3	0.092	96.8	$3,886	118.6
Texas County	Female	2,997	39.8	481	41.9	48	41.4	513	42.7	0.100	105.3	$2,355	71.9

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1]A complete list of QWI measure descriptions can be found at the end of Appendix A (p. vii).

Table 4, below and in Appendix A at the end of this report, displays employment change by educational attainment in McCurtain County, Texas County and Oklahoma. McCurtain County had the largest percent of employees in the category of 'High School or Equivalent, no College' at 30.9 percent. McCurtain County also had the education category with the highest turnover rate, that of 0.218 in the 'Education Attainment not Available'. However, overall, the distribution patterns for all four employment change variables by education attainment were similar for all three geographical areas.

Table 4: Oklahoma, McCurtain County and Texas County by Selected Quarterly Workforce Indicators and Employee Education, 1st Quarter 2016

Area	Education	Employment Number	Employment Percent of All Education Categories	New Hires Number	New Hires Percent of All Education New Hires	Rehires Number	Rehires Percent of All Education Rehires	Separations Number	Separations Percent of All Ages Education Separations	Turnovers Rate	Turnovers Percent of All Education Rate	Earnings Average Monthly Dollars	Earnings Percent of All Education Earnings
Oklahoma	All Education Categories	1,240,557	100.0	202,807	100.0	23,670	100.0	224,798	100.0	0.104	100.0	$3,712	100.0
Oklahoma	Less than high school	154,870	12.5	26,623	13.1	2,996	12.7	30,502	13.6	0.108	103.8	$2,874	77.4
Oklahoma	High school or equivalent, no college	334,075	26.9	44,719	22.1	5,587	23.6	52,638	23.4	0.090	86.5	$3,429	92.4
Oklahoma	Some college or Associate degree	344,643	27.8	43,198	21.3	5,666	23.9	50,419	22.4	0.086	82.7	$3,937	106.1
Oklahoma	Bachelor's degree or advanced degree	216,784	17.5	22,050	10.9	3,502	14.8	25,696	11.4	0.073	70.2	$6,352	171.1
Oklahoma	Educational attainment not available[3]	190,184	15.3	66,216	32.6	5,919	25.0	65,543	29.2	0.211	202.9	$1,475	39.7
McCurtain County	All Education Categories	7,916	100.0	1,452	100.0	209	100.0	1,499	100.0	0.094	100.0	$2,814	100.0
McCurtain County	Less than high school	1,241	15.7	190	13.1	28	13.4	210	14.0	0.081	86.2	$2,440	86.7
McCurtain County	High school or equivalent, no college	2,447	30.9	321	22.1	53	25.4	358	23.9	0.075	79.8	$2,802	99.6
McCurtain County	Some college or Associate degree	2,142	27.1	298	20.5	45	21.5	319	21.3	0.079	84.0	$3,047	108.3
McCurtain County	Bachelor's degree or advanced degree	975	12.3	132	9.1	30	14.4	148	9.9	0.073	77.7	$4,180	148.6
McCurtain County	Educational attainment not available[3]	1,111	14.0	510	35.1	53	25.4	463	30.9	0.218	231.9	$1,610	57.2
Texas County	All Education Categories	7,538	100.0	1,149	100.0	116	100.0	1,202	100.0	0.095	100.0	$3,277	100.0
Texas County	Less than high school	1,885	25.0	196	17.1	19	16.4	211	17.6	0.075	78.9	$2,986	91.1
Texas County	High school or equivalent, no college	1,733	23.0	220	19.1	18	15.5	255	21.2	0.080	84.2	$3,429	104.6
Texas County	Some college or Associate degree	1,694	22.5	210	18.3	21	18.1	235	19.6	0.079	83.2	$3,738	114.1
Texas County	Bachelor's degree or advanced degree	1,016	13.5	100	8.7	9	7.8	122	10.1	0.073	76.8	$4,579	139.7
Texas County	Educational attainment not available[3]	1,209	16.0	422	36.7	49	42.2	378	31.4	0.201	211.6	$1,775	54.2

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1]A complete list of QWI measure descriptions can be found at the end of Appendix A (p. vii).

Table 5: Oklahoma, McCurtain County and Texas County by Selected Quarterly Workforce Indicators and Employee Race, 1st Quarter 2016

Area	Race	Employment Number	Percent of All Races Employment	New Hires Number	Percent of All Races New Hires	Rehires Number	Percent of All Races Rehires	Separations Number	Percent of All Races Separations	Turnovers Rate	Percent of All Races Rate	Average Monthly Dollars	Percent of All Races Earnings
Oklahoma	All Races	1,240,557	100.0	202,807	100.0	23,670	100.0	224,798	100.0	0.104	100.0	$3,712	100.0
	White Alone	955,103	77.0	142,684	70.4	17,497	73.9	158,001	70.3	0.098	94.2	$3,987	107.4
	Black or African American Alone	110,599	8.9	26,839	13.2	2,455	10.4	30,742	13.7	0.144	138.5	$2,347	63.2
	American Indian or Alaska Native Alone	83,992	6.8	16,868	8.3	1,964	8.3	18,548	8.3	0.118	113.5	$2,918	78.6
	Asian Alone	32,571	2.6	4,289	2.1	480	2.0	4,382	1.9	0.091	87.5	$3,783	101.9
	Native Hawaiian or Other Pacific Islander Alone	2,333	0.2	446	0.2	41	0.2	510	0.2	0.126	121.2	$2,448	65.9
	Two or More Race Groups	55,959	4.5	11,682	5.8	1,234	5.2	12,614	5.6	0.126	121.2	$2,924	78.8
McCurtain County	All Races	7,916	100.0	1,452	100.0	209	100.0	1,499	100.0	0.094	100.0	$2,814	100.0
	White Alone	5,515	69.7	967	66.6	136	65.1	978	65.2	0.090	95.7	$3,030	107.7
	Black or African American Alone	891	11.3	178	12.3	31	14.8	191	12.7	0.109	116.0	$2,144	76.2
	American Indian or Alaska Native Alone	1,000	12.6	195	13.4	24	11.5	211	14.1	0.101	107.4	$2,411	85.7
	Asian Alone	92	1.2	13	0.9	5	2.4	14	0.9	0.067	71.3	$2,226	79.1
	Native Hawaiian or Other Pacific Islander Alone	50	0.6	8	0.6	0	0.0	13	0.9	0.088	93.6	$2,092	74.3
	Two or More Race Groups	368	4.6	92	6.3	12	5.7	92	6.1	0.107	113.8	$2,532	90.0
Texas County	All Races	7,538	100.0	1,149	100.0	116	100.0	1,202	100.0	0.095	100.0	$3,277	100.0
	White Alone	6,299	83.6	969	84.3	102	87.9	969	80.6	0.092	96.8	$3,358	102.5
	Black or African American Alone	523	6.9	71	6.2	4	3.4	91	7.6	0.110	115.8	$2,703	82.5
	American Indian or Alaska Native Alone	173	2.3	34	3.0	3	2.6	52	4.3	0.164	172.6	$2,779	84.8
	Asian Alone	366	4.9	30	2.6	3	2.6	54	4.5	0.075	78.9	$3,076	93.9
	Native Hawaiian or Other Pacific Islander Alone	29	0.4	7	0.6	0	0.0	3	0.2	0.000	0.0	$2,719	83.0
	Two or More Race Groups	148	2.0	37	3.2	3	2.6	33	2.7	0.117	123.2	$3,039	92.7

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1] A complete list of QWI measure descriptions can be found at the end of Appendix A (p. vii).

The employee characteristic of race is shown in Table 5, above and in Appendix A at the end of this report. It was interesting to note that the findings of employment distribution by race in Oklahoma, McCurtain County and Texas County determined that Texas County had the largest percent employment in the 'White Alone' category at 83.6 percent, while McCurtain County had the largest percent in the 'American Indian or Native American' category at 12.6 percent. The area with the largest turnover was the 'American Indian' category in Texas County with a turnover rate of 0.164. However, all three areas shown in this table had similar patterns of distribution for employment change by race.

The final employee characteristic examined was ethnicity and is shown in Table 6, on the next page and in Appendix A at the end of this report. The same three geographical areas of Oklahoma, McCurtain and Texas counties as previously noted are compared. The area with the largest percent of 'Hispanic or Latino' employees was Texas County at 43.8 percent. In both McCurtain and Texas Counties, the 'Hispanic or Latino' group had the lowest turnover rates, with turnovers of 0.084 and 0.090 respectively. This ethnicity group in these two counties had the lowest and second-lowest turnover rates of all the different categories in the three areas. Interestingly, the 'Hispanic or Latino' ethnicity group in Oklahoma statewide was the category with the highest turnover rate, displaying a turnover rate of 0.125. However, when all of the ethnicity groups were combined into an aggregate in the 'All Ethnicities' group, the turnover rate of 0.094 for McCurtain County was very close to that of Texas County's rate of 0.095.

