

Oklahoma Health Industry and All Industry
Employment and Earnings:
A Trend Analysis Comparison of Change
by Age Group and Gender Group
Years 2011 to 2020



Oklahoma Health Industry and All Industry Employment and Earnings: A Trend Analysis Comparison of Change by Age and Gender 2011 to 2020

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Oklahoma Health Industry and All Industry Employment and Earnings: A Trend Analysis Comparison of Change by Age and Gender, 2011 to 2020

EXECUTIVE SUMMARY

The following study is a trend analysis of employment and earnings in ambulatory healthcare services (NAICS 621), hospitals (NAICS 622), and nursing and residential care facilities (NAICS 623) industries using data from the Longitudinal Employer-Household Dynamics (LEHD) program.

Major Findings for Employment and Employment Change

There were five major findings for Employment and Employment Change

- Regardless of gender group recent year 2020 Oklahoma employment in all industry, ambulatory health care services, hospitals and nursing and residential care facilities are almost always the largest in the two middle age groups of ages 25 to 34 and ages 35 to 44. The one exception is for males in ambulatory health care services, where the two age groups are the largest in ages 35 to 44 and 45 to 55.
- While the amounts of male and female employment in the two largest age groups in all industries are relatively little in a difference of only about three and five thousand higher for males than females, in the three health industry groups the two highest in female employment age groups had about three and a third to five and a third times the employment of their male counterparts.
- In the two industry groups of all industry, and ambulatory health care services the two genders had their largest employment amount change, in the two older age groups of 55 to 64 and 65 to 99. This is also true for hospital males. In all four industry groups and for the two genders, the older four age groups tended to have larger employment amount increases than the four younger age groups over the decade.
- In regard to employment amount change in the four industry groups and for the two genders the age group that most often experience a decrease in employment is ages 45 to 55; the one exception is for males in ambulatory health care services that did not experience any employment decrease in these ages, during years 2011 to 2020.
- The final and likely the most important employment finding, is that in all four industry groups and in the two genders the age group with the largest employment increase rates is in ages 65 to 99, with males generally experiencing larger increased rates in most age groups in all industry, and in ambulatory health care services; while females most times experiencing the larger employment increase rates, than their male age group counterparts, in hospitals and nursing and residential care facilities, over the 10 years of observation.

Major Findings for Earnings and Earnings Change

There were five major earnings and earnings change findings in this analysis of Oklahoma health industry and all industry.

- In the two gender groups and in almost all of the four industry groups, the age groups with the largest 2020 earnings are ages 45 to 54 and ages 55 to 64; the two exceptions are females in ambulatory health care services who had the largest earnings in ages 35 to 44 and ages 45 to 54 and males in hospitals who had their largest earnings in ages 45 to 54 and ages 65 to 99.
- In year 2020 the three industry groups of all industry, ambulatory health care services, and hospitals, males had significantly higher average monthly earnings than their female counterparts; only in nursing and residential care facilities are the female 2020 average monthly earnings roughly equivalent to that of males.
- In the 10 years of observance all four health industry groups had at least one gender that had one of their two largest earnings amount change in ages 65 to 99, with the four older age groups always experiencing larger earnings amount changes than their younger four age groups.
- In all four industry groups females most often experienced the larger earnings rate change than their male age counterparts, over the ten years.
- The final and likely the most important earnings finding, over the decade of observance females experienced their largest earnings change rate in all four industry groups in ages 65 to 99, while males only had their largest earnings change rate in this oldest age group in nursing and residential care facilities, they had this age group as their second largest in all industries.

Conclusions

The analysis and findings allow three conclusions, upholding similar ones in our prior 2017 (2018 published) report:

- Females appear to be maintaining their historical higher portion of employment in the health industry groups than males. The finding that female employment is increasing faster than males in hospitals and nursing and residential care facilities is an indication that this higher employment will likely be maintained for these two health groups in the future.
- In like manner, females' lower earnings than males will likely continue in the future as indicated by the finding that their average earnings rate of change is only slightly greater than their male age counterparts, in the three health groups.
- The third and final conclusion is that if no changes occur, the current shortage of Oklahoma healthcare workers will continue, as indicated by the increasing size of 55 and older ages, the higher rates of increase in these ages over younger ages, and the near retirement age of people in these ages. All of these reasons signify potential future worsening health industry employment shortages.

**Oklahoma Health Industry and All Industry Employment and Earnings:
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I. Introduction

This is an update on our report on Oklahoma health industry employment and earnings change for years 2001 to 2017, previously published December 2018. As there were then, there are still abundant reasons why a time series investigation of Oklahoma health industry employment and earnings change is of benefit. The number one reason being the employment size rank the health industry holds in overall Oklahoma industry employment. Also, the enormous amount of employee earnings the industry contributes to Oklahoma's economy and the projected future employment increases deemed necessary to address Oklahoma's aging population health care needs are all likely key reasons for such an analysis.

The premise that these three are key reasons in support of an analysis of the industry is supported by the following. The U.S. Census Bureau's Longitudinal Employer-Household Dynamics (LEHD) Survey of Oklahoma annual year 2020 industry sector (all-owner) employment estimates, determined that NAICS 62 Health Care and Social Assistance sector's rank is number one in sector size, employing 219,458 or 14.5 percent of the state's total 1.5 million employment. The 2020 LEDH data of earnings totals confirm that this sector contributes over \$10.2 billion a year in employee earnings to the state's economy, 14.6 percent of the state's total employee earnings. The increasing need for Oklahoma health industry workers is substantiated by the U.S. Census July 2019 estimate of the age group 65 years and older being slightly over 635,000 or 16.1 percent of the state's total population, a 2.5 percent increase in this age group's portion of the total state population since the 2010 census, nine and half years before.

The following analysis 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. The data refers to the first three subsectors of the healthcare and social assistance sector as defined by the North American Industry Classification System (NAICS). Since this sector consists of ambulatory healthcare services (NAICS 621), hospitals (NAICS 622), nursing and residential care facilities (NAICS 623), and social assistance (NAICS 624), and that the latter is excluded from our analysis, we do not use the term 'health care sector' in this report of our findings. Our analysis of health care employment and earnings refers to NAICS 621, 622, and 623 statewide in a comparison with those of an aggregate of Oklahoma industries, the former three are referred to as industry groups, and the latter is referenced as 'all industry' in this report. An update analysis is also planned for the rural areas of the state as well as the Metropolitan Statistical Areas and will be completed following this current report for the entire state.

This analysis and report cover a 10-year interval, beginning in 1st quarter 2011 through 4th quarter 2020. The results of the analysis are reported in 32 tables and 88 charts in eight appendixes at the end of this report. For reasons of limited space, only a more important limited share of the total of these is displayed in central core of this report, along with the text and descriptions concerning each as displayed.

II. Employment and Employment Change by Age Group

On the next page, Table 1a shows the average annual all industry employment by eight age groups and a ninth aggregate of all ages (ages 14 to 99) for the 10 years, 2011 through 2020. For 'all ages' the average annual employment increased 83,299, from 1,450,491 in 2011 to 1,533,790 in 2020. During this time, the largest increase is 34,542 in ages 35 to 44, and the second largest is 34,475 in ages 65 to 99.

Table 1a, Oklahoma All Industry Annual Average Employment by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	1,450,491	34,773	76,113	89,797	328,963	302,823	323,681	223,633	70,703
2012	1,484,189	35,901	78,094	93,940	337,734	309,388	321,122	231,017	76,991
2013	1,504,429	36,460	79,244	97,434	344,886	312,830	315,916	236,742	80,915
2014	1,530,223	38,449	79,482	100,288	351,202	318,098	313,982	243,583	85,137
2015	1,545,528	41,404	79,389	99,880	353,769	322,120	311,229	249,254	88,479
2016	1,524,343	41,084	76,259	95,010	346,435	319,701	305,124	250,184	90,542
2017	1,525,004	40,427	77,265	91,649	343,149	323,821	301,095	253,789	93,807
2018	1,547,931	42,160	80,695	91,460	344,431	333,432	298,950	257,646	99,154
2019	1,564,772	43,689	82,728	92,574	343,600	339,919	297,704	260,136	104,419
2020	1,533,790	39,128	77,369	90,370	334,033	337,365	293,512	256,834	105,178
2011 - 2020	83,299	4,355	1,256	573	5,070	34,542	-30,169	33,201	34,475

Chart 2a below shows the employment for all industries for the four oldest age groups, as indexed to 1st quarter 2011 as being equal to 100, with all ages, years 14 to 99, as a comparison. Indexed data are handy because they allow an observer to quickly determine rates of growth by looking at a chart's vertical axis. They also allow for comparison of variables with different magnitudes.

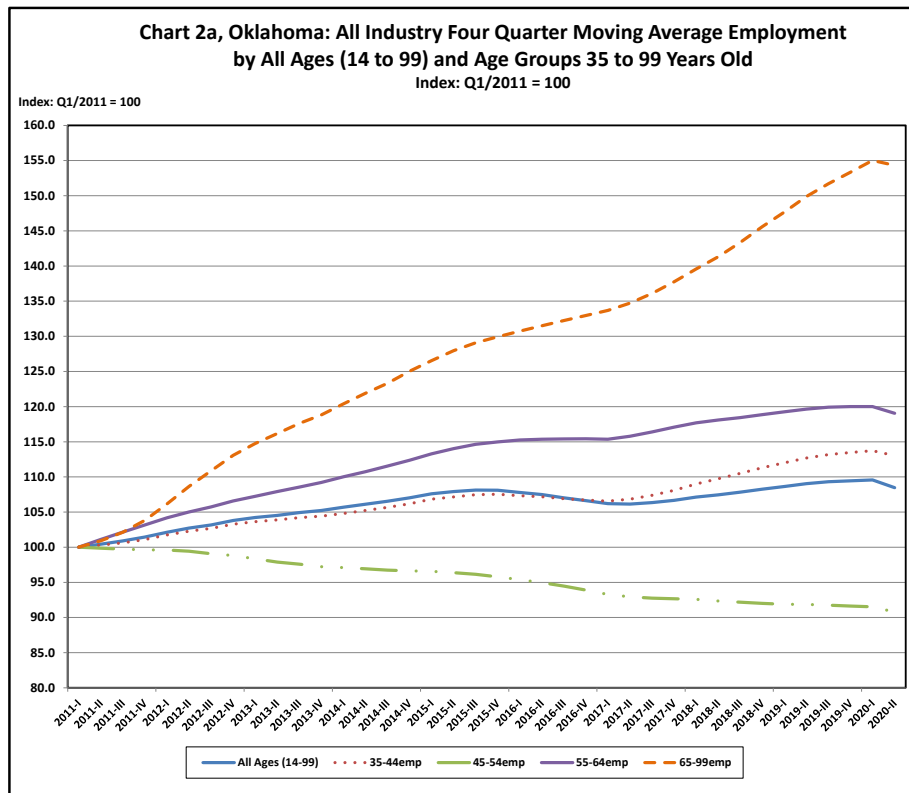


Chart 2a on the previous page shows that the Oklahoma’s all industry employment for the oldest age group of 65 to 99 years, grew more than 54 percent over the 10 years, age group 45 to 54 decreased almost 10 percent; while the other three age groups, including all age groups 14 to 99, grew at a more modest rate - all less than 20 percent. The other four youngest age groups, ages 14 to 34 are not shown but may be seen in Chart 1a, at the end of this report in Appendix E. The latter chart shows that the other four age groups grew at a rate of less than 22 percent, over the 10 years studied.

Table 2a, Oklahoma Ambulatory Health Care Services Annual Average Employment by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	73,052	364	1,766	3,563	17,915	17,720	16,432	11,764	3,526
2012	73,244	358	1,736	3,601	17,842	17,971	15,903	12,002	3,828
2013	71,901	328	1,712	3,512	17,868	17,786	15,189	11,710	3,792
2014	73,869	298	1,692	3,618	18,419	18,414	15,464	11,999	3,961
2015	76,472	313	1,859	3,833	19,021	18,999	15,905	12,316	4,225
2016	77,883	308	1,891	3,831	19,562	19,253	16,194	12,390	4,451
2017	78,610	312	1,903	3,714	19,541	19,662	16,207	12,535	4,734
2018	79,460	321	1,958	3,739	19,372	20,364	16,257	12,544	4,903
2019	81,211	308	2,071	3,946	19,575	20,742	16,531	12,711	5,326
2020	81,348	295	2,016	4,098	19,444	20,979	16,603	12,581	5,329
2011 - 2020	8,296	-69	250	535	1,529	3,259	171	817	1,803

Above Table 2a displays the average annual employment for Oklahoma ambulatory health care services, with the largest employment in the middle two age groups, ages 25 to 34 years and 35 to 44 years. The employment in middle age group 35 to 44 and the oldest age group ages 65 to 99 increased the most over the 10 years. The employment in the youngest age group 14 to 18 decreased in this same period.

On the next page, Chart 4a shows that the employment for Oklahoma ambulatory health care services for the oldest age groups, ages 65 to 99, grew at the rate of almost 61 percent compared to over 54 percent employment rate increase for the same oldest age group of all industry, as shown previously in Chart 2a. The other three older age groups of ambulatory health care services grew in a range of 1.9 to 21 percent compared to 14.5 percent for all ages (14 to 99) over the 10 years. Chart 3a for this industry group’s four younger age groups employment, may be viewed in Appendix E at the end of this report.

At the bottom of the next page, Table 3a reveals average annual hospital employment from 2011 through 2020. The table shows that in year 2020 the employment for the two middle age groups, ages 25 to 34 and age 35 to 44 is the largest and second largest, respectively. Age group ages 35 to 44 grew the most in employment and age group ages 65 to 99 grew the second most. Ages 14 to 18 decreased in employment, over the 10 years of observation.

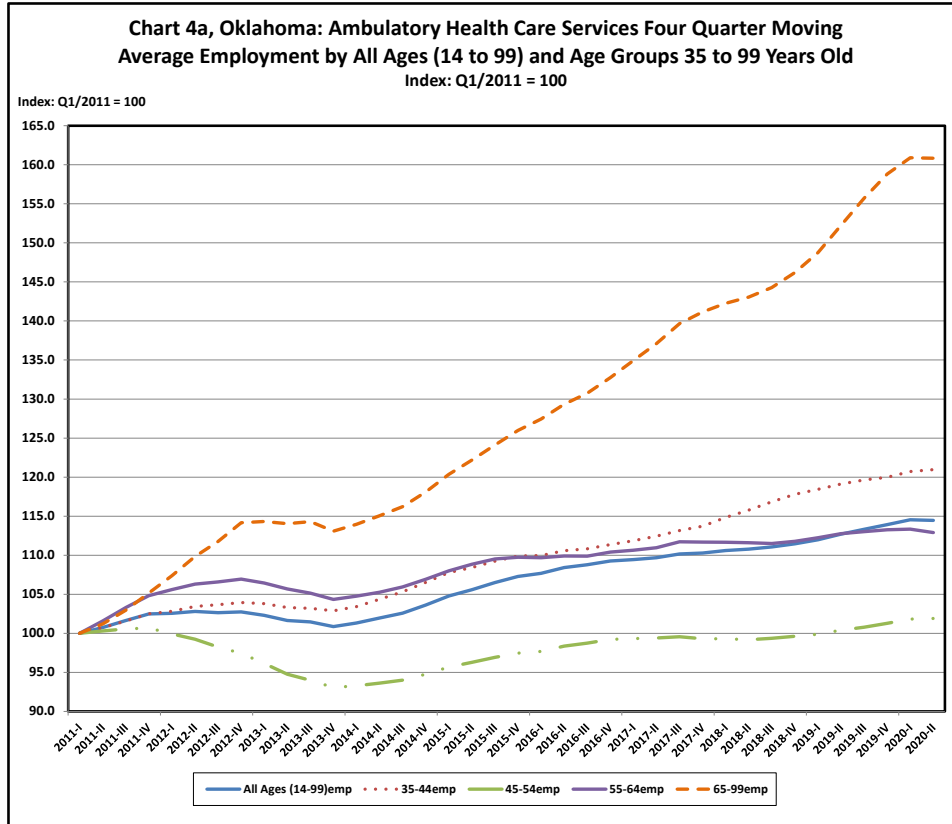


Table 3a, Oklahoma Hospitals Annual Average Employment by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	67,022	104	1,357	3,411	16,966	15,359	15,831	11,534	2,457
2012	67,823	104	1,366	3,432	17,260	15,737	15,433	11,781	2,707
2013	68,074	93	1,317	3,506	17,578	15,815	14,879	12,014	2,869
2014	67,223	88	1,224	3,466	17,563	15,576	14,425	12,025	2,853
2015	68,801	96	1,264	3,518	17,934	16,036	14,590	12,406	2,955
2016	68,531	90	1,339	3,504	17,871	15,953	14,401	12,348	3,023
2017	68,353	86	1,362	3,471	17,772	16,092	14,213	12,194	3,162
2018	68,888	83	1,416	3,496	17,617	16,532	14,089	12,242	3,411
2019	69,983	91	1,523	3,615	17,572	16,929	14,244	12,291	3,713
2020	70,742	62	1,535	3,775	17,632	17,290	14,364	12,248	3,833
2011 - 2020	3,720	-42	178	364	666	1,931	-1,467	714	1,376

Chart 6a on the next page displays hospital employment for the four oldest age groups, ages 35 to 99, during the 10 years of examination. This chart shows that the oldest age group of ages 65 to 99, display a robust near 59 percent increase, while ages 45 to 54 decreased, over the 10 years. The employment for the four younger age groups is not shown, but may be viewed at the end of this report in Chart 5a, Appendix E. The latter shows that three of these increased slowly, with a decreasing change rate the four groups.

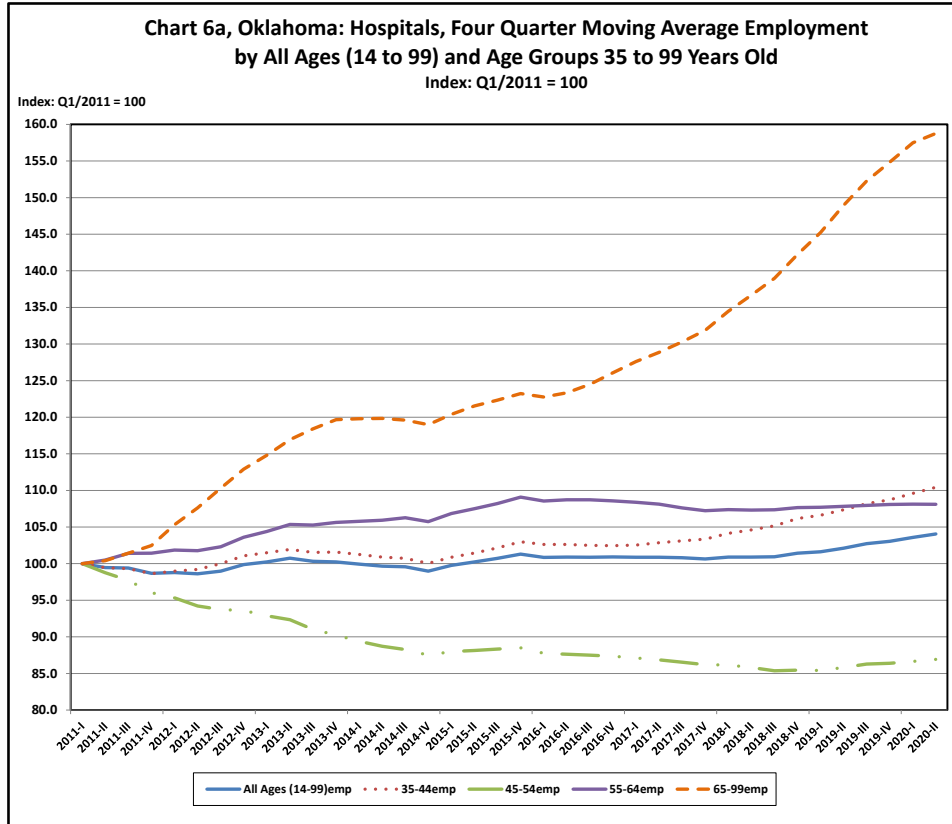


Table 4a, Oklahoma, Nursing and Residential Care Facilities, Annual Average Employment by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	36,358	619	2,149	2,608	8,819	7,466	7,664	5,180	1,850
2012	36,327	588	2,185	2,695	8,767	7,472	7,454	5,242	1,921
2013	36,266	593	2,171	2,683	8,655	7,496	7,299	5,380	1,986
2014	36,265	571	2,028	2,804	8,650	7,515	7,254	5,387	2,055
2015	36,651	616	1,997	2,733	8,731	7,819	7,169	5,506	2,078
2016	37,318	626	2,010	2,704	8,898	8,026	7,141	5,736	2,173
2017	37,218	585	2,096	2,539	8,798	8,084	7,019	5,832	2,263
2018	35,643	569	2,061	2,240	8,244	7,838	6,619	5,763	2,306
2019	36,004	624	2,087	2,253	8,161	7,945	6,659	5,846	2,424
2020	35,382	664	2,067	2,209	7,865	7,821	6,578	5,725	2,451
2011 - 2020	-976	45	-82	-399	-954	355	-1,086	545	601

Table 4a shows the average annual employment for Oklahoma nursing and residential care facilities for eight age groups and an aggregate of all ages (ages 14 to 99) for the years 2011 to 2020. The table shows that in 2020, the two middle age groups ages 25 to 34 and ages 35 to 44 had the largest and second largest employment. The two age groups of ages 65 to 99 and ages 65 to 64, increased more than any others, but not as much as these ages did in the previous group, Hospital, as shown on the previous page in Table 3a.

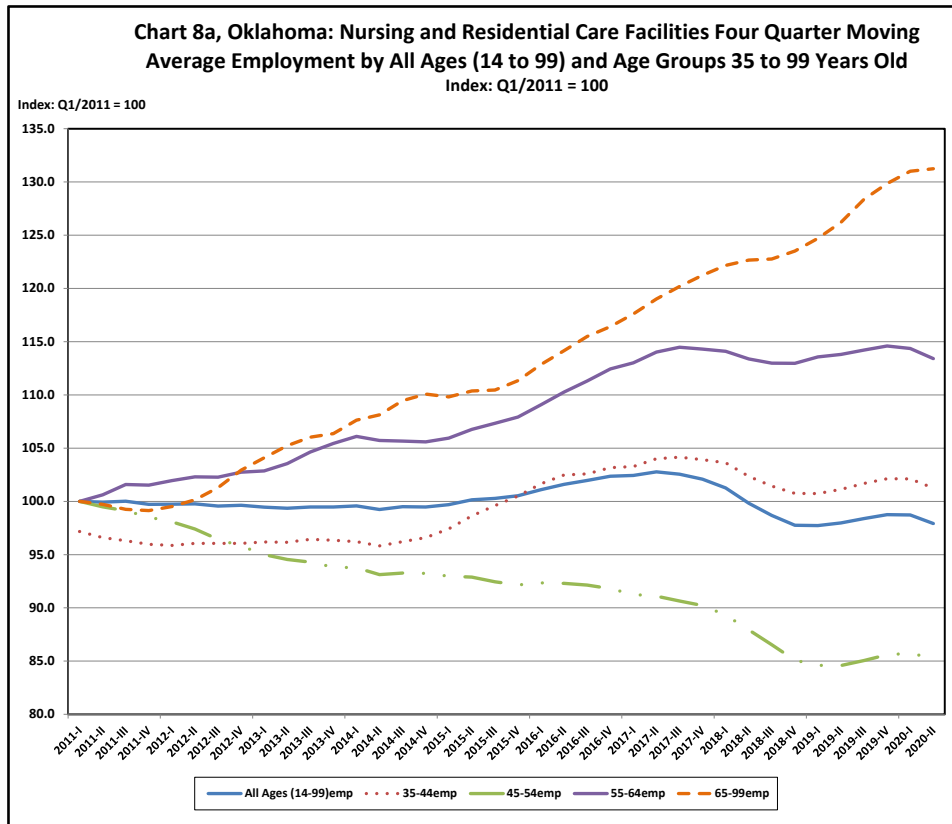


Chart 8a illustrates Oklahoma nursing and residential care facilities employment for the four older groups, from 2011 to 2020. The oldest group, 65 to 99, grew the most, slightly over 31 percent over the 10-year period. Ages 35 to 44 grew a little over one percent and ages 55 to 64 a little over 13 percent during this 10-year period. Age group 45 to 54 decreased almost 15 percent. Not shown are the four youngest age groups for this industry. They can be viewed at the end of this report in Chart 7a, in Appendix E. Three of the age groups represented in the latter younger age group chart experienced a decrease rate of change and one age group an increased rate of change.

In summary of Section II, all industry, and ambulatory health care services each had their largest 2020 employment in ages 35 to 44 and their second largest employment in ages 25 to 34. Hospitals and nursing and residential care facilities also had their largest 2020 employment in these same two age groups, only with the rank reversed.

Employment change amount was examined for the four industry groups by comparing the eight age groups employment change for the 10 years, 2011 to 2020. All industry, ambulatory health care services and hospital each had their largest 10-year employment increase amount in ages 35 to 44 and the second largest employment increase amount in ages 65 to 99. Nursing and residential care facilities had their largest 10-year employment increases amount in ages 65 to 99 and their second largest employment increase amount in ages 55 to 64. All four industry groups had age groups that decreased in employment amounts, with nursing and residential care facilities having four age groups decreasing, over the 10 years.

Employment change rate was evaluated by calculating and charting the indexed four industry groups' four quarter moving average employment over the 10 years, 2011 to 2020. In all four industry groups the highest rate of employment change is in the oldest age group ages 65 to 99, but with differing age groups

having the second highest rate of employment change. In all industries the second highest employment change is in the youngest age group ages 14 to 18, in ambulatory health care the second highest rate of change is in ages 35 to 44, in hospitals the second highest rate of change is in ages 19 to 21, and in nursing and residential care facilities the second highest rate of employment change is in age group ages 55 to 65 years of age. Ambulatory health care in ages 65 to 99 had the highest rate of employment change of all age groups in the four industry groups, over the 10 years.

III. Earnings and Earnings Change by Age Group

Of special concern to employers, policy makers, career advisors, students and other health industry stakeholders is the amount of earnings and earnings change that has occurred in the industry over time. This section explores these two topics for health industries by age group, beginning with an aggregate of Oklahoma all industry for comparative purposes.

Table 1b below reveals Oklahoma all industry average monthly earnings by eight age groups, and an aggregate of all age groups (ages 14 to 99), from 2011 to 2010. The table confirms that in year 2020 ages 55 to 64 have the highest average monthly earnings, and ages 45 to 54 had the second highest average monthly earnings. Comparing the amount of average monthly earnings amount change over the 10 years, ages 35 to 44 has the largest change, while ages 65 to 99 have the second largest average monthly earnings amount change.

Table 1b, Oklahoma All Industry Average Monthly Earnings by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$3,160	\$552	\$1,050	\$1,647	\$2,681	\$3,513	\$3,961	\$4,074	\$2,853
2012	\$3,281	\$567	\$1,098	\$1,732	\$2,793	\$3,646	\$4,091	\$4,251	\$3,096
2013	\$3,333	\$564	\$1,124	\$1,768	\$2,864	\$3,730	\$4,137	\$4,317	\$3,133
2014	\$3,443	\$578	\$1,156	\$1,817	\$2,982	\$3,858	\$4,260	\$4,461	\$3,250
2015	\$3,484	\$579	\$1,160	\$1,839	\$3,014	\$3,919	\$4,302	\$4,520	\$3,337
2016	\$3,448	\$580	\$1,157	\$1,833	\$2,968	\$3,889	\$4,253	\$4,415	\$3,315
2017	\$3,553	\$593	\$1,191	\$1,899	\$3,055	\$4,019	\$4,374	\$4,506	\$3,431
2018	\$3,675	\$625	\$1,267	\$2,013	\$3,169	\$4,165	\$4,519	\$4,644	\$3,549
2019	\$3,786	\$647	\$1,324	\$2,069	\$3,246	\$4,305	\$4,689	\$4,766	\$3,674
2020	\$3,805	\$667	\$1,310	\$2,024	\$3,207	\$4,305	\$4,738	\$4,807	\$3,637
2011 - 2020	\$645	\$115	\$260	\$377	\$526	\$792	\$777	\$733	\$784

On the next page, Chart 2b displays the earnings change for all Oklahoma industries, the older four age groups and all ages (age 14 to 99). The oldest age group, ages 65 to 99, had the largest rates of earnings change, with nearly a 36 percent increase. Not shown but displayed in the Appendix F at the end of this report, Chart 1b for the four younger age groups displays that age group 19 to 21 has the second largest rate of earnings change for all industry, over year 2011 to 2020.

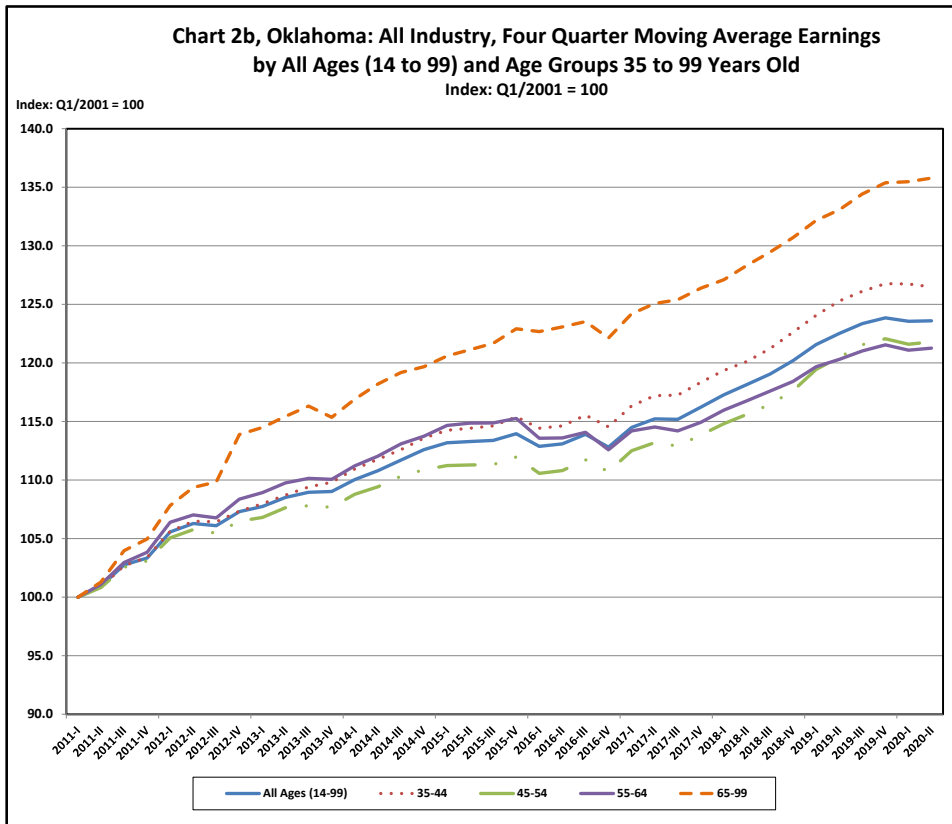


Table 2b Oklahoma Ambulatory Health Care Services Average Monthly Earnings by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$3,818	\$615	\$1,096	\$1,567	\$2,725	\$4,339	\$4,563	\$4,917	\$3,565
2012	\$3,911	\$670	\$1,111	\$1,617	\$2,801	\$4,435	\$4,688	\$4,983	\$3,747
2013	\$4,083	\$660	\$1,186	\$1,697	\$2,964	\$4,592	\$4,919	\$5,158	\$4,087
2014	\$4,285	\$677	\$1,195	\$1,735	\$3,125	\$4,825	\$5,132	\$5,393	\$4,409
2015	\$4,452	\$638	\$1,263	\$1,827	\$3,256	\$5,018	\$5,367	\$5,536	\$4,729
2016	\$4,568	\$628	\$1,299	\$1,825	\$3,346	\$5,204	\$5,502	\$5,607	\$4,887
2017	\$4,675	\$668	\$1,291	\$1,850	\$3,433	\$5,325	\$5,650	\$5,654	\$4,997
2018	\$4,787	\$694	\$1,319	\$1,925	\$3,473	\$5,435	\$5,822	\$5,767	\$5,173
2019	\$4,954	\$713	\$1,376	\$1,975	\$3,548	\$5,709	\$5,990	\$5,992	\$5,339
2020	\$4,708	\$783	\$1,374	\$1,932	\$3,381	\$5,358	\$5,752	\$5,660	\$5,115
2011 - 2020	\$890	\$168	\$278	\$365	\$656	\$1,019	\$1,189	\$743	\$1,550

Table 2b provides Oklahoma ambulatory health care services average monthly earnings by eight age groups, compared to all age group (ages 14 to 99). The table shows that in 2010 ages 45 to 54 had the largest earnings of \$5,752 and ages 55 to 64 had the second largest average monthly earnings of \$5,660. The table also shows that the oldest ages 65 to 99 had the largest amount of average monthly earnings increase for the years 2011 to year 2020 (\$1,550), with age group ages 45 to 54 having the second largest

rate of earnings increase over the 10 years (\$1,189).

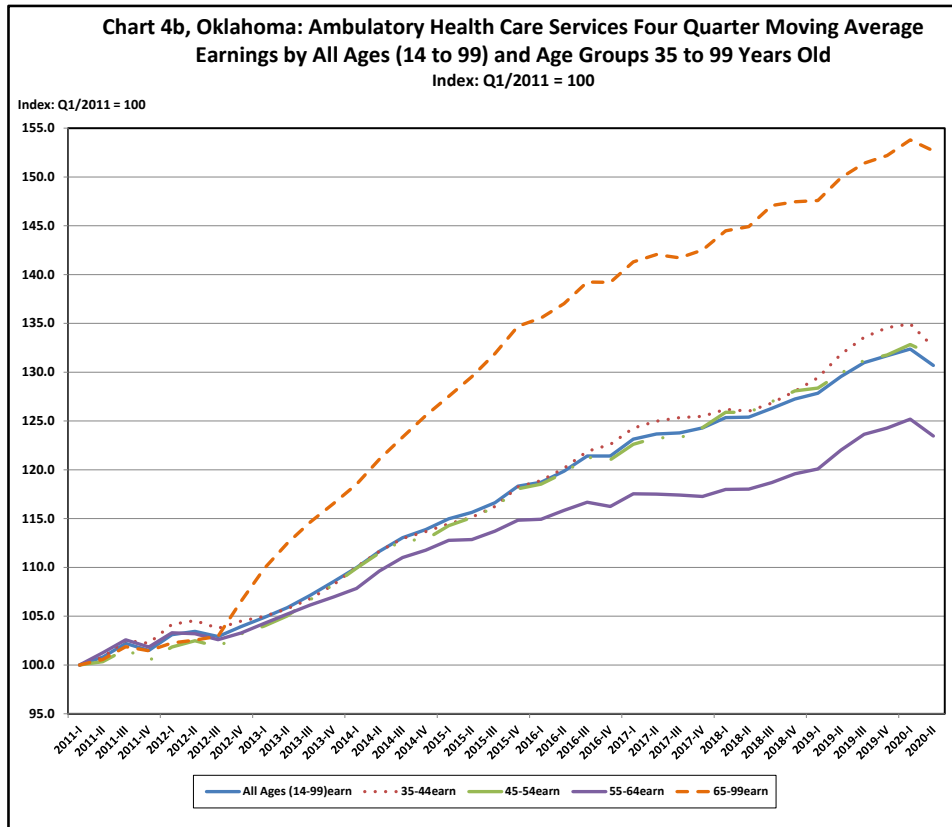


Table 3b, Oklahoma Hospitals Average Monthly Earnings by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$3,766	\$877	\$1,308	\$2,108	\$3,085	\$4,030	\$4,231	\$4,575	\$3,783
2012	\$3,898	\$901	\$1,333	\$2,156	\$3,159	\$4,182	\$4,359	\$4,750	\$4,215
2013	\$4,022	\$860	\$1,368	\$2,170	\$3,267	\$4,346	\$4,519	\$4,837	\$4,395
2014	\$4,142	\$936	\$1,393	\$2,241	\$3,331	\$4,449	\$4,702	\$4,973	\$4,672
2015	\$4,386	\$1,019	\$1,477	\$2,411	\$3,540	\$4,673	\$4,993	\$5,289	\$4,861
2016	\$4,296	\$985	\$1,503	\$2,401	\$3,528	\$4,568	\$4,912	\$5,093	\$4,709
2017	\$4,382	\$1,088	\$1,516	\$2,399	\$3,563	\$4,700	\$5,044	\$5,162	\$4,866
2018	\$4,478	\$1,020	\$1,558	\$2,444	\$3,612	\$4,820	\$5,206	\$5,246	\$4,895
2019	\$4,698	\$1,170	\$1,604	\$2,621	\$3,797	\$5,079	\$5,513	\$5,432	\$5,043
2020	\$4,567	\$1,218	\$1,638	\$2,557	\$3,691	\$4,973	\$5,391	\$5,211	\$4,830
2011 - 2020	\$801	\$341	\$330	\$449	\$606	\$943	\$1,160	\$636	\$1,047

At the top of the page, Chart 4b displays the Oklahoma ambulatory health care services earnings change for the four older age groups, as compared to all ages (14 to 99 years). The oldest age group of ages 65 to 99, had the largest rate of change of all eight age groups, with about 53 percent change in earnings.

At the bottom of the previous page, Table 3b shows the Oklahoma hospitals average monthly earnings by eight age groups and by all ages (14 to 99 years). The table confirms that in 2020 hospital employment in ages 45 to 54 and ages 55 to 64 had the two highest average monthly earnings of \$5,391 and \$5,211, respectively. Age group 45 to 54 years had the largest earnings amount change and age group 65 to 99 years had the second largest earnings amount change, during the 10-year interval.