Table 6: Oklahoma, McCurtain County and Texas County by Selected Quarterly Workforce Indicators and Employee Ethnicity, 1st Quarter 2016

| | | | | Individual Employment Changes[1] | | | | | | | | | |
| | | Employment | | New Hires | | Rehires | | Separations | | Turnovers | | Earnings | |
Area	Ethnicity	Number	Percent of All Ethnicities Employment	Number	Percent of All Ethnicities	Number	Percent of All Ethnicities	Number	Percent of All Ethnicities	Rate	Percent of All Ethnicities Rate	Average Monthly Dollars	Percent of All Ethnicities Earnings
Oklahoma	All Ethnicities	1,240,557	100.0	202,807	100.0	23,670	100.0	224,798	100.0	0.104	100.0	$3,712	100.0
	Not Hispanic or Latino	1,123,627	90.6	178,971	88.2	21,295	90.0	199,241	88.6	0.102	98.1	$3,824	103.0
	Hispanic or Latino	116,930	9.4	23,836	11.8	2,375	10.0	25,557	11.4	0.125	120.2	$2,641	71.2
McCurtain County	All Ethnicities	7,916	100.0	1,452	100.0	209	100.0	1,499	100.0	0.094	100.0	$2,814	100.0
	Not Hispanic or Latino	7,217	91.2	1,338	92.1	189	90.4	1,369	91.3	0.095	101.1	$2,863	101.7
	Hispanic or Latino	699	8.8	114	7.9	19	9.1	130	8.7	0.084	89.4	$2,308	82.0
Texas County	All Ethnicities	7,538	100.0	1,149	100.0	116	100.0	1,202	100.0	0.095	100.0	$3,277	100.0
	Not Hispanic or Latino	4,239	56.2	677	58.9	66	56.9	726	60.4	0.099	104.2	$3,660	111.7
	Hispanic or Latino	3,299	43.8	472	41.1	51	44.0	477	39.7	0.090	94.7	$2,785	85.0

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1]A complete list of QWI measure descriptions can be found at the end of Appendix A (p. vii).

Differences by Firm or Employer Characteristics

McCurtain and Texas Counties as well as Oklahoma were also examined by the three firm characteristics of industry, firm age and firm size. Tables for these comparisons are provided in Appendix B, with additional descriptions of these three firm characteristic category definitions given at the end of Appendix B. The industry categories are 2-digit NAICS, with Table 7, Table 8 and Table 9 showing these comparisons by each of the three geographical areas. Table 7 is shown below, and Tables 8 and 9 are shown on the following page.

Table 7: Oklahoma Employment by Industry, Individual Employee Change, and Earnings, 1st Quarter 2016

| | | | | Individual Employment Changes[1] | | | | | | | | | |
| | Employment | | New Hires | | Rehires | | Separations | | Turnovers | | Earnings | | |
NAICS Sector Industries	Number	Percent of All Industries Employment	Number	Percent of All Industries New Hires	Number	Percent of All Industries Rehires	Number	Percent of All Industries Separations	Rate	Percent of All Industries Rates	Average Monthly Dollars	Percent of All Industries Earnings
00	1,240,557	100.0	202,807	100.0	23,670	100.0	224,798	100.0	0.104	100.0	$3,712	100.0
11	10,089	0.8	1,450	0.7	212	0.9	1,450	0.6	0.077	74.0	$3,004	80.9
21	47,607	3.8	2,803	1.4	785	3.3	6,876	3.1	0.069	66.3	$9,376	252.6
22	12,578	1.0	320	0.2	180	0.8	624	0.3	0.039	37.5	$10,169	273.9
23	74,475	6.0	15,054	7.4	1,991	8.4	16,356	7.3	0.107	102.9	$3,953	106.5
31-33	130,778	10.5	9,798	4.8	1,620	6.8	13,546	6.0	0.066	63.5	$4,329	116.6
42	58,271	4.7	5,992	3.0	597	2.5	6,452	2.9	0.071	68.3	$4,643	125.1
44-45	177,038	14.3	29,035	14.3	2,564	10.8	33,790	15.0	0.128	123.1	$2,259	60.8
48-49	51,264	4.1	5,796	2.9	602	2.5	7,681	3.4	0.087	83.7	$4,433	119.4
51	21,516	1.7	1,862	0.9	211	0.9	2,122	0.9	0.073	70.2	$4,724	127.3
52	56,371	4.5	4,104	2.0	324	1.4	4,009	1.8	0.060	57.7	$5,242	141.2
53	20,020	1.6	2,749	1.4	212	0.9	2,847	1.3	0.097	93.3	$3,336	89.9
54	68,642	5.5	8,876	4.4	1,598	6.8	8,435	3.8	0.090	86.5	$4,995	134.6
55	19,315	1.6	1,334	0.7	207	0.9	1,998	0.9	0.066	63.5	$7,039	189.6
56	92,100	7.4	29,595	14.6	3,265	13.8	32,615	14.5	0.158	151.9	$2,791	75.2
61	15,847	1.3	1,529	0.8	490	2.1	1,568	0.7	0.106	101.9	$2,959	79.7
62	193,121	15.6	26,137	12.9	3,576	15.1	27,462	12.2	0.094	90.4	$3,492	94.1
71	15,021	1.2	2,941	1.5	486	2.1	2,586	1.2	0.138	132.7	$2,404	64.7
72	141,630	11.4	47,449	23.4	3,999	16.9	48,283	21.5	0.177	170.2	$1,349	36.3
81	34,873	2.8	5,983	3.0	751	3.2	6,097	2.7	0.101	97.1	$2,701	72.8

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1]A complete list of QWI measure descriptions can be found at the end of Appendix B (pp. vi-vii).

Table 8: McCurtain County, Oklahoma Employment by Industry, Individual Employee Change, and Earnings, 1st Quarter 2016

NAICS Sector Industries	Employment		New Hires		Rehires		Separations		Turnovers		Earnings	
	Number	Percent of All Industries Employment	Number	Percent of All Industries New Hires	Number	Percent of All Industries Rehires	Number	Percent of All Industries Separations	Rate	Percent of All Industries Rates	Average Monthly Dollars	Percent of All Industries Earnings
00	7,916	100.0	1,452	100.0	209	100.0	1,499	100.0	0.094	100.0	$2,814	100.0
11	313	4.0	19	1.3	0	0.0	20	1.3	0.057	60.6	$4,185	148.7
21	18	0.2	--	--	0	0.0	6	0.4	--	--	$3,159	112.3
22	47	0.6	4	0.3	0	0.0	0	0.0	--	--	$5,127	182.2
23	195	2.5	47	3.2	6	2.9	55	3.7	0.090	95.7	$2,485	88.3
31-33	2,478	31.3	266	18.3	69	33.0	369	24.6	0.059	62.8	$3,629	129.0
42	135	1.7	10	0.7	0	0.0	19	1.3	0.061	64.9	$3,604	128.1
44-45	975	12.3	205	14.1	18	8.6	199	13.3	0.120	127.7	$1,985	70.5
48-49	490	6.2	114	7.9	26	12.4	82	5.5	0.140	148.9	$3,554	126.3
51	154	1.9	4	0.3	0	0.0	9	0.6	0.028	29.8	$4,255	151.2
52	262	3.3	20	1.4	3	1.4	16	1.1	0.046	48.9	$2,536	90.1
53	73	0.9	19	1.3	--	--	17	1.1	0.147	156.4	$1,648	58.6
54	121	1.5	53	3.7	4	1.9	39	2.6	0.091	96.8	$3,970	141.1
55	--	--	0	0.0	0	0.0	0	0.0	--	--	--	--
56	490	6.2	124	8.5	9	4.3	114	7.6	0.139	147.9	$2,195	78.0
61	--	--	0	0.0	0	0.0	0	0.0	--	--	--	--
62	1,014	12.8	160	11.0	22	10.5	175	11.7	0.107	113.8	$1,837	65.3
71	34	0.4	4	0.3	3	1.4	4	0.3	--	--	$1,291	45.9
72	714	9.0	337	23.2	33	15.8	308	20.5	0.204	217.0	$1,225	43.5
81	396	5.0	66	4.5	12	5.7	68	4.5	0.054	57.4	$3,079	109.4

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1]A complete list of QWI measure descriptions can be found at the end of Appendix B (pp. vi-vii).

Table 9: Texas County, Oklahoma Employment by Industry, Individual Employee Change, and Earnings, 1st Quarter 2016

NAICS Sector Industries	Employment		New Hires		Rehires		Separations		Turnovers		Earnings	
	Number	Percent of All Industries Employment	Number	Percent of All Industries New Hires	Number	Percent of All Industries Rehires	Number	Percent of All Industries Separations	Rate	Percent of All Industries Rates	Average Monthly Dollars	Percent of All Industries Earnings
00	7,538	100.0	1,149	100.0	116	100.0	1,202	100.0	0.095	100.0	$3,277	100.0
11	3,077	40.8	244	21.2	13	11.2	275	22.9	0.063	66.3	$3,372	102.9
21	216	2.9	6	0.5	--	--	16	1.3	0.081	85.3	$7,183	219.2
22	161	2.1	7	0.6	--	--	11	0.9	0.042	44.2	$7,124	217.4
23	346	4.6	162	14.1	14	12.1	116	9.7	0.139	146.3	$3,722	113.6
31-33	87	1.2	9	0.8	0	0.0	8	0.7	0.074	77.9	$3,525	107.6
42	302	4.0	40	3.5	10	8.6	39	3.2	0.076	80.0	$4,697	143.3
44-45	943	12.5	219	19.1	16	13.8	206	17.1	0.151	158.9	$1,874	57.2
48-49	72	1.0	9	0.8	--	--	16	1.3	0.119	125.3	$2,989	91.2
51	241	3.2	21	1.8	6	5.2	27	2.2	0.041	43.2	$4,028	122.9
52	229	3.0	13	1.1	3	2.6	14	1.2	0.039	41.1	$4,186	127.8
53	31	0.4	5	0.4	0	0.0	7	0.6	0.173	182.1	$1,894	57.8
54	218	2.9	14	1.2	--	--	27	2.2	0.128	134.7	$5,904	180.2
55	233	3.1	18	1.6	--	--	22	1.8	0.063	66.3	$3,411	104.1
56	236	3.1	51	4.4	4	3.4	57	4.7	0.143	150.5	$2,525	77.1
61	310	4.1	76	6.6	8	6.9	59	4.9	0.126	132.6	$3,061	93.4
62	a	--	--	--	--	--	--	--	--	--	--	--
71	690	9.2	225	19.6	31	26.7	276	23.0	0.194	204.2	$982	30.0
72	118	1.6	26	2.3	3	2.6	23	1.9	0.140	147.4	$2,744	83.7
81	0	0.0	0	0.0	0	0.0	0	0.0	0.000	0.0	--	--

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1]A complete list of QWI measure descriptions can be found at the end of Appendix B (pp. vi-vii).

Each of the three areas was found to have the largest share of employment in different industries. The highest percent employment for Oklahoma was in NAICS 62 Health Care and Social Assistance at

15.6 percent. For McCurtain County, the highest percent of employment was in NAICS 31-33 Manufacturing at 31.3 percent. For Texas County, the highest percent of employment was in NAICS 11 Agriculture, Forestry, Fishing and Hunting at 40.8 percent.

When comparing these three geographical areas by the firm characteristic of industry, both Oklahoma and McCurtain County had the highest turnover rates in NAICS 72 Accommodation and Food Services, with rates of 0.177 and 0.204, respectively. Texas County had its highest turnover rate in NAICS 71 Arts, Entertainment, and Recreation with a rate of 0.194. Comparison of these three areas by firm industry did find differing employment percentages and some industry differences in turnover rates. The all industry aggregate in McCurtain County had a turnover rate of 0.094, while the all industry aggregate in Texas County had a rate of 0.095, both were almost the same. Both of these areas' turnover rates were not much different than the same industry category for Oklahoma, which had a turnover rate of 0.104.

Table 10, below and in Appendix B, displays a comparison of the geographical areas of Oklahoma, McCurtain County and Texas County employment and employee change, by firm age. The firm age category of '11+ Years' in each area had the highest employment percentages, with McCurtain County's 79.0 percent close to Oklahoma's 80.0% of employment. Texas County also had the '11+ Years' firm age category as their highest, but with a much lower 49.4 percent of employment. This latter county differed from the other two areas in also having a large 36.9 percent of the county employment in the' 0-1 Year' firm age category, indicating their having an overall much younger firm age for their employment.

Table 10: Oklahoma, McCurtain County, and Texas County Employment by Firm Age, Individual Employee Change, and Earnings, 1st Quarter 2016

| | | Employment | | Individual Employment Changes[1] | | | | | | | | | | Earnings | |
| | | | | New Hires | | Rehires | | Separations | | Turnovers | | | | | |
Area	Firm Age	Number	Percent of All Firm Ages Employment	Number	Percent of All Firm Ages New Hires	Number	Percent of All Firm Ages Rehires	Number	Percent of All Firm Ages Separations	Rate	Percent of All Firm Ages Rate	Average Monthly Dollars	Percent of All Firm Ages Earnings
Oklahoma	All Firm Ages	1,240,557	100.0	202,807	100.0	23,670	100.0	224,798	100.0	0.104	100.0	$3,712	100.0
	0-1 Years	44,523	3.6	19,426	9.6	1,065	4.5	15,116	6.7	0.194	186.5	$2,845	76.6
	2-3 Years	53,783	4.3	14,133	7.0	1,426	6.0	14,374	6.4	0.142	136.5	$3,079	83.0
	4-5 Years	44,550	3.6	10,484	5.2	1,130	4.8	11,008	4.9	0.134	128.8	$2,742	73.9
	6-10 Years	105,061	8.5	21,614	10.7	2,931	12.4	24,228	10.8	0.122	117.3	$2,905	78.3
	11+ Years	992,640	80.0	137,150	67.6	17,118	72.3	160,071	71.2	0.096	92.3	$3,914	105.4
McCurtain County	All Firm Ages	7,916	100.0	1,452	100.0	209	100.0	1,499	100.0	0.094	100.0	$2,814	100.0
	0-1 Years	213	2.7	99	6.8	8	3.8	73	4.9	0.242	257.4	$1,955	69.5
	2-3 Years	606	7.7	132	9.1	10	4.8	112	7.5	0.078	83.0	$2,601	92.4
	4-5 Years	200	2.5	57	3.9	9	4.3	35	2.3	0.093	98.9	$2,500	88.8
	6-10 Years	644	8.1	150	10.3	37	17.7	167	11.1	0.096	102.1	$2,146	76.3
	11+ Years	6,253	79.0	1,014	69.8	145	69.4	1,112	74.2	0.091	96.8	$2,943	104.6
Texas County	All Firm Ages	7,538	100.0	1,149	100.0	116	100.0	1,202	100.0	0.095	100.0	$3,277	100.0
	0-1 Years	2,783	36.9	294	25.6	17	14.7	255	21.2	0.068	71.6	$3,355	102.4
	2-3 Years	311	4.1	71	6.2	9	7.8	77	6.4	0.144	151.6	$2,648	80.8
	4-5 Years	240	3.2	57	5.0	7	6.0	57	4.7	0.105	110.5	$2,786	85.0
	6-10 Years	481	6.4	68	5.9	7	6.0	79	6.6	0.138	145.3	$2,318	70.7
	11+ Years	3,723	49.4	659	57.4	78	67.2	735	61.1	0.106	111.6	$3,427	104.6

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1]A complete list of QWI measure descriptions can be found at the end of Appendix B (pp. vi-vii).

This comparison of the three areas by firm age also determined differences in turnover rates. Oklahoma and McCurtain County had the largest turnover rates in the firm age '0-1 Year', with 0.194 and 0.242 rates, respectively. The turnover rate of 0.242 for McCurtain County was the largest rate of any firm age category in all three areas. In Texas County, the firm age category with the largest turnover rate was in the age category of '2-3 Years', with a rate of 0.144. Overall, the three areas had both similarities and differences in patterns of distribution for the four employment change

variables as determined by firm age, with none of these differences readily offering an explanation for large employment change differences.

The final comparison of Oklahoma, McCurtain and Texas Counties is by firm size. Table 11, below and in Appendix B at the end of this report, shows this comparison. All three areas showed similar distribution of employment, with the largest percent in the '500+' size firms and the second-largest percent in the smallest firm size of '0-19 Employees'. The same was also true with the three areas each having firm size category of '250-499 Employees' with their highest turnover rates, none of which explains the large differences in their historical employment change rates.