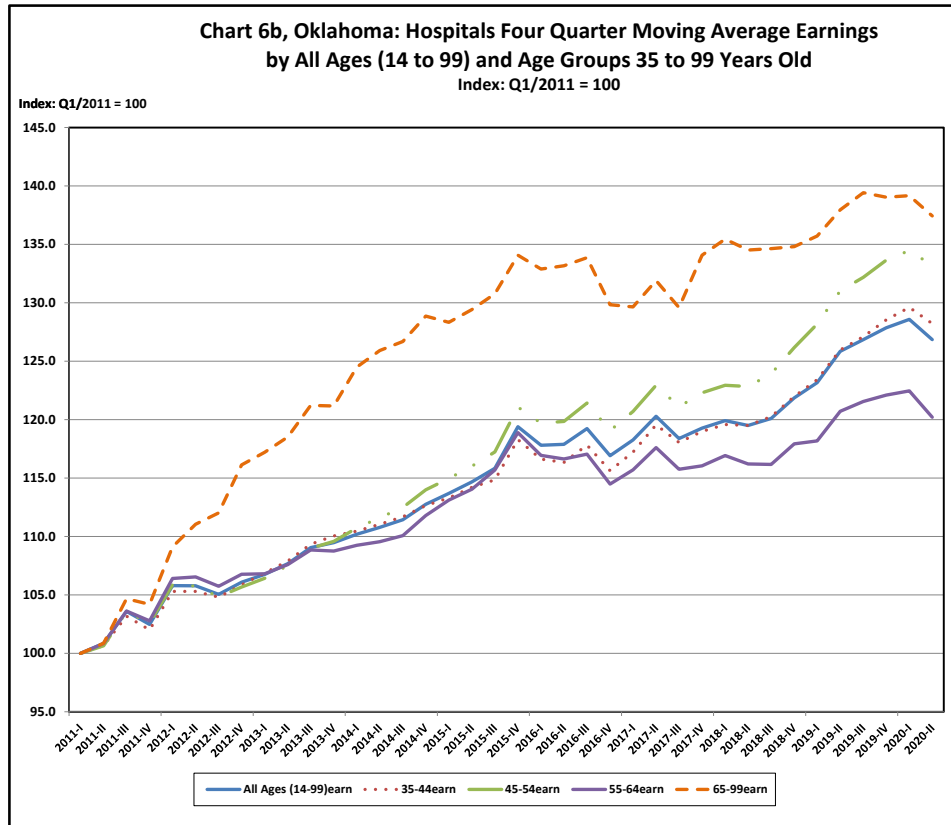


Chart 6b displays Oklahoma hospitals earnings change for the oldest four of eight age groups, ages 35 to 99. Earnings for all four age groups grew at rates from 20 to over 37 percent over the 10-years, with the oldest 65 to 99 showing the larger percent increase.

Not shown here but displayed at the end of this report in Appendix F is Chart 5b, showing the earnings change for hospitals' four youngest age groups. The younger four age groups grew at similar rates as did the older four age groups shown above, with ages 14 to 18 having the second largest rate change.

On the next page, Table 4b exhibits the average monthly earnings of Oklahoma nursing and residential facilities, as shown by eight age groups, as compared to an aggregate of all ages, ages 14 to 99. The table shows that ages 45 to 54 and 55 to 64, had the largest and second largest 2020 average monthly earnings, respectively; of \$2,739 for the former and \$2,695 for the latter. Although it is also age group ages 45 to 54 that had the largest 10-year earnings amount of increase, it is ages 65 to 99 that had the second largest average monthly earnings amount change during this period.

Table 4b, Oklahoma Nursing and Residential Care Facilities Average Monthly Earnings by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$1,857	\$712	\$1,044	\$1,282	\$1,674	\$2,053	\$2,141	\$2,261	\$1,749
2012	\$1,882	\$727	\$1,044	\$1,304	\$1,675	\$2,084	\$2,181	\$2,305	\$1,841
2013	\$1,911	\$775	\$1,078	\$1,311	\$1,708	\$2,103	\$2,227	\$2,310	\$1,891
2014	\$1,973	\$755	\$1,109	\$1,338	\$1,757	\$2,154	\$2,318	\$2,388	\$1,949
2015	\$2,037	\$771	\$1,130	\$1,365	\$1,815	\$2,214	\$2,398	\$2,469	\$2,033
2016	\$2,049	\$811	\$1,162	\$1,371	\$1,810	\$2,212	\$2,413	\$2,476	\$2,101
2017	\$2,075	\$807	\$1,188	\$1,427	\$1,832	\$2,258	\$2,409	\$2,481	\$2,147
2018	\$2,135	\$860	\$1,236	\$1,483	\$1,896	\$2,317	\$2,483	\$2,499	\$2,199
2019	\$2,208	\$879	\$1,253	\$1,516	\$1,962	\$2,402	\$2,601	\$2,566	\$2,249
2020	\$2,324	\$1,013	\$1,379	\$1,623	\$2,074	\$2,514	\$2,739	\$2,695	\$2,309
2011 - 2020	\$467	\$301	\$335	\$341	\$400	\$461	\$598	\$434	\$560

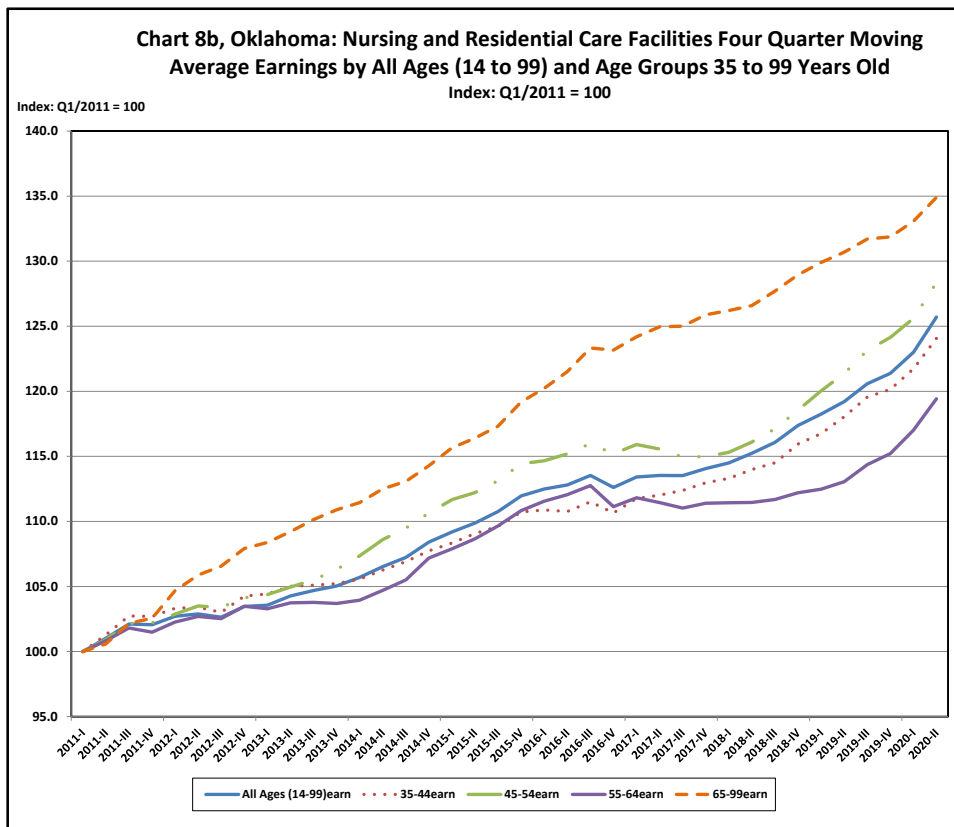


Chart 8b reveals Oklahoma nursing and residential facilities earnings rate change of the four oldest age groups, ages 35 to 99, as compared to an aggregate of all ages (14 to 99 years). The oldest age groups of ages 65 to 99 display the largest rate of earnings change. Chart 7b, shown at the end of this report in

Appendix F, provides the earnings change for the four youngest age groups in this health industry group. This chart shows that the four younger age groups grew at similar rates as did the four older age groups, with ages 14 to 18 having the second largest rate increase for nursing and residential facilities.

In summary of Section III, an analysis by industry groups and age groups in year 2020 all industry has its largest earnings in ages 55 to 64 and their second largest earnings in ages 45 to 54. The three health industry groups had their highest earnings that year in the same two age groups, only with the ranking reversed.

Average monthly earnings change amounts for years 2011 to 2020 was also calculated for all four industry groups by eight age groups and the aggregate of all ages. In all industry, the largest earnings amount change was in ages 35 to 44 and the second largest earnings amount change in ages 65 to 99. In the three-health industry group of ambulatory health care services, hospitals and nursing and residential care facilities the two largest earning amount change are in ages 45 to 54 and ages 65 to 99. In all four industry groups, the older four age groups tended to have larger 10-year earnings amount increases than the four younger age groups.

The four quarter moving averages earnings change rate was calculated and charted for the four industry groups by all ages (14 to 99) and eight age groups over the 10-years. In all four industry groups, ages 65 to 99 had the largest earnings change rate. In hospitals and nursing and residential care facilities ages 14 to 18 had the second largest earnings rate increase. In all industry ages 19 to 21 had the second largest earnings rate increase, and in ambulatory health care services ages 35 to 44 had the second largest average monthly earnings rate increase over the decade studied.

IV. Employment and Employment Change by Age Group and Gender Group

Another productive way of examining health industry employment is by both age and gender concurrently. Traditionally and historically females have had the larger portion of employment than males in health industry. Has this larger female than male portion employed in health industry changed in recent years?

At the top of the next page, Table 6a displays Oklahoma all industry average annual male employment by Age. The highest male employment is ages 35 to 44, with the second largest employment in ages 25 to 34. The table also shows that all industry male employment ages 55 to 64 increased the largest amount, male employment ages 65 to 99 increase the second largest amount. Only two other age group experienced an increase in employment, that is ages 14 to 18 and 19 to 25.

At the bottom of the next page, Table 7a displays the Oklahoma all industry average annual employment for females by eight age groups. The largest female employment is in ages 35 to 44, with ages 25 to 34 having the second largest employment. Comparing the tables for females and males, the all industry females (aggregate) all ages of employment amount change 2011 to 2020 is about 17,000 more than for males.

Table 6a, Oklahoma All Industry Annual Average Employment for Males by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	734,133	15,864	37,199	45,140	172,311	156,066	161,822	109,629	36,101
2012	757,734	16,552	38,521	47,637	178,327	160,768	162,269	114,334	39,324
2013	771,207	17,061	39,036	49,658	182,363	163,254	160,488	118,113	41,232
2014	785,261	17,974	39,326	50,984	185,399	165,906	159,922	122,346	43,401
2015	788,098	19,191	39,073	50,258	184,859	166,566	157,824	125,152	45,172
2016	769,200	18,918	36,933	47,040	178,119	163,685	153,582	124,908	46,012
2017	771,143	18,581	37,553	45,668	176,625	166,140	151,575	127,253	47,744
2018	785,202	19,196	39,325	46,092	178,333	171,325	150,879	129,298	50,754
2019	790,466	19,906	40,388	46,466	176,766	173,586	149,787	130,340	53,225
2020	767,120	17,684	37,529	44,943	169,494	170,118	146,059	127,943	53,347
2011 - 2020	32,987	1,820	330	-197	-2,817	14,052	-15,763	18,314	17,246

Table 7a, Oklahoma All Industry Annual Average Employment for Females by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	716,357	18,908	38,914	44,657	156,652	146,757	161,859	114,004	34,602
2012	726,454	19,349	39,573	46,303	159,407	148,619	158,852	116,682	37,666
2013	733,221	19,398	40,208	47,775	162,523	149,576	155,427	118,629	39,682
2014	744,961	20,475	40,155	49,303	165,803	152,191	154,060	121,237	41,737
2015	757,429	22,212	40,316	49,621	168,910	155,553	153,406	124,102	43,307
2016	755,142	22,166	39,326	47,969	168,316	156,015	151,542	125,276	44,529
2017	753,861	21,845	39,711	45,981	166,524	157,680	149,520	126,536	46,062
2018	762,729	22,964	41,370	45,368	166,098	162,107	148,071	128,348	48,400
2019	774,305	23,782	42,340	46,108	166,833	166,332	147,917	129,796	51,193
2020	766,671	21,444	39,839	45,426	164,538	167,247	147,452	128,891	51,831
2011 - 2020	50,314	2,536	925	769	7,886	20,490	-14,407	14,887	17,229

At the top of the next page is Chart 17a, showing the Oklahoma all industry moving average employment change for ages 65 to 99, by gender group. The two gender groups for these ages increase in employment about the same rate of 54 percent, with male employment slightly higher. The remaining charts for the other age groups by gender are displayed at the end of this report in Appendix G, displaying much lower employment change for the genders in these ages.

Oklahoma ambulatory health care services average annual employment by age and gender are also examined and compared, with tables for genders provided on the following two pages.

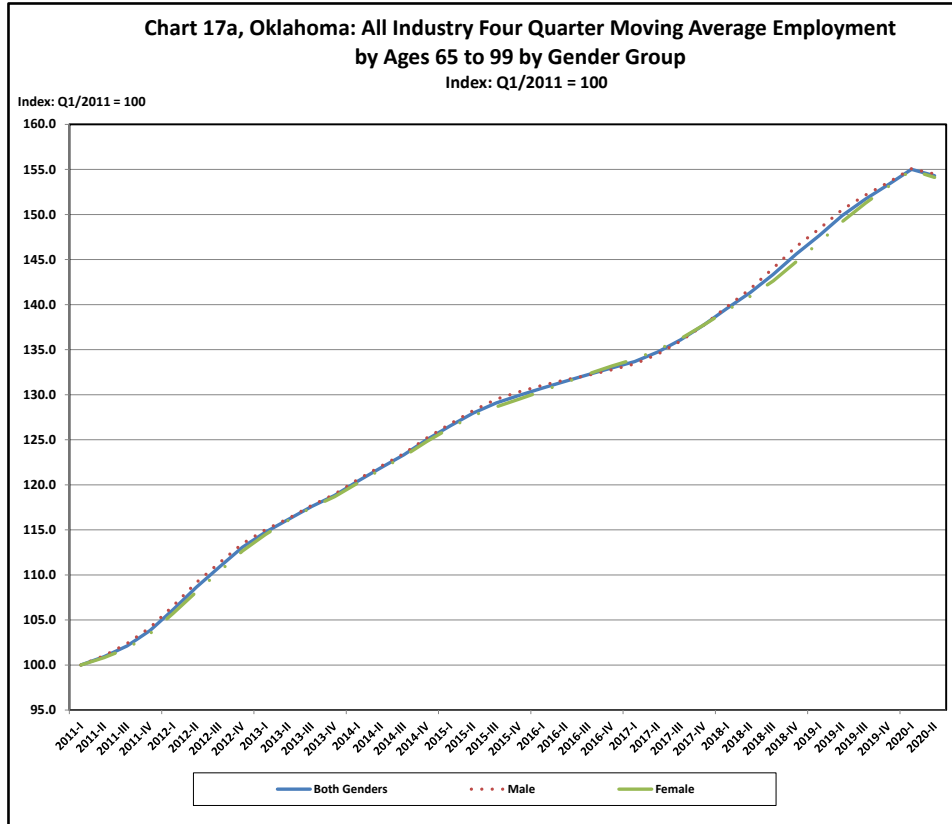


Table 9a, Oklahoma Ambulatory Health Care Services Annual Average Employment for Males by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	14,545	105	291	586	3,012	3,732	3,134	2,635	1,047
2012	14,612	103	277	576	3,016	3,765	3,084	2,639	1,150
2013	14,974	92	295	568	3,209	3,816	3,110	2,674	1,208
2014	15,557	88	287	578	3,263	3,912	3,338	2,801	1,288
2015	16,293	85	333	633	3,339	4,073	3,561	2,882	1,383
2016	16,740	81	325	620	3,471	4,228	3,695	2,853	1,462
2017	16,943	85	349	583	3,481	4,320	3,737	2,839	1,546
2018	17,096	92	340	604	3,425	4,363	3,783	2,880	1,608
2019	17,557	99	364	622	3,472	4,451	3,828	2,983	1,735
2020	17,496	95	349	643	3,415	4,457	3,820	2,946	1,770
2011 - 2020	2,951	-10	58	57	403	725	686	311	723

Table 9a shows Oklahoma ambulatory health care services average annual employment for males. On the next page, Table 10a shows the same for females. The two tables confirm that in 2010 Oklahoma ambulatory health care services average annual year 2020 employment for females is over three times that of males for the same year. Both males and females have their two largest employments of year 2020 in ages 35 to 44 and 45 to 54. Females and males had the largest amount employment change in older age

group of in ages 35 to 44, females being the larger.

Table 10a, Oklahoma Ambulatory Health Care Services Annual Average Employment for Females by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	58,506	258	1,474	2,976	14,902	13,987	13,297	9,130	2,479
2012	58,632	254	1,458	3,025	14,826	14,205	12,819	9,363	2,677
2013	56,926	236	1,417	2,943	14,658	13,969	12,080	9,035	2,585
2014	58,311	210	1,405	3,040	15,156	14,502	12,126	9,199	2,673
2015	60,179	227	1,525	3,199	15,681	14,926	12,343	9,433	2,841
2016	61,143	227	1,565	3,211	16,090	15,024	12,498	9,536	2,989
2017	61,666	226	1,554	3,130	16,060	15,342	12,469	9,696	3,187
2018	62,364	229	1,618	3,135	15,947	16,001	12,474	9,664	3,294
2019	63,654	209	1,707	3,324	16,102	16,290	12,702	9,728	3,591
2020	63,851	200	1,667	3,454	16,029	16,522	12,783	9,635	3,559
2011 - 2020	5,345	-58	193	478	1,127	2,535	-514	505	1,080

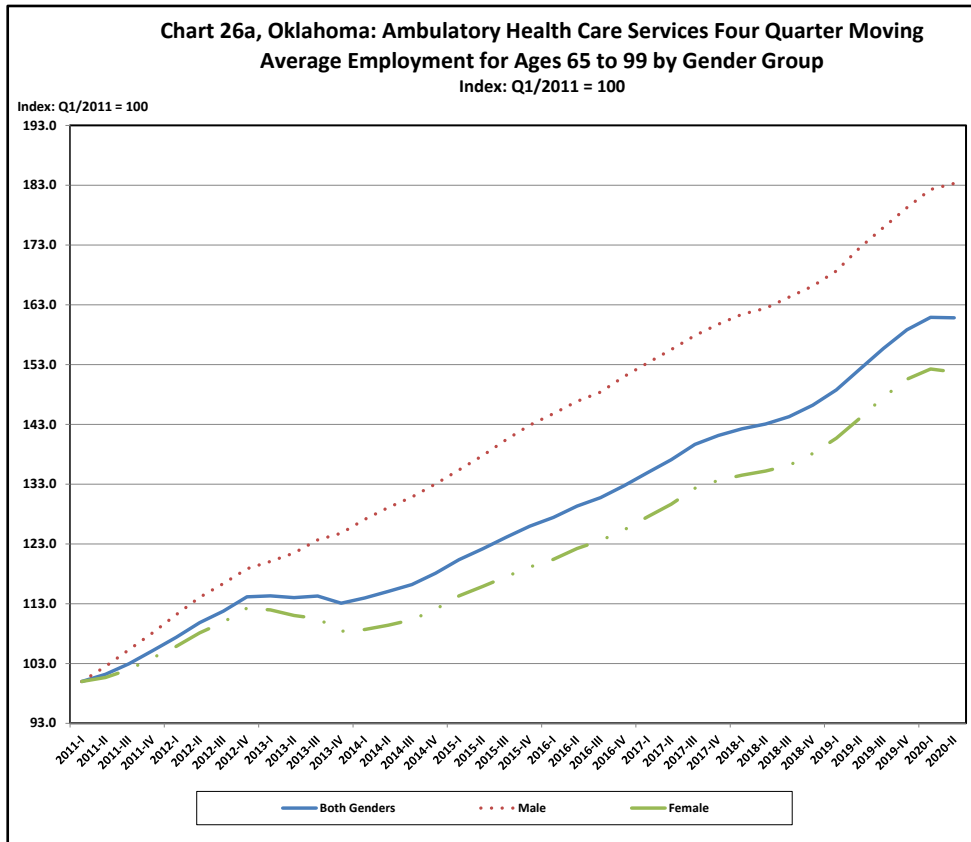


Chart 26a shows Oklahoma ambulatory health care services employment change rates for ages 65 to 99

by gender group, as indexed to 1st quarter 2011 equal to 100. This age group is the largest in employment change rates for both males or females, showing males increased over 83 percent and females increased nearly 52 percent. Not shown here, but at the end of this report in Appendix G, Charts 19a through Chart 25a display the employment change by gender for the other seven age groups, all increase by less than 25 percent, over the decade.

Table 12a, Oklahoma Hospitals Annual Average Employment for Males by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	14,597	35	338	677	3,439	3,515	3,370	2,609	612
2012	14,903	36	324	683	3,519	3,596	3,355	2,687	700
2013	14,979	31	301	683	3,612	3,579	3,275	2,724	771
2014	14,749	26	252	653	3,598	3,519	3,196	2,717	785
2015	15,054	24	278	641	3,660	3,550	3,294	2,778	826
2016	14,871	22	290	623	3,584	3,457	3,297	2,757	839
2017	14,582	21	283	594	3,471	3,382	3,246	2,682	899
2018	14,604	24	281	606	3,400	3,451	3,164	2,686	991
2019	14,759	20	297	620	3,387	3,500	3,183	2,686	1,063
2020	14,919	14	291	629	3,430	3,574	3,181	2,678	1,120
2011 - 2020	322	-21	-47	-48	-9	59	-189	69	508

Table 13a, Oklahoma Hospitals Annual Average Employment for Females by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	52,424	69	1,019	2,733	13,525	11,844	12,462	8,925	1,845
2012	52,919	67	1,042	2,749	13,741	12,140	12,077	9,094	2,006
2013	53,094	61	1,017	2,823	13,966	12,235	11,603	9,289	2,097
2014	52,474	61	971	2,813	13,964	12,058	11,228	9,308	2,067
2015	53,747	71	986	2,877	14,273	12,486	11,296	9,628	2,128
2016	53,660	68	1,049	2,880	14,287	12,496	11,103	9,592	2,183
2017	53,771	64	1,079	2,877	14,300	12,709	10,966	9,511	2,262
2018	54,284	59	1,135	2,890	14,217	13,081	10,925	9,556	2,419
2019	55,223	71	1,225	2,995	14,185	13,428	11,061	9,604	2,650
2020	55,823	48	1,243	3,145	14,202	13,717	11,182	9,570	2,713
2011 - 2020	3,399	-21	224	412	677	1,873	-1,280	645	868

Table 12a above shows the Oklahoma hospitals average annual employment for males by age group, and below it at page bottom Table 13a shows the same for females. As with tables showing the previous health industry, in year 2020 female employment is over three times that of males. Males have their

largest employment in ages 35 to 44 and their second largest employment ages 25 to 34. Females have their largest and second largest employment in the same two age groups, only with reverse ranking. Males had 2011 to 2020 employment decreases in five age groups, and females had employment decreases in two age groups.

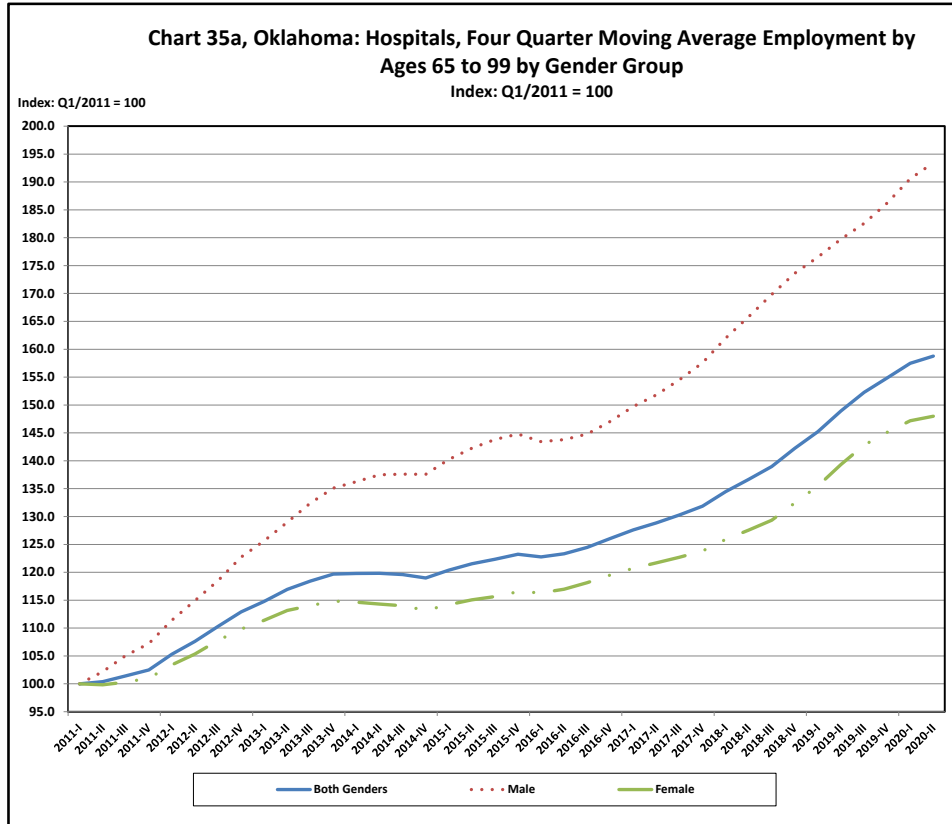


Chart 35a shows Oklahoma hospitals employment change rate for ages 65 to 99 by gender group, the age group that by far has the largest rate of gender increases. Males’ employment increased over 93 percent 2011 to 2020, while females’ increase 48 percent. The remaining charts for the other age groups by gender are displayed at the end of this report in Appendix G, displaying much lower employment change for the two genders than in this chart, with some age groups revealing decreased employment rates.

At the top of the next page, Table 15a displays Oklahoma nursing and residential care facilities average annual employment for males by age group, while at the bottom of that same page Table 16a does the same for females. The table shows that in 2020 females had over four times the employment of males, in this health industry group. A comparison for these ages shows that males had their largest employment in ages 35 to 44 and their second largest employment in ages 25 to 34. Females had their largest employment in the same two age groups, with reversed ranking. Females had their largest amount of employment increases ages 65 to 99, while males had this same age group for their second largest employment amount change.

**Table 15a, Oklahoma Nursing and Residential Care Facilities Annual Average
Employment for Males by Age Group - Years 14 to 99**

Note: Using Beginning of Quarter Employment Counts.

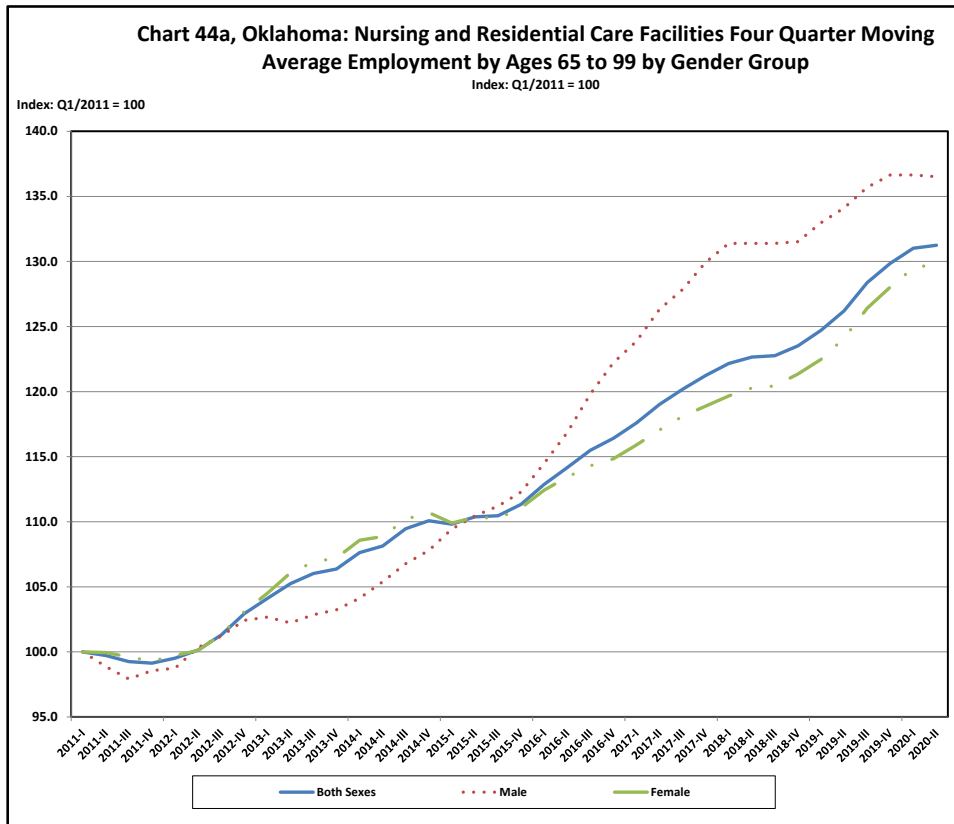
Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	7,151	167	427	536	1,784	1,478	1,421	946	389
2012	7,112	148	408	526	1,694	1,490	1,431	1,007	404
2013	7,013	149	392	509	1,624	1,417	1,451	1,060	408
2014	7,016	139	373	522	1,649	1,367	1,450	1,088	426
2015	7,127	139	357	497	1,655	1,454	1,448	1,133	443
2016	7,278	143	356	475	1,708	1,475	1,452	1,183	483
2017	7,258	129	372	471	1,683	1,478	1,418	1,192	513
2018	6,814	118	356	401	1,514	1,427	1,329	1,147	519
2019	6,856	129	380	382	1,459	1,465	1,334	1,163	540
2020	6,731	136	364	406	1,412	1,441	1,308	1,124	537
2011 - 2020	-420	-31	-63	-130	-372	-37	-113	178	148

**Table 16a, Oklahoma Nursing and Residential Care Facilities Annual Average
Employment for Females by Age Group - Years 14 to 99**

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	29,206	452	1,722	2,071	7,035	5,987	6,243	4,233	1,461
2012	29,215	440	1,776	2,169	7,072	5,982	6,022	4,234	1,517
2013	29,253	444	1,779	2,174	7,031	6,079	5,848	4,319	1,578
2014	29,248	431	1,654	2,282	7,001	6,148	5,803	4,299	1,629
2015	29,524	476	1,639	2,236	7,076	6,365	5,721	4,373	1,634
2016	30,039	483	1,654	2,228	7,189	6,551	5,689	4,553	1,690
2017	29,960	455	1,723	2,068	7,115	6,606	5,600	4,639	1,749
2018	28,829	450	1,705	1,839	6,730	6,411	5,290	4,616	1,786
2019	29,148	495	1,706	1,871	6,702	6,480	5,325	4,683	1,884
2020	28,651	528	1,703	1,802	6,453	6,380	5,270	4,601	1,914
2011 - 2020	-555	76	-19	-269	-582	393	-973	368	453

At the top of the next page, Chart 44a exhibits Oklahoma nursing and residential care facilities employment change for ages 65 to 99 by gender group. The largest employment change rate for both males and females is in this age group, with males showing over 36 percent increase and females nearly 30 percent. The other younger seven remaining age groups' employment change rates can be viewed at the end of this report in Appendix G in Chart 37a through Chart 43a. Males had their second largest rate of increase in ages 55 to 64 and females second is in ages 14 to 18. Males' employment rate decreased in the other six age groups.



In summary of Section IV, in year 2020 the two genders in Oklahoma all industry, hospitals, and nursing and residential care facilities had their first and second largest average annual employment levels in ages 25 to 34 or 35 to 44. Females in ambulatory health care services also had their largest two employment in these same two age groups, but males had their largest employment in ages 35 to 44, their second largest employment is in ages 45 to 54.

In all industry, in the two genders the 2020 employment in all ages (14 to 99) is relatively equal. However, comparisons of all ages (14 -99) of male and female employment determine that females are over three and half times that of males in ambulatory health care services and hospitals, and more than four times that of males in nursing and residential care facilities.

Comparing the four industry groups employment amount change 2011 to 2020 by age group and gender determines that for the two genders the oldest age group 65 to 99 always ranked either number one or two in the largest amount of employment change. For female in all four industry groups, the middle age group of ages 35 to 44 always ranked first or second in employment amount change.

Four quarter moving averages employment change rates for years 2011 to 2020 were also indexed to 2011 is equal to 100 and charted for the four industry groups for eight age groups and the aggregate of all ages by gender group. Both genders in all four industry groups had their highest rate of employment change for the decade in ages 65 to 99. In all industry, both males and females had ages 55 to 65 as their second highest employment rate change, with most often both genders having their top two ranked age groups in employment rate change within the four older age groups. Males tended to have the higher rate of employment change than their female age group counterparts in all industry and ambulatory health care services, while the reverse was true for hospitals and nursing and residential care facilities.

It is noteworthy that Oklahoma nursing and residential care facilities had several age groups decreasing in employment over the decade for the genders. Both genders in all four industry groups had some age groups that had a decreased rate of employment, during 2011 to 2020.

V. Earnings and Earnings Change by Age Group and Gender Group

A topic often mentioned in connection to health industry groups is the lower earnings of women, as compared to their male counterparts. Since both traditionally and historically, the health industry employs more females, than males, comparison of the earnings of each, in all industry and the health industry is of value.

Table 6b, Oklahoma All Industry Annual Average Monthly Earnings for Males by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$3,904	\$594	\$1,218	\$1,863	\$3,098	\$4,268	\$5,014	\$5,321	\$3,725
2012	\$4,057	\$609	\$1,290	\$1,979	\$3,246	\$4,436	\$5,165	\$5,535	\$4,081
2013	\$4,106	\$604	\$1,323	\$2,018	\$3,329	\$4,530	\$5,193	\$5,567	\$4,103
2014	\$4,243	\$624	\$1,367	\$2,096	\$3,483	\$4,690	\$5,340	\$5,733	\$4,235
2015	\$4,259	\$617	\$1,344	\$2,086	\$3,482	\$4,735	\$5,338	\$5,754	\$4,320
2016	\$4,189	\$613	\$1,321	\$2,071	\$3,403	\$4,679	\$5,246	\$5,560	\$4,242
2017	\$4,336	\$630	\$1,369	\$2,162	\$3,537	\$4,854	\$5,407	\$5,685	\$4,413
2018	\$4,491	\$673	\$1,480	\$2,304	\$3,690	\$5,049	\$5,571	\$5,863	\$4,528
2019	\$4,597	\$699	\$1,549	\$2,347	\$3,752	\$5,190	\$5,744	\$5,979	\$4,663
2020	\$4,580	\$716	\$1,524	\$2,264	\$3,654	\$5,140	\$5,764	\$5,992	\$4,562
2011 - 2020	\$676	\$122	\$306	\$401	\$556	\$872	\$750	\$671	\$837

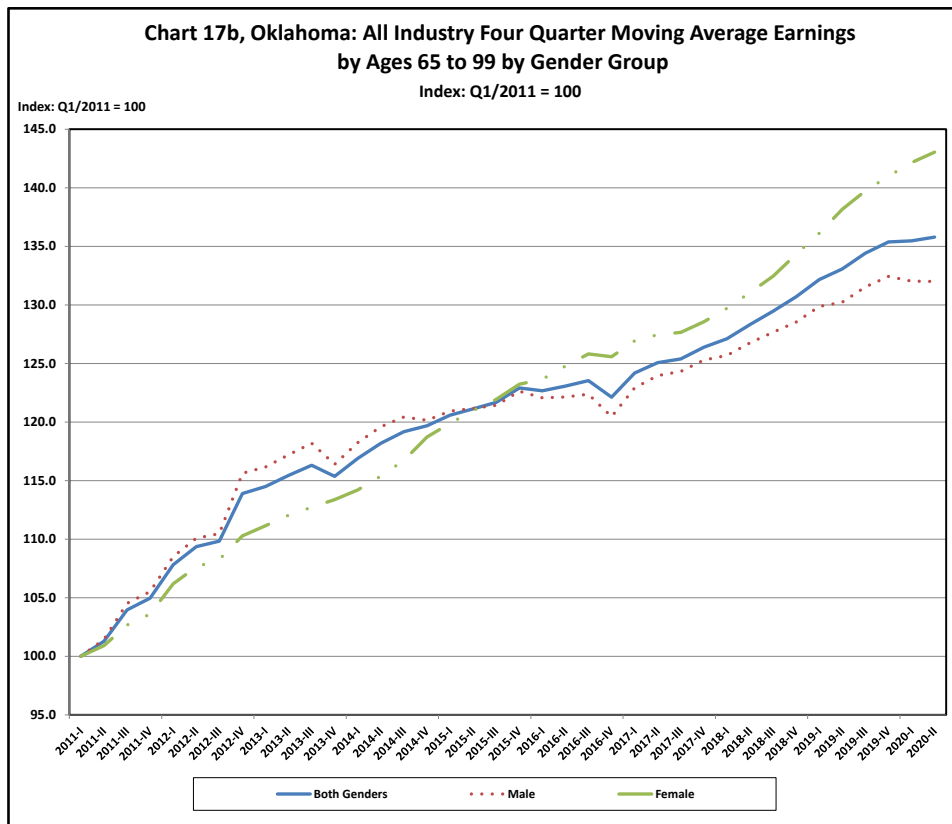
Table 6b displays that in year 2020, all industry males had their highest earnings in ages 55 to 64, with \$5,992 average annual monthly earnings; followed by the second highest in ages 45 to 55 of \$5,764 average annual monthly earnings. However, males ages 35 to 44 experienced the largest amount earnings increase and males ages 65 to 99 the second largest earnings increase, over the 10 years.

Table 7b, Oklahoma All Industry Annual Average Monthly Earnings for Females by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$2,396	\$518	\$890	\$1,427	\$2,220	\$2,707	\$2,904	\$2,870	\$1,943
2012	\$2,470	\$531	\$912	\$1,477	\$2,284	\$2,788	\$2,993	\$2,991	\$2,068
2013	\$2,519	\$528	\$930	\$1,506	\$2,339	\$2,854	\$3,046	\$3,071	\$2,125
2014	\$2,597	\$537	\$950	\$1,526	\$2,420	\$2,948	\$3,138	\$3,175	\$2,226
2015	\$2,676	\$546	\$981	\$1,585	\$2,498	\$3,042	\$3,235	\$3,273	\$2,310
2016	\$2,691	\$552	\$1,002	\$1,597	\$2,506	\$3,057	\$3,245	\$3,269	\$2,353
2017	\$2,748	\$560	\$1,021	\$1,637	\$2,540	\$3,135	\$3,325	\$3,318	\$2,410
2018	\$2,833	\$584	\$1,064	\$1,715	\$2,607	\$3,228	\$3,446	\$3,414	\$2,519
2019	\$2,954	\$603	\$1,110	\$1,787	\$2,708	\$3,379	\$3,618	\$3,547	\$2,643
2020	\$3,028	\$626	\$1,108	\$1,784	\$2,744	\$3,454	\$3,719	\$3,628	\$2,681
2011 - 2020	\$632	\$108	\$218	\$357	\$524	\$747	\$815	\$758	\$738

Table 7b shows the all industry earnings for females by age group. Table 7b confirms that in year 2020 all industry females had their largest average annual monthly earnings in ages 45 to 54 with \$3,719 average monthly earnings; followed by their second largest earnings in ages 55 to 64, with \$3,628 average monthly earnings. However, their earnings in each of these age groups are about two thousand dollars less than males in these same two age groups.