Table 11: Oklahoma, McCurtain County, and Texas County Employment by Firm Size, Individual Employee Change, and Earnings, 1st Quarter 2016

| | | Employment | | New Hires | | Rehires | | Separations | | Turnovers | | Earnings | |
Area	Firm Size	Number	Percent of All Firm Sizes Employment	Number	Percent of All Firm Sizes New Hires	Number	Percent of All Firm Sizes Rehires	Number	Percent of All Firm Sizes Separations	Rate	Percent of All Firm Sizes Rate	Average Monthly Dollars	Percent of All Firm Sizes Earnings
Oklahoma	All Firm Sizes	1,240,557	100.0	202,807	100.0	23,670	100.0	224,798	100.0	0.104	100.0	$3,712	100.0
	0-19 Employees	237,512	19.1	42,443	20.9	5,956	25.2	41,433	18.4	0.099	95.2	$2,865	77.2
	20-49 Employees	130,917	10.6	25,281	12.5	2,854	12.1	27,385	12.2	0.111	106.7	$3,024	81.5
	50-249 Employees	199,911	16.1	36,485	18.0	3,656	15.4	39,970	17.8	0.110	105.8	$3,434	92.5
	250-499 Employees	76,492	6.2	14,906	7.3	1,716	7.2	16,456	7.3	0.118	113.5	$3,600	97.0
	500+	595,725	48.0	83,691	41.3	9,488	40.1	99,554	44.3	0.101	97.1	$4,309	116.1
McCurtain County	All Firm Sizes	7,916	100.0	1,452	100.0	209	100.0	1,499	100.0	0.094	100.0	$2,814	100.0
	0-19 Employees	1,803	22.8	410	28.2	55	26.3	357	23.8	0.105	111.7	$2,383	84.7
	20-49 Employees	824	10.4	199	13.7	37	17.7	194	12.9	0.115	122.3	$2,322	82.5
	50-249 Employees	1,092	13.8	184	12.7	22	10.5	192	12.8	0.086	91.5	$2,618	93.0
	250-499 Employees	868	11.0	193	13.3	17	8.1	217	14.5	0.122	129.8	$1,894	67.3
	500+	3,329	42.1	467	32.2	78	37.3	538	35.9	0.079	84.0	$3,473	123.4
Texas County	All Firm Sizes	7,538	100.0	1,149	100.0	116	100.0	1,202	100.0	0.095	100.0	$3,277	100.0
	0-19 Employees	1,738	23.1	387	33.7	38	32.8	318	26.5	0.100	105.3	$2,773	84.6
	20-49 Employees	692	9.2	101	8.8	21	18.1	117	9.7	0.112	117.9	$2,745	83.8
	50-249 Employees	716	9.5	107	9.3	15	12.9	121	10.1	0.081	85.3	$3,949	120.5
	250-499 Employees	298	4.0	60	5.2	4	3.4	128	10.6	0.177	186.3	$2,163	66.0
	500+	4,094	54.3	494	43.0	38	32.8	518	43.1	0.088	92.6	$3,544	108.2

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1]A complete list of QWI measure descriptions can be found at the end of Appendix B (pp. vi-vii).

However, one difference displayed in the 'All Firm Sizes' category in Table 11, and each of the tables, shown in Appendix B is the distinction of McCurtain County having much less average monthly earnings than either Oklahoma or Texas County. Table 11 shows average monthly earnings of $2,814, $3,712 and $3,277, respectively. Low pay could be a partial explanation of historical high employment change for McCurtain County.

Summary of Employee Characteristics Findings

The comparison of the three geographical areas of McCurtain County, Texas County and Oklahoma by the five employee characteristics of age, sex, educational attainment, race and ethnicity determined the following interesting employment and employment change findings. In the comparison by employee age, patterns of employment were similar for each area, with the highest turnover rate occurring in McCurtain County and in age group '14 to 18 Years' with a turnover rate of 0.320. In comparison by employee sex, the McCurtain County female workforce employment of 45.3 percent was more than five percent higher than that of Texas County, and only slightly lower than that of Oklahoma's 46.9 percent with the turnover rates by sex showing similar amounts and patterns for all three areas. When the three areas were compared by employee educational attainment, McCurtain County again had the educational attainment category with the largest percent of employees, 30.9 percent with 'High School or Equivalent, no College' and also the education

category with the highest turnover rate, 0.218 for 'Education Attainment not Available'.

Comparing the three geographical areas by race, Texas County had the largest segment of employment in the 'White Alone' category at 83.6 percent. Oklahoma had the largest turnover in two categories with a tie between the 'Native Hawaiian or Other Pacific Islander Alone' and 'Two or More Race Groups', each having a turnover rate of 0.126. Finally, comparing the three areas by employee ethnicity it was found that the area with the largest segment of 'Hispanic or Latino' group employment was Texas County at 43.8 percent and this group's turnover rate was the lowest category in both counties, but was the highest ethnicity category for Oklahoma statewide.

Summary of Firm Characteristics Findings

The findings of Phase I comparing the geographical areas of McCurtain County, Texas County, and Oklahoma by the three firm characteristics of industry, firm age and firm size determined the following interesting employment and employment change findings. When compared by industry, each of the three areas had different 2-digit NAICS industries with the higher percentage of employment. For Oklahoma, the highest percentage of employment was in NAICS 62 Health Care and Social Assistance at 15.6 percent. For McCurtain County, the highest percent of employment was in NAICS 31–33 Manufacturing at 31.3 percent. For Texas County, the highest percent of employment was in NAICS 11 Agriculture, Forestry, Fishing and Hunting, at 40.8 percent. Both Oklahoma and McCurtain County had the highest turnover rates in NAICS 72 Accommodation and Food Services, while Texas County had its highest turnover rate in NAICS 71 Arts, Entertainment, and Recreation.

Comparing the three areas by firm age, all three areas had the largest concentration of employment in the firm age '11+ Years' category. McCurtain County had the firm age category with the highest turnover rate of 0.242 in the firm age '0-1 Year' category. In comparing McCurtain County, Texas County and Oklahoma by firm size and also by average monthly earnings, all three areas showed similar distribution of employment, with the largest share in the '500+' size firm category and the second-largest share in the smallest firm size of '0-19 Employees'. Also, all three areas had their highest turnover rates in the firm size '250-499 Employees'. As a final note, it was observed that the average monthly earnings in McCurtain County was the lowest of the three areas, with the aggregates of all employees and all firms having more than $400 lower average monthly wages than Texas County and also having more than $900 lower average monthly earnings, than that of Oklahoma.

Conclusions

This analysis using the five employee characteristics and the three firm characteristics did not provide conclusive reasons for historical differences in employment change in McCurtain County and Texas County. However it did provide interesting employment descriptions, as provided by comparisons of these characteristic and also provided possible avenues for additional investigation. Therefore, differences in employment in certain normally rapidly changing industries (e.g. construction) and the possibility that high employment change in small counties may be related to their having employers within the county with rapidly changing employment. The investigations of these variables are continued in Phase II.

Appendix A

Table 1: Oklahoma, McCurtain County and Texas County by Selected Quarterly Workforce Indicators, All Employee Age Groups, 1st Quarter 2016

Area	Employment													
			Individual Employment Changes[1]										Earnings	
			New Hires		Rehires		Separations		Turnovers					
	Employment	Percent of All Oklahoma Employment	Number	Percent of Area Employment	Number	Percent of Area Employment	Number	Percent of Area Employment	Rate	Percent of All Oklahoma Rate	Average Monthly Dollars	Percent of All Oklahoma Earnings		
Oklahoma	1,240,557	100.0	202,807	16.3	23,670	1.9	224,798	18.1	0.104	100.0	$3,712	100.0		
McCurtain County	7,916	0.6	1,452	18.3	209	2.6	1,499	18.9	0.094	90.4	$2,814	75.8		
Texas County	7,538	0.6	1,149	15.2	116	1.5	1,202	15.9	0.095	91.3	$3,277	88.3		

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1]A complete list of QWI measure descriptions can be found at the end of Appendix A (p. vii).

Table 2: Oklahoma, McCurtain County and Texas County by Selected Quarterly Workforce Indicators and Employee Age Group, 1st Quarter 2016

Area	Age Group	Employment		New Hires		Rehires		Separations		Turnovers		Earnings	
		Number	Percent of All Age Groups Employment	Number	Percent of All Age Groups New Hires	Number	Percent of All Age Groups Rehires	Number	Percent of All Age Groups Separations	Rate	Percent of All Age Groups Rate	Average Monthly Dollars	Percent of All Age Groups Earnings
Oklahoma	All Ages (14-99)	1,240,557	100.0	202,807	100.0	23,670	100.0	224,798	100.0	0.104	100.0	$3,712	100.0
	14-18	37,666	3.0	17,477	8.6	1,168	4.9	13,848	6.2	0.262	251.9	$716	19.3
	19-21	68,148	5.5	25,298	12.5	2,556	10.8	26,254	11.7	0.225	216.3	$1,307	35.2
	22-24	84,370	6.8	23,441	11.6	2,195	9.3	25,440	11.3	0.179	172.1	$1,950	52.5
	25-34	290,697	23.4	55,937	27.6	5,367	22.7	61,902	27.5	0.124	119.2	$3,146	84.7
	35-44	256,520	20.7	36,108	17.8	4,066	17.2	40,754	18.1	0.092	88.5	$4,192	112.9
	45-54	241,096	19.4	25,208	12.4	3,542	15.0	29,044	12.9	0.071	68.3	$4,663	125.6
	55-64	192,424	15.5	13,948	6.9	3,144	13.3	18,839	8.4	0.058	55.8	$4,988	134.4
	65-99	69,637	5.6	5,389	2.7	1,632	6.9	8,717	3.9	0.071	68.3	$3,601	97.0
McCurtain County	All Ages (14-99)	7,916	100.0	1,452	100.0	209	100.0	1,499	100.0	0.094	100.0	$2,814	100.0
	14-18	243	3.1	157	10.8	13	6.2	106	7.1	0.320	340.4	$792	28.2
	19-21	372	4.7	206	14.2	21	10.0	200	13.3	0.220	234.0	$1,499	53.3
	22-24	495	6.3	148	10.2	19	9.1	157	10.5	0.167	177.7	$2,097	74.5
	25-34	1,679	21.2	379	26.1	44	21.1	374	24.9	0.108	114.9	$2,448	87.0
	35-44	1,714	21.7	254	17.5	36	17.2	292	19.5	0.092	97.9	$2,987	106.1
	45-54	1,749	22.1	178	12.3	44	21.1	198	13.2	0.056	59.6	$3,529	125.4
	55-64	1,231	15.6	83	5.7	18	8.6	112	7.5	0.055	58.5	$3,275	116.4
	65-99	432	5.5	48	3.3	14	6.7	60	4.0	0.057	60.6	$2,439	86.7
Texas County	All Ages (14-99)	7,538	100.0	1,149	100.0	116	100.0	1,202	100.0	0.095	100.0	$3,277	100.0
	14-18	272	3.6	118	10.3	13	11.2	98	8.2	0.224	235.8	$752	22.9
	19-21	440	5.8	170	14.8	23	19.8	159	13.2	0.240	252.6	$1,660	50.6
	22-24	498	6.6	133	11.6	13	11.2	122	10.1	0.159	167.4	$2,433	74.2
	25-34	1,822	24.2	292	25.4	26	22.4	317	26.4	0.108	113.7	$2,979	90.9
	35-44	1,652	21.9	196	17.1	19	16.4	233	19.4	0.082	86.3	$3,515	107.2
	45-54	1,457	19.3	129	11.2	10	8.6	140	11.6	0.052	54.7	$3,839	117.2
	55-64	1,027	13.6	74	6.4	6	5.2	89	7.4	0.057	60.0	$4,108	125.4
	65-99	371	4.9	36	3.1	7	6.0	44	3.7	0.065	68.4	$4,069	124.2

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1]A complete list of QWI measure descriptions can be found at the end of Appendix A (p. vii).

Table 3: Oklahoma, McCurtain County and Texas County by Selected Quarterly Workforce Indicators and Employee Sex, 1st Quarter 2016

| | | Employment | | New Hires | | Rehires | | Separations | | Turnovers | | Earnings | |
| | | | | Individual Employment Changes[1] | | | | | | | | | |
Area	Sex	Number	Percent of Both Sexes Employment	Number	Percent of Both Sexes New Hires	Number	Percent of Both Sexes Rehires	Number	Percent of Both Sexes Separations	Rate	Percent of Both Sexes Rate	Average Monthly Dollars	Percent of Both Sexes Earnings
Oklahoma	Male & Female	1,240,557	100.0	202,807	100.0	23,670	100.0	224,798	100.0	0.104	100.0	$3,712	100.0
	Male	658,470	53.1	106,643	52.6	12,591	53.2	119,599	53.2	0.100	96.2	$4,575	123.2
	Female	582,086	46.9	96,163	47.4	11,079	46.8	105,199	46.8	0.109	104.8	$2,736	73.7
McCurtain County	Male & Female	7,916	100.0	1,452	100.0	209	100.0	1,499	100.0	0.094	100.0	$2,814	100.0
	Male	4,329	54.7	708	48.8	103	49.3	764	51.0	0.088	93.6	$3,503	124.5
	Female	3,586	45.3	744	51.2	105	50.2	735	49.0	0.100	106.4	$1,983	70.5
Texas County	Male & Female	7,538	100.0	1,149	100.0	116	100.0	1,202	100.0	0.095	100.0	$3,277	100.0
	Male	4,541	60.2	668	58.1	69	59.5	689	57.3	0.092	96.8	$3,886	118.6
	Female	2,997	39.8	481	41.9	48	41.4	513	42.7	0.100	105.3	$2,355	71.9

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1] A complete list of QWI measure descriptions can be found at the end of Appendix A (p. vii).

Table 4: Oklahoma, McCurtain County and Texas County by Selected Quarterly Workforce Indicators and Employee Education, 1st Quarter 2016

Area	Education	Employment Number	Percent of All Education Categories	New Hires Number	Percent of All Education New Hires	Rehires Number	Percent of All Education Rehires	Separations Number	Percent of All Ages Education Separations	Turnovers Rate	Percent of All Education Rate	Average Monthly Dollars	Percent of All Education Earnings
Oklahoma	All Education Categories	1,240,557	100.0	202,807	100.0	23,670	100.0	224,798	100.0	0.104	100.0	$3,712	100.0
	Less than high school	154,870	12.5	26,623	13.1	2,996	12.7	30,502	13.6	0.108	103.8	$2,874	77.4
	High school or equivalent, no college	334,075	26.9	44,719	22.1	5,587	23.6	52,638	23.4	0.090	86.5	$3,429	92.4
	Some college or Associate degree	344,643	27.8	43,198	21.3	5,666	23.9	50,419	22.4	0.086	82.7	$3,937	106.1
	Bachelor's degree or advanced degree	216,784	17.5	22,050	10.9	3,502	14.8	25,696	11.4	0.073	70.2	$6,352	171.1
	Educational attainment not available[3]	190,184	15.3	66,216	32.6	5,919	25.0	65,543	29.2	0.211	202.9	$1,475	39.7
McCurtain County	All Education Categories	7,916	100.0	1,452	100.0	209	100.0	1,499	100.0	0.094	100.0	$2,814	100.0
	Less than high school	1,241	15.7	190	13.1	28	13.4	210	14.0	0.081	86.2	$2,440	86.7
	High school or equivalent, no college	2,447	30.9	321	22.1	53	25.4	358	23.9	0.075	79.8	$2,802	99.6
	Some college or Associate degree	2,142	27.1	298	20.5	45	21.5	319	21.3	0.079	84.0	$3,047	108.3
	Bachelor's degree or advanced degree	975	12.3	132	9.1	30	14.4	148	9.9	0.073	77.7	$4,180	148.6
	Educational attainment not available[3]	1,111	14.0	510	35.1	53	25.4	463	30.9	0.218	231.9	$1,610	57.2
Texas County	All Education Categories	7,538	100.0	1,149	100.0	116	100.0	1,202	100.0	0.095	100.0	$3,277	100.0
	Less than high school	1,885	25.0	196	17.1	19	16.4	211	17.6	0.075	78.9	$2,986	91.1
	High school or equivalent, no college	1,733	23.0	220	19.1	18	15.5	255	21.2	0.080	84.2	$3,429	104.6
	Some college or Associate degree	1,694	22.5	210	18.3	21	18.1	235	19.6	0.079	83.2	$3,738	114.1
	Bachelor's degree or advanced degree	1,016	13.5	100	8.7	9	7.8	122	10.1	0.073	76.8	$4,579	139.7
	Educational attainment not available[3]	1,209	16.0	422	36.7	49	42.2	378	31.4	0.201	211.6	$1,775	54.2

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1]A complete list of QWI measure descriptions can be found at the end of Appendix A (p. vii).