At the bottom of the previous page, Chart 17b illustrates all industry earnings change or rate of increase for ages 65 to 99 by gender group that females' earnings increased 43 percent and males' earnings increased 32 percent in years 2011 to 2020. This chart reveals the largest earning increase for females and second largest earnings increase for males for all eight age groups. The all industry earnings change by gender group for the other seven age groups are shown in Appendix H at the end of this report in Chart 9b through Chart 16b. This includes Chart 11b for ages 19 to 21 with the largest increase for males of 32.8 percent.

Table 9b, Oklahoma Ambulatory Health Care Services Annual Average Monthly Earnings for Males by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$8,552	\$791	\$1,137	\$1,696	\$4,291	\$9,523	\$11,165	\$11,832	\$7,951
2012	\$8,709	\$807	\$1,286	\$1,692	\$4,434	\$9,633	\$11,335	\$12,016	\$8,229
2013	\$8,638	\$806	\$1,362	\$1,803	\$4,482	\$9,548	\$11,310	\$11,801	\$8,446
2014	\$8,899	\$830	\$1,217	\$1,799	\$4,839	\$9,830	\$11,425	\$11,895	\$8,814
2015	\$9,109	\$640	\$1,347	\$1,931	\$5,059	\$10,061	\$11,537	\$12,080	\$9,347
2016	\$9,323	\$644	\$1,315	\$1,923	\$5,172	\$10,432	\$11,585	\$12,356	\$9,788
2017	\$9,465	\$645	\$1,384	\$1,911	\$5,366	\$10,539	\$11,648	\$12,594	\$9,922
2018	\$9,599	\$676	\$1,380	\$1,929	\$5,260	\$10,888	\$11,791	\$12,594	\$10,039
2019	\$9,861	\$651	\$1,438	\$1,979	\$5,369	\$11,225	\$12,145	\$12,945	\$10,271
2020	\$9,102	\$716	\$1,481	\$2,002	\$5,012	\$10,173	\$11,451	\$11,751	\$9,485
2011 - 2020	\$550	-\$75	\$344	\$306	\$721	\$650	\$286	-\$81	\$1,534

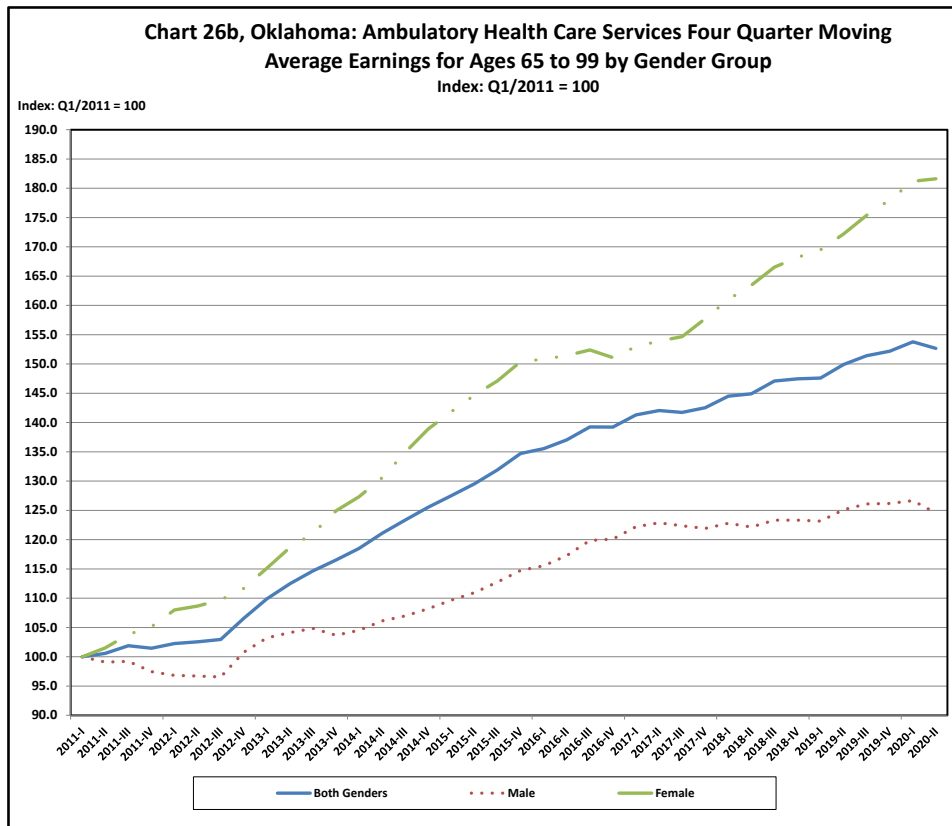
Table 9b shows Oklahoma ambulatory health care services average annual monthly average earning for males by age groups, while Table 10b at the top of the next page does the same for females. In year 2020 males have their largest earnings of \$11,751 in ages 55 to 64, and second largest earnings of \$11,451 in ages 45 to 54. Females have their largest earnings of \$4,044 in this year in ages 35 to 44, and second largest earnings of 4,038 in ages 45 to 54. Note that in each of these three age groups, male earnings are almost three times that of females.

Chart 26b at the bottom of the next page illustrates Oklahoma ambulatory health care services earnings change, for ages 65 to 99 by gender group. In this age group, females' earnings increase at a higher rate than did males, increasing slightly over 81 percent over the 10 years of observation. Not shown is this same industry group's earnings increase rates for the other seven age groups by gender. These may be seen at the end of this report in Appendix H, Chart 19b through Chart 25b. The next page chart and the other seven charts display that females' earnings rate of increase outpaced that of males in six of the eight age groups, during the years 2011 to 2020.

Table 10b, Oklahoma Ambulatory Health Care Services Annual Average Monthly Earnings for Females by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$2,648	\$542	\$1,087	\$1,542	\$2,409	\$2,971	\$3,014	\$2,928	\$1,730
2012	\$2,722	\$614	\$1,078	\$1,603	\$2,470	\$3,069	\$3,097	\$3,007	\$1,837
2013	\$2,887	\$602	\$1,149	\$1,677	\$2,633	\$3,244	\$3,276	\$3,195	\$2,052
2014	\$3,049	\$613	\$1,190	\$1,722	\$2,753	\$3,469	\$3,397	\$3,412	\$2,285
2015	\$3,185	\$637	\$1,245	\$1,806	\$2,869	\$3,636	\$3,583	\$3,529	\$2,473
2016	\$3,259	\$622	\$1,296	\$1,806	\$2,949	\$3,726	\$3,699	\$3,582	\$2,484
2017	\$3,349	\$676	\$1,270	\$1,839	\$3,009	\$3,848	\$3,849	\$3,610	\$2,592
2018	\$3,454	\$701	\$1,307	\$1,924	\$3,084	\$3,934	\$4,003	\$3,715	\$2,765
2019	\$3,585	\$741	\$1,362	\$1,974	\$3,149	\$4,187	\$4,124	\$3,841	\$2,927
2020	\$3,490	\$814	\$1,352	\$1,919	\$3,027	\$4,044	\$4,038	\$3,782	\$2,917
2011 - 2020	\$842	\$272	\$265	\$377	\$618	\$1,073	\$1,024	\$854	\$1,187



At the top of the next page, Table 12b displays Oklahoma hospitals average annual monthly earnings for males by age group, beneath it Table 13b shows the same for females. In year 2020, the two genders had their highest earnings amounts in ages 45 to 54, males in the amount of \$7,703, females in the amount of \$4,730, about two-thirds that of males. In year 2020, female earnings only exceeded that of their male

counterpart age group males in two of the eight age groups. The largest amount of earnings change for males is in ages 45 to 54; while the largest change for females in that 10-year interval is in ages 65 to 99.

Table 12b, Oklahoma Hospitals Annual Average Monthly Earnings for Males by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

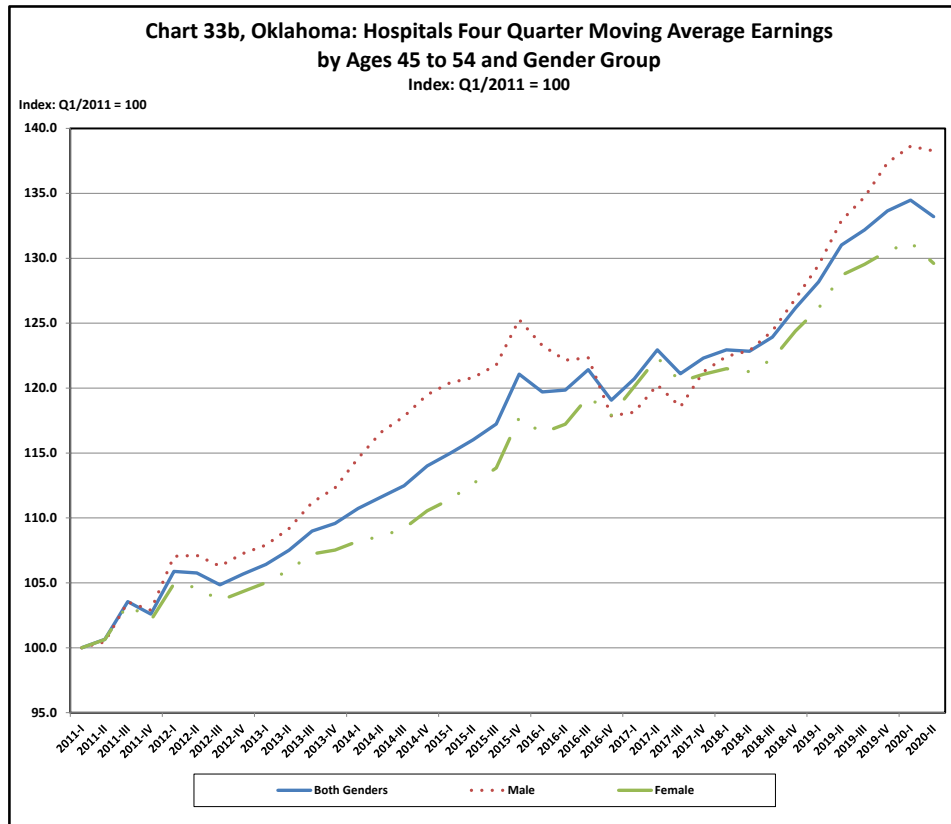
Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$5,222	\$1,069	\$1,307	\$1,833	\$3,440	\$5,655	\$5,860	\$7,222	\$6,859
2012	\$5,466	\$816	\$1,356	\$1,917	\$3,523	\$5,944	\$6,109	\$7,405	\$7,820
2013	\$5,621	\$867	\$1,419	\$1,913	\$3,730	\$6,217	\$6,395	\$7,201	\$7,888
2014	\$5,834	\$891	\$1,458	\$1,974	\$3,747	\$6,322	\$6,805	\$7,416	\$8,501
2015	\$6,151	\$968	\$1,507	\$2,281	\$4,006	\$6,579	\$7,134	\$7,969	\$8,494
2016	\$5,782	\$1,106	\$1,494	\$2,307	\$3,944	\$6,238	\$6,713	\$7,181	\$7,699
2017	\$5,935	\$1,039	\$1,515	\$2,203	\$3,995	\$6,457	\$6,903	\$7,241	\$8,030
2018	\$6,100	\$906	\$1,608	\$2,185	\$4,083	\$6,692	\$7,227	\$7,338	\$7,765
2019	\$6,466	\$1,226	\$1,647	\$2,359	\$4,294	\$7,203	\$7,821	\$7,582	\$7,877
2020	\$6,314	\$1,288	\$1,626	\$2,251	\$4,270	\$7,116	\$7,703	\$7,193	\$7,513
2011 - 2020	\$1,092	\$219	\$319	\$418	\$830	\$1,461	\$1,843	-\$29	\$654

Table 13b, Oklahoma Hospitals Annual Average Monthly Earnings for Females by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$3,360	\$778	\$1,308	\$2,176	\$2,994	\$3,547	\$3,790	\$3,805	\$2,761
2012	\$3,457	\$948	\$1,326	\$2,215	\$3,066	\$3,659	\$3,874	\$3,969	\$2,958
2013	\$3,571	\$857	\$1,354	\$2,233	\$3,147	\$3,798	\$3,991	\$4,146	\$3,109
2014	\$3,667	\$955	\$1,376	\$2,303	\$3,225	\$3,902	\$4,103	\$4,264	\$3,214
2015	\$3,892	\$1,036	\$1,469	\$2,441	\$3,421	\$4,130	\$4,369	\$4,516	\$3,455
2016	\$3,883	\$946	\$1,506	\$2,422	\$3,424	\$4,104	\$4,378	\$4,493	\$3,567
2017	\$3,961	\$1,103	\$1,517	\$2,439	\$3,458	\$4,230	\$4,494	\$4,576	\$3,619
2018	\$4,042	\$1,067	\$1,545	\$2,498	\$3,500	\$4,325	\$4,619	\$4,658	\$3,732
2019	\$4,225	\$1,155	\$1,593	\$2,675	\$3,679	\$4,523	\$4,847	\$4,829	\$3,913
2020	\$4,100	\$1,197	\$1,641	\$2,618	\$3,552	\$4,414	\$4,730	\$4,656	\$3,725
2011 - 2020	\$740	\$419	\$333	\$442	\$558	\$867	\$940	\$851	\$964

On the next page, Chart 33b Oklahoma hospitals' earnings change for ages 45 to 54 also shows that this age group had the highest male earnings rate change. Over the years 2011 to 2020 in this age group males' earnings changed about 38 percent and females' earnings changed over 29 percent. The Appendix H at the end of this report contains Chart 35b for ages 65 to 99, which displays the highest rate of change for hospital females as nearly 44 percent for the decade. Together the eight age group charts show that hospital males and females share top rank for largest rate of increase fifty percent of the time.



On the next page, Table 15b exhibits the Oklahoma nursing and residential care facilities average annual monthly earnings for males by age group. Table 16b below it displays the same for females. In year 2020 both males and females in ages 45 to 54 had the largest earnings, with ages 55 to 64 displaying the second largest earnings. Males show the largest 2011 to 2020 earnings change in ages 65 to 99 and second largest in 10-year earnings change in ages 45 to 54. Females had their largest earnings change for this decade in ages 45 to 55, and their second largest earnings change for ages 65 to 99. The comparative age group earnings amount change show similar patterns of change for their age counterparts in each gender.

**Table 15b, Oklahoma Nursing and Residential Care Facilities Annual Average
Monthly Earnings for Males by Age Group - Years 14 to 99**

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$1,939	\$609	\$1,033	\$1,249	\$1,681	\$2,170	\$2,334	\$2,557	\$1,787
2012	\$1,963	\$598	\$994	\$1,297	\$1,682	\$2,168	\$2,344	\$2,529	\$1,967
2013	\$1,965	\$669	\$1,005	\$1,290	\$1,709	\$2,099	\$2,382	\$2,457	\$2,000
2014	\$2,040	\$719	\$1,045	\$1,333	\$1,781	\$2,135	\$2,473	\$2,570	\$2,081
2015	\$2,151	\$747	\$1,098	\$1,368	\$1,878	\$2,291	\$2,559	\$2,696	\$2,124
2016	\$2,135	\$719	\$1,085	\$1,346	\$1,859	\$2,263	\$2,614	\$2,585	\$2,134
2017	\$2,139	\$715	\$1,151	\$1,389	\$1,843	\$2,282	\$2,545	\$2,606	\$2,242
2018	\$2,188	\$746	\$1,187	\$1,384	\$1,899	\$2,359	\$2,598	\$2,556	\$2,327
2019	\$2,280	\$770	\$1,229	\$1,437	\$1,963	\$2,482	\$2,710	\$2,641	\$2,433
2020	\$2,379	\$903	\$1,351	\$1,524	\$2,056	\$2,550	\$2,848	\$2,782	\$2,486
2011 - 2020	\$440	\$294	\$318	\$275	\$375	\$380	\$514	\$225	\$699

**Table 16b, Oklahoma Nursing and Residential Care Facilities Annual Average
Monthly Earnings for Females by Age Group - Years 14 to 99**

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$1,837	\$750	\$1,047	\$1,290	\$1,673	\$2,024	\$2,098	\$2,194	\$1,738
2012	\$1,863	\$770	\$1,055	\$1,306	\$1,673	\$2,064	\$2,143	\$2,251	\$1,807
2013	\$1,899	\$812	\$1,094	\$1,316	\$1,707	\$2,104	\$2,189	\$2,274	\$1,862
2014	\$1,956	\$767	\$1,123	\$1,339	\$1,751	\$2,159	\$2,280	\$2,341	\$1,914
2015	\$2,010	\$778	\$1,137	\$1,364	\$1,800	\$2,196	\$2,356	\$2,410	\$2,008
2016	\$2,028	\$838	\$1,179	\$1,376	\$1,799	\$2,201	\$2,362	\$2,447	\$2,091
2017	\$2,059	\$834	\$1,196	\$1,436	\$1,830	\$2,252	\$2,374	\$2,449	\$2,118
2018	\$2,123	\$890	\$1,247	\$1,504	\$1,895	\$2,309	\$2,454	\$2,485	\$2,162
2019	\$2,191	\$908	\$1,259	\$1,533	\$1,962	\$2,384	\$2,574	\$2,547	\$2,196
2020	\$2,311	\$1,042	\$1,385	\$1,645	\$2,079	\$2,506	\$2,712	\$2,673	\$2,259
2011 - 2020	\$474	\$292	\$338	\$355	\$406	\$482	\$614	\$479	\$521

On the next page, Chart 37b illustrates Oklahoma nursing and residential care facilities earnings change for ages 14 to 18, by gender group. Below that chart on the same page, Chart 44b displays the same for ages 65 to 99. Chart 37b reveals the second highest earnings rate change for the two genders, with males at over 32 percent, and females approaching 30 percent, over the 10 years 2011 to 2020. Chart 44b shows the largest rate of earnings change for males as over 46 percent and the largest rate of change for females as over 31 percent. Not shown here but shown in Appendix H at the end of this report are this same industry's charts for the other six age groups.

Chart 37b, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Earnings by Ages 14 to 18 and Gender Group

Index: Q1/2011 = 100

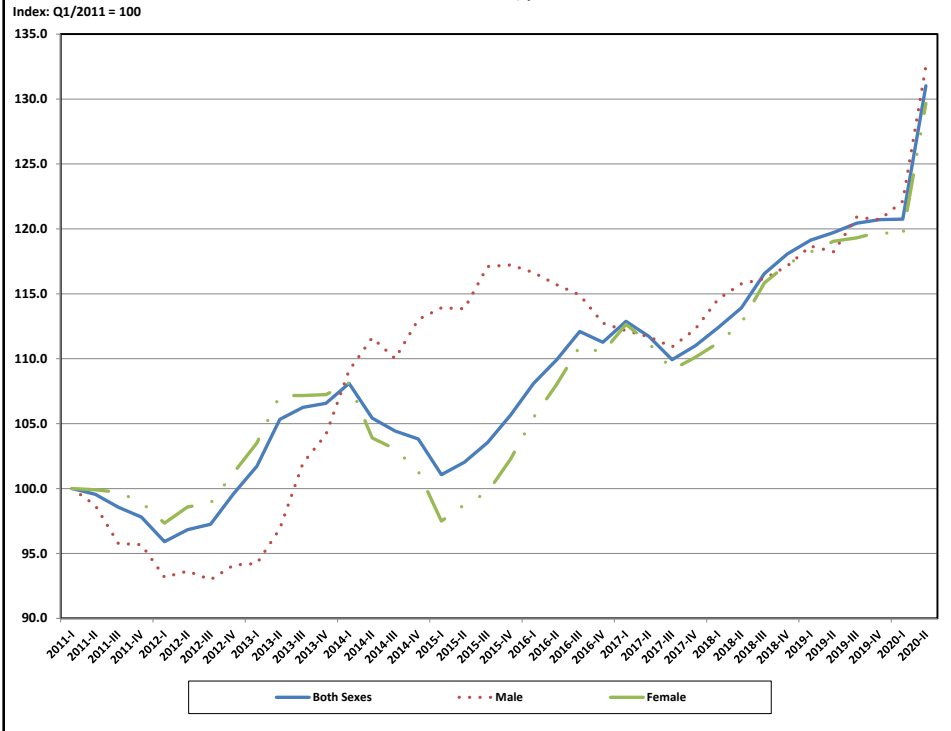
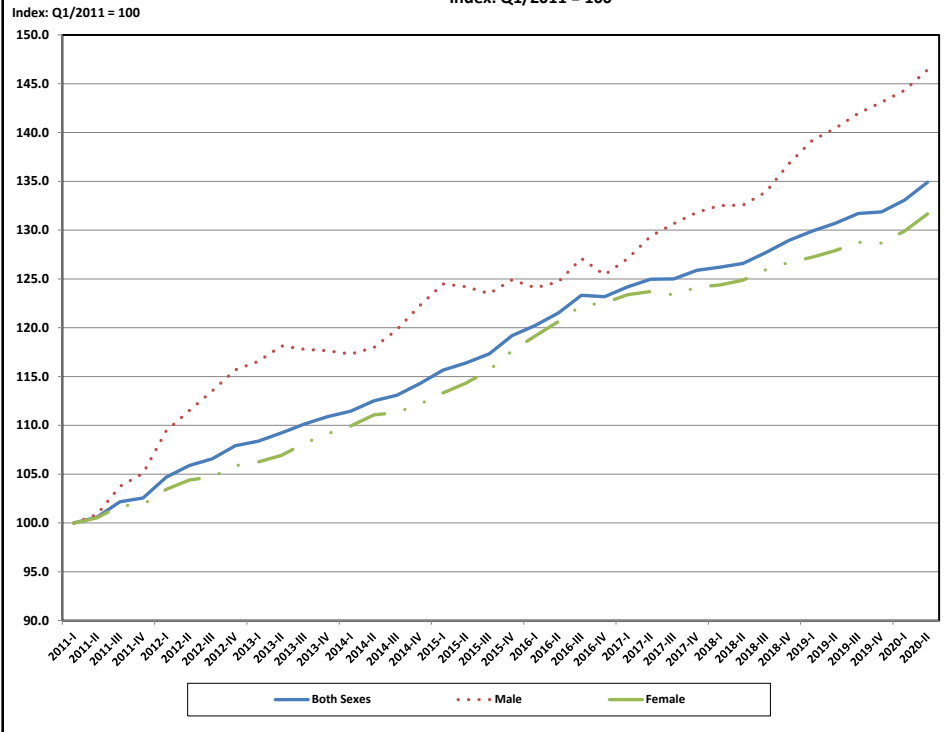


Chart 44b, Oklahoma, Nursing and Residential Care Facilities Four Quarter Moving Average Earnings by Ages 65 to 99 by Gender Group

Index: Q1/2011 = 100



In summary of Section V, in year 2020 the two genders in all industry, and nursing residential and care facilities the age groups with the two largest average annual monthly earnings are in ages 45 to 54 and ages 55 to 64. The same two age groups have the largest earnings for males in ambulatory health care services, also true for females in hospitals. In the same year, in ambulatory health care services the two age groups with the largest earnings for females are ages 35 to 44 and 45 to 54; while the two age groups with the largest average monthly earnings for males in hospitals is 45 to 54 and 65 to 99, in year 2020.

In this section, the four industry groups were also explored for earnings amount change over the 10-year interval of 2011 to 2020. In all industry males had their two largest age group earnings change in ages 35 to 44 and ages 65 to 99; while for females the two largest age group earnings change is ages 45 to 54 and ages 55 to 64. In ambulatory health care services, the two age groups with the largest earnings amount change for males is ages 25 to 34 and ages 65 to 99; for females, these two largest age groups are ages 35 to 44 and ages 65 to 99. In hospitals the two age groups with the largest earnings amount change for males is ages 35 to 44 and ages 44 to 54; for females, these two largest age group changes are in ages 45 to 54 and ages 65 to 99. In nursing residential care facilities, the two age groups with the largest earnings amount change for males is ages 45 to 54 and ages 65 to 99; while for females these two groups were ages 45 to 54 and ages 65 to 99, over the decade.

Four quarter moving averages earnings change rates were also calculated and charted for the four industry groups for each of the eight age groups and for the aggregate of all ages by gender. Oklahoma males in all industry had their highest earnings rate increase in ages 19 to 21, their second highest earnings rate of increase in ages 65 to 99. Males in ambulatory health care services had their highest rate of earnings increase in ages 19 to 21, their second highest in ages 45 to 54. Males in hospitals had their highest rate of earnings increase in 45 to 54 and their second highest in ages 34 to 44. Males in nursing residential care facilities had their highest rates of earnings increase in ages 65 to 99, and their second highest rate of earnings increase in ages 14 to 18. Males in ambulatory health care services ages 14 to 18 experienced the only earnings decrease, less than a four percent decrease over the 10 years.

Continuing the summary of average earnings change rates, Oklahoma females in all industry had their highest earnings rate increase in ages 65 to 99, their second highest earnings rate of increase in ages 35 to 44. Females in ambulatory health care services had their highest rate of earnings increase in ages 65 to 99 their second highest in ages 14 to 18. Females in hospitals had their highest rate of earnings increase in 65 to 99 and their second highest in ages 14 to 18. Females in nursing residential care facilities had their highest rates of earnings increase in ages 65 to 99, and their second highest rate of earnings increase in ages 14 to 18.

Females in the four industry groups generally fared better than males in rates of earnings increase. In all four industry groups, females have ages 65 to 99 as their top earnings rate of change, for the ten years of study. Also in all four industry groups, females most often had a higher earnings rate increase over their male age group counterparts, although often the difference is only slight. Another striking feature of the earnings rate of change between industry groups by age and gender is that apart from the oldest age group of ages 65 to 99, the upper range limit of rate of change for the two genders in each industry for the younger seven age groups is always less than 35 percent, except for hospital males in ages 34 to 44.

VI. Summary of Major Findings and Conclusions

There are five major findings in this analysis of Oklahoma health industry and all industry employment and employment change. First, regardless of gender group recent year 2020 Oklahoma employment in all industry, ambulatory health care services, hospitals and nursing and residential care facilities are almost always the largest in the two middle age groups of ages 25 to 34 and ages 35 to 44. The one exception is

for males in ambulatory health care services, where the two age groups are the largest in ages 35 to 44 and 45 to 55.

Second, while the amounts of male and female employment in the two largest age groups in all industries are relatively little in a difference of only about three and five thousand higher for males than females, in the three health industry groups the two highest in female employment age groups had about three and a third to five and a third times the employment of their male counterparts.

Third, in the two industry groups of all industry, and ambulatory health care services the two genders had their largest employment amount change, in the two older age groups of 55 to 64 and 65 to 99. This is also true for hospital males. In all four industry groups and for the two genders, the older four age groups tended to have larger employment amount increases than the four younger age groups over the decade.

Fourth also regarding employment amount change in the four industry groups and for the two genders the age group that most often experience a decrease in employment is ages 45 to 55; the one exception is for males in ambulatory health care services that did not experience any employment decrease in these ages, during years 2011 to 2020.

Fifth and likely the most important employment finding, is that in all four industry groups and in the two genders the age group with the largest employment increase rates is in ages 65 to 99, with males generally experiencing larger increased rates in most age groups in all industry, and in ambulatory health care services; while females most times experiencing the larger employment increase rates, than their male age group counterparts, in hospitals and nursing and residential care facilities, over the 10 years of observation.

There are five major earnings and earnings change findings in this analysis of Oklahoma health industries groups and all industry. First, in the two gender groups and in almost all of the four industry groups, the age groups with the largest 2020 earnings are ages 45 to 54 and ages 55 to 64; the two exceptions are females in ambulatory health care services who had the largest earnings in ages 35 to 44 and ages 45 to 54 and males in hospitals who had their largest earnings in ages 45 to 54 and ages 65 to 99.

Second, in year 2020 the three industry groups of all industry, ambulatory health care services, and hospitals, males had significantly higher average monthly earnings than their female counterparts; only in nursing and residential care facilities are the female 2020 average monthly earnings roughly equivalent to that of males.

Third, in the 10 years of observance all four health industry groups had at least one gender that had one of their two largest earnings amounts change in ages 65 to 99, with the four older age groups always experiencing larger earnings amount changes than their younger four age groups.

Fourth, in all four industry groups females most often experienced the larger earnings rate change than their male age counterparts, over the ten years.

Fifth and likely the most important earnings finding, over the decade of observance females experienced their largest earnings change rate in all four industry groups in ages 65 to 99, while males only had their largest earnings change rate in this oldest age group in nursing and residential care facilities, they had this age group as their second largest in all industries.

This analysis and findings allow three conclusions, upholding similar ones in our prior 2017 (2018 published) report. First, females appear to be maintaining their historical higher portion of employment in

the health industry groups than males. The finding that female employment is increasing faster than males in hospitals and nursing and residential care facilities is an indication that this higher employment will likely be maintained for these two health groups in the future. Second and in like manner, females' lower earnings than males will likely continue in the future as indicated by the finding that their average earnings rate of change is only slightly greater than their male age counterparts, in the three health groups. The third (and final) conclusion: if no changes occur, the current shortage of Oklahoma healthcare workers will continue, as indicated by the increasing size of 55 and older ages, the higher rates of increase in these ages over younger ages, and the near retirement age of people in these ages. All of these reasons signify potential future worsening health industry employment shortages.

Appendix A - Employment Tables by Industry Group and Age Group

Table 1a, Oklahoma All Industry Annual Average Employment by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	1,450,491	34,773	76,113	89,797	328,963	302,823	323,681	223,633	70,703
2012	1,484,189	35,901	78,094	93,940	337,734	309,388	321,122	231,017	76,991
2013	1,504,429	36,460	79,244	97,434	344,886	312,830	315,916	236,742	80,915
2014	1,530,223	38,449	79,482	100,288	351,202	318,098	313,982	243,583	85,137
2015	1,545,528	41,404	79,389	99,880	353,769	322,120	311,229	249,254	88,479
2016	1,524,343	41,084	76,259	95,010	346,435	319,701	305,124	250,184	90,542
2017	1,525,004	40,427	77,265	91,649	343,149	323,821	301,095	253,789	93,807
2018	1,547,931	42,160	80,695	91,460	344,431	333,432	298,950	257,646	99,154
2019	1,564,772	43,689	82,728	92,574	343,600	339,919	297,704	260,136	104,419
2020	1,533,790	39,128	77,369	90,370	334,033	337,365	293,512	256,834	105,178
2011 - 2020	83,299	4,355	1,256	573	5,070	34,542	-30,169	33,201	34,475

Table 2a, Oklahoma Ambulatory Health Care Services Annual Average Employment by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	73,052	364	1,766	3,563	17,915	17,720	16,432	11,764	3,526
2012	73,244	358	1,736	3,601	17,842	17,971	15,903	12,002	3,828
2013	71,901	328	1,712	3,512	17,868	17,786	15,189	11,710	3,792
2014	73,869	298	1,692	3,618	18,419	18,414	15,464	11,999	3,961
2015	76,472	313	1,859	3,833	19,021	18,999	15,905	12,316	4,225
2016	77,883	308	1,891	3,831	19,562	19,253	16,194	12,390	4,451
2017	78,610	312	1,903	3,714	19,541	19,662	16,207	12,535	4,734
2018	79,460	321	1,958	3,739	19,372	20,364	16,257	12,544	4,903
2019	81,211	308	2,071	3,946	19,575	20,742	16,531	12,711	5,326
2020	81,348	295	2,016	4,098	19,444	20,979	16,603	12,581	5,329
2011 - 2020	8,296	-69	250	535	1,529	3,259	171	817	1,803

Table 3a, Oklahoma Hospitals Annual Average Employment by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	67,022	104	1,357	3,411	16,966	15,359	15,831	11,534	2,457
2012	67,823	104	1,366	3,432	17,260	15,737	15,433	11,781	2,707
2013	68,074	93	1,317	3,506	17,578	15,815	14,879	12,014	2,869
2014	67,223	88	1,224	3,466	17,563	15,576	14,425	12,025	2,853
2015	68,801	96	1,264	3,518	17,934	16,036	14,590	12,406	2,955
2016	68,531	90	1,339	3,504	17,871	15,953	14,401	12,348	3,023
2017	68,353	86	1,362	3,471	17,772	16,092	14,213	12,194	3,162
2018	68,888	83	1,416	3,496	17,617	16,532	14,089	12,242	3,411
2019	69,983	91	1,523	3,615	17,572	16,929	14,244	12,291	3,713
2020	70,742	62	1,535	3,775	17,632	17,290	14,364	12,248	3,833
2011 - 2020	3,720	-42	178	364	666	1,931	-1,467	714	1,376

**Table 4a, Oklahoma, Nursing and Residential Care Facilities, Annual Average
Employment by Age Group - Years 14 to 99**

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	36,358	619	2,149	2,608	8,819	7,466	7,664	5,180	1,850
2012	36,327	588	2,185	2,695	8,767	7,472	7,454	5,242	1,921
2013	36,266	593	2,171	2,683	8,655	7,496	7,299	5,380	1,986
2014	36,265	571	2,028	2,804	8,650	7,515	7,254	5,387	2,055
2015	36,651	616	1,997	2,733	8,731	7,819	7,169	5,506	2,078
2016	37,318	626	2,010	2,704	8,898	8,026	7,141	5,736	2,173
2017	37,218	585	2,096	2,539	8,798	8,084	7,019	5,832	2,263
2018	35,643	569	2,061	2,240	8,244	7,838	6,619	5,763	2,306
2019	36,004	624	2,087	2,253	8,161	7,945	6,659	5,846	2,424
2020	35,382	664	2,067	2,209	7,865	7,821	6,578	5,725	2,451
2011 - 2020	-976	45	-82	-399	-954	355	-1,086	545	601

Appendix B - Earnings Tables by Industry Group and Age Group

**Table 1b, Oklahoma All Industry Average Monthly Earnings by Age Group -
Years 14 to 99**

Note: Using Beginning of Quarter Employment Counts.

Employee Age Group									
Year	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$3,160	\$552	\$1,050	\$1,647	\$2,681	\$3,513	\$3,961	\$4,074	\$2,853
2012	\$3,281	\$567	\$1,098	\$1,732	\$2,793	\$3,646	\$4,091	\$4,251	\$3,096
2013	\$3,333	\$564	\$1,124	\$1,768	\$2,864	\$3,730	\$4,137	\$4,317	\$3,133
2014	\$3,443	\$578	\$1,156	\$1,817	\$2,982	\$3,858	\$4,260	\$4,461	\$3,250
2015	\$3,484	\$579	\$1,160	\$1,839	\$3,014	\$3,919	\$4,302	\$4,520	\$3,337
2016	\$3,448	\$580	\$1,157	\$1,833	\$2,968	\$3,889	\$4,253	\$4,415	\$3,315
2017	\$3,553	\$593	\$1,191	\$1,899	\$3,055	\$4,019	\$4,374	\$4,506	\$3,431
2018	\$3,675	\$625	\$1,267	\$2,013	\$3,169	\$4,165	\$4,519	\$4,644	\$3,549
2019	\$3,786	\$647	\$1,324	\$2,069	\$3,246	\$4,305	\$4,689	\$4,766	\$3,674
2020	\$3,805	\$667	\$1,310	\$2,024	\$3,207	\$4,305	\$4,738	\$4,807	\$3,637
2011 - 2020	\$645	\$115	\$260	\$377	\$526	\$792	\$777	\$733	\$784

**Table 2b Oklahoma Ambulatory Health Care Services Average Monthly Earnings by
Age Group - Years 14 to 99**

Note: Using Beginning of Quarter Employment Counts.

Employee Age Group									
Year	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$3,818	\$615	\$1,096	\$1,567	\$2,725	\$4,339	\$4,563	\$4,917	\$3,565
2012	\$3,911	\$670	\$1,111	\$1,617	\$2,801	\$4,435	\$4,688	\$4,983	\$3,747
2013	\$4,083	\$660	\$1,186	\$1,697	\$2,964	\$4,592	\$4,919	\$5,158	\$4,087
2014	\$4,285	\$677	\$1,195	\$1,735	\$3,125	\$4,825	\$5,132	\$5,393	\$4,409
2015	\$4,452	\$638	\$1,263	\$1,827	\$3,256	\$5,018	\$5,367	\$5,536	\$4,729
2016	\$4,568	\$628	\$1,299	\$1,825	\$3,346	\$5,204	\$5,502	\$5,607	\$4,887
2017	\$4,675	\$668	\$1,291	\$1,850	\$3,433	\$5,325	\$5,650	\$5,654	\$4,997
2018	\$4,787	\$694	\$1,319	\$1,925	\$3,473	\$5,435	\$5,822	\$5,767	\$5,173
2019	\$4,954	\$713	\$1,376	\$1,975	\$3,548	\$5,709	\$5,990	\$5,992	\$5,339
2020	\$4,708	\$783	\$1,374	\$1,932	\$3,381	\$5,358	\$5,752	\$5,660	\$5,115
2011 - 2020	\$890	\$168	\$278	\$365	\$656	\$1,019	\$1,189	\$743	\$1,550

**Table 3b, Oklahoma Hospitals Average Monthly Earnings by Age Group -
Years 14 to 99**

Note: Using Beginning of Quarter Employment Counts.