Table 5: Oklahoma, McCurtain County and Texas County by Selected Quarterly Workforce Indicators and Employee Race, 1st Quarter 2016

Area	Race	Employment		New Hires		Rehires		Separations		Turnovers		Earnings	
		Number	Percent of All Races Employment	Number	Percent of All Races New Hires	Number	Percent of All Races Rehires	Number	Percent of All Races Separations	Rate	Percent of All Races Rate	Average Monthly Dollars	Percent of All Races Earnings
Oklahoma	All Races	1,240,557	100.0	202,807	100.0	23,670	100.0	224,798	100.0	0.104	100.0	$3,712	100.0
	White Alone	955,103	77.0	142,684	70.4	17,497	73.9	158,001	70.3	0.098	94.2	$3,987	107.4
	Black or African American Alone	110,599	8.9	26,839	13.2	2,455	10.4	30,742	13.7	0.144	138.5	$2,347	63.2
	American Indian or Alaska Native Alone	83,992	6.8	16,868	8.3	1,964	8.3	18,548	8.3	0.118	113.5	$2,918	78.6
	Asian Alone	32,571	2.6	4,289	2.1	480	2.0	4,382	1.9	0.091	87.5	$3,783	101.9
	Native Hawaiian or Other Pacific Islander Alone	2,333	0.2	446	0.2	41	0.2	510	0.2	0.126	121.2	$2,448	65.9
	Two or More Race Groups	55,959	4.5	11,682	5.8	1,234	5.2	12,614	5.6	0.126	121.2	$2,924	78.8
McCurtain County	All Races	7,916	100.0	1,452	100.0	209	100.0	1,499	100.0	0.094	100.0	$2,814	100.0
	White Alone	5,515	69.7	967	66.6	136	65.1	978	65.2	0.090	95.7	$3,030	107.7
	Black or African American Alone	891	11.3	178	12.3	31	14.8	191	12.7	0.109	116.0	$2,144	76.2
	American Indian or Alaska Native Alone	1,000	12.6	195	13.4	24	11.5	211	14.1	0.101	107.4	$2,411	85.7
	Asian Alone	92	1.2	13	0.9	5	2.4	14	0.9	0.067	71.3	$2,226	79.1
	Native Hawaiian or Other Pacific Islander Alone	50	0.6	8	0.6	0	0.0	13	0.9	0.088	93.6	$2,092	74.3
	Two or More Race Groups	368	4.6	92	6.3	12	5.7	92	6.1	0.107	113.8	$2,532	90.0
Texas County	All Races	7,538	100.0	1,149	100.0	116	100.0	1,202	100.0	0.095	100.0	$3,277	100.0
	White Alone	6,299	83.6	969	84.3	102	87.9	969	80.6	0.092	96.8	$3,358	102.5
	Black or African American Alone	523	6.9	71	6.2	4	3.4	91	7.6	0.110	115.8	$2,703	82.5
	American Indian or Alaska Native Alone	173	2.3	34	3.0	3	2.6	52	4.3	0.164	172.6	$2,779	84.8
	Asian Alone	366	4.9	30	2.6	3	2.6	54	4.5	0.075	78.9	$3,076	93.9
	Native Hawaiian or Other Pacific Islander Alone	29	0.4	7	0.6	0	0.0	3	0.2	0.000	0.0	$2,719	83.0
	Two or More Race Groups	148	2.0	37	3.2	3	2.6	33	2.7	0.117	123.2	$3,039	92.7

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1] A complete list of QWI measure descriptions can be found at the end of Appendix A (p. vii).

Table 6: Oklahoma, McCurtain County and Texas County by Selected Quarterly Workforce Indicators and Employee Ethnicity, 1st Quarter 2016

Area	Ethnicity	Employment		New Hires		Rehires		Separations		Turnovers		Earnings	
		Number	Percent of All Ethnicities Employment	Number	Percent of All Ethnicities	Number	Percent of All Ethnicities	Number	Percent of All Ethnicities	Rate	Percent of All Ethnicities Rate	Average Monthly Dollars	Percent of All Ethnicities Earnings
Oklahoma	All Ethnicities	1,240,557	100.0	202,807	100.0	23,670	100.0	224,798	100.0	0.104	100.0	$3,712	100.0
	Not Hispanic or Latino	1,123,627	90.6	178,971	88.2	21,295	90.0	199,241	88.6	0.102	98.1	$3,824	103.0
	Hispanic or Latino	116,930	9.4	23,836	11.8	2,375	10.0	25,557	11.4	0.125	120.2	$2,641	71.2
McCurtain County	All Ethnicities	7,916	100.0	1,452	100.0	209	100.0	1,499	100.0	0.094	100.0	$2,814	100.0
	Not Hispanic or Latino	7,217	91.2	1,338	92.1	189	90.4	1,369	91.3	0.095	101.1	$2,863	101.7
	Hispanic or Latino	699	8.8	114	7.9	19	9.1	130	8.7	0.084	89.4	$2,308	82.0
Texas County	All Ethnicities	7,538	100.0	1,149	100.0	116	100.0	1,202	100.0	0.095	100.0	$3,277	100.0
	Not Hispanic or Latino	4,239	56.2	677	58.9	66	56.9	726	60.4	0.099	104.2	$3,660	111.7
	Hispanic or Latino	3,299	43.8	472	41.1	51	44.0	477	39.7	0.090	94.7	$2,785	85.0

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1]A complete list of QWI measure descriptions can be found at the end of Appendix A (p. vii).

QWI Measure Descriptions

Worker Demographic Categories

Sex	Male & Female
	Male
	Female

Age	All Ages (14-99)
	14-18
	19-21
	22-24
	25-34
	35-44
	45-54
	55-64
	65-99

Race	All Races
	White Alone
	Black or African American Alone
	American Indian or Alaska Native Alone
	Asian Alone
	Native Hawaiian or Other Pacific Islander Alone
	Two or More Race Groups

Ethnicity	All Ethnicities
	Not Hispanic or Latino
	Hispanic or Latino

Education	All education categories
	Less than high school
	High school or equivalent, no college
	Some college or Associate degree
	Bachelor's degree or advanced degree
	Educational attainment not available
	(workers aged 25 or younger)

Individual Employment Change Variables

Employment: Emp - Beginning-of-Quarter Employment: Counts
Estimate of the total number of jobs on the first day of the reference quarter. Beginning-of-quarter employment counts are similar to point-in-time employment measures, such as the QCEW (see: www.bls.gov/cew/).

New Hires: HirN - Hires New: Counts
Estimated number of workers who started a new job. More specifically, total hires that, while they worked for an employer in the specified quarter, were not employed by that employer in any of the previous four quarters.

Rehires: HirR - Hires Recalls: Counts
Estimated number of workers who returned to the same employer where they had worked within the previous year (i.e., total hires that are not new hires).

Separations: SepSnx - Separations (Stable), Next Quarter: Counts
(*Flow out of Full-Quarter Employment*)
Estimated number of workers in the next quarter who had a job for at least a full-quarter and then the job ended. *Jobs which are stable separations in the next quarter will be full-quarter employed in the* Two or More Race Gr *reference quarter*.

Earnings: Payroll - Total Quarterly Payroll: Sum (used in tables to calculate average monthly earnings).
Total quarterly payroll for all jobs.

Turnovers: TurnOvrS - Turnover (Stable)
The rate at which stable jobs begin and end. It is calculated by summing the number of stable hires in the reference quarter and stable separations in the next quarter, and dividing by the average full-quarter employment. (*HirASt + SepSnxt) / (2 × EmpSt*)

Appendix B

Table 7: Oklahoma Employment by Industry, Individual Employee Change, and Earnings, 1st Quarter 2016