Employee Age Group									
Year	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$3,766	\$877	\$1,308	\$2,108	\$3,085	\$4,030	\$4,231	\$4,575	\$3,783
2012	\$3,898	\$901	\$1,333	\$2,156	\$3,159	\$4,182	\$4,359	\$4,750	\$4,215
2013	\$4,022	\$860	\$1,368	\$2,170	\$3,267	\$4,346	\$4,519	\$4,837	\$4,395
2014	\$4,142	\$936	\$1,393	\$2,241	\$3,331	\$4,449	\$4,702	\$4,973	\$4,672
2015	\$4,386	\$1,019	\$1,477	\$2,411	\$3,540	\$4,673	\$4,993	\$5,289	\$4,861
2016	\$4,296	\$985	\$1,503	\$2,401	\$3,528	\$4,568	\$4,912	\$5,093	\$4,709
2017	\$4,382	\$1,088	\$1,516	\$2,399	\$3,563	\$4,700	\$5,044	\$5,162	\$4,866
2018	\$4,478	\$1,020	\$1,558	\$2,444	\$3,612	\$4,820	\$5,206	\$5,246	\$4,895
2019	\$4,698	\$1,170	\$1,604	\$2,621	\$3,797	\$5,079	\$5,513	\$5,432	\$5,043
2020	\$4,567	\$1,218	\$1,638	\$2,557	\$3,691	\$4,973	\$5,391	\$5,211	\$4,830
2011 - 2020	\$801	\$341	\$330	\$449	\$606	\$943	\$1,160	\$636	\$1,047

Table 4b, Oklahoma Nursing and Residential Care Facilities Average Monthly Earnings by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$1,857	\$712	\$1,044	\$1,282	\$1,674	\$2,053	\$2,141	\$2,261	\$1,749
2012	\$1,882	\$727	\$1,044	\$1,304	\$1,675	\$2,084	\$2,181	\$2,305	\$1,841
2013	\$1,911	\$775	\$1,078	\$1,311	\$1,708	\$2,103	\$2,227	\$2,310	\$1,891
2014	\$1,973	\$755	\$1,109	\$1,338	\$1,757	\$2,154	\$2,318	\$2,388	\$1,949
2015	\$2,037	\$771	\$1,130	\$1,365	\$1,815	\$2,214	\$2,398	\$2,469	\$2,033
2016	\$2,049	\$811	\$1,162	\$1,371	\$1,810	\$2,212	\$2,413	\$2,476	\$2,101
2017	\$2,075	\$807	\$1,188	\$1,427	\$1,832	\$2,258	\$2,409	\$2,481	\$2,147
2018	\$2,135	\$860	\$1,236	\$1,483	\$1,896	\$2,317	\$2,483	\$2,499	\$2,199
2019	\$2,208	\$879	\$1,253	\$1,516	\$1,962	\$2,402	\$2,601	\$2,566	\$2,249
2020	\$2,324	\$1,013	\$1,379	\$1,623	\$2,074	\$2,514	\$2,739	\$2,695	\$2,309
2011 - 2020	\$467	\$301	\$335	\$341	\$400	\$461	\$598	\$434	\$560

Appendix C - Employment Tables by Industry Group, Age Group and Gender Group

Table 5a, Oklahoma All Industry Annual Average Employment for Both Genders by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Employee Age Group									
Year	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	1,450,491	34,773	76,113	89,797	328,963	302,823	323,681	223,633	70,703
2012	1,484,189	35,901	78,094	93,940	337,734	309,388	321,122	231,017	76,991
2013	1,504,429	36,460	79,244	97,434	344,886	312,830	315,916	236,742	80,915
2014	1,530,223	38,449	79,482	100,288	351,202	318,098	313,982	243,583	85,137
2015	1,545,528	41,404	79,389	99,880	353,769	322,120	311,229	249,254	88,479
2016	1,524,343	41,084	76,259	95,010	346,435	319,701	305,124	250,184	90,542
2017	1,525,004	40,427	77,265	91,649	343,149	323,821	301,095	253,789	93,807
2018	1,547,931	42,160	80,695	91,460	344,431	333,432	298,950	257,646	99,154
2019	1,564,772	43,689	82,728	92,574	343,600	339,919	297,704	260,136	104,419
2020	1,533,790	39,128	77,369	90,370	334,033	337,365	293,512	256,834	105,178
2011 - 2020	83,299	4,355	1,256	573	5,070	34,542	-30,169	33,201	34,475

Table 6a, Oklahoma All Industry Annual Average Employment for Males by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Employee Age Group									
Year	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	734,133	15,864	37,199	45,140	172,311	156,066	161,822	109,629	36,101
2012	757,734	16,552	38,521	47,637	178,327	160,768	162,269	114,334	39,324
2013	771,207	17,061	39,036	49,658	182,363	163,254	160,488	118,113	41,232
2014	785,261	17,974	39,326	50,984	185,399	165,906	159,922	122,346	43,401
2015	788,098	19,191	39,073	50,258	184,859	166,566	157,824	125,152	45,172
2016	769,200	18,918	36,933	47,040	178,119	163,685	153,582	124,908	46,012
2017	771,143	18,581	37,553	45,668	176,625	166,140	151,575	127,253	47,744
2018	785,202	19,196	39,325	46,092	178,333	171,325	150,879	129,298	50,754
2019	790,466	19,906	40,388	46,466	176,766	173,586	149,787	130,340	53,225
2020	767,120	17,684	37,529	44,943	169,494	170,118	146,059	127,943	53,347
2011 - 2020	32,987	1,820	330	-197	-2,817	14,052	-15,763	18,314	17,246

Table 7a, Oklahoma All Industry Annual Average Employment for Females by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Employee Age Group									
Year	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	716,357	18,908	38,914	44,657	156,652	146,757	161,859	114,004	34,602
2012	726,454	19,349	39,573	46,303	159,407	148,619	158,852	116,682	37,666
2013	733,221	19,398	40,208	47,775	162,523	149,576	155,427	118,629	39,682
2014	744,961	20,475	40,155	49,303	165,803	152,191	154,060	121,237	41,737
2015	757,429	22,212	40,316	49,621	168,910	155,553	153,406	124,102	43,307
2016	755,142	22,166	39,326	47,969	168,316	156,015	151,542	125,276	44,529
2017	753,861	21,845	39,711	45,981	166,524	157,680	149,520	126,536	46,062
2018	762,729	22,964	41,370	45,368	166,098	162,107	148,071	128,348	48,400
2019	774,305	23,782	42,340	46,108	166,833	166,332	147,917	129,796	51,193
2020	766,671	21,444	39,839	45,426	164,538	167,247	147,452	128,891	51,831
2011 - 2020	50,314	2,536	925	769	7,886	20,490	-14,407	14,887	17,229

Table 8a, Oklahoma Ambulatory Health Care Services Annual Average Employment for Both Genders by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Employee Age Group									
Year	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	73,052	364	1,766	3,563	17,915	17,720	16,432	11,764	3,526
2012	73,244	358	1,736	3,601	17,842	17,971	15,903	12,002	3,828
2013	71,901	328	1,712	3,512	17,868	17,786	15,189	11,710	3,792
2014	73,869	298	1,692	3,618	18,419	18,414	15,464	11,999	3,961
2015	76,472	313	1,859	3,833	19,021	18,999	15,905	12,316	4,225
2016	77,883	308	1,891	3,831	19,562	19,253	16,194	12,390	4,451
2017	78,610	312	1,903	3,714	19,541	19,662	16,207	12,535	4,734
2018	79,460	321	1,958	3,739	19,372	20,364	16,257	12,544	4,903
2019	81,211	308	2,071	3,946	19,575	20,742	16,531	12,711	5,326
2020	81,348	295	2,016	4,098	19,444	20,979	16,603	12,581	5,329
2011 - 2020	8,296	-69	250	535	1,529	3,259	171	817	1,803

Table 9a, Oklahoma Ambulatory Health Care Services Annual Average Employment for Males by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Employee Age Group									
Year	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	14,545	105	291	586	3,012	3,732	3,134	2,635	1,047
2012	14,612	103	277	576	3,016	3,765	3,084	2,639	1,150
2013	14,974	92	295	568	3,209	3,816	3,110	2,674	1,208
2014	15,557	88	287	578	3,263	3,912	3,338	2,801	1,288
2015	16,293	85	333	633	3,339	4,073	3,561	2,882	1,383
2016	16,740	81	325	620	3,471	4,228	3,695	2,853	1,462
2017	16,943	85	349	583	3,481	4,320	3,737	2,839	1,546
2018	17,096	92	340	604	3,425	4,363	3,783	2,880	1,608
2019	17,557	99	364	622	3,472	4,451	3,828	2,983	1,735
2020	17,496	95	349	643	3,415	4,457	3,820	2,946	1,770
2011 - 2020	2,951	-10	58	57	403	725	686	311	723

Table 10a, Oklahoma Ambulatory Health Care Services Annual Average Employment for Females by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Employee Age Group									
Year	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	58,506	258	1,474	2,976	14,902	13,987	13,297	9,130	2,479
2012	58,632	254	1,458	3,025	14,826	14,205	12,819	9,363	2,677
2013	56,926	236	1,417	2,943	14,658	13,969	12,080	9,035	2,585
2014	58,311	210	1,405	3,040	15,156	14,502	12,126	9,199	2,673
2015	60,179	227	1,525	3,199	15,681	14,926	12,343	9,433	2,841
2016	61,143	227	1,565	3,211	16,090	15,024	12,498	9,536	2,989
2017	61,666	226	1,554	3,130	16,060	15,342	12,469	9,696	3,187
2018	62,364	229	1,618	3,135	15,947	16,001	12,474	9,664	3,294
2019	63,654	209	1,707	3,324	16,102	16,290	12,702	9,728	3,591
2020	63,851	200	1,667	3,454	16,029	16,522	12,783	9,635	3,559
2011 - 2020	5,345	-58	193	478	1,127	2,535	-514	505	1,080

Table 11a, Oklahoma Hospitals Annual Average Employment for Both Genders by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Employee Age Group									
Year	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	67,022	104	1,357	3,411	16,966	15,359	15,831	11,534	2,457
2012	67,823	104	1,366	3,432	17,260	15,737	15,433	11,781	2,707
2013	68,074	93	1,317	3,506	17,578	15,815	14,879	12,014	2,869
2014	67,223	88	1,224	3,466	17,563	15,576	14,425	12,025	2,853
2015	68,801	96	1,264	3,518	17,934	16,036	14,590	12,406	2,955
2016	68,531	90	1,339	3,504	17,871	15,953	14,401	12,348	3,023
2017	68,353	86	1,362	3,471	17,772	16,092	14,213	12,194	3,162
2018	68,888	83	1,416	3,496	17,617	16,532	14,089	12,242	3,411
2019	69,983	91	1,523	3,615	17,572	16,929	14,244	12,291	3,713
2020	70,742	62	1,535	3,775	17,632	17,290	14,364	12,248	3,833
2011 - 2020	3,720	-42	178	364	666	1,931	-1,467	714	1,376

Table 12a, Oklahoma Hospitals Annual Average Employment for Males by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Employee Age Group									
Year	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	14,597	35	338	677	3,439	3,515	3,370	2,609	612
2012	14,903	36	324	683	3,519	3,596	3,355	2,687	700
2013	14,979	31	301	683	3,612	3,579	3,275	2,724	771
2014	14,749	26	252	653	3,598	3,519	3,196	2,717	785
2015	15,054	24	278	641	3,660	3,550	3,294	2,778	826
2016	14,871	22	290	623	3,584	3,457	3,297	2,757	839
2017	14,582	21	283	594	3,471	3,382	3,246	2,682	899
2018	14,604	24	281	606	3,400	3,451	3,164	2,686	991
2019	14,759	20	297	620	3,387	3,500	3,183	2,686	1,063
2020	14,919	14	291	629	3,430	3,574	3,181	2,678	1,120
2011 - 2020	322	-21	-47	-48	-9	59	-189	69	508

Table 13a, Oklahoma Hospitals Annual Average Employment for Females by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Employee Age Group									
Year	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	52,424	69	1,019	2,733	13,525	11,844	12,462	8,925	1,845
2012	52,919	67	1,042	2,749	13,741	12,140	12,077	9,094	2,006
2013	53,094	61	1,017	2,823	13,966	12,235	11,603	9,289	2,097
2014	52,474	61	971	2,813	13,964	12,058	11,228	9,308	2,067
2015	53,747	71	986	2,877	14,273	12,486	11,296	9,628	2,128
2016	53,660	68	1,049	2,880	14,287	12,496	11,103	9,592	2,183
2017	53,771	64	1,079	2,877	14,300	12,709	10,966	9,511	2,262
2018	54,284	59	1,135	2,890	14,217	13,081	10,925	9,556	2,419
2019	55,223	71	1,225	2,995	14,185	13,428	11,061	9,604	2,650
2020	55,823	48	1,243	3,145	14,202	13,717	11,182	9,570	2,713
2011 - 2020	3,399	-21	224	412	677	1,873	-1,280	645	868

**Table 14a, Oklahoma Nursing and Residential Care Facilities Annual Average
Employment for Both Genders by Age Group - Years 14 to 99**

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	36,358	619	2,149	2,608	8,819	7,466	7,664	5,180	1,850
2012	36,327	588	2,185	2,695	8,767	7,472	7,454	5,242	1,921
2013	36,266	593	2,171	2,683	8,655	7,496	7,299	5,380	1,986
2014	36,265	571	2,028	2,804	8,650	7,515	7,254	5,387	2,055
2015	36,651	616	1,997	2,733	8,731	7,819	7,169	5,506	2,078
2016	37,318	626	2,010	2,704	8,898	8,026	7,141	5,736	2,173
2017	37,218	585	2,096	2,539	8,798	8,084	7,019	5,832	2,263
2018	35,643	569	2,061	2,240	8,244	7,838	6,619	5,763	2,306
2019	36,004	624	2,087	2,253	8,161	7,945	6,659	5,846	2,424
2020	35,382	664	2,067	2,209	7,865	7,821	6,578	5,725	2,451
2011 - 2020	-976	45	-82	-399	-954	355	-1,086	545	601

**Table 15a, Oklahoma Nursing and Residential Care Facilities Annual Average
Employment for Males by Age Group - Years 14 to 99**

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	7,151	167	427	536	1,784	1,478	1,421	946	389
2012	7,112	148	408	526	1,694	1,490	1,431	1,007	404
2013	7,013	149	392	509	1,624	1,417	1,451	1,060	408
2014	7,016	139	373	522	1,649	1,367	1,450	1,088	426
2015	7,127	139	357	497	1,655	1,454	1,448	1,133	443
2016	7,278	143	356	475	1,708	1,475	1,452	1,183	483
2017	7,258	129	372	471	1,683	1,478	1,418	1,192	513
2018	6,814	118	356	401	1,514	1,427	1,329	1,147	519
2019	6,856	129	380	382	1,459	1,465	1,334	1,163	540
2020	6,731	136	364	406	1,412	1,441	1,308	1,124	537
2011 - 2020	-420	-31	-63	-130	-372	-37	-113	178	148

**Table 16a, Oklahoma Nursing and Residential Care Facilities Annual Average
Employment for Females by Age Group - Years 14 to 99**

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	29,206	452	1,722	2,071	7,035	5,987	6,243	4,233	1,461
2012	29,215	440	1,776	2,169	7,072	5,982	6,022	4,234	1,517
2013	29,253	444	1,779	2,174	7,031	6,079	5,848	4,319	1,578
2014	29,248	431	1,654	2,282	7,001	6,148	5,803	4,299	1,629
2015	29,524	476	1,639	2,236	7,076	6,365	5,721	4,373	1,634
2016	30,039	483	1,654	2,228	7,189	6,551	5,689	4,553	1,690
2017	29,960	455	1,723	2,068	7,115	6,606	5,600	4,639	1,749
2018	28,829	450	1,705	1,839	6,730	6,411	5,290	4,616	1,786
2019	29,148	495	1,706	1,871	6,702	6,480	5,325	4,683	1,884
2020	28,651	528	1,703	1,802	6,453	6,380	5,270	4,601	1,914
2011 - 2020	-555	76	-19	-269	-582	393	-973	368	453

Appendix D – Earnings Tables by Industry Group, Age Group and Gender Group

Table 5b, Oklahoma All Industry Annual Average Monthly Earnings for Both Genders by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Employee Age Group									
Year	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$3,160	\$552	\$1,050	\$1,647	\$2,681	\$3,513	\$3,961	\$4,074	\$2,853
2012	\$3,281	\$567	\$1,098	\$1,732	\$2,793	\$3,646	\$4,091	\$4,251	\$3,096
2013	\$3,333	\$564	\$1,124	\$1,768	\$2,864	\$3,730	\$4,137	\$4,317	\$3,133
2014	\$3,443	\$578	\$1,156	\$1,817	\$2,982	\$3,858	\$4,260	\$4,461	\$3,250
2015	\$3,484	\$579	\$1,160	\$1,839	\$3,014	\$3,919	\$4,302	\$4,520	\$3,337
2016	\$3,448	\$580	\$1,157	\$1,833	\$2,968	\$3,889	\$4,253	\$4,415	\$3,315
2017	\$3,553	\$593	\$1,191	\$1,899	\$3,055	\$4,019	\$4,374	\$4,506	\$3,431
2018	\$3,675	\$625	\$1,267	\$2,013	\$3,169	\$4,165	\$4,519	\$4,644	\$3,549
2019	\$3,786	\$647	\$1,324	\$2,069	\$3,246	\$4,305	\$4,689	\$4,766	\$3,674
2020	\$3,805	\$667	\$1,310	\$2,024	\$3,207	\$4,305	\$4,738	\$4,807	\$3,637
2011 - 2020	\$645	\$115	\$260	\$377	\$526	\$792	\$777	\$733	\$784

Table 6b, Oklahoma All Industry Annual Average Monthly Earnings for Males by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Employee Age Group									
Year	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$3,904	\$594	\$1,218	\$1,863	\$3,098	\$4,268	\$5,014	\$5,321	\$3,725
2012	\$4,057	\$609	\$1,290	\$1,979	\$3,246	\$4,436	\$5,165	\$5,535	\$4,081
2013	\$4,106	\$604	\$1,323	\$2,018	\$3,329	\$4,530	\$5,193	\$5,567	\$4,103
2014	\$4,243	\$624	\$1,367	\$2,096	\$3,483	\$4,690	\$5,340	\$5,733	\$4,235
2015	\$4,259	\$617	\$1,344	\$2,086	\$3,482	\$4,735	\$5,338	\$5,754	\$4,320
2016	\$4,189	\$613	\$1,321	\$2,071	\$3,403	\$4,679	\$5,246	\$5,560	\$4,242
2017	\$4,336	\$630	\$1,369	\$2,162	\$3,537	\$4,854	\$5,407	\$5,685	\$4,413
2018	\$4,491	\$673	\$1,480	\$2,304	\$3,690	\$5,049	\$5,571	\$5,863	\$4,528
2019	\$4,597	\$699	\$1,549	\$2,347	\$3,752	\$5,190	\$5,744	\$5,979	\$4,663
2020	\$4,580	\$716	\$1,524	\$2,264	\$3,654	\$5,140	\$5,764	\$5,992	\$4,562
2011 - 2020	\$676	\$122	\$306	\$401	\$556	\$872	\$750	\$671	\$837

Table 7b, Oklahoma All Industry Annual Average Monthly Earnings for Females by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Employee Age Group									
Year	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$2,396	\$518	\$890	\$1,427	\$2,220	\$2,707	\$2,904	\$2,870	\$1,943
2012	\$2,470	\$531	\$912	\$1,477	\$2,284	\$2,788	\$2,993	\$2,991	\$2,068
2013	\$2,519	\$528	\$930	\$1,506	\$2,339	\$2,854	\$3,046	\$3,071	\$2,125
2014	\$2,597	\$537	\$950	\$1,526	\$2,420	\$2,948	\$3,138	\$3,175	\$2,226
2015	\$2,676	\$546	\$981	\$1,585	\$2,498	\$3,042	\$3,235	\$3,273	\$2,310
2016	\$2,691	\$552	\$1,002	\$1,597	\$2,506	\$3,057	\$3,245	\$3,269	\$2,353
2017	\$2,748	\$560	\$1,021	\$1,637	\$2,540	\$3,135	\$3,325	\$3,318	\$2,410
2018	\$2,833	\$584	\$1,064	\$1,715	\$2,607	\$3,228	\$3,446	\$3,414	\$2,519
2019	\$2,954	\$603	\$1,110	\$1,787	\$2,708	\$3,379	\$3,618	\$3,547	\$2,643
2020	\$3,028	\$626	\$1,108	\$1,784	\$2,744	\$3,454	\$3,719	\$3,628	\$2,681
2011 - 2020	\$632	\$108	\$218	\$357	\$524	\$747	\$815	\$758	\$738

Table 8b, Oklahoma Ambulatory Health Care Services Annual Average Monthly Earnings for Both Genders by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$3,818	\$615	\$1,096	\$1,567	\$2,725	\$4,339	\$4,563	\$4,917	\$3,565
2012	\$3,911	\$670	\$1,111	\$1,617	\$2,801	\$4,435	\$4,688	\$4,983	\$3,747
2013	\$4,083	\$660	\$1,186	\$1,697	\$2,964	\$4,592	\$4,919	\$5,158	\$4,087
2014	\$4,285	\$677	\$1,195	\$1,735	\$3,125	\$4,825	\$5,132	\$5,393	\$4,409
2015	\$4,452	\$638	\$1,263	\$1,827	\$3,256	\$5,018	\$5,367	\$5,536	\$4,729
2016	\$4,568	\$628	\$1,299	\$1,825	\$3,346	\$5,204	\$5,502	\$5,607	\$4,887
2017	\$4,675	\$668	\$1,291	\$1,850	\$3,433	\$5,325	\$5,650	\$5,654	\$4,997
2018	\$4,787	\$694	\$1,319	\$1,925	\$3,473	\$5,435	\$5,822	\$5,767	\$5,173
2019	\$4,954	\$713	\$1,376	\$1,975	\$3,548	\$5,709	\$5,990	\$5,992	\$5,339
2020	\$4,708	\$783	\$1,374	\$1,932	\$3,381	\$5,358	\$5,752	\$5,660	\$5,115
2011 - 2020	\$890	\$168	\$278	\$365	\$656	\$1,019	\$1,189	\$743	\$1,550

Table 9b, Oklahoma Ambulatory Health Care Services Annual Average Monthly Earnings for Males by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$8,552	\$791	\$1,137	\$1,696	\$4,291	\$9,523	\$11,165	\$11,832	\$7,951
2012	\$8,709	\$807	\$1,286	\$1,692	\$4,434	\$9,633	\$11,335	\$12,016	\$8,229
2013	\$8,638	\$806	\$1,362	\$1,803	\$4,482	\$9,548	\$11,310	\$11,801	\$8,446
2014	\$8,899	\$830	\$1,217	\$1,799	\$4,839	\$9,830	\$11,425	\$11,895	\$8,814
2015	\$9,109	\$640	\$1,347	\$1,931	\$5,059	\$10,061	\$11,537	\$12,080	\$9,347
2016	\$9,323	\$644	\$1,315	\$1,923	\$5,172	\$10,432	\$11,585	\$12,356	\$9,788
2017	\$9,465	\$645	\$1,384	\$1,911	\$5,366	\$10,539	\$11,648	\$12,594	\$9,922
2018	\$9,599	\$676	\$1,380	\$1,929	\$5,260	\$10,888	\$11,791	\$12,594	\$10,039
2019	\$9,861	\$651	\$1,438	\$1,979	\$5,369	\$11,225	\$12,145	\$12,945	\$10,271
2020	\$9,102	\$716	\$1,481	\$2,002	\$5,012	\$10,173	\$11,451	\$11,751	\$9,485
2011 - 2020	\$550	-\$75	\$344	\$306	\$721	\$650	\$286	-\$81	\$1,534

Table 10b, Oklahoma Ambulatory Health Care Services Annual Average Monthly Earnings for Females by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$2,648	\$542	\$1,087	\$1,542	\$2,409	\$2,971	\$3,014	\$2,928	\$1,730
2012	\$2,722	\$614	\$1,078	\$1,603	\$2,470	\$3,069	\$3,097	\$3,007	\$1,837
2013	\$2,887	\$602	\$1,149	\$1,677	\$2,633	\$3,244	\$3,276	\$3,195	\$2,052
2014	\$3,049	\$613	\$1,190	\$1,722	\$2,753	\$3,469	\$3,397	\$3,412	\$2,285
2015	\$3,185	\$637	\$1,245	\$1,806	\$2,869	\$3,636	\$3,583	\$3,529	\$2,473
2016	\$3,259	\$622	\$1,296	\$1,806	\$2,949	\$3,726	\$3,699	\$3,582	\$2,484
2017	\$3,349	\$676	\$1,270	\$1,839	\$3,009	\$3,848	\$3,849	\$3,610	\$2,592
2018	\$3,454	\$701	\$1,307	\$1,924	\$3,084	\$3,934	\$4,003	\$3,715	\$2,765
2019	\$3,585	\$741	\$1,362	\$1,974	\$3,149	\$4,187	\$4,124	\$3,841	\$2,927
2020	\$3,490	\$814	\$1,352	\$1,919	\$3,027	\$4,044	\$4,038	\$3,782	\$2,917
2011 - 2020	\$842	\$272	\$265	\$377	\$618	\$1,073	\$1,024	\$854	\$1,187

Table 11b, Oklahoma Hospitals Annual Average Monthly Earnings for Both Genders by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$3,766	\$877	\$1,308	\$2,108	\$3,085	\$4,030	\$4,231	\$4,575	\$3,783
2012	\$3,898	\$901	\$1,333	\$2,156	\$3,159	\$4,182	\$4,359	\$4,750	\$4,215
2013	\$4,022	\$860	\$1,368	\$2,170	\$3,267	\$4,346	\$4,519	\$4,837	\$4,395
2014	\$4,142	\$936	\$1,393	\$2,241	\$3,331	\$4,449	\$4,702	\$4,973	\$4,672
2015	\$4,386	\$1,019	\$1,477	\$2,411	\$3,540	\$4,673	\$4,993	\$5,289	\$4,861
2016	\$4,296	\$985	\$1,503	\$2,401	\$3,528	\$4,568	\$4,912	\$5,093	\$4,709
2017	\$4,382	\$1,088	\$1,516	\$2,399	\$3,563	\$4,700	\$5,044	\$5,162	\$4,866
2018	\$4,478	\$1,020	\$1,558	\$2,444	\$3,612	\$4,820	\$5,206	\$5,246	\$4,895
2019	\$4,698	\$1,170	\$1,604	\$2,621	\$3,797	\$5,079	\$5,513	\$5,432	\$5,043
2020	\$4,567	\$1,218	\$1,638	\$2,557	\$3,691	\$4,973	\$5,391	\$5,211	\$4,830
2011 - 2020	\$801	\$341	\$330	\$449	\$606	\$943	\$1,160	\$636	\$1,047

Table 12b, Oklahoma Hospitals Annual Average Monthly Earnings for Males by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$5,222	\$1,069	\$1,307	\$1,833	\$3,440	\$5,655	\$5,860	\$7,222	\$6,859
2012	\$5,466	\$816	\$1,356	\$1,917	\$3,523	\$5,944	\$6,109	\$7,405	\$7,820
2013	\$5,621	\$867	\$1,419	\$1,913	\$3,730	\$6,217	\$6,395	\$7,201	\$7,888
2014	\$5,834	\$891	\$1,458	\$1,974	\$3,747	\$6,322	\$6,805	\$7,416	\$8,501
2015	\$6,151	\$968	\$1,507	\$2,281	\$4,006	\$6,579	\$7,134	\$7,969	\$8,494
2016	\$5,782	\$1,106	\$1,494	\$2,307	\$3,944	\$6,238	\$6,713	\$7,181	\$7,699
2017	\$5,935	\$1,039	\$1,515	\$2,203	\$3,995	\$6,457	\$6,903	\$7,241	\$8,030
2018	\$6,100	\$906	\$1,608	\$2,185	\$4,083	\$6,692	\$7,227	\$7,338	\$7,765
2019	\$6,466	\$1,226	\$1,647	\$2,359	\$4,294	\$7,203	\$7,821	\$7,582	\$7,877
2020	\$6,314	\$1,288	\$1,626	\$2,251	\$4,270	\$7,116	\$7,703	\$7,193	\$7,513
2011 - 2020	\$1,092	\$219	\$319	\$418	\$830	\$1,461	\$1,843	-\$29	\$654

Table 13b, Oklahoma Hospitals Annual Average Monthly Earnings for Females by Age Group - Years 14 to 99

Note: Using Beginning of Quarter Employment Counts.

Year	Employee Age Group								
	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$3,360	\$778	\$1,308	\$2,176	\$2,994	\$3,547	\$3,790	\$3,805	\$2,761
2012	\$3,457	\$948	\$1,326	\$2,215	\$3,066	\$3,659	\$3,874	\$3,969	\$2,958
2013	\$3,571	\$857	\$1,354	\$2,233	\$3,147	\$3,798	\$3,991	\$4,146	\$3,109
2014	\$3,667	\$955	\$1,376	\$2,303	\$3,225	\$3,902	\$4,103	\$4,264	\$3,214
2015	\$3,892	\$1,036	\$1,469	\$2,441	\$3,421	\$4,130	\$4,369	\$4,516	\$3,455
2016	\$3,883	\$946	\$1,506	\$2,422	\$3,424	\$4,104	\$4,378	\$4,493	\$3,567
2017	\$3,961	\$1,103	\$1,517	\$2,439	\$3,458	\$4,230	\$4,494	\$4,576	\$3,619
2018	\$4,042	\$1,067	\$1,545	\$2,498	\$3,500	\$4,325	\$4,619	\$4,658	\$3,732
2019	\$4,225	\$1,155	\$1,593	\$2,675	\$3,679	\$4,523	\$4,847	\$4,829	\$3,913
2020	\$4,100	\$1,197	\$1,641	\$2,618	\$3,552	\$4,414	\$4,730	\$4,656	\$3,725
2011 - 2020	\$740	\$419	\$333	\$442	\$558	\$867	\$940	\$851	\$964

**Table 14b, Oklahoma Nursing and Residential Care Facilities Annual Average
Monthly Earnings for Both Genders by Age Group - Years 14 to 99**

Note: Using Beginning of Quarter Employment Counts.

Employee Age Group									
Year	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$1,857	\$712	\$1,044	\$1,282	\$1,674	\$2,053	\$2,141	\$2,261	\$1,749
2012	\$1,882	\$727	\$1,044	\$1,304	\$1,675	\$2,084	\$2,181	\$2,305	\$1,841
2013	\$1,911	\$775	\$1,078	\$1,311	\$1,708	\$2,103	\$2,227	\$2,310	\$1,891
2014	\$1,973	\$755	\$1,109	\$1,338	\$1,757	\$2,154	\$2,318	\$2,388	\$1,949
2015	\$2,037	\$771	\$1,130	\$1,365	\$1,815	\$2,214	\$2,398	\$2,469	\$2,033
2016	\$2,049	\$811	\$1,162	\$1,371	\$1,810	\$2,212	\$2,413	\$2,476	\$2,101
2017	\$2,075	\$807	\$1,188	\$1,427	\$1,832	\$2,258	\$2,409	\$2,481	\$2,147
2018	\$2,135	\$860	\$1,236	\$1,483	\$1,896	\$2,317	\$2,483	\$2,499	\$2,199
2019	\$2,208	\$879	\$1,253	\$1,516	\$1,962	\$2,402	\$2,601	\$2,566	\$2,249
2020	\$2,324	\$1,013	\$1,379	\$1,623	\$2,074	\$2,514	\$2,739	\$2,695	\$2,309
2011 - 2020	\$467	\$301	\$335	\$341	\$400	\$461	\$598	\$434	\$560

**Table 15b, Oklahoma Nursing and Residential Care Facilities Annual Average
Monthly Earnings for Males by Age Group - Years 14 to 99**

Note: Using Beginning of Quarter Employment Counts.

Employee Age Group									
Year	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$1,939	\$609	\$1,033	\$1,249	\$1,681	\$2,170	\$2,334	\$2,557	\$1,787
2012	\$1,963	\$598	\$994	\$1,297	\$1,682	\$2,168	\$2,344	\$2,529	\$1,967
2013	\$1,965	\$669	\$1,005	\$1,290	\$1,709	\$2,099	\$2,382	\$2,457	\$2,000
2014	\$2,040	\$719	\$1,045	\$1,333	\$1,781	\$2,135	\$2,473	\$2,570	\$2,081
2015	\$2,151	\$747	\$1,098	\$1,368	\$1,878	\$2,291	\$2,559	\$2,696	\$2,124
2016	\$2,135	\$719	\$1,085	\$1,346	\$1,859	\$2,263	\$2,614	\$2,585	\$2,134
2017	\$2,139	\$715	\$1,151	\$1,389	\$1,843	\$2,282	\$2,545	\$2,606	\$2,242
2018	\$2,188	\$746	\$1,187	\$1,384	\$1,899	\$2,359	\$2,598	\$2,556	\$2,327
2019	\$2,280	\$770	\$1,229	\$1,437	\$1,963	\$2,482	\$2,710	\$2,641	\$2,433
2020	\$2,379	\$903	\$1,351	\$1,524	\$2,056	\$2,550	\$2,848	\$2,782	\$2,486
2011 - 2020	\$440	\$294	\$318	\$275	\$375	\$380	\$514	\$225	\$699

**Table 16b, Oklahoma Nursing and Residential Care Facilities Annual Average
Monthly Earnings for Females by Age Group - Years 14 to 99**

Note: Using Beginning of Quarter Employment Counts.

Employee Age Group									
Year	All Ages (14 - 99)	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
2011	\$1,837	\$750	\$1,047	\$1,290	\$1,673	\$2,024	\$2,098	\$2,194	\$1,738
2012	\$1,863	\$770	\$1,055	\$1,306	\$1,673	\$2,064	\$2,143	\$2,251	\$1,807
2013	\$1,899	\$812	\$1,094	\$1,316	\$1,707	\$2,104	\$2,189	\$2,274	\$1,862
2014	\$1,956	\$767	\$1,123	\$1,339	\$1,751	\$2,159	\$2,280	\$2,341	\$1,914
2015	\$2,010	\$778	\$1,137	\$1,364	\$1,800	\$2,196	\$2,356	\$2,410	\$2,008
2016	\$2,028	\$838	\$1,179	\$1,376	\$1,799	\$2,201	\$2,362	\$2,447	\$2,091
2017	\$2,059	\$834	\$1,196	\$1,436	\$1,830	\$2,252	\$2,374	\$2,449	\$2,118
2018	\$2,123	\$890	\$1,247	\$1,504	\$1,895	\$2,309	\$2,454	\$2,485	\$2,162
2019	\$2,191	\$908	\$1,259	\$1,533	\$1,962	\$2,384	\$2,574	\$2,547	\$2,196
2020	\$2,311	\$1,042	\$1,385	\$1,645	\$2,079	\$2,506	\$2,712	\$2,673	\$2,259
2011 - 2020	\$474	\$292	\$338	\$355	\$406	\$482	\$614	\$479	\$521

Appendix E - Employment Charts by Industry Group and Age Group

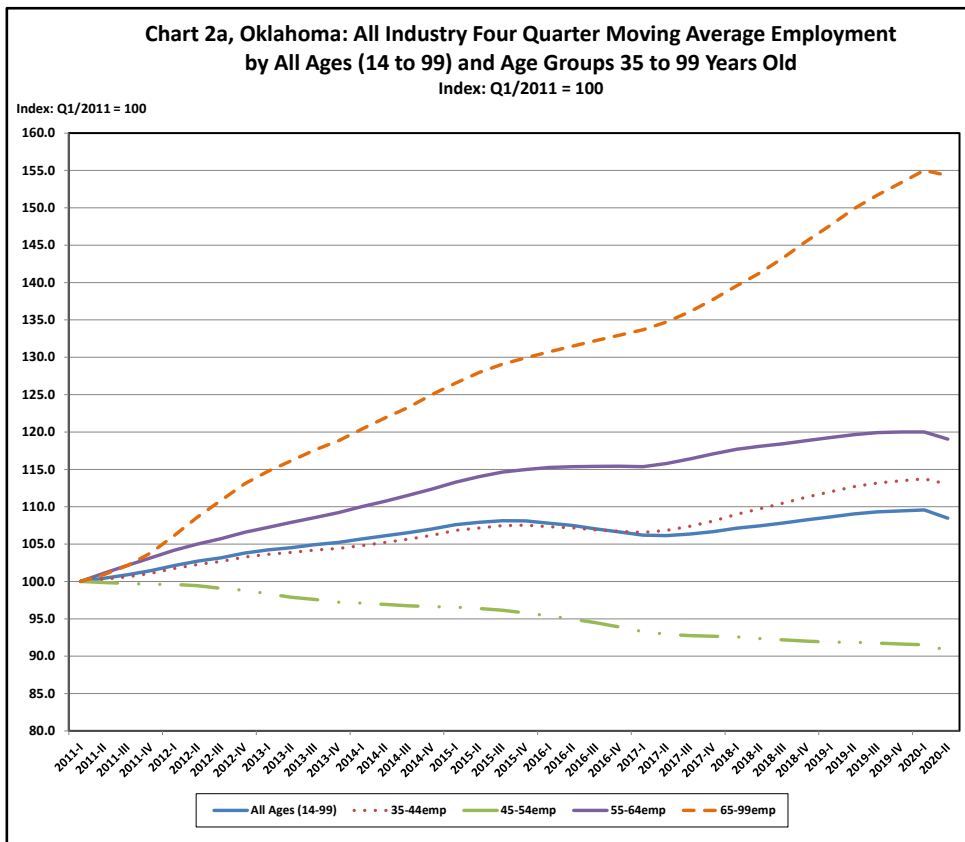
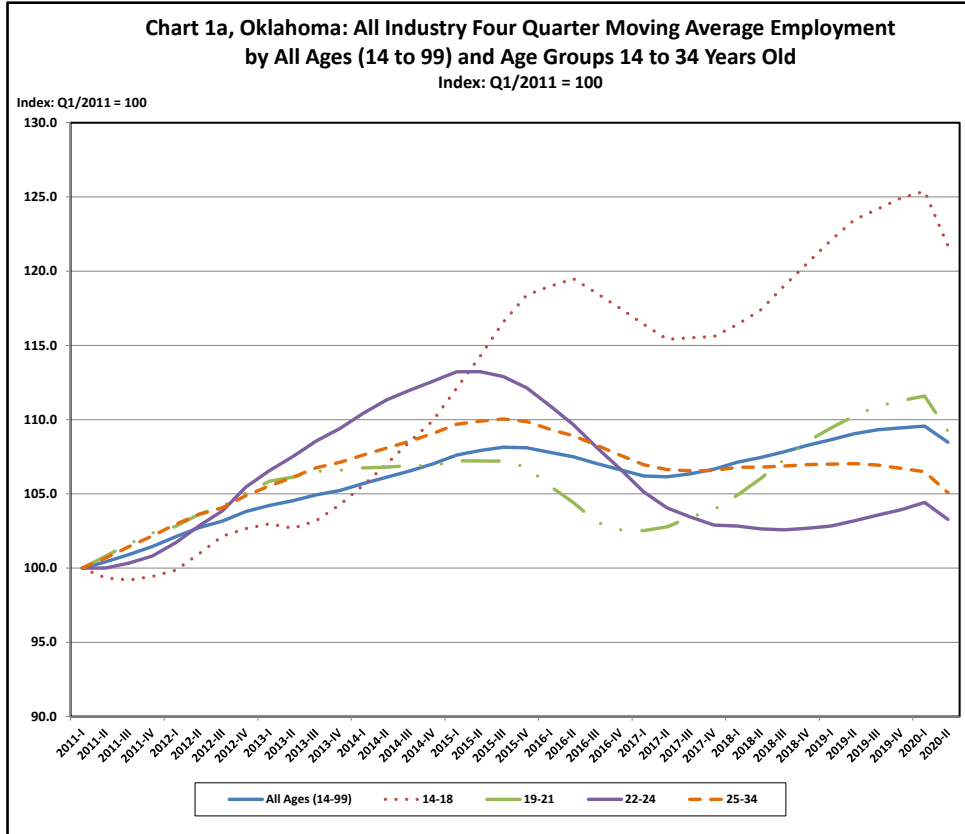


Chart 3a, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Employment by All Ages (14 to 99) and Age Groups 14 to 34 Years Old
Index: Q1/2011 = 100

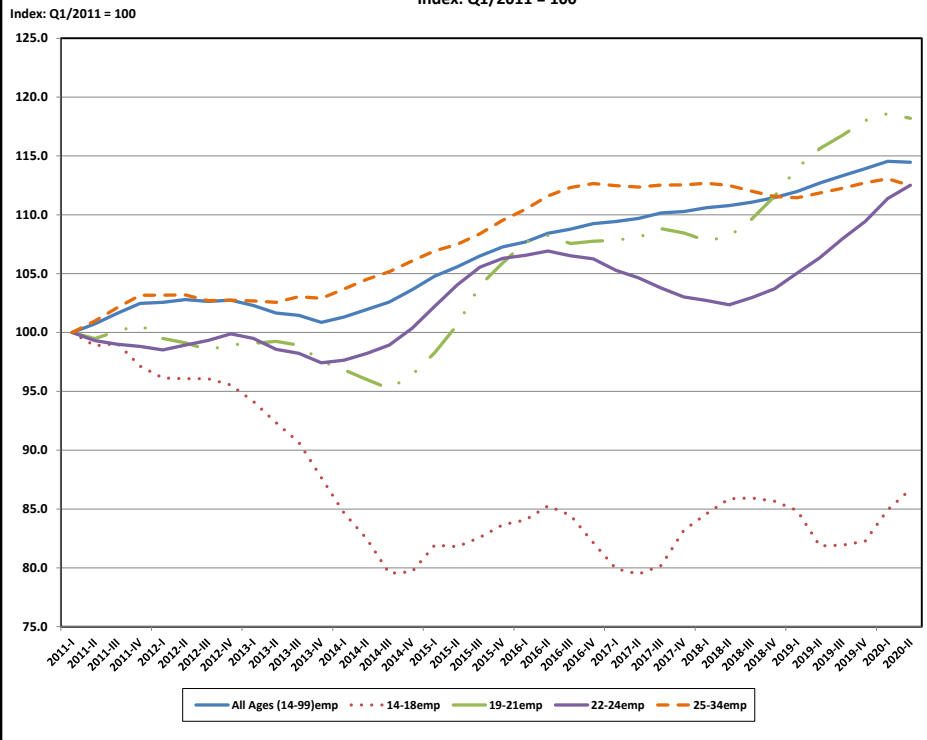


Chart 4a, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Employment by All Ages (14 to 99) and Age Groups 35 to 99 Years Old
Index: Q1/2011 = 100

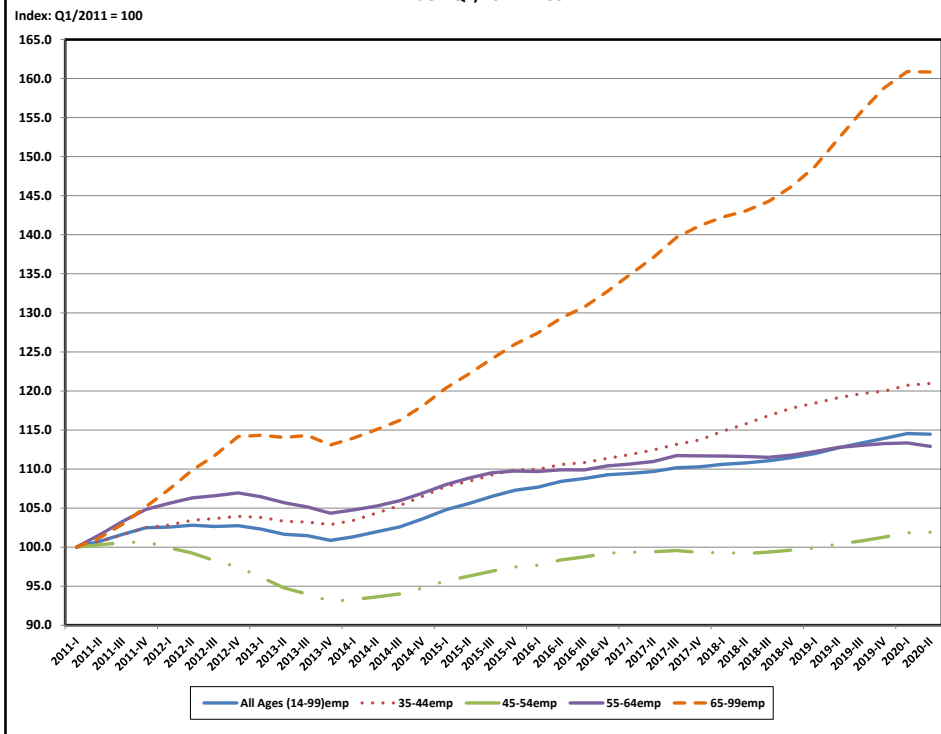


Chart 5a, Oklahoma: Hospitals Four Quarter Moving Average Employment by All Ages (14 to 99) and Age Groups 14 to 34 Years Old

Index: Q1/2011 = 100

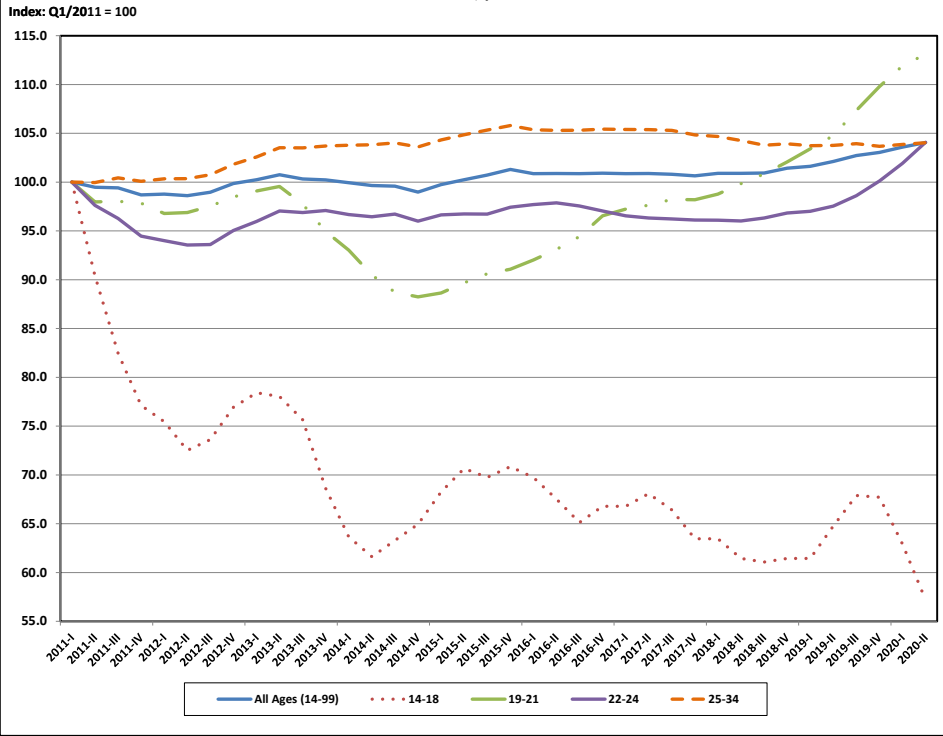


Chart 6a, Oklahoma: Hospitals, Four Quarter Moving Average Employment by All Ages (14 to 99) and Age Groups 35 to 99 Years Old

Index: Q1/2011 = 100

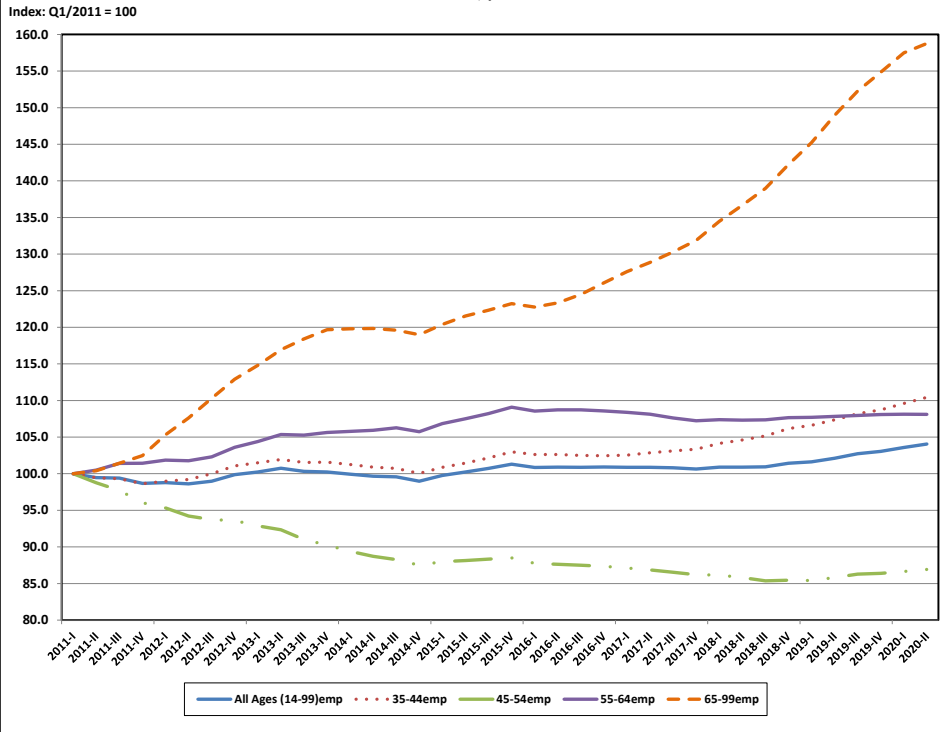


Chart 7a, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Employment by All Ages (14 to 99) and Age Groups 14 to 34 Years Old

Index: Q1/2011 = 100

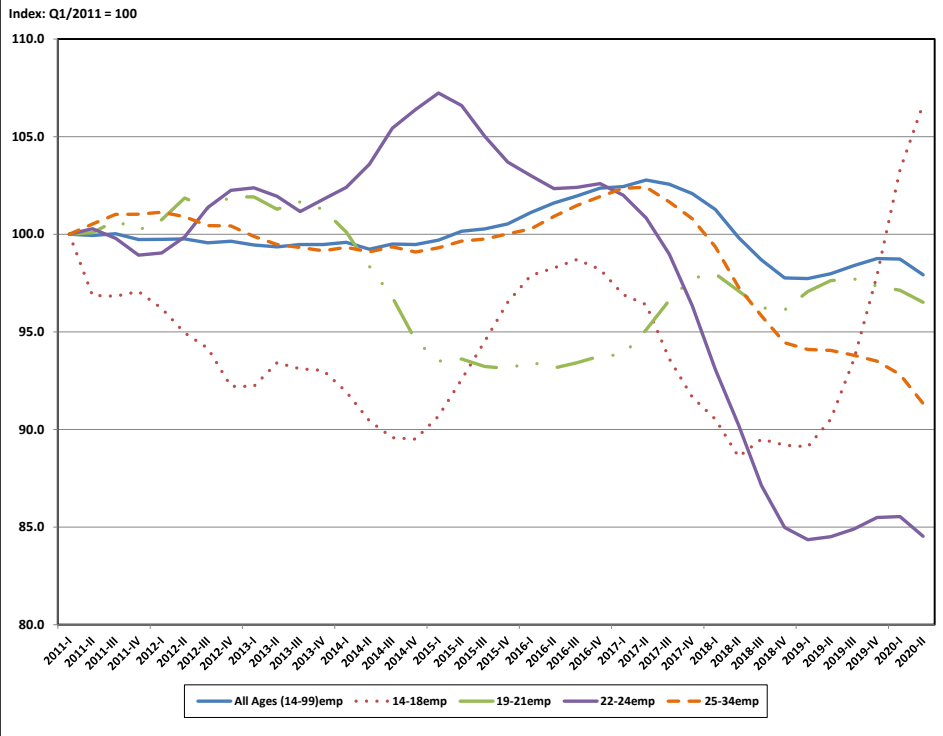
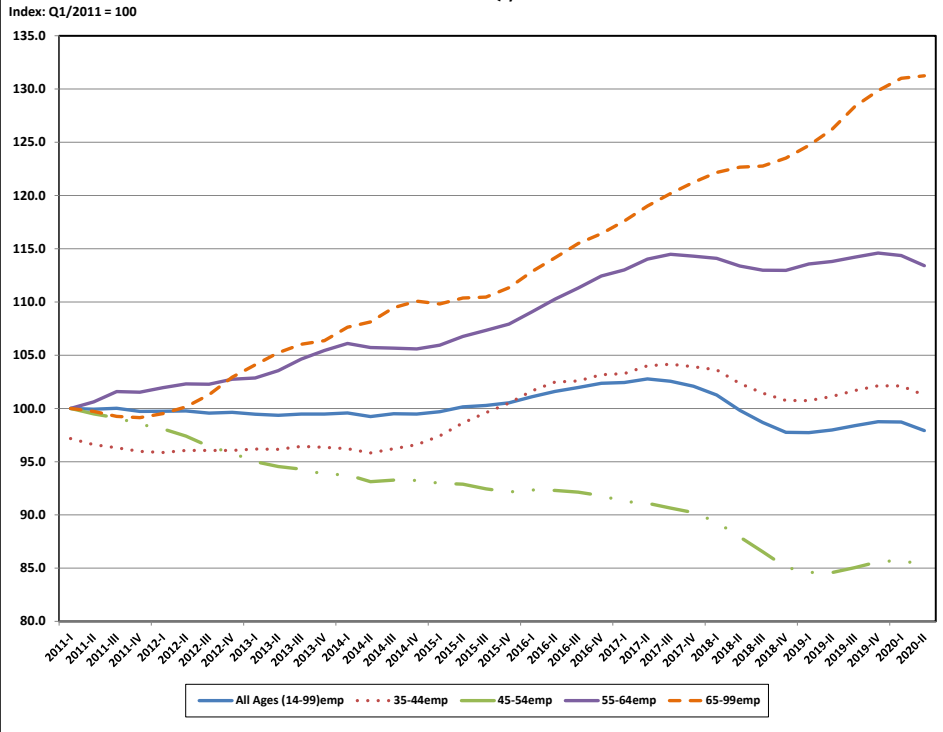


Chart 8a, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Employment by All Ages (14 to 99) and Age Groups 35 to 99 Years Old

Index: Q1/2011 = 100



Appendix F - Earnings Charts by Industry Group and Age Group

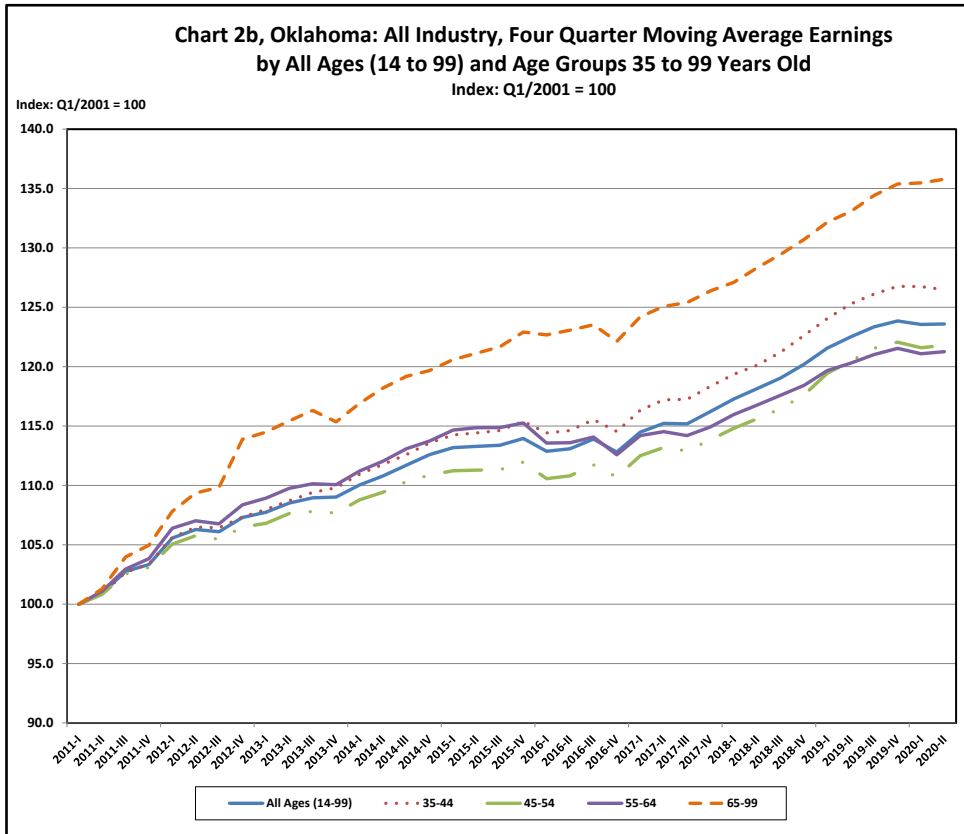
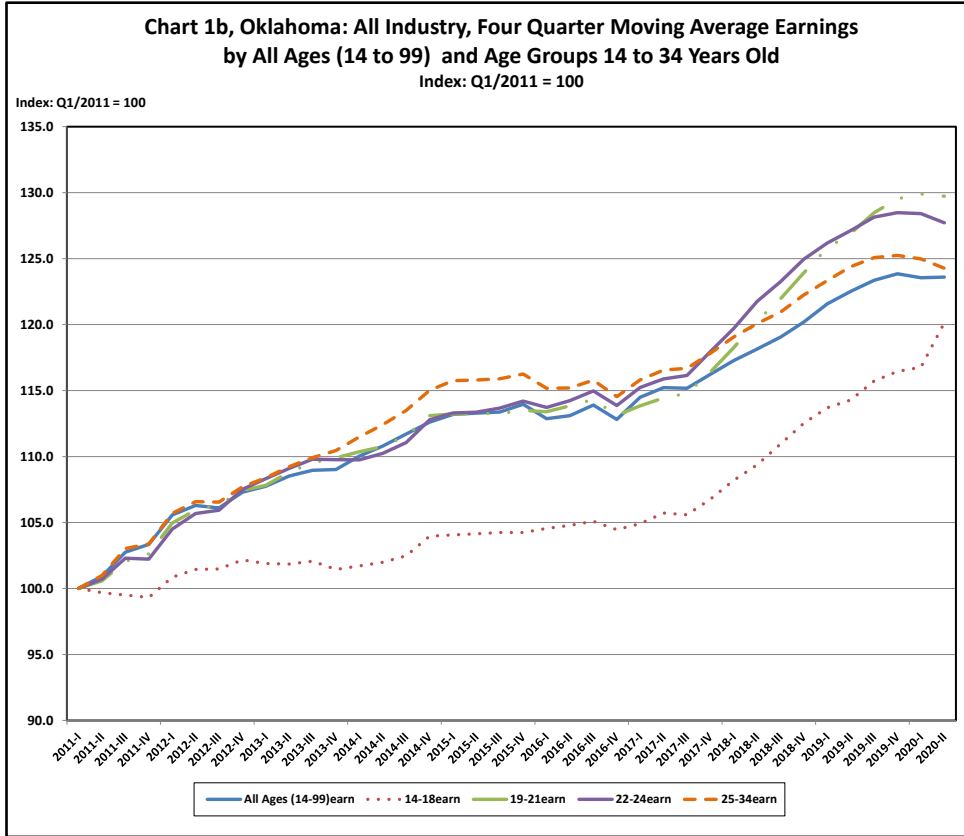


Chart 3b, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Earnings by All Ages (14 to 99) and Age Groups 14 to 34 Years Old

Index: Q1/2011 = 100

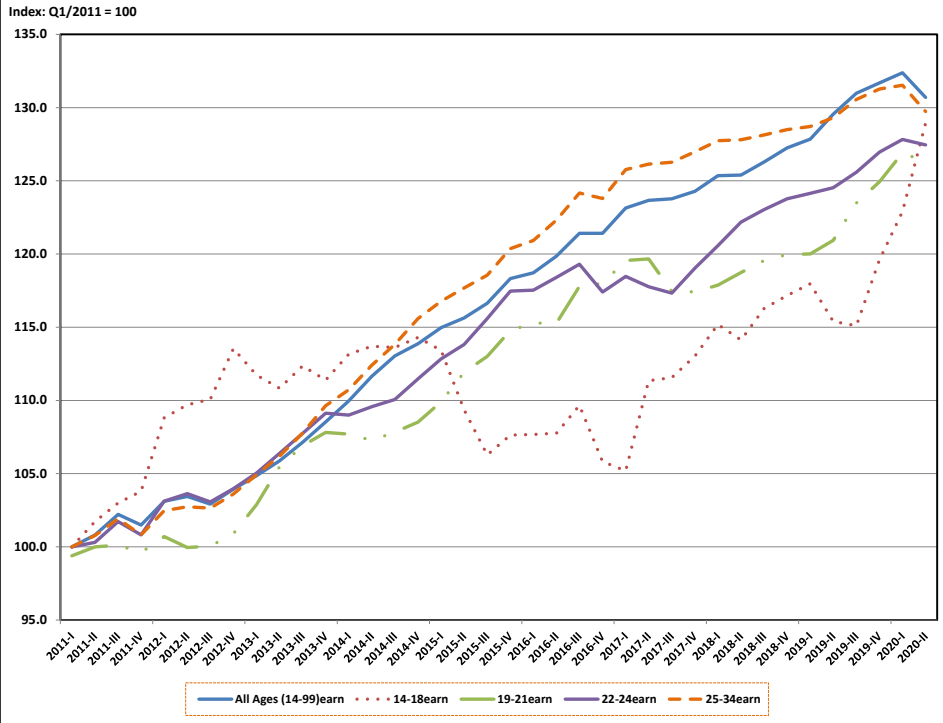
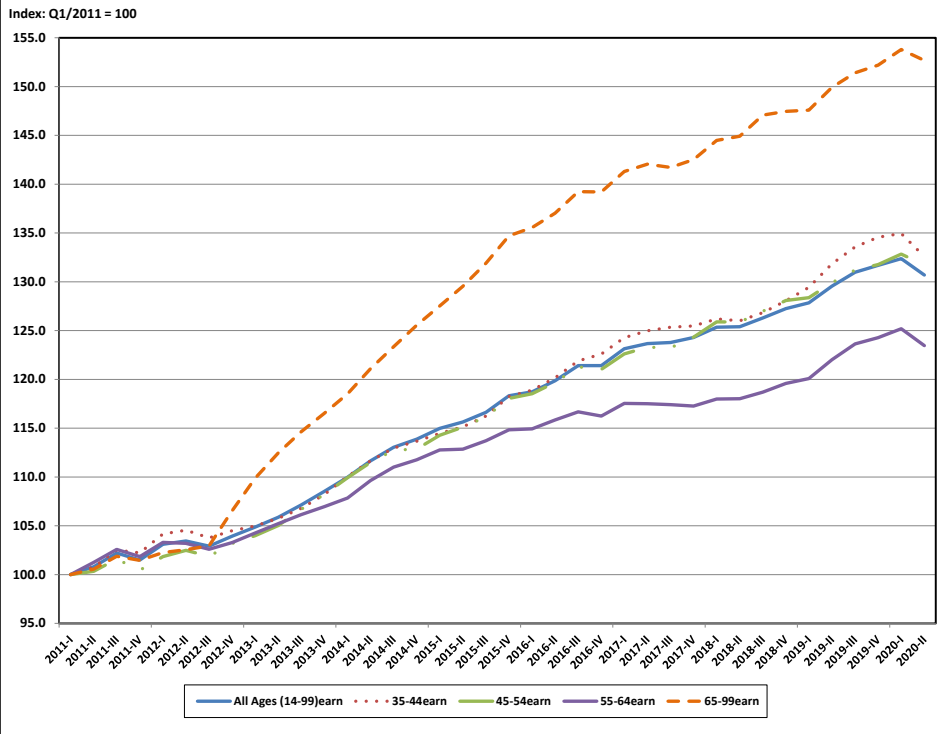
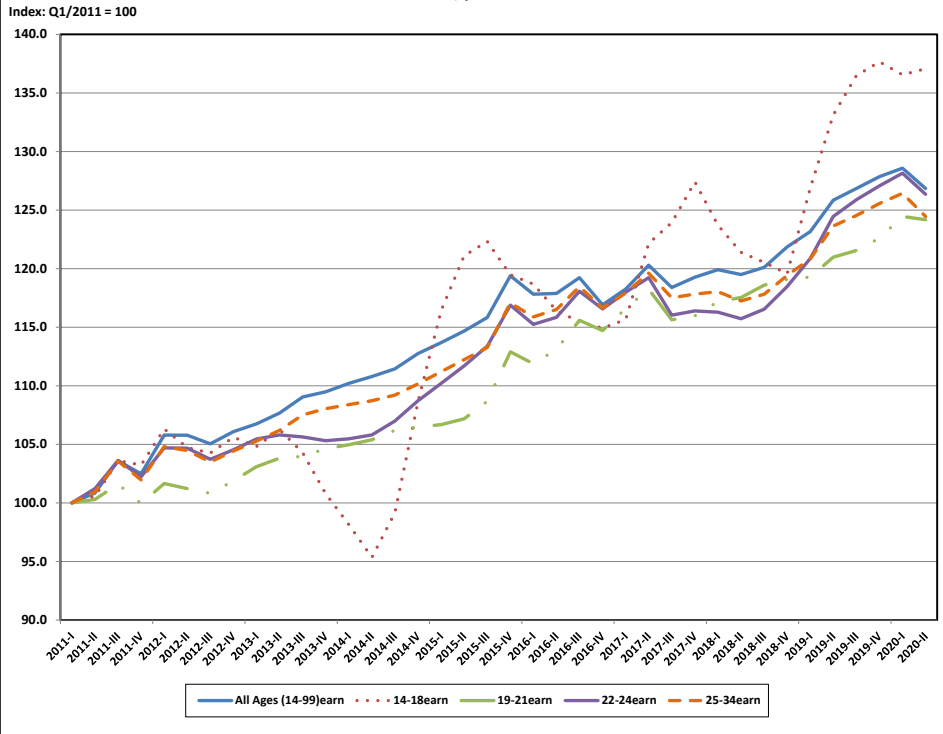


Chart 4b, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Earnings by All Ages (14 to 99) and Age Groups 35 to 99 Years Old

Index: Q1/2011 = 100



**Chart 5b, Oklahoma: Hospitals Four Quarter Moving Average Earnings
by All Ages (14 to 99) and Age Groups 14 to 34 Years Old**
Index: Q1/2011 = 100



**Chart 6b, Oklahoma: Hospitals Four Quarter Moving Average Earnings
by All Ages (14 to 99) and Age Groups 35 to 99 Years Old**
Index: Q1/2011 = 100

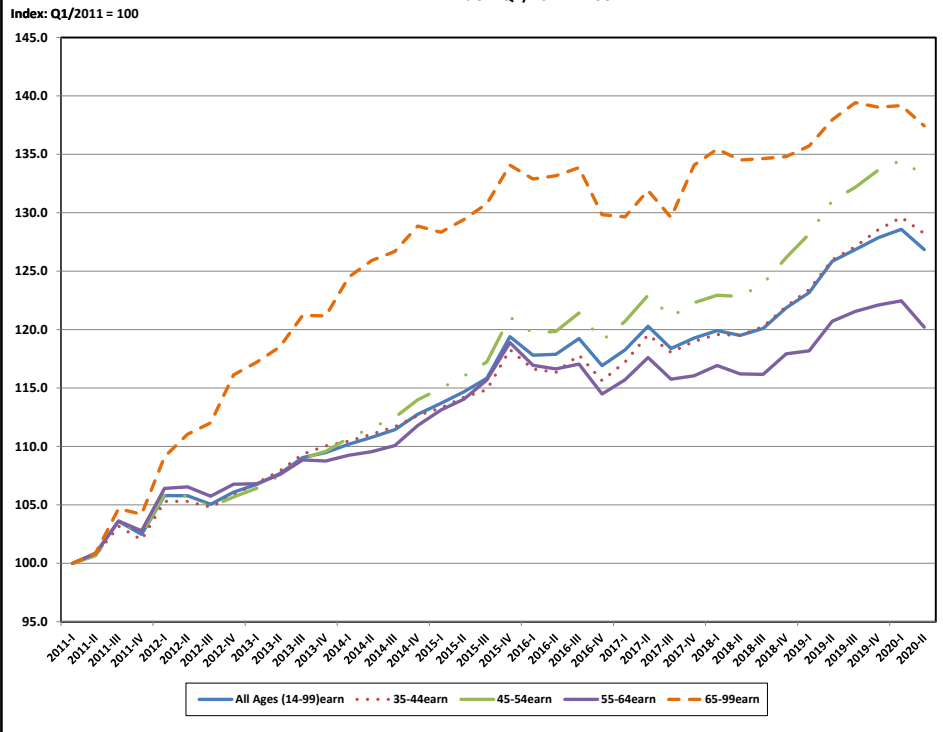


Chart 7b, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Earnings by All Ages (14 to 99) and Age Groups 14 to 34 Years Old

Index: Q1/2001 = 100

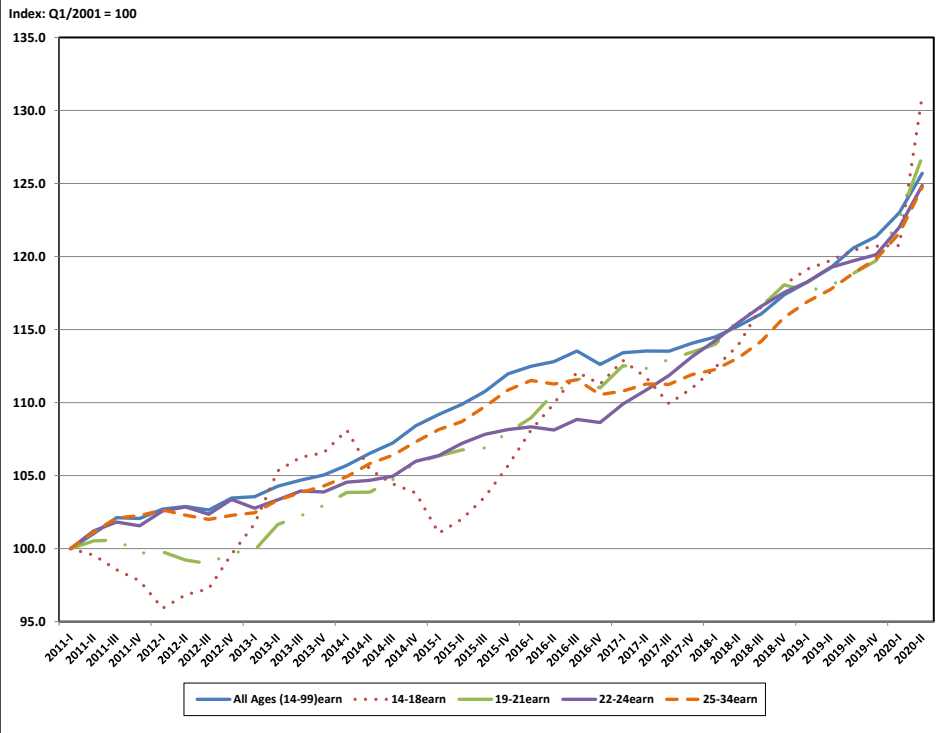
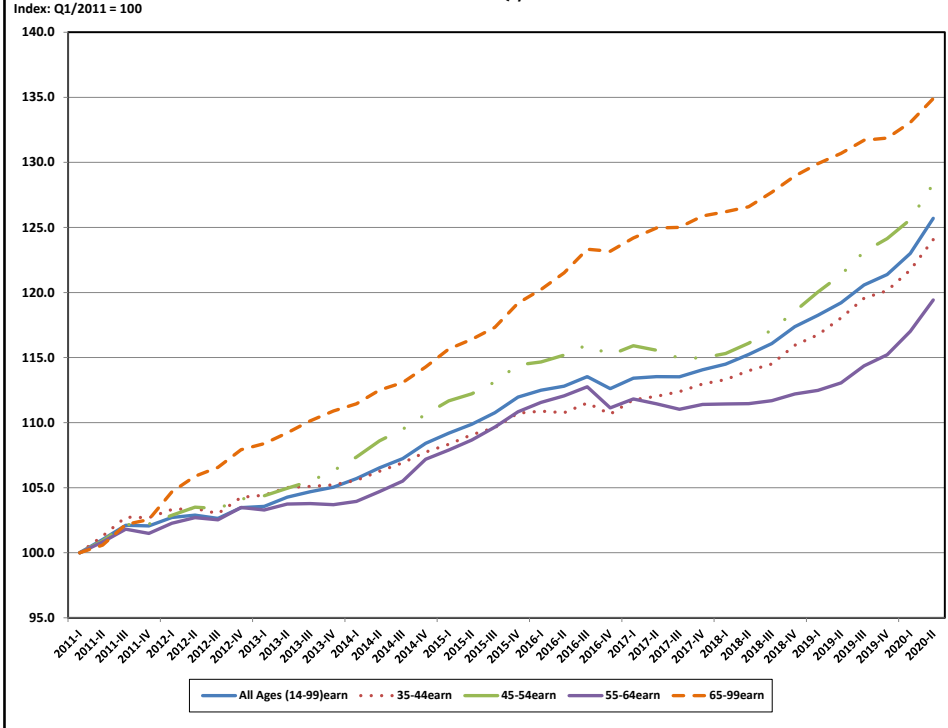


Chart 8b, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Earnings by All Ages (14 to 99) and Age Groups 35 to 99 Years Old

Index: Q1/2011 = 100



Appendix G - Employment Charts by Industry Group, Age Group and Gender Group

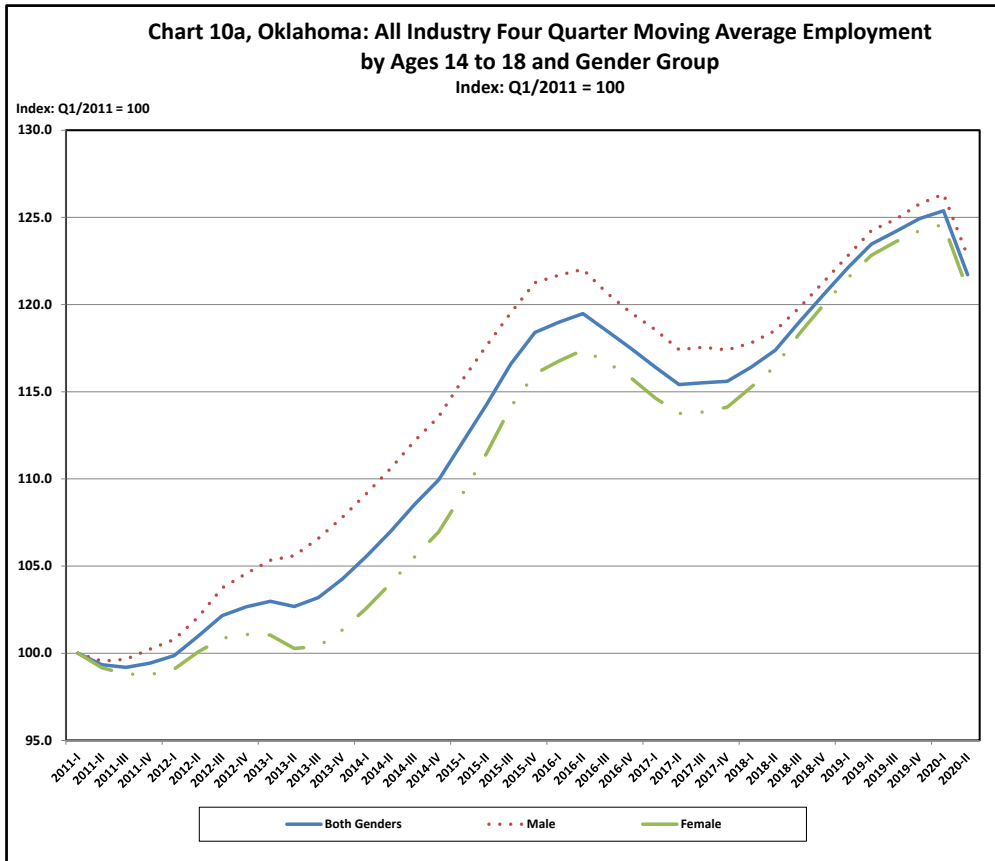
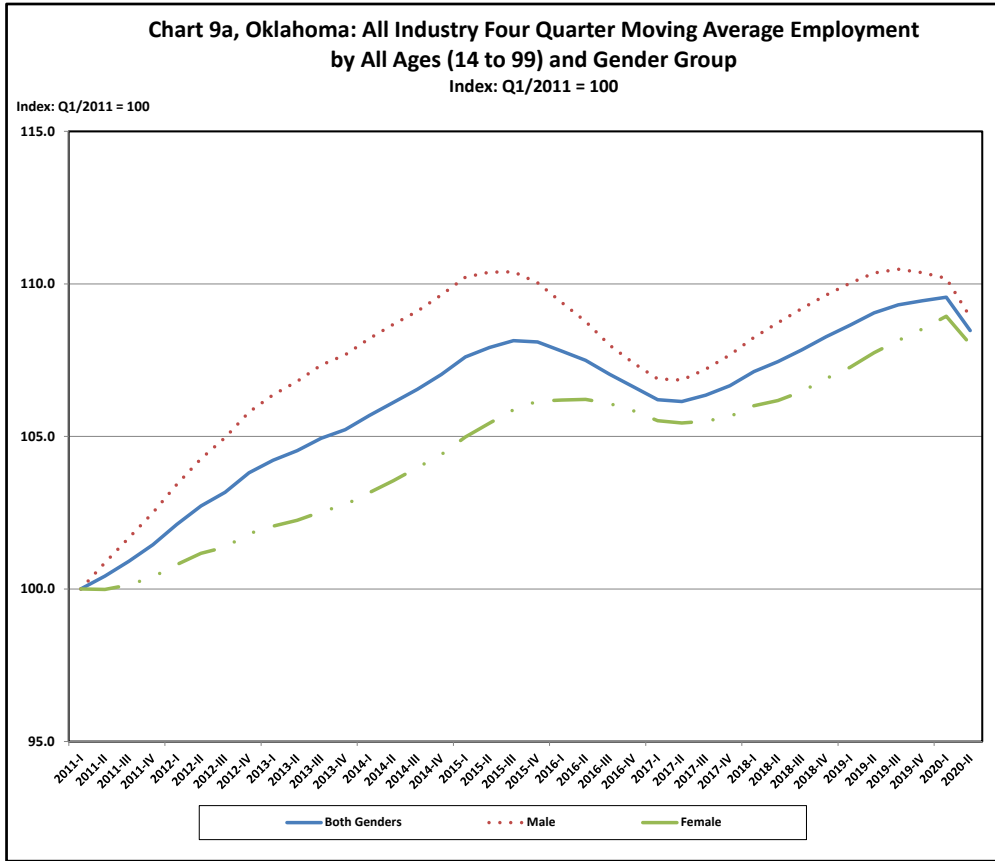