| | Employment | | Individual Employment Changes[1] | | | | | | | | Earnings | |
| | | | New Hires | | Rehires | | Separations | | Turnovers | | | |
NAICS Sector Industries	Number	Percent of All Industries Employment	Number	Percent of All Industries New Hires	Number	Percent of All Industries Rehires	Number	Percent of All Industries Separations	Rate	Percent of All Industries Rates	Average Monthly Dollars	Percent of All Industries Earnings
00	1,240,557	100.0	202,807	100.0	23,670	100.0	224,798	100.0	0.104	100.0	$3,712	100.0
11	10,089	0.8	1,450	0.7	212	0.9	1,450	0.6	0.077	74.0	$3,004	80.9
21	47,607	3.8	2,803	1.4	785	3.3	6,876	3.1	0.069	66.3	$9,376	252.6
22	12,578	1.0	320	0.2	180	0.8	624	0.3	0.039	37.5	$10,169	273.9
23	74,475	6.0	15,054	7.4	1,991	8.4	16,356	7.3	0.107	102.9	$3,953	106.5
31-33	130,778	10.5	9,798	4.8	1,620	6.8	13,546	6.0	0.066	63.5	$4,329	116.6
42	58,271	4.7	5,992	3.0	597	2.5	6,452	2.9	0.071	68.3	$4,643	125.1
44-45	177,038	14.3	29,035	14.3	2,564	10.8	33,790	15.0	0.128	123.1	$2,259	60.8
48-49	51,264	4.1	5,796	2.9	602	2.5	7,681	3.4	0.087	83.7	$4,433	119.4
51	21,516	1.7	1,862	0.9	211	0.9	2,122	0.9	0.073	70.2	$4,724	127.3
52	56,371	4.5	4,104	2.0	324	1.4	4,009	1.8	0.060	57.7	$5,242	141.2
53	20,020	1.6	2,749	1.4	212	0.9	2,847	1.3	0.097	93.3	$3,336	89.9
54	68,642	5.5	8,876	4.4	1,598	6.8	8,435	3.8	0.090	86.5	$4,995	134.6
55	19,315	1.6	1,334	0.7	207	0.9	1,998	0.9	0.066	63.5	$7,039	189.6
56	92,100	7.4	29,595	14.6	3,265	13.8	32,615	14.5	0.158	151.9	$2,791	75.2
61	15,847	1.3	1,529	0.8	490	2.1	1,568	0.7	0.106	101.9	$2,959	79.7
62	193,121	15.6	26,137	12.9	3,576	15.1	27,462	12.2	0.094	90.4	$3,492	94.1
71	15,021	1.2	2,941	1.5	486	2.1	2,586	1.2	0.138	132.7	$2,404	64.7
72	141,630	11.4	47,449	23.4	3,999	16.9	48,283	21.5	0.177	170.2	$1,349	36.3
81	34,873	2.8	5,983	3.0	751	3.2	6,097	2.7	0.101	97.1	$2,701	72.8

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1]A complete list of QWI measure descriptions can be found at the end of Appendix B (pp. vi-vii).

Table 8: McCurtain County, Oklahoma Employment by Industry, Individual Employee Change, and Earnings, 1st Quarter 2016

NAICS Sector Industries	Employment		New Hires		Rehires		Separations		Turnovers		Earnings	
	Number	Percent of All Industries Employment	Number	Percent of All Industries New Hires	Number	Percent of All Industries Rehires	Number	Percent of All Industries Separations	Rate	Percent of All Industries Rates	Average Monthly Dollars	Percent of All Industries Earnings
00	7,916	100.0	1,452	100.0	209	100.0	1,499	100.0	0.094	100.0	$2,814	100.0
11	313	4.0	19	1.3	0	0.0	20	1.3	0.057	60.6	$4,185	148.7
21	18	0.2	--	--	0	0.0	6	0.4	--	--	$3,159	112.3
22	47	0.6	4	0.3	0	0.0	0	0.0	--	--	$5,127	182.2
23	195	2.5	47	3.2	6	2.9	55	3.7	0.090	95.7	$2,485	88.3
31-33	2,478	31.3	266	18.3	69	33.0	369	24.6	0.059	62.8	$3,629	129.0
42	135	1.7	10	0.7	0	0.0	19	1.3	0.061	64.9	$3,604	128.1
44-45	975	12.3	205	14.1	18	8.6	199	13.3	0.120	127.7	$1,985	70.5
48-49	490	6.2	114	7.9	26	12.4	82	5.5	0.140	148.9	$3,554	126.3
51	154	1.9	4	0.3	0	0.0	9	0.6	0.028	29.8	$4,255	151.2
52	262	3.3	20	1.4	3	1.4	16	1.1	0.046	48.9	$2,536	90.1
53	73	0.9	19	1.3	--	--	17	1.1	0.147	156.4	$1,648	58.6
54	121	1.5	53	3.7	4	1.9	39	2.6	0.091	96.8	$3,970	141.1
55	--	--	0	0.0	0	0.0	0	0.0	--	--	--	--
56	490	6.2	124	8.5	9	4.3	114	7.6	0.139	147.9	$2,195	78.0
61	--	--	0	0.0	0	0.0	0	0.0	--	--	--	--
62	1,014	12.8	160	11.0	22	10.5	175	11.7	0.107	113.8	$1,837	65.3
71	34	0.4	4	0.3	3	1.4	4	0.3	--	--	$1,291	45.9
72	714	9.0	337	23.2	33	15.8	308	20.5	0.204	217.0	$1,225	43.5
81	396	5.0	66	4.5	12	5.7	68	4.5	0.054	57.4	$3,079	109.4

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1]A complete list of QWI measure descriptions can be found at the end of Appendix B (pp. vi-vii).

Table 9: Texas County, Oklahoma Employment by Industry, Individual Employee Change, and Earnings, 1st Quarter 2016

NAICS Sector Industries	Employment		New Hires		Rehires		Separations		Turnovers		Earnings	
			Individual Employment Changes[1]									
	Number	Percent of All Industries Employment	Number	Percent of All Industries New Hires	Number	Percent of All Industries Rehires	Number	Percent of All Industries Separations	Rate	Percent of All Industries Rates	Average Monthly Dollars	Percent of All Industries Earnings
00	7,538	100.0	1,149	100.0	116	100.0	1,202	100.0	0.095	100.0	$3,277	100.0
11	3,077	40.8	244	21.2	13	11.2	275	22.9	0.063	66.3	$3,372	102.9
21	216	2.9	6	0.5	--	--	16	1.3	0.081	85.3	$7,183	219.2
22	161	2.1	7	0.6	--	--	11	0.9	0.042	44.2	$7,124	217.4
23	346	4.6	162	14.1	14	12.1	116	9.7	0.139	146.3	$3,722	113.6
31-33	87	1.2	9	0.8	0	0.0	8	0.7	0.074	77.9	$3,525	107.6
42	302	4.0	40	3.5	10	8.6	39	3.2	0.076	80.0	$4,697	143.3
44-45	943	12.5	219	19.1	16	13.8	206	17.1	0.151	158.9	$1,874	57.2
48-49	72	1.0	9	0.8	--	--	16	1.3	0.119	125.3	$2,989	91.2
51	241	3.2	21	1.8	6	5.2	27	2.2	0.041	43.2	$4,028	122.9
52	229	3.0	13	1.1	3	2.6	14	1.2	0.039	41.1	$4,186	127.8
53	31	0.4	5	0.4	0	0.0	7	0.6	0.173	182.1	$1,894	57.8
54	218	2.9	14	1.2	--	--	27	2.2	0.128	134.7	$5,904	180.2
55	233	3.1	18	1.6	--	--	22	1.8	0.063	66.3	$3,411	104.1
56	236	3.1	51	4.4	4	3.4	57	4.7	0.143	150.5	$2,525	77.1
61	310	4.1	76	6.6	8	6.9	59	4.9	0.126	132.6	$3,061	93.4
62	a	--	--	--	--	--	--	--	--	--	--	--
71	690	9.2	225	19.6	31	26.7	276	23.0	0.194	204.2	$982	30.0
72	118	1.6	26	2.3	3	2.6	23	1.9	0.140	147.4	$2,744	83.7
81	0	0.0	0	0.0	0	0.0	0	0.0	0.000	0.0	--	--

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1]A complete list of QWI measure descriptions can be found at the end of Appendix B (pp. vi-vii).

Table 10: Oklahoma, McCurtain County, and Texas County Employment by Firm Age, Individual Employee Change, and Earnings, 1st Quarter 2016

Area	Firm Age	Employment		New Hires		Rehires		Separations		Turnovers		Earnings	
		Number	Percent of All Firm Ages Employment	Number	Percent of All Firm Ages New Hires	Number	Percent of All Firm Ages Rehires	Number	Percent of All Firm Ages Separations	Rate	Percent of All Firm Ages Rate	Average Monthly Dollars	Percent of All Firm Ages Earnings
Oklahoma	All Firm Ages	1,240,557	100.0	202,807	100.0	23,670	100.0	224,798	100.0	0.104	100.0	$3,712	100.0
	0-1 Years	44,523	3.6	19,426	9.6	1,065	4.5	15,116	6.7	0.194	186.5	$2,845	76.6
	2-3 Years	53,783	4.3	14,133	7.0	1,426	6.0	14,374	6.4	0.142	136.5	$3,079	83.0
	4-5 Years	44,550	3.6	10,484	5.2	1,130	4.8	11,008	4.9	0.134	128.8	$2,742	73.9
	6-10 Years	105,061	8.5	21,614	10.7	2,931	12.4	24,228	10.8	0.122	117.3	$2,905	78.3
	11+ Years	992,640	80.0	137,150	67.6	17,118	72.3	160,071	71.2	0.096	92.3	$3,914	105.4
McCurtain County	All Firm Ages	7,916	100.0	1,452	100.0	209	100.0	1,499	100.0	0.094	100.0	$2,814	100.0
	0-1 Years	213	2.7	99	6.8	8	3.8	73	4.9	0.242	257.4	$1,955	69.5
	2-3 Years	606	7.7	132	9.1	10	4.8	112	7.5	0.078	83.0	$2,601	92.4
	4-5 Years	200	2.5	57	3.9	9	4.3	35	2.3	0.093	98.9	$2,500	88.8
	6-10 Years	644	8.1	150	10.3	37	17.7	167	11.1	0.096	102.1	$2,146	76.3
	11+ Years	6,253	79.0	1,014	69.8	145	69.4	1,112	74.2	0.091	96.8	$2,943	104.6
Texas County	All Firm Ages	7,538	100.0	1,149	100.0	116	100.0	1,202	100.0	0.095	100.0	$3,277	100.0
	0-1 Years	2,783	36.9	294	25.6	17	14.7	255	21.2	0.068	71.6	$3,355	102.4
	2-3 Years	311	4.1	71	6.2	9	7.8	77	6.4	0.144	151.6	$2,648	80.8
	4-5 Years	240	3.2	57	5.0	7	6.0	57	4.7	0.105	110.5	$2,786	85.0
	6-10 Years	481	6.4	68	5.9	7	6.0	79	6.6	0.138	145.3	$2,318	70.7
	11+ Years	3,723	49.4	659	57.4	78	67.2	735	61.1	0.106	111.6	$3,427	104.6