Chart 11a, Oklahoma: All Industry Four Quarter Moving Average Employment by Ages 19 to 21 and Gender Group

Index: Q1/2011 = 100

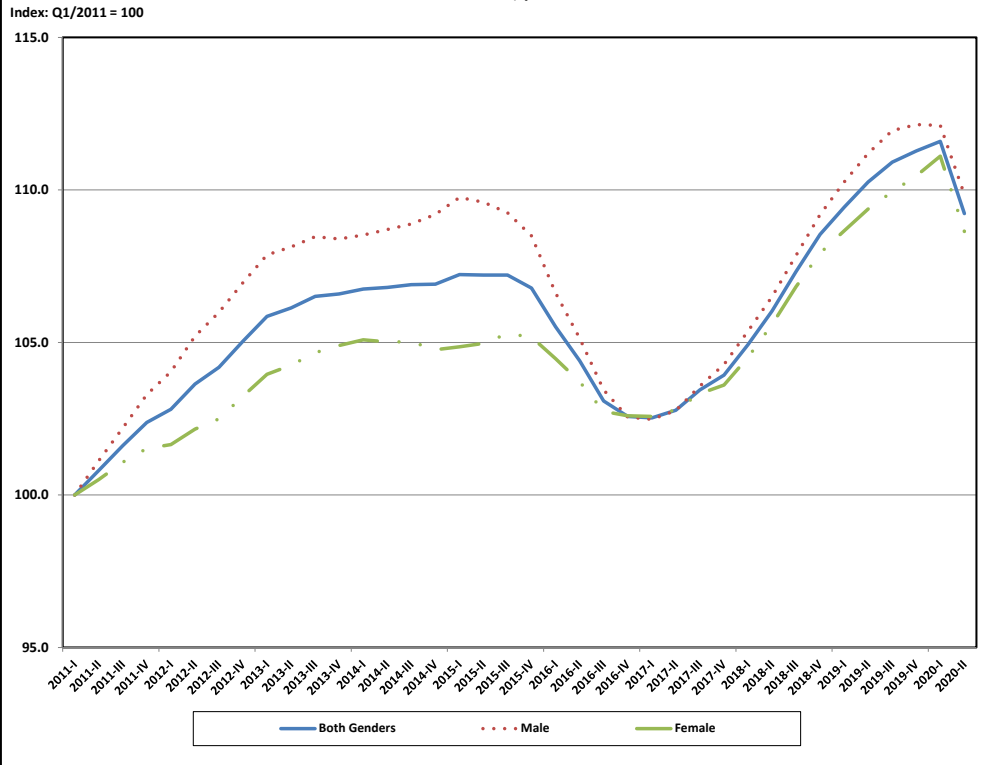


Chart 12a, Oklahoma: All Industry Four Quarter Moving Average Employment by Ages 22 to 24 and Gender Group

Index: Q1/2011 = 100

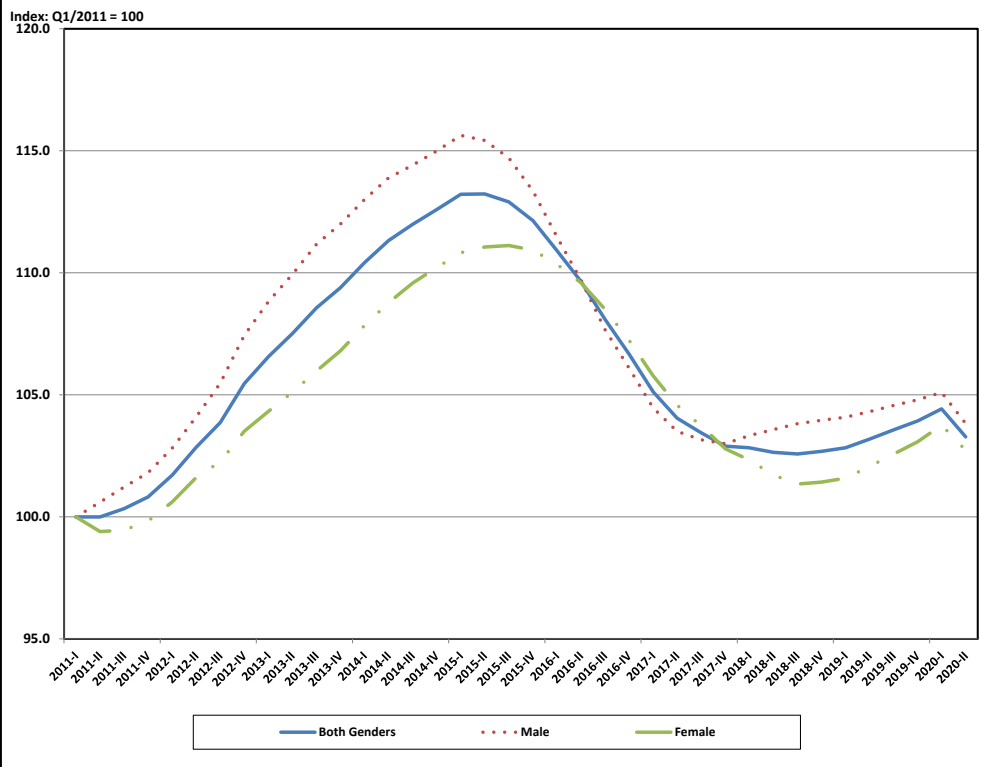


Chart 13a, Oklahoma: All Industry Four Quarter Moving Average Employment by Ages 25 to 34 and Gender Group

Index: Q1/2011 = 100

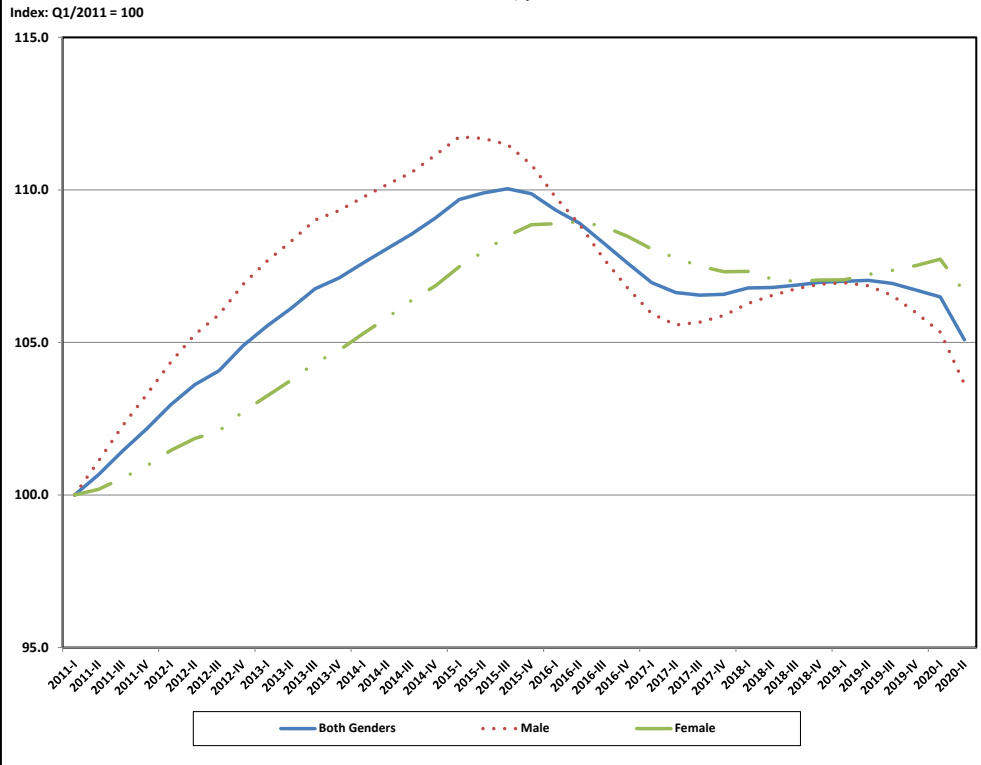


Chart 14a, Oklahoma: All Industry Four Quarter Moving Average Employment by Ages 34 to 44 and Gender Group

Index: Q1/2011 = 100

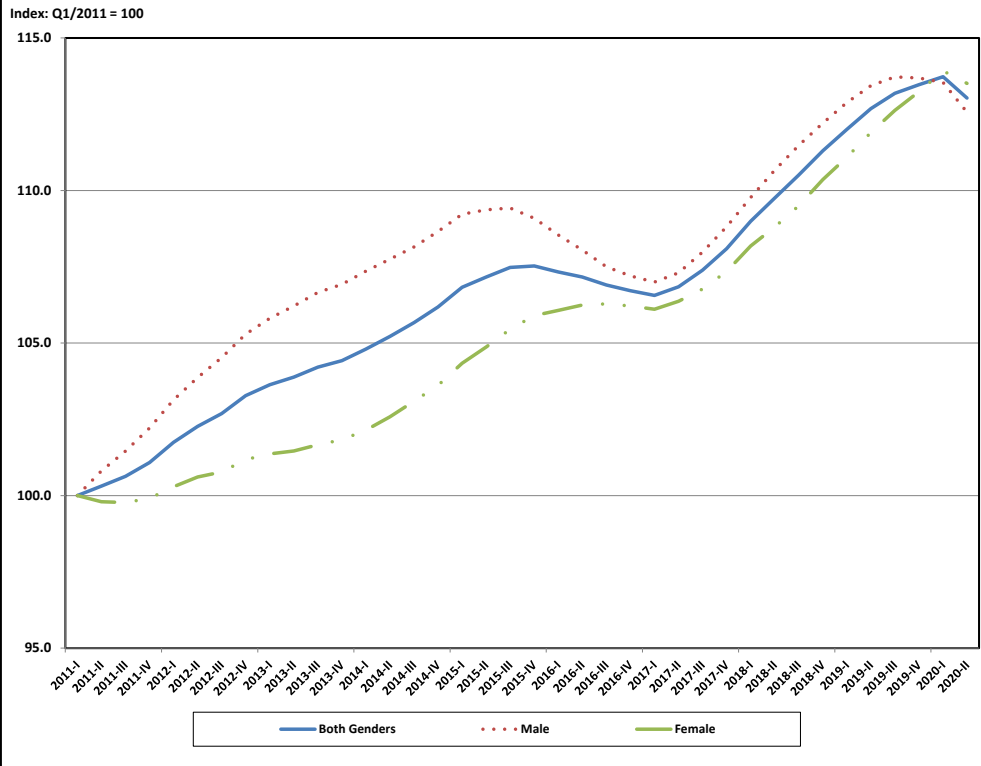


Chart 15a, Oklahoma: All Industry Four Quarter Moving Average Employment by Ages 45 to 54 and Gender Group

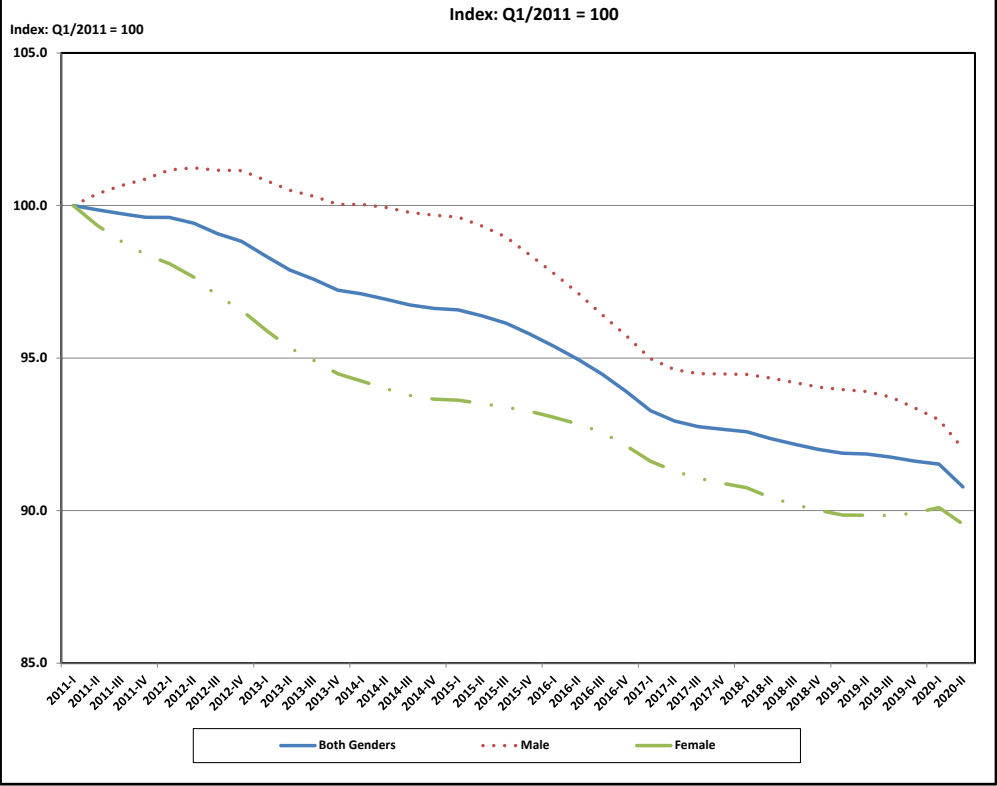


Chart 16a, Oklahoma: All Industry Four Quarter Moving Average Employment by Ages 55 to 64 and Gender Group

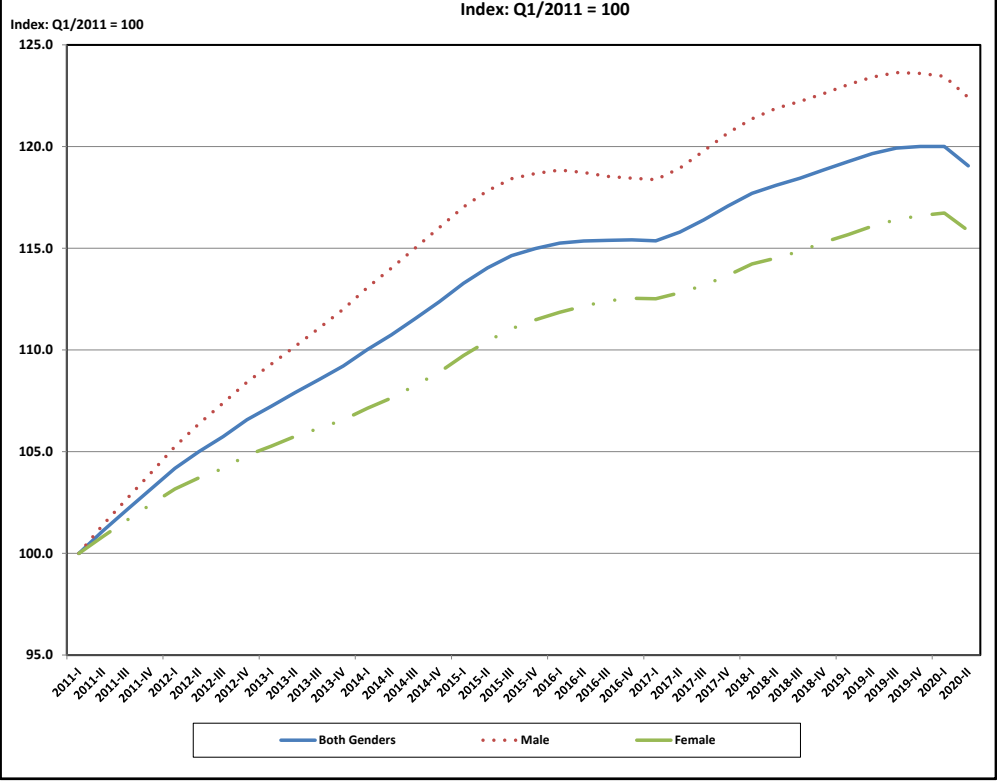


Chart 17a, Oklahoma: All Industry Four Quarter Moving Average Employment by Ages 65 to 99 by Gender Group

Index: Q1/2011 = 100

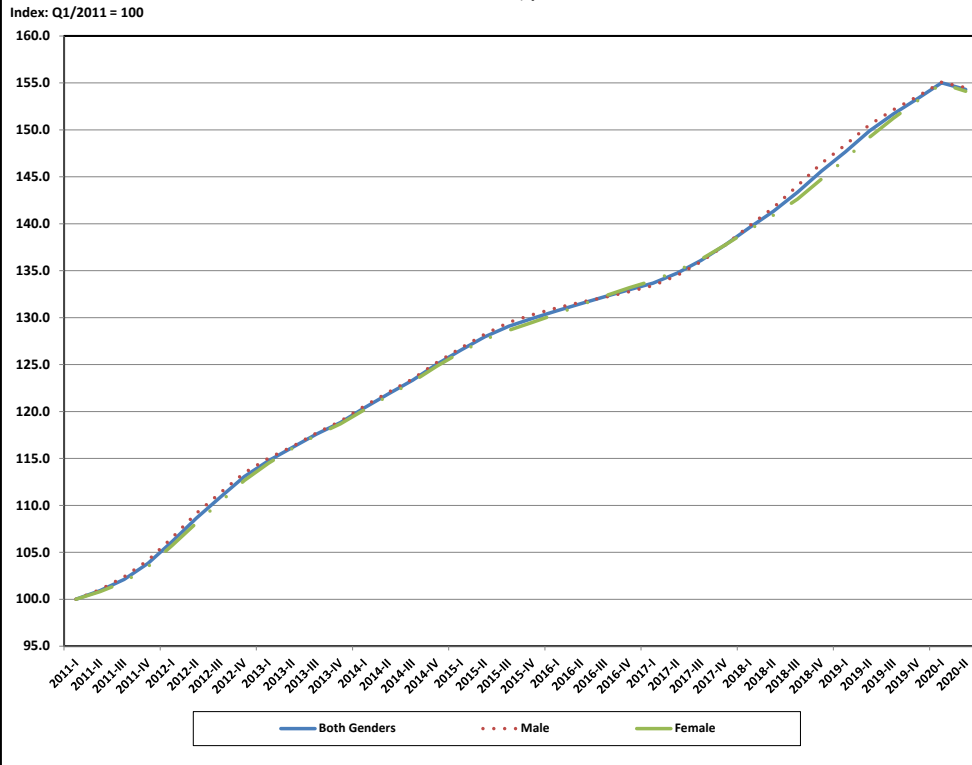


Chart 18a, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Employment by All Ages (14 to 99) and Gender Group

Index: Q1/2011 = 100

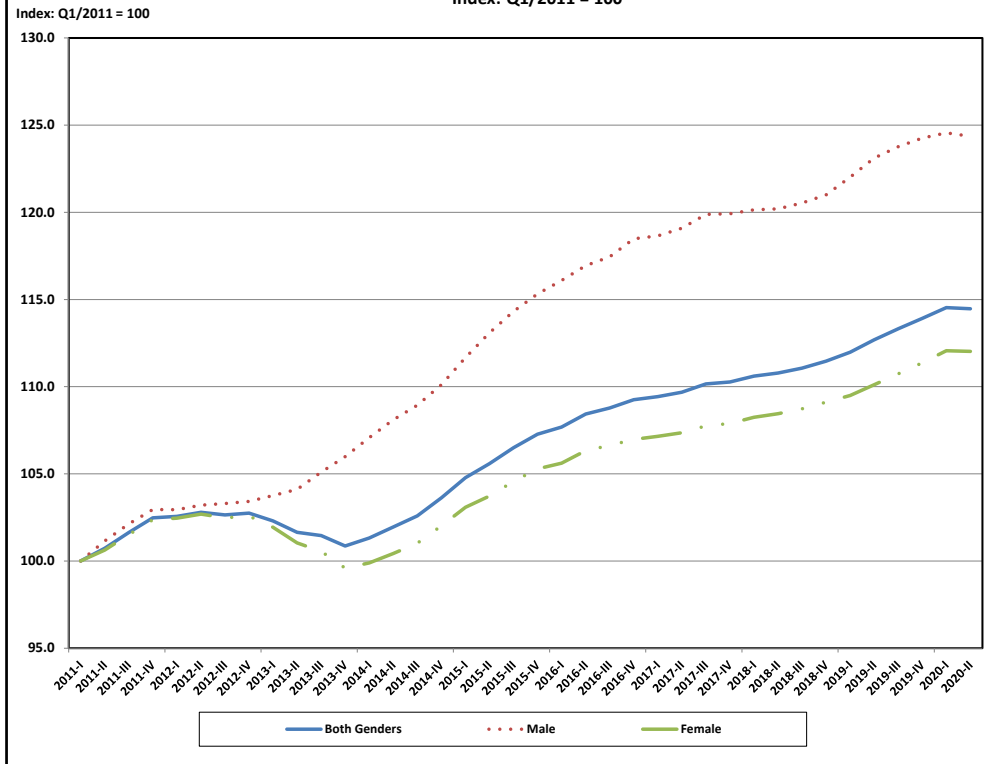


Chart 19a, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Employment by Ages 14 to 18 and Gender Group

Index: Q1/2011 = 100

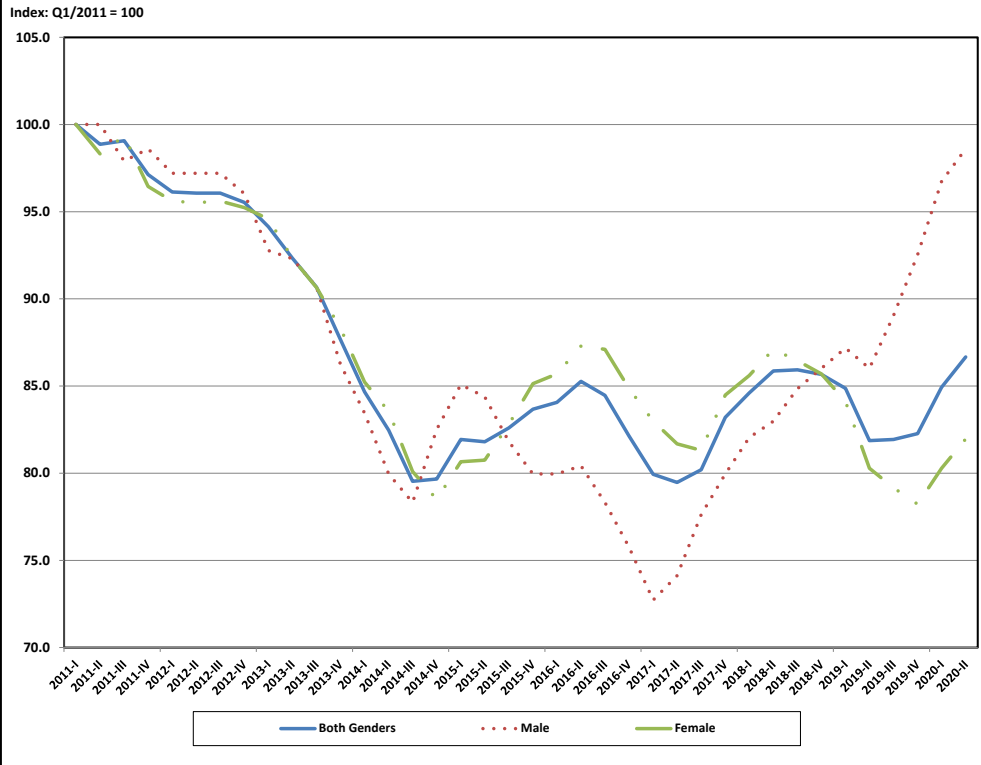


Chart 20a, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Employment by Ages 19 to 21 and Gender Group

Index: Q1/2011 = 100

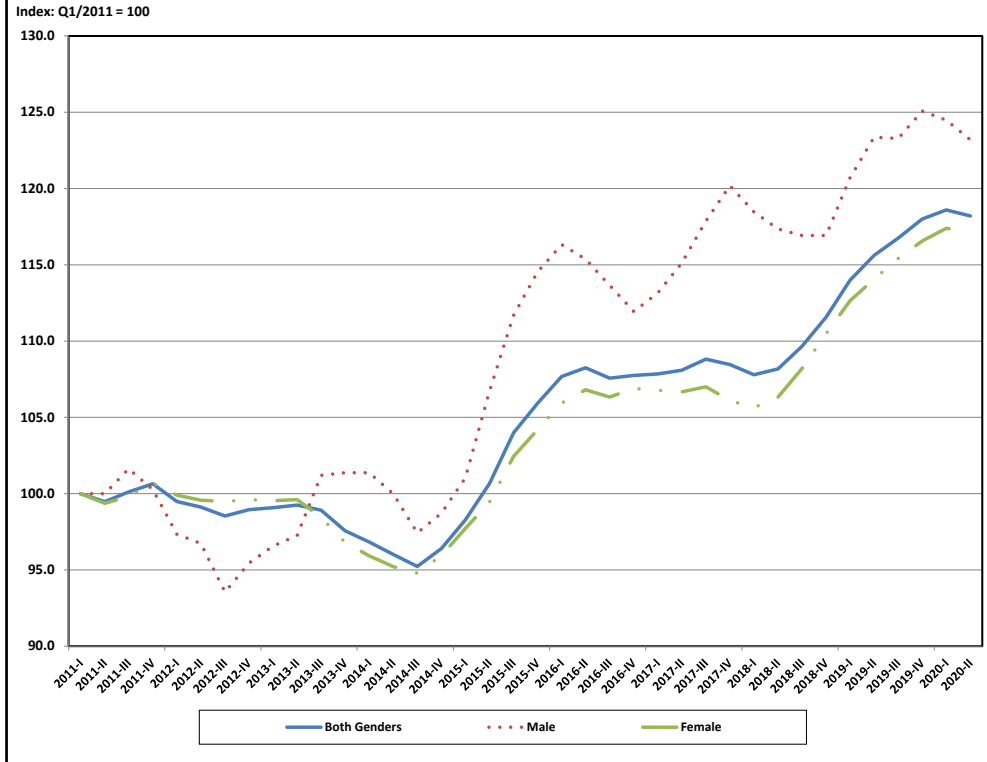


Chart 21a, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Employment by Ages 22 to 24 and Gender Group

Index: Q1/2011 = 100

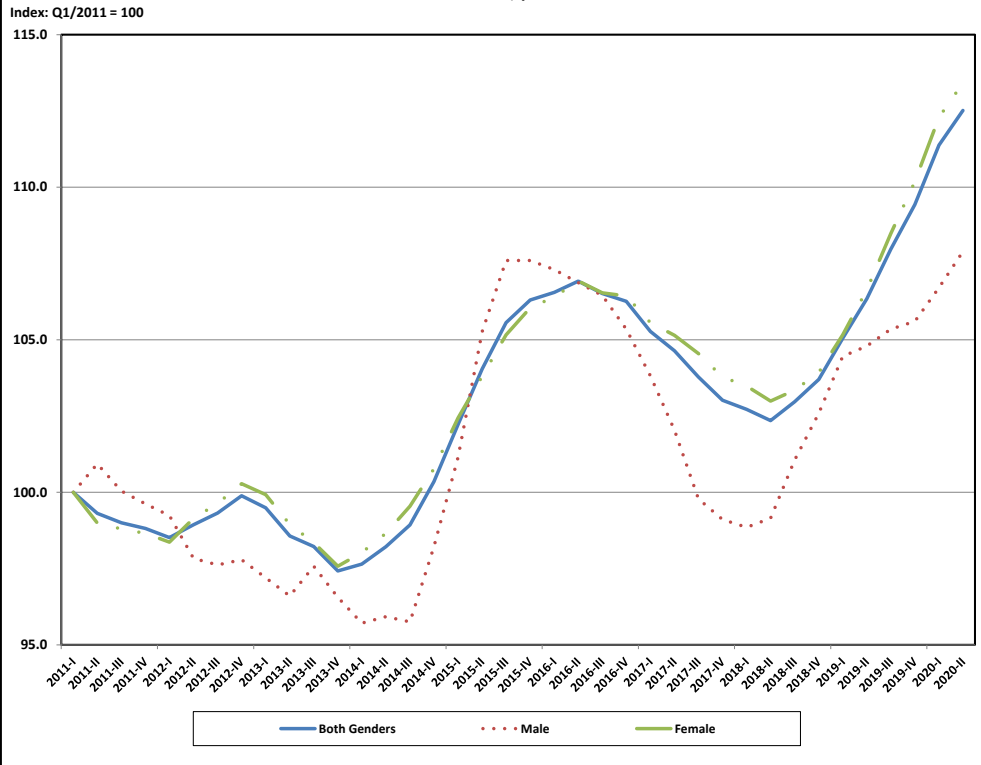


Chart 22a, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Employment by Ages 25 to 34 and Gender Group

Index: Q1/2011 = 100

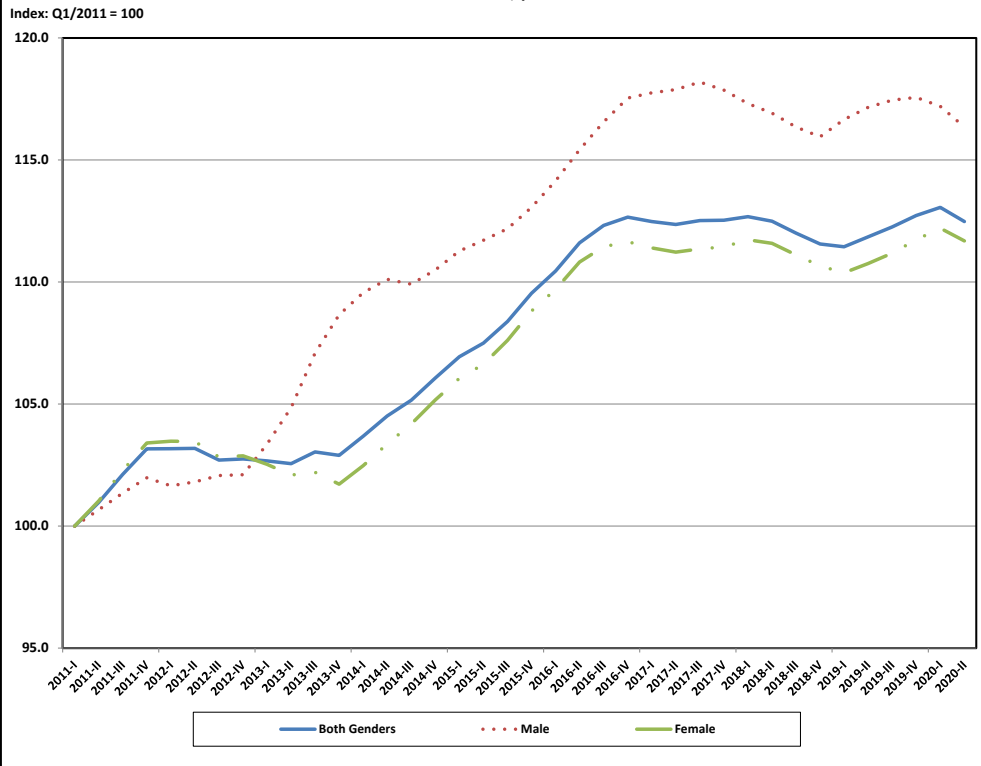


Chart 23a, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Employment by Ages 35 to 44 and Gender Group

Index: Q1/2011 = 100

Index: Q1/2011 = 100

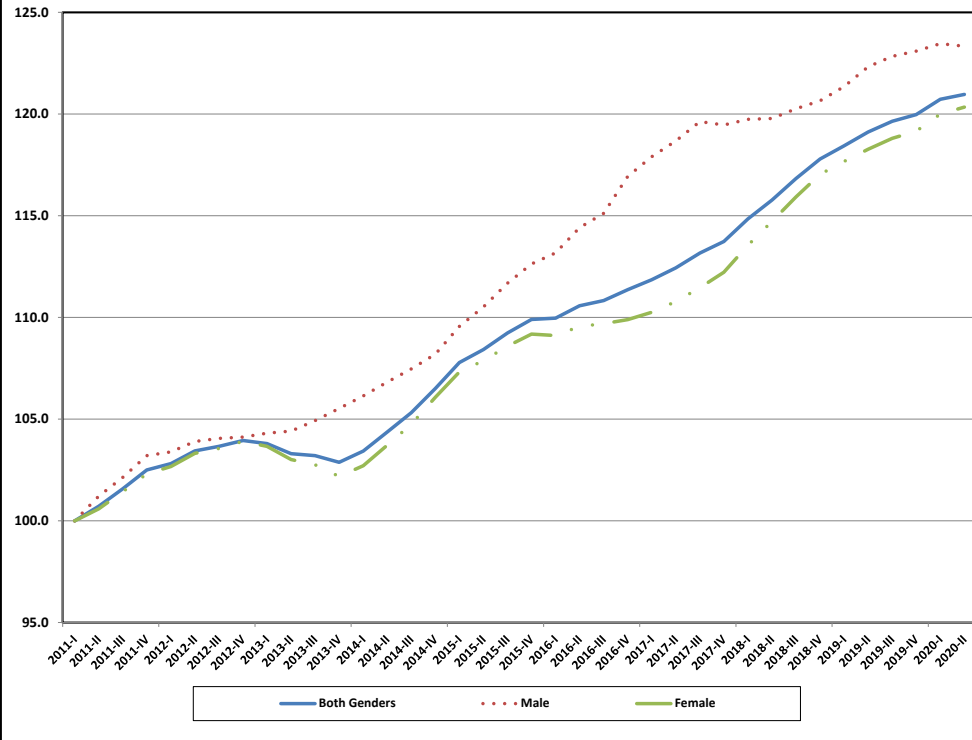


Chart 24a, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Employment by Ages 45 to 54 and Gender Group

Index: Q1/2011 = 100

Index: Q1/2011 = 100

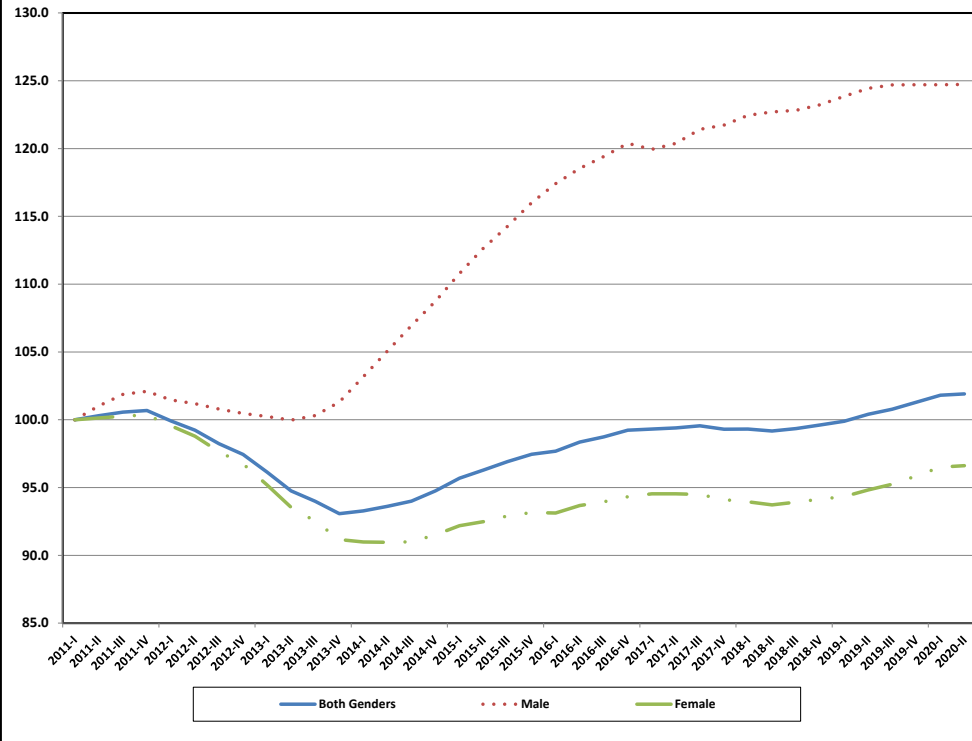


Chart 25a, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Employment by Ages 55 to 64 and Gender Group

Index: Q1/2011 = 100

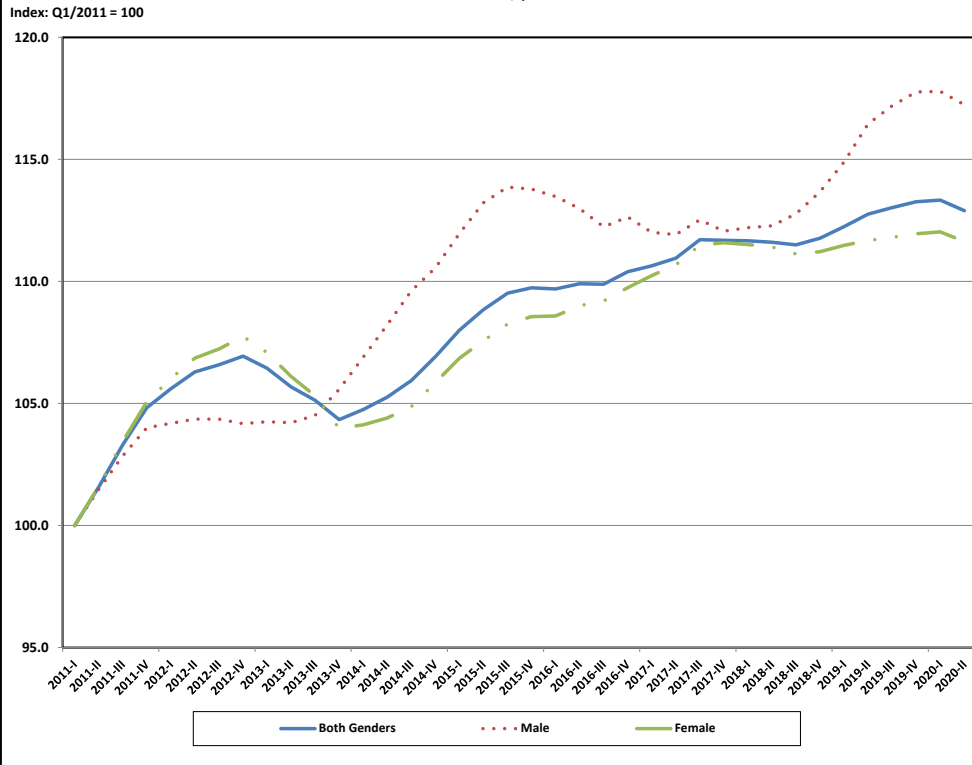


Chart 26a, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Employment for Ages 65 to 99 by Gender Group

Index: Q1/2011 = 100

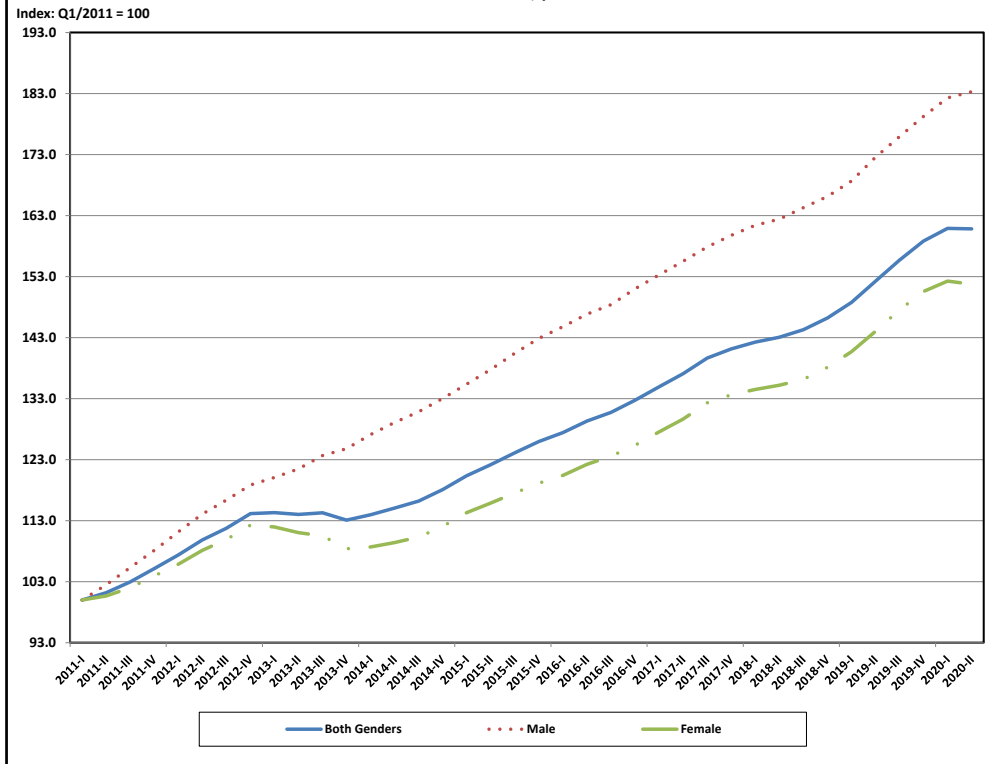


Chart 27a, Oklahoma: Hospitals Four Quarter Moving Average Employment by All Ages (14 to 99) and Gender Group

Index: Q1/2011 = 100

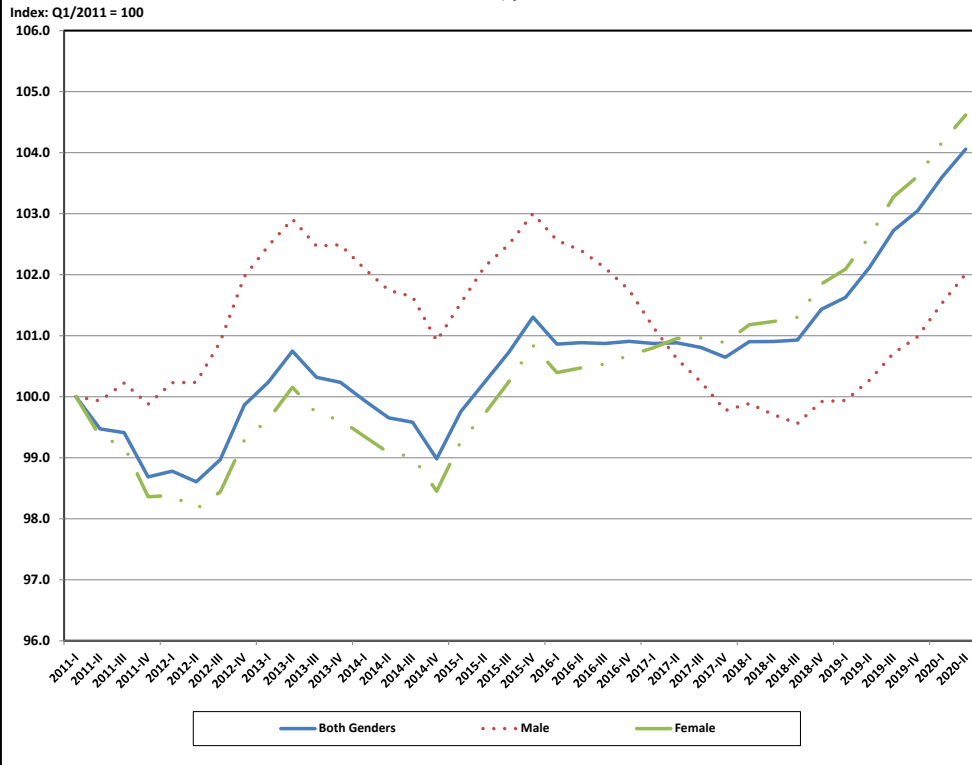


Chart 28a, Oklahoma: Hospitals Four Quarter Moving Average Employment by Ages 14 to 18 and Gender Group

Index: Q1/2011 = 100

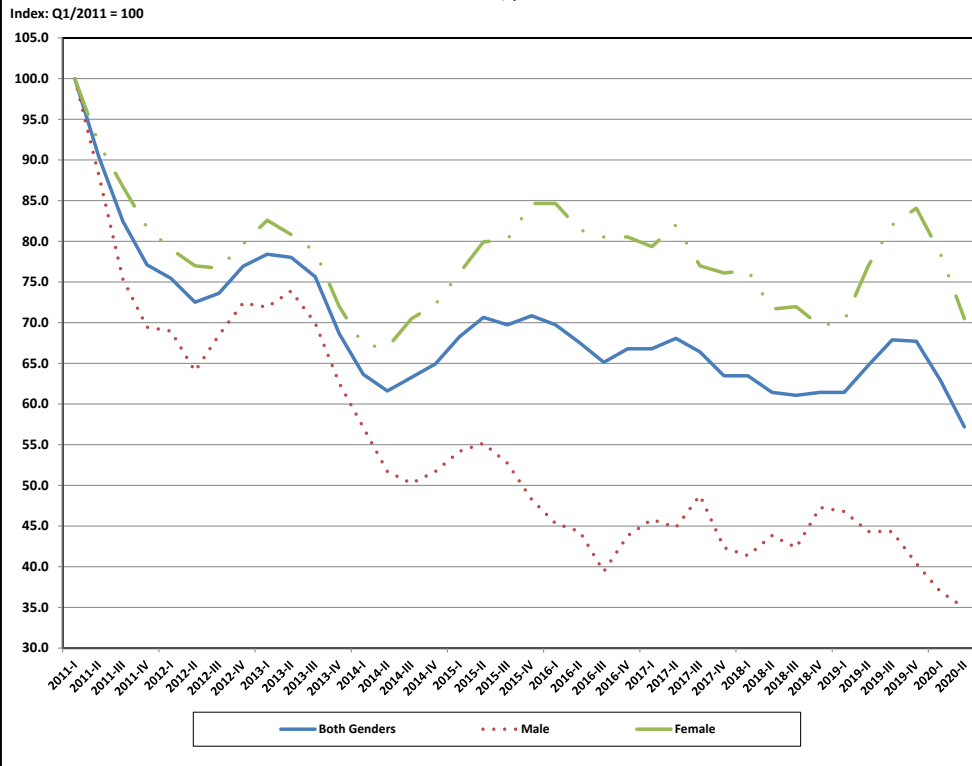


Chart 29a, Oklahoma: Hospitals Four Quarter Moving Average Employment by Ages 19 to 21 and Gender Group

Index: Q1/2011 = 100

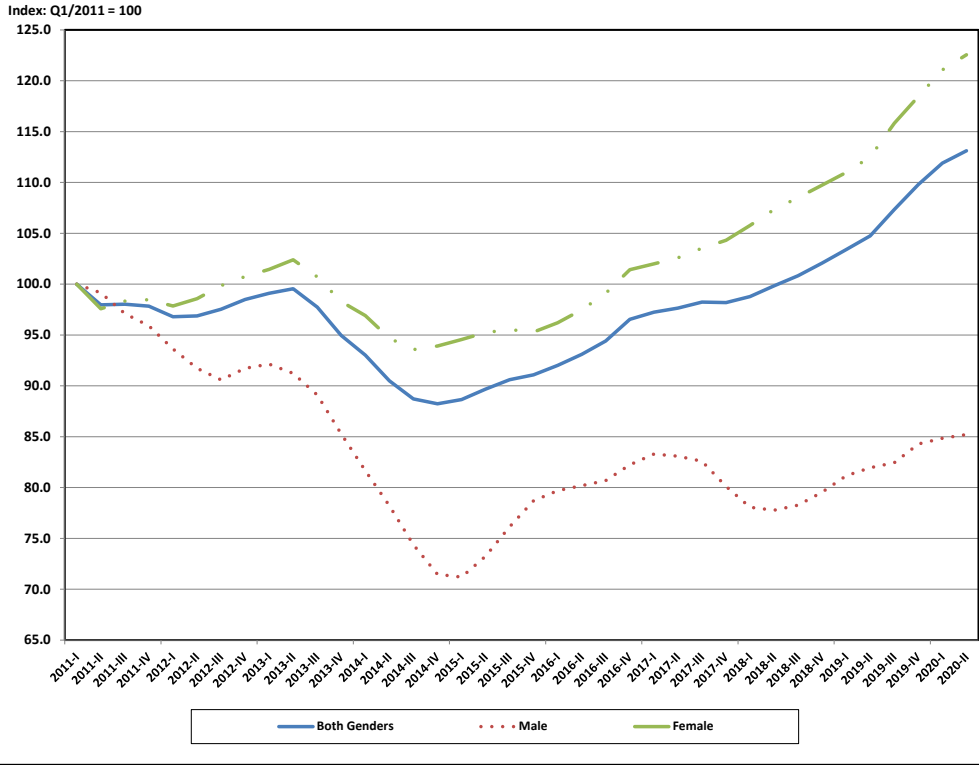


Chart 30a, Oklahoma: Hospitals Four Quarter Moving Average Employment by Ages 22 to 24 and Gender Group

Index: Q1/2011 = 100

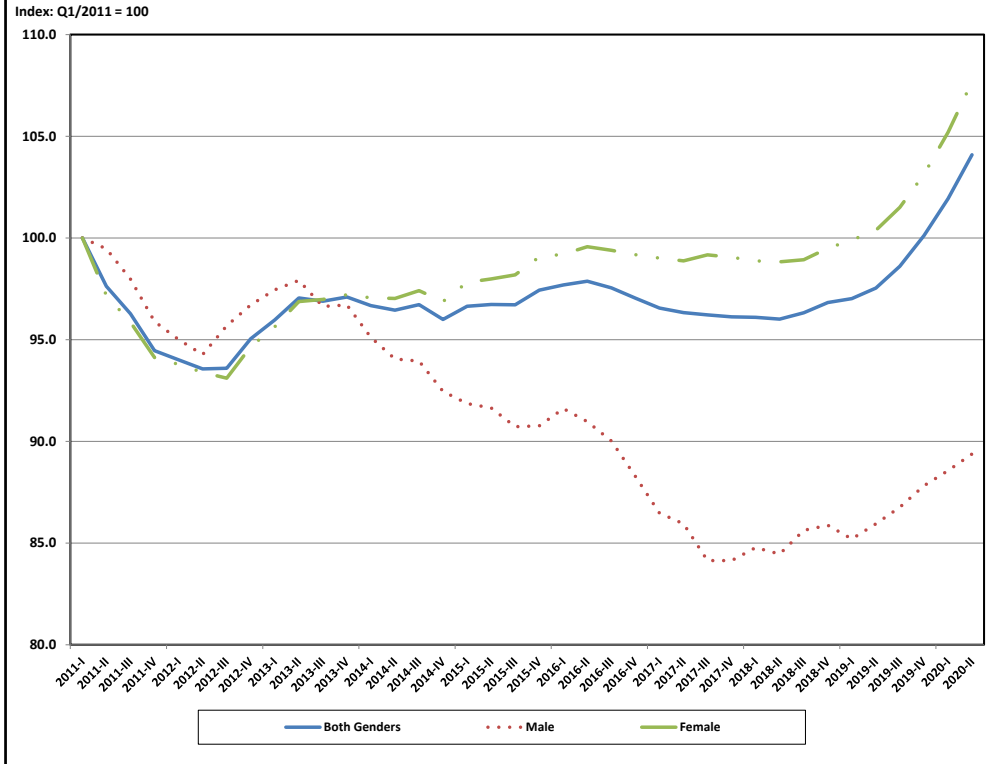


Chart 31a, Oklahoma: Hospitals Four Quarter Moving Average Employment by Ages 25 to 34 and Gender Group

Index: Q1/2011 = 100

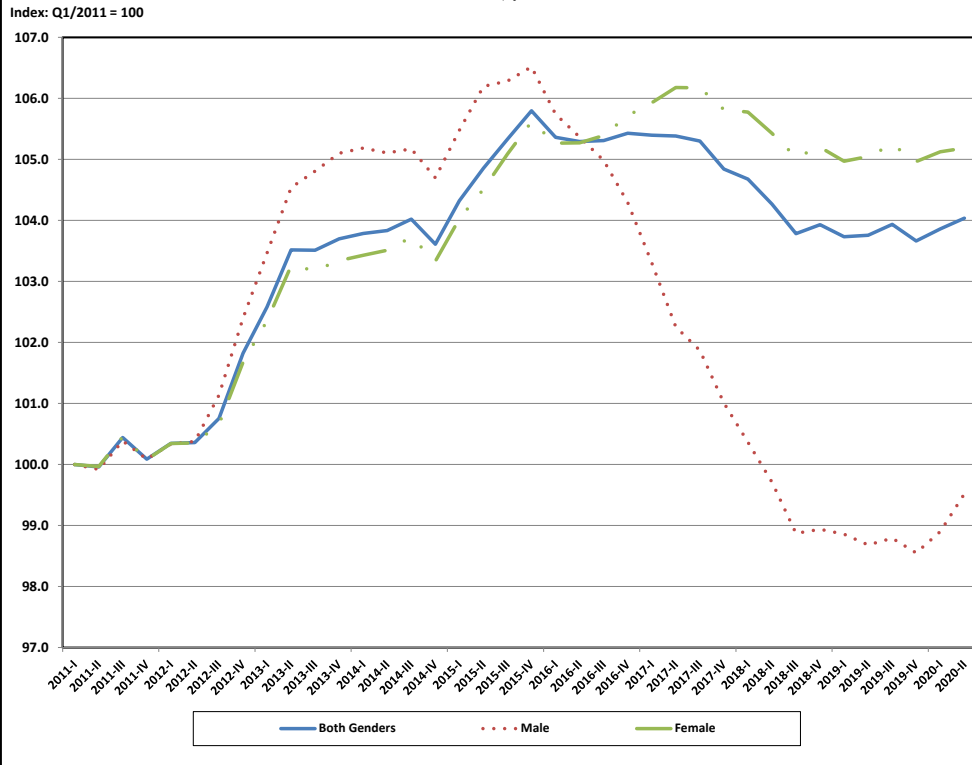


Chart 32a, Oklahoma: Hospitals Four Quarter Moving Average Employment by Ages 35 to 44 and Gender Group

Index: Q1/2011 = 100

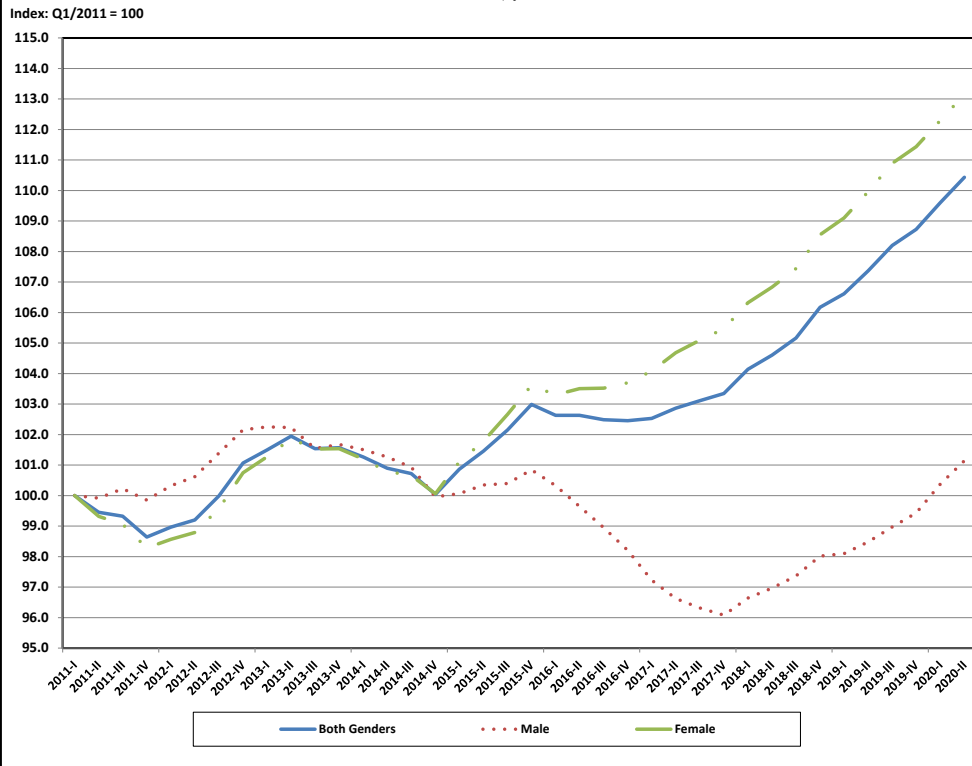


Chart 33a, Oklahoma: Hospitals Four Quarter Moving Average Employment by Ages 45 to 54 and Gender Group

Index: Q1/2001 = 100

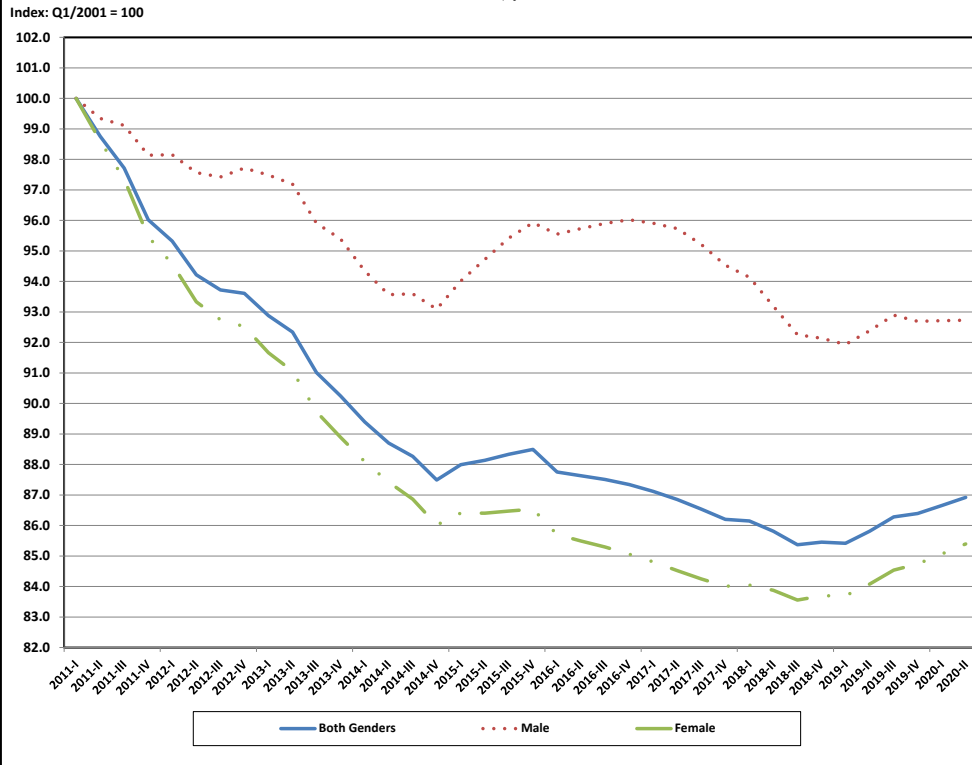


Chart 34a, Oklahoma: Hospitals Four Quarter Moving Average Employment by Ages 55 to 64 by Gender Group

Index: Q1/2011 = 100

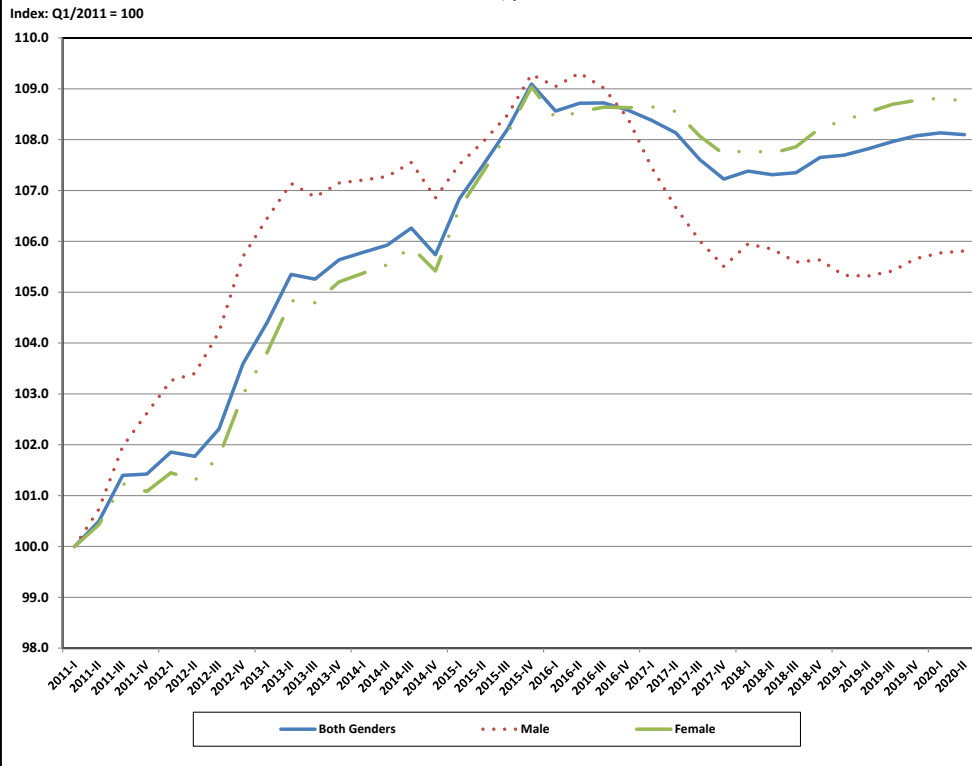


Chart 35a, Oklahoma: Hospitals, Four Quarter Moving Average Employment by Ages 65 to 99 by Gender Group

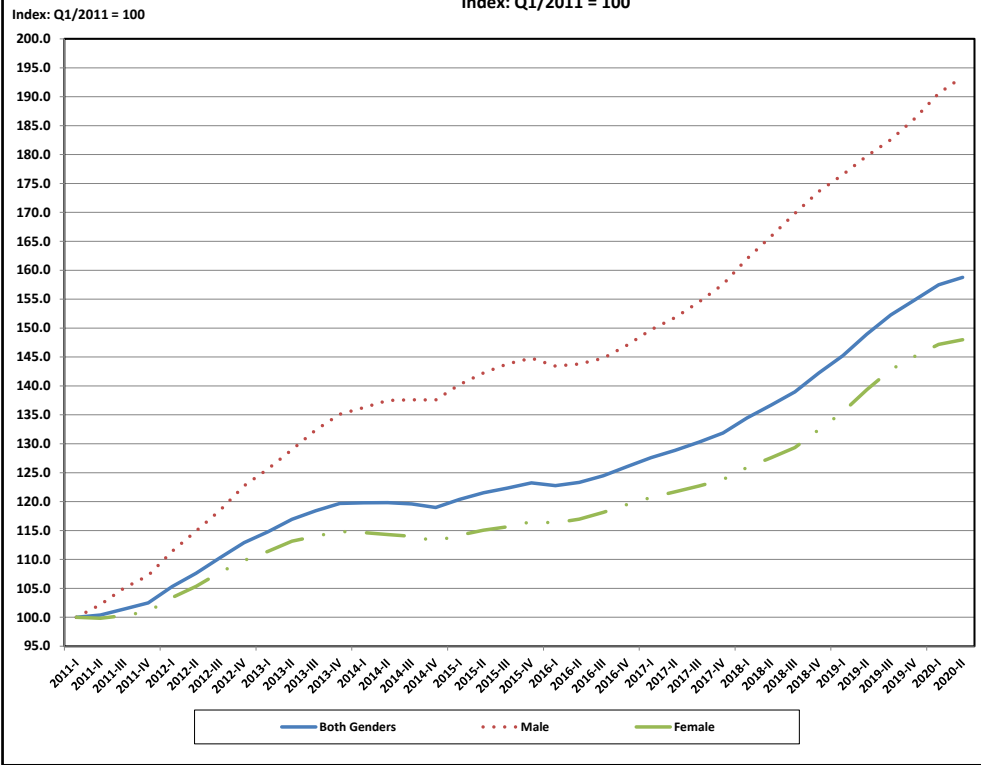


Chart 36a, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Employment by All Ages (14 to 99) and Gender Group

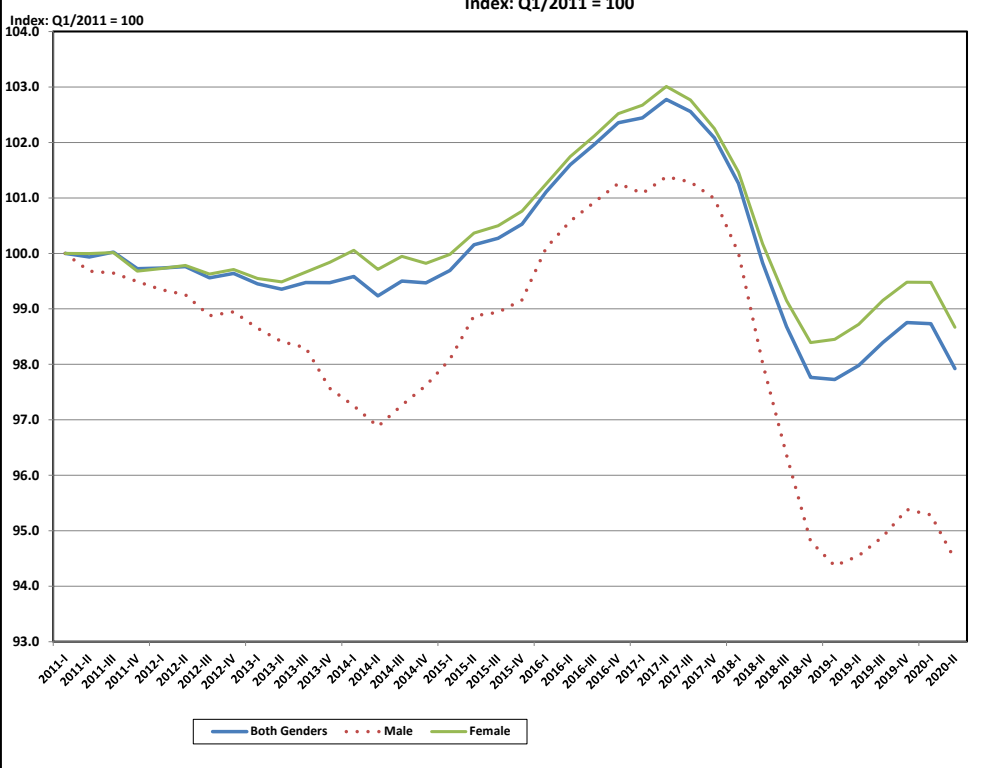


Chart 37a, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Employment by Ages 14 to 18 and Gender Group

Index: Q1/2011 = 100

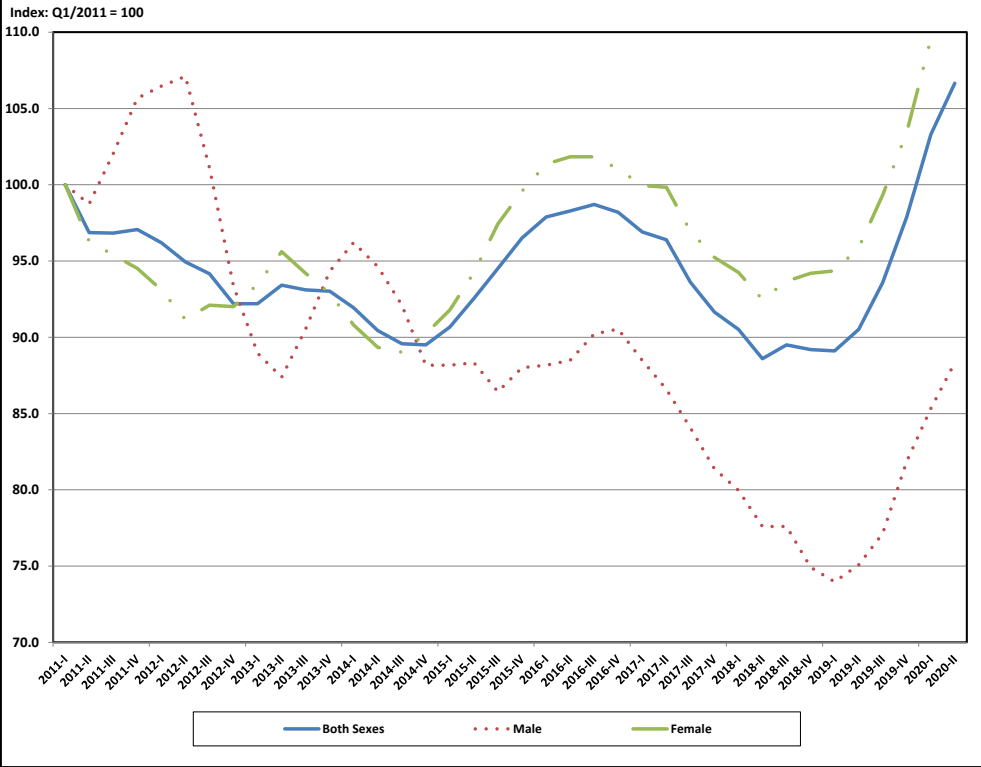


Chart 38a, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Employment by Ages 19 to 21 and Gender

Index: Q1/2011 = 100

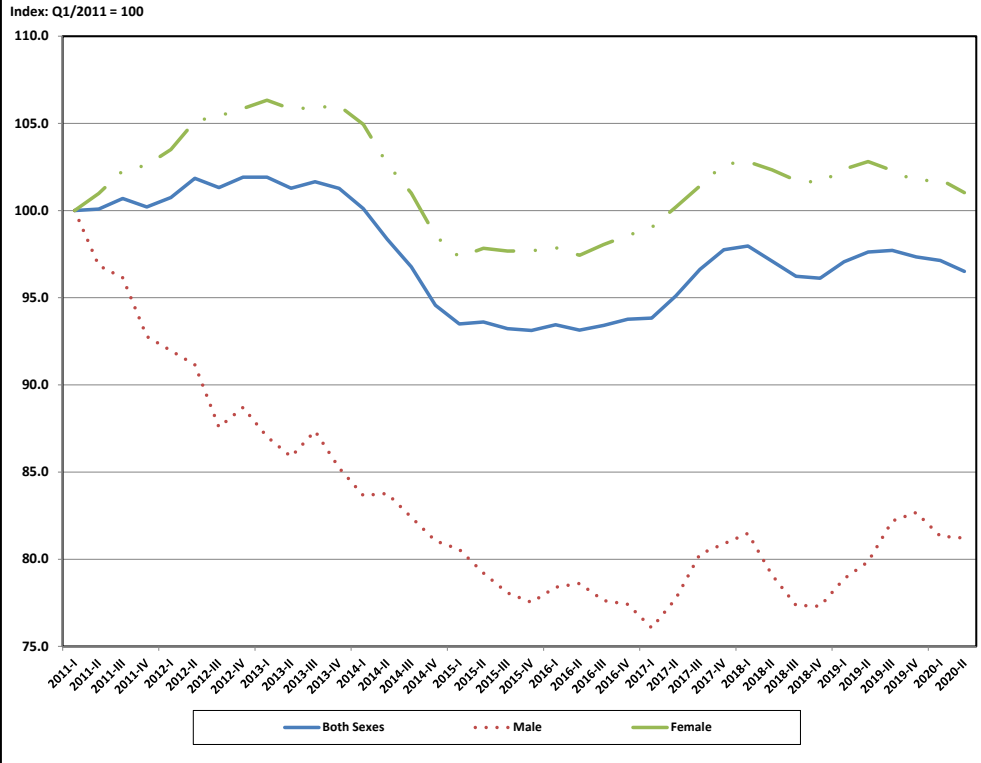


Chart 39a, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Employment by Ages 22 to 24 and Gender Group

Index: Q1/2011 = 100

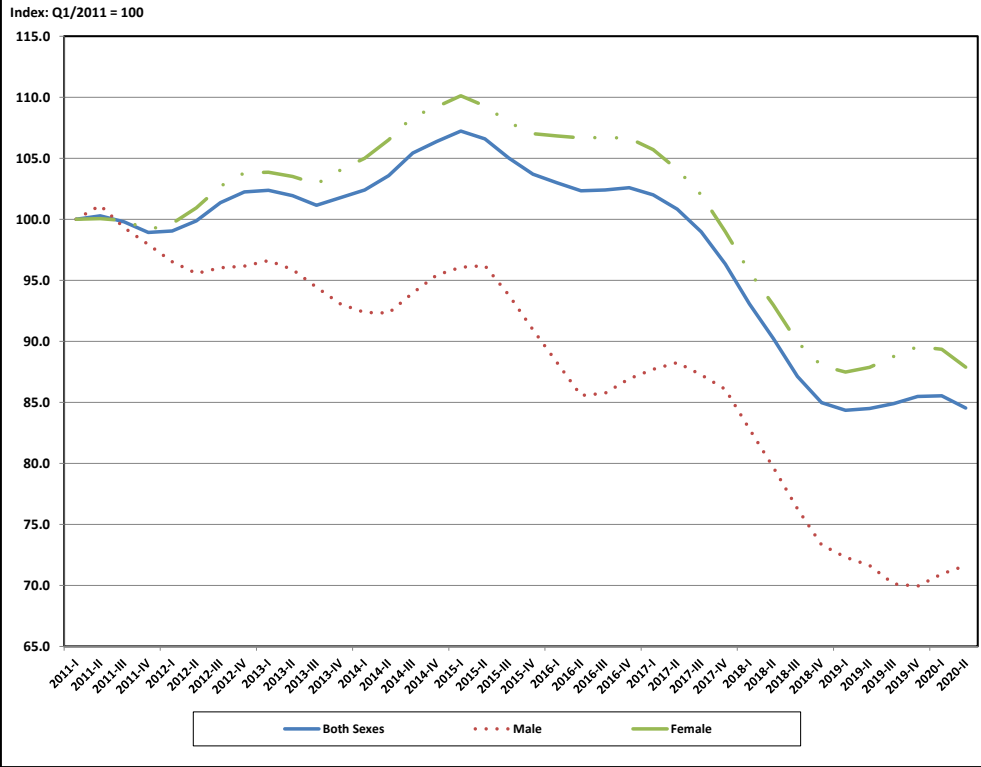


Chart 40a, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Employment by Ages 25 to 34 and Gender Group