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1]A complete list of QWI measure descriptions can be found at the end of Appendix B (pp. vi-vii).

Table 11: Oklahoma, McCurtain County, and Texas County Employment by Firm Size, Individual Employee Change, and Earnings, 1st Quarter 2016

Area	Firm Size	Employment Number	Percent of All Firm Sizes Employment	New Hires Number	Percent of All Firm Sizes New Hires	Rehires Number	Percent of All Firm Sizes Rehires	Separations Number	Percent of All Firm Sizes Separations	Turnovers Rate	Percent of All Firm Sizes Rate	Earnings Average Monthly Dollars	Percent of All Firm Sizes Earnings
Oklahoma	All Firm Sizes	1,240,557	100.0	202,807	100.0	23,670	100.0	224,798	100.0	0.104	100.0	$3,712	100.0
	0-19 Employees	237,512	19.1	42,443	20.9	5,956	25.2	41,433	18.4	0.099	95.2	$2,865	77.2
	20-49 Employees	130,917	10.6	25,281	12.5	2,854	12.1	27,385	12.2	0.111	106.7	$3,024	81.5
	50-249 Employees	199,911	16.1	36,485	18.0	3,656	15.4	39,970	17.8	0.110	105.8	$3,434	92.5
	250-499 Employees	76,492	6.2	14,906	7.3	1,716	7.2	16,456	7.3	0.118	113.5	$3,600	97.0
	500+	595,725	48.0	83,691	41.3	9,488	40.1	99,554	44.3	0.101	97.1	$4,309	116.1
McCurtain County	All Firm Sizes	7,916	100.0	1,452	100.0	209	100.0	1,499	100.0	0.094	100.0	$2,814	100.0
	0-19 Employees	1,803	22.8	410	28.2	55	26.3	357	23.8	0.105	111.7	$2,383	84.7
	20-49 Employees	824	10.4	199	13.7	37	17.7	194	12.9	0.115	122.3	$2,322	82.5
	50-249 Employees	1,092	13.8	184	12.7	22	10.5	192	12.8	0.086	91.5	$2,618	93.0
	250-499 Employees	868	11.0	193	13.3	17	8.1	217	14.5	0.122	129.8	$1,894	67.3
	500+	3,329	42.1	467	32.2	78	37.3	538	35.9	0.079	84.0	$3,473	123.4
Texas County	All Firm Sizes	7,538	100.0	1,149	100.0	116	100.0	1,202	100.0	0.095	100.0	$3,277	100.0
	0-19 Employees	1,738	23.1	387	33.7	38	32.8	318	26.5	0.100	105.3	$2,773	84.6
	20-49 Employees	692	9.2	101	8.8	21	18.1	117	9.7	0.112	117.9	$2,745	83.8
	50-249 Employees	716	9.5	107	9.3	15	12.9	121	10.1	0.081	85.3	$3,949	120.5
	250-499 Employees	298	4.0	60	5.2	4	3.4	128	10.6	0.177	186.3	$2,163	66.0
	500+	4,094	54.3	494	43.0	38	32.8	518	43.1	0.088	92.6	$3,544	108.2

SOURCE: U.S. Census Bureau. Quarterly Workforce Indicators (QWI). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program.

[1]A complete list of QWI measure descriptions can be found at the end of Appendix B (pp. vi-vii).

QWI Measure Descriptions

Firm Categories

Industry   (Industry is reported using 2012 NAICS codes)
00 Total, all industries
11 Agriculture, Forestry, Fishing and Hunting
21 Mining, Quarrying, and Oil and Gas Extraction
22 Utilities
23 Construction
31-33 Manufacturing
42 Wholesale Trade
44-45 Retail Trade
48-49 Transportation and Warehousing
51 Information
52 Finance and Insurance
53 Real Estate and Rental and Leasing
54 Professional, Scientific, and Technical Services
55 Management of Companies and Enterprises
56 Administrative and Support and Waste Management
   and Remediation Services
61 Educational Services
62 Health Care and Social Assistance
71 Arts, Entertainment, and Recreation
72 Accommodation and Food Services
81 Other Services (except Public Administration)
92 Public Administration

Firm Age   All Firm Ages (0-11+ Years)
2-3 Years
4-5 Years
6-10 Years
11+ Years

Firm Size   All Firm Sizes (0-500+ Employees)
0-19 Employees
20-49 Employees
50-249 Employees
250-499 Employees
500+ Employees

Individual Employment Change Variables

Employment: Emp - Beginning-of-Quarter Employment: Counts
Estimate of the total number of jobs on the first day of the reference quarter. Beginning-of-quarter employment counts are similar to point-in-time employment measures, such as the QCEW (see: www.bls.gov/cew/).

New Hires: HirN - Hires New: Counts
Estimated number of workers who started a new job. More specifically, total hires that, while they worked for an employer in the specified quarter, were not employed by that employer in any of the previous four quarters.

Rehires: HirR - Hires Recalls: Counts
Estimated number of workers who returned to the same employer where they had worked within the previous year (i.e., total hires that are not new hires).

Separations: SepSnx - Separations (Stable), Next Quarter: Counts
(*Flow out of Full-Quarter Employment*)
Estimated number of workers in the next quarter who had a job for at least a full-quarter and then the job ended. *Jobs which are stable separations in the next quarter will be full-quarter employed in the reference quarter*.

Earnings: Payroll - Total Quarterly Payroll: Sum (used in tables to calculate average monthly earnings).
Total quarterly payroll for all jobs.

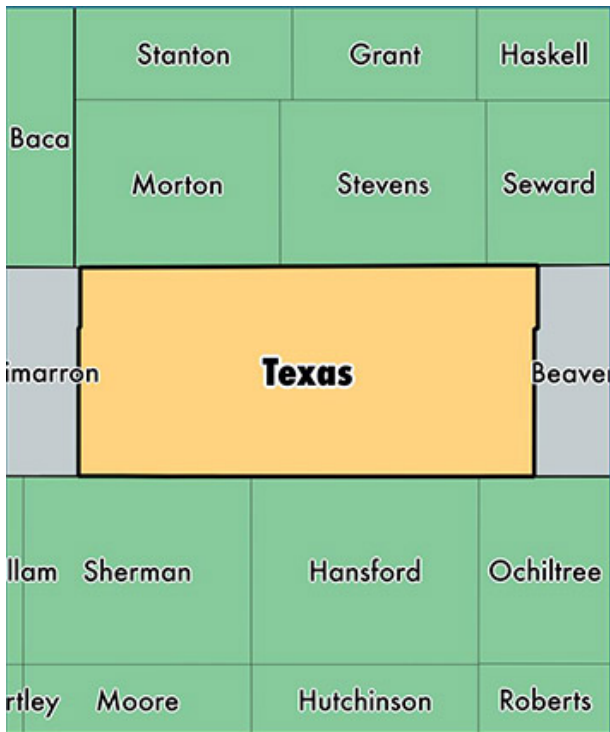**Turnovers:** TurnOvrS - Turnover (Stable)
The rate at which stable jobs begin and end. It is calculated by summing the number of stable hires in the reference quarter and stable separations in the next quarter, and dividing by the average full-quarter employment. (*HirASt + SepSnxt) / (2 × EmpSt)*

Appendix C

Map 1: McCurtain County, Oklahoma

Map 2: Texas County, Oklahoma