Index: Q1/2011 = 100

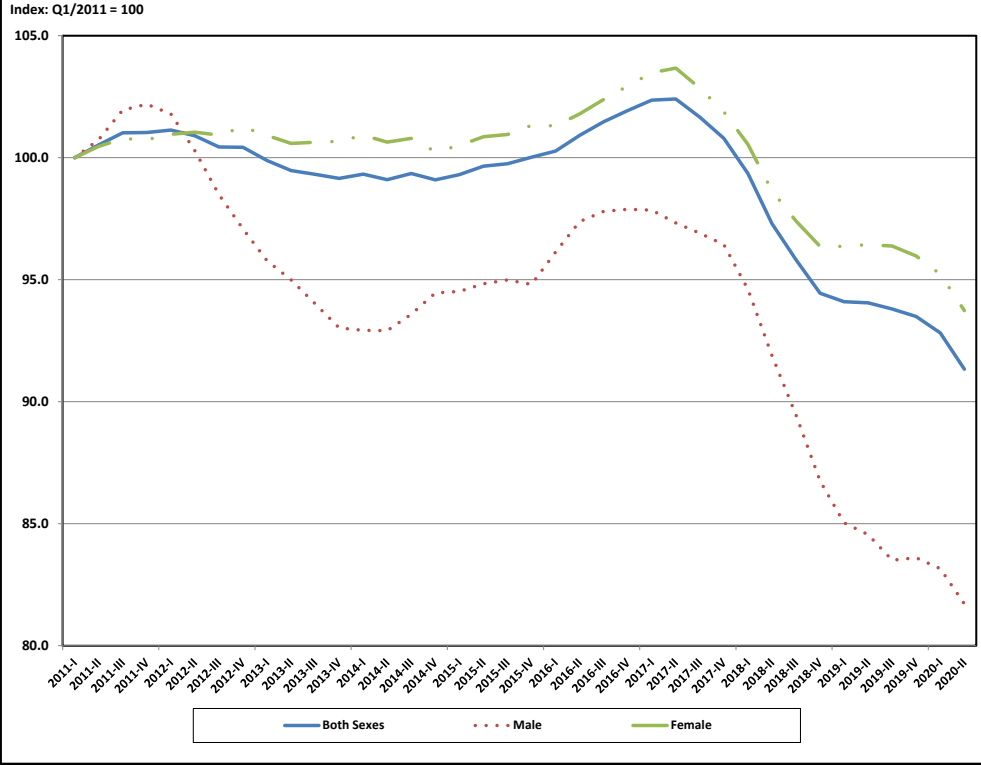


Chart 41a, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Employment by Ages 35 to 44 and Gender Group

Index: Q1/2011 = 100

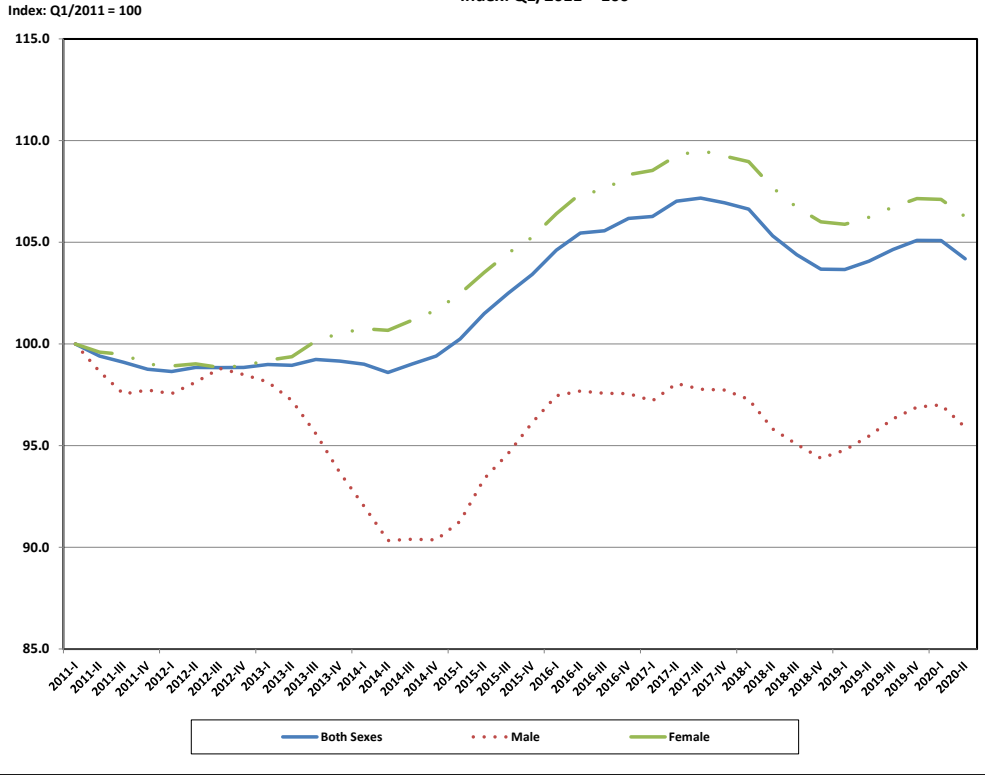


Chart 42a, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Employment by Ages 45 to 54 and Gender Group

Index: Q1/2011 = 100

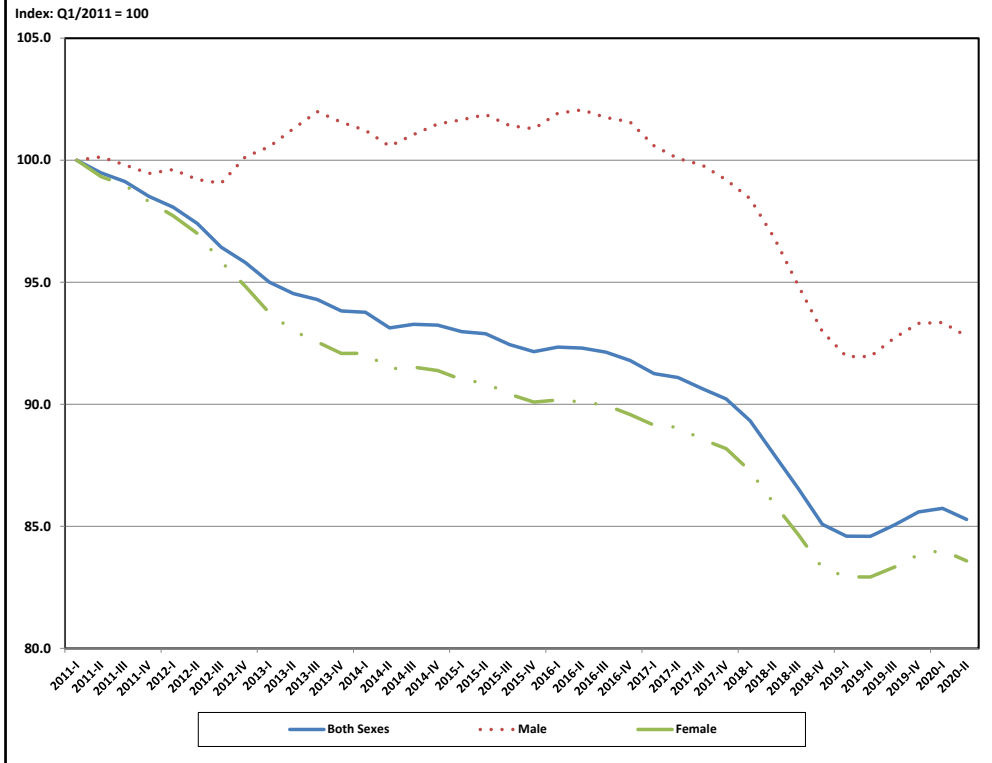
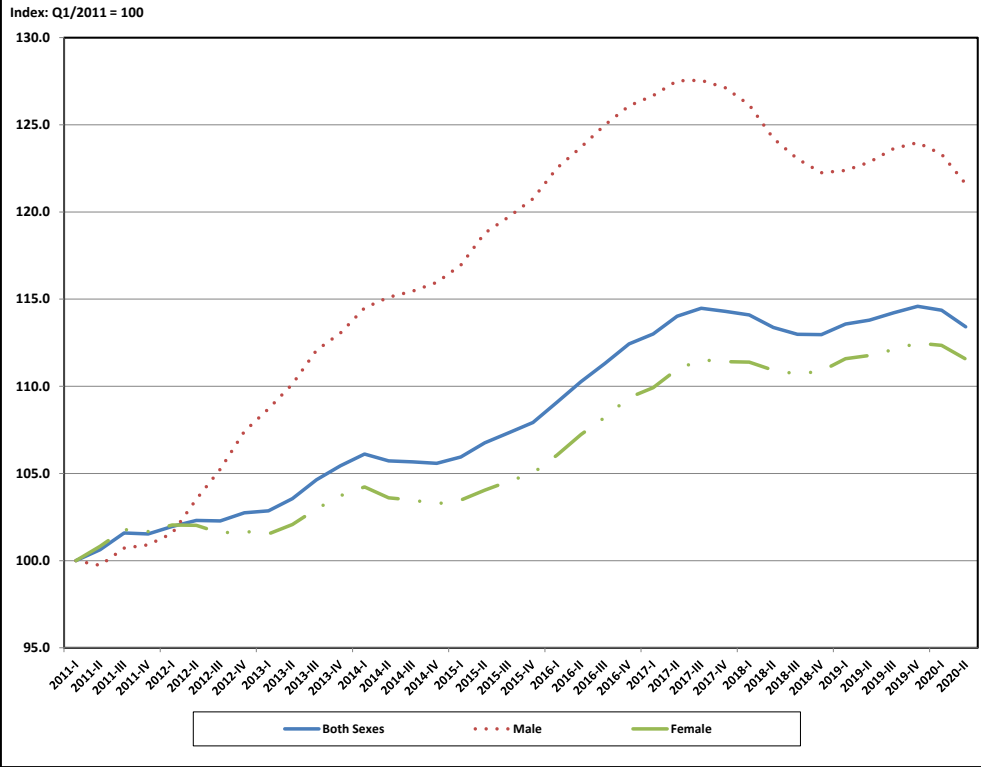


Chart 43a, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Employment by Ages 55 to 64 by Gender Group

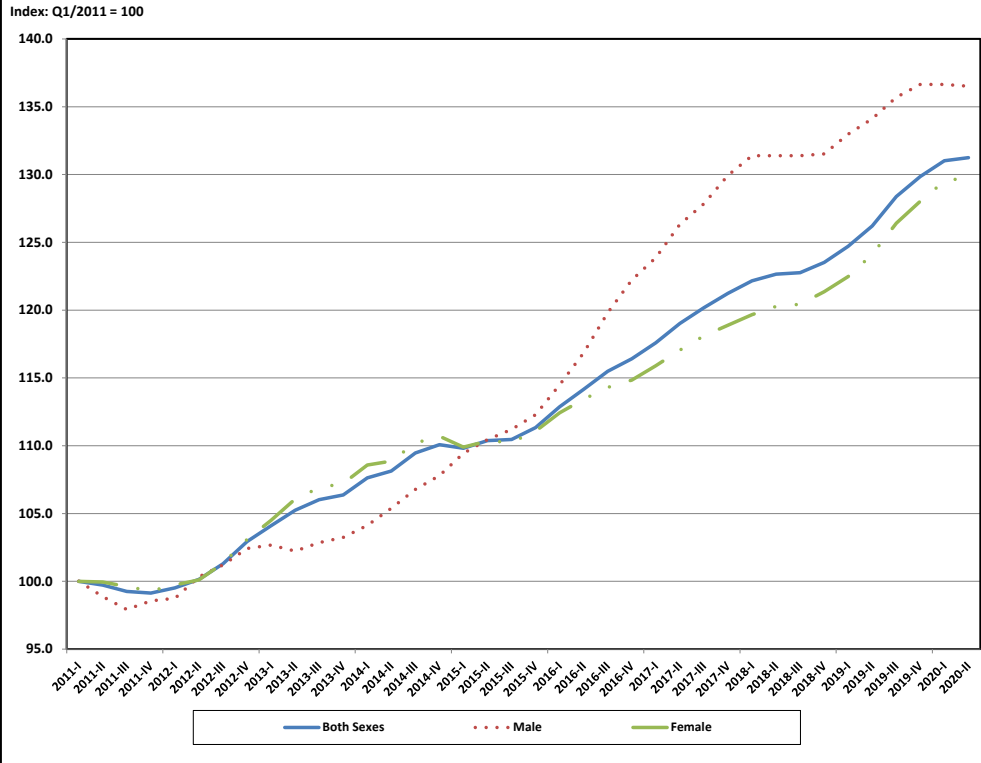
Index: Q1/2011 = 100



...

Chart 44a, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Employment by Ages 65 to 99 by Gender Group

Index: Q1/2011 = 100



Appendix H - Earnings Charts by Industry Group, Age Group and Gender Group

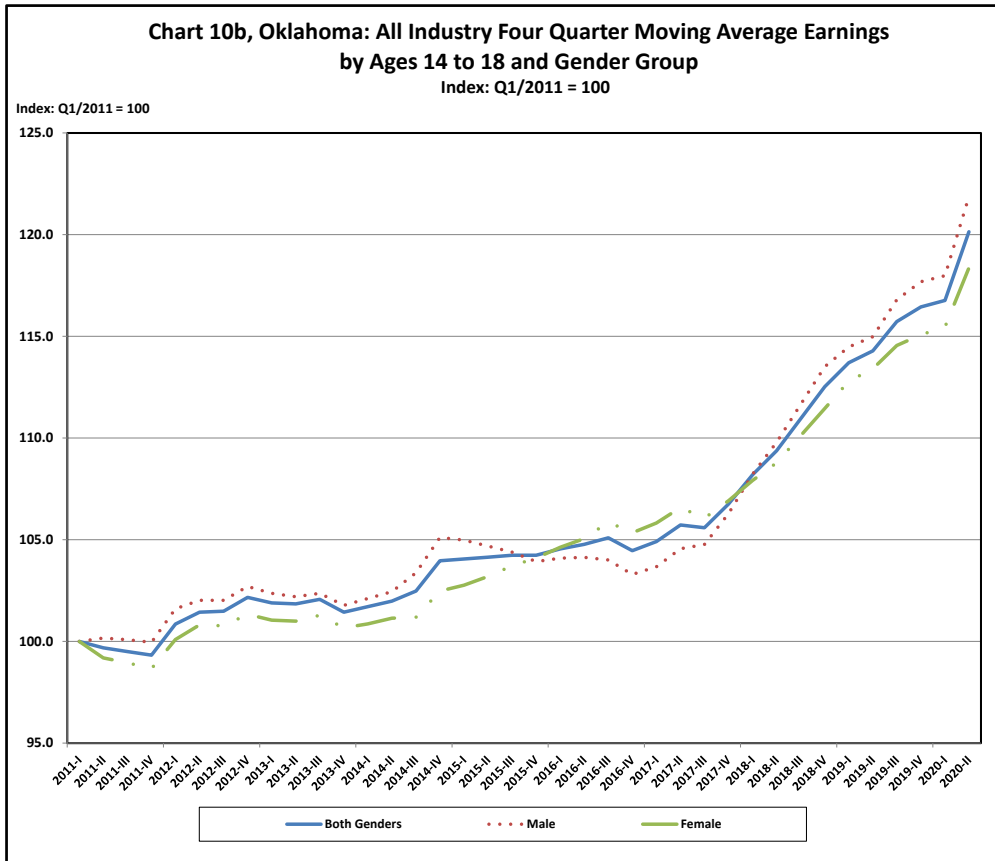
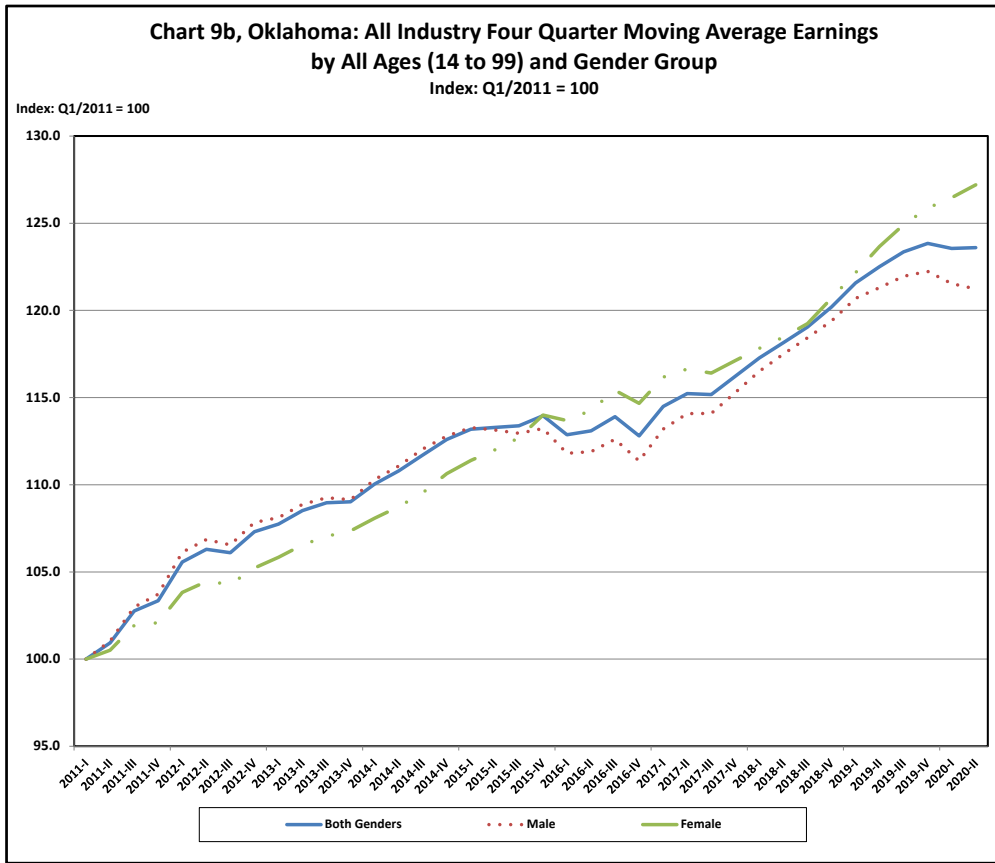


Chart 11b, Oklahoma: All Industry Four Quarter Moving Average Earnings by Ages 19 to 21 and Gender Group

Index: Q1/2011 = 100

Index: Q1/2011 = 100

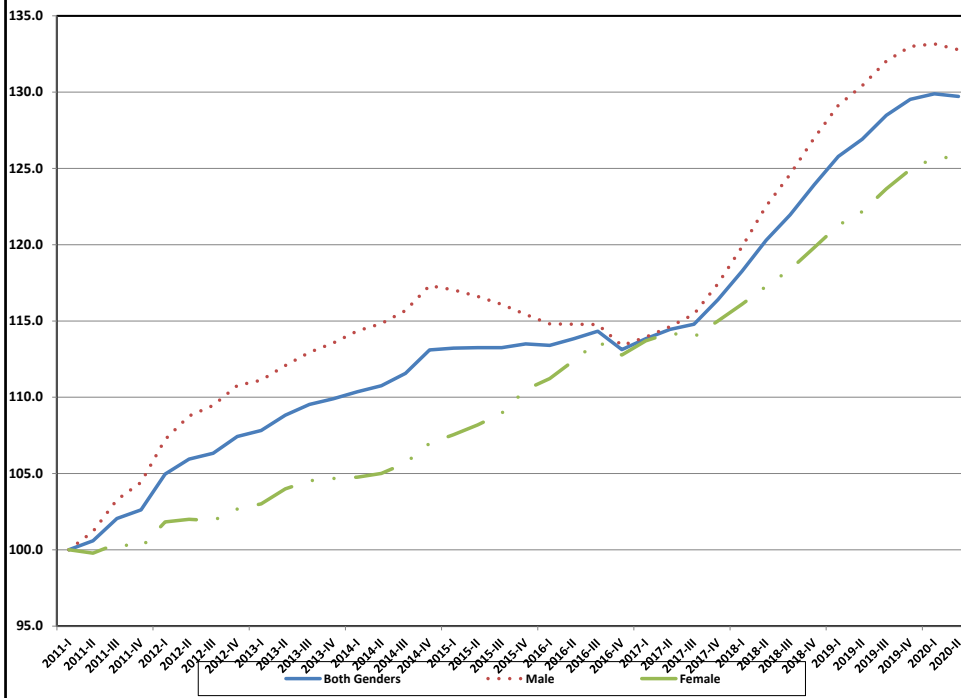


Chart 12b, Oklahoma: All Industry Four Quarter Moving Average Earnings by Ages 22 to 24 and Gender Group

Index: Q1/2011 = 100

Index: Q1/2011 = 100

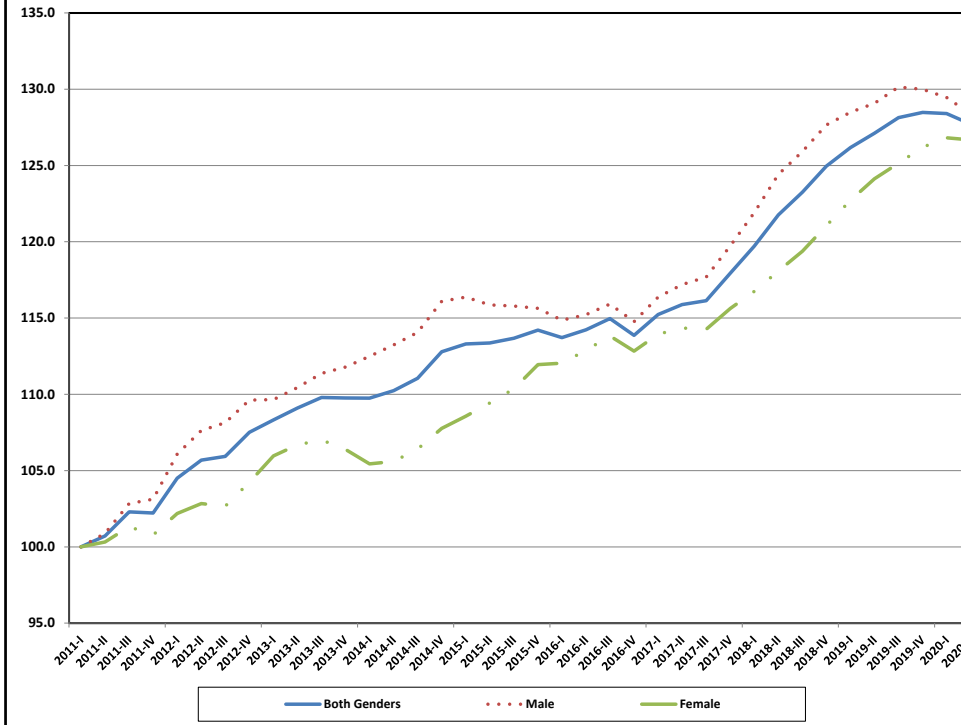


Chart 13b, Oklahoma: All Industry Four Quarter Moving Average Earnings by Ages 25 to 34 and Gender Group

Index: Q1/2011 = 100

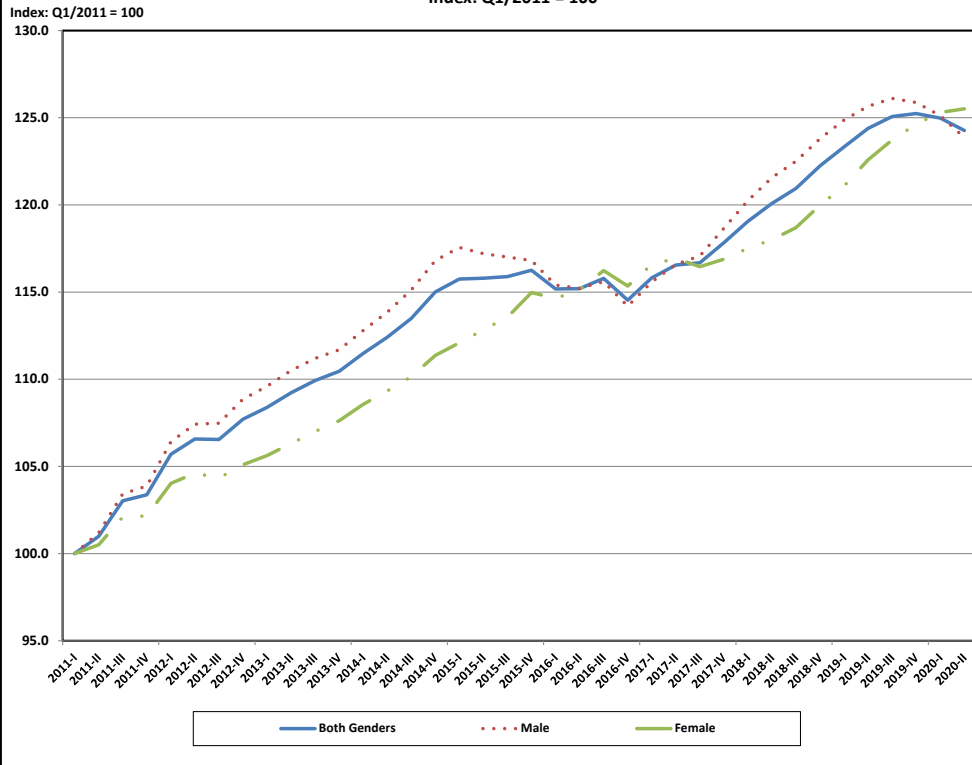
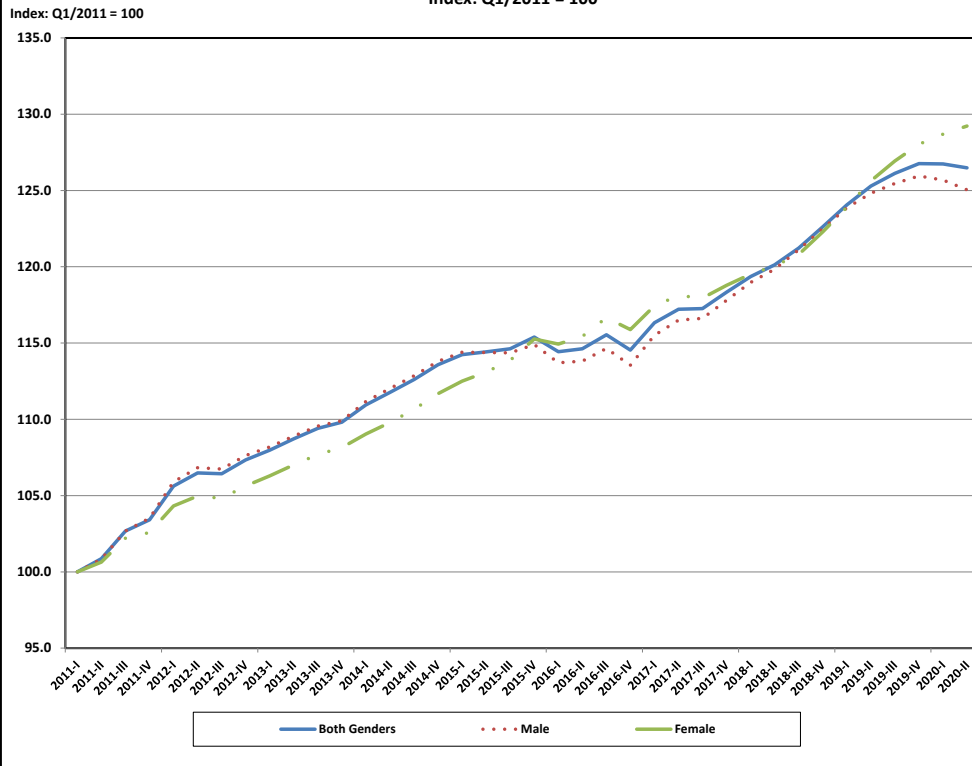
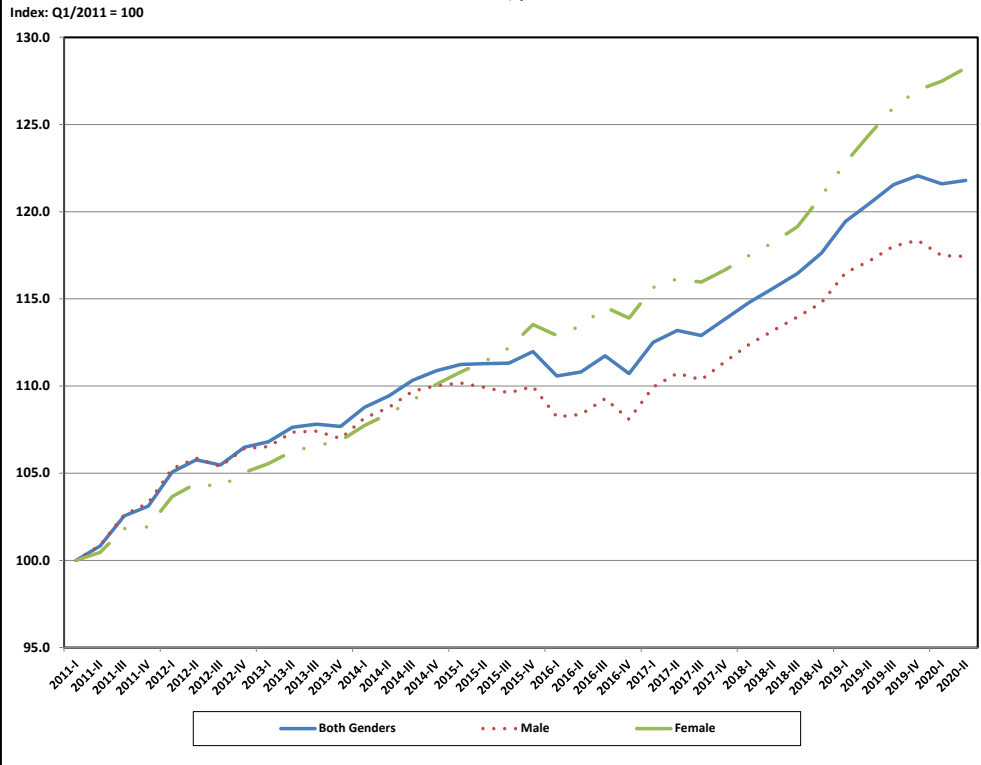


Chart 14b, Oklahoma: All Industry Four Quarter Moving Average Earnings by Ages 35 to 44 and Gender Group

Index: Q1/2011 = 100



**Chart 15b, Oklahoma: All Industry Four Quarter Moving Average Earnings by
Ages 45 to 54 and Gender Group**
Index: Q1/2011 = 100



**Chart 16b, Oklahoma: All Industry Four Quarter Moving Average Earnings
by Ages 55 to 64 by Gender Group**
Index: Q1/2011 = 100

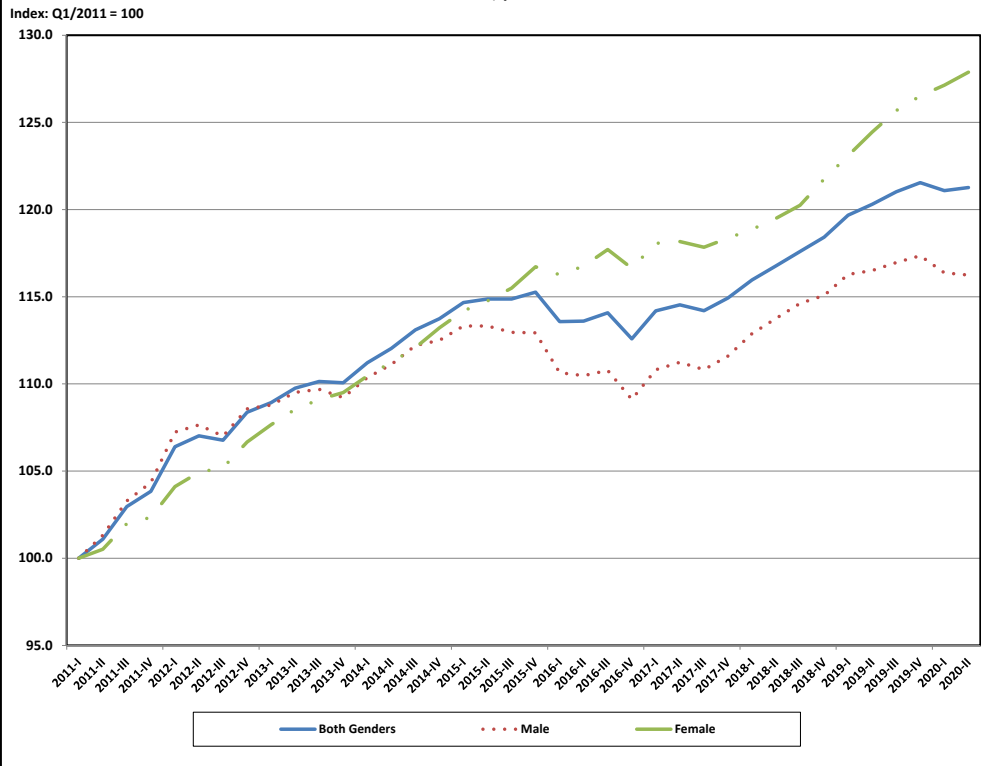


Chart 17b, Oklahoma: All Industry Four Quarter Moving Average Earnings by Ages 65 to 99 by Gender Group

Index: Q1/2011 = 100

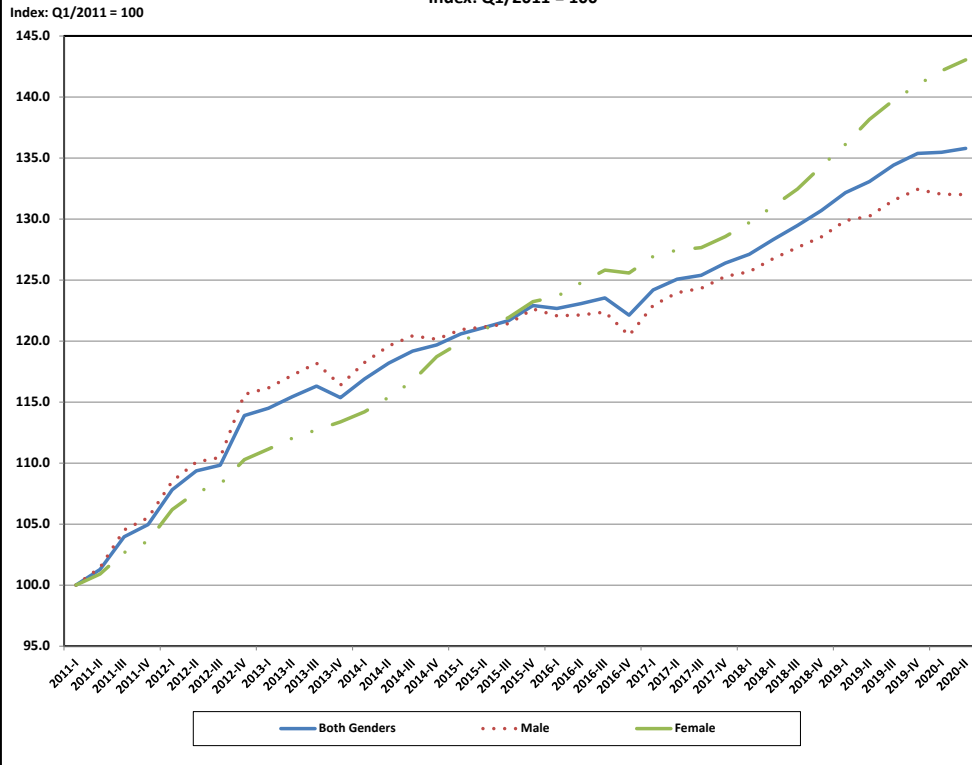


Chart 18b, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Earnings by All Ages (14 to 99) and Gender Group

Index: Q1/2011 = 100

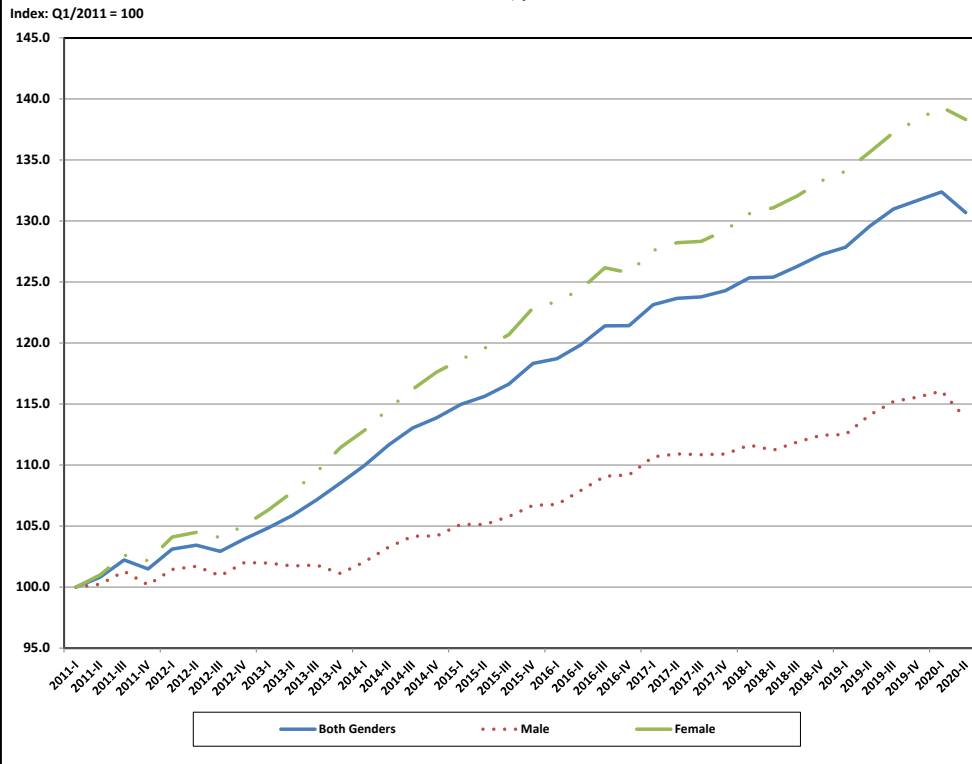


Chart 19b, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Earnings by Ages 14 to 18 and Gender
Index: Q1/2011 = 100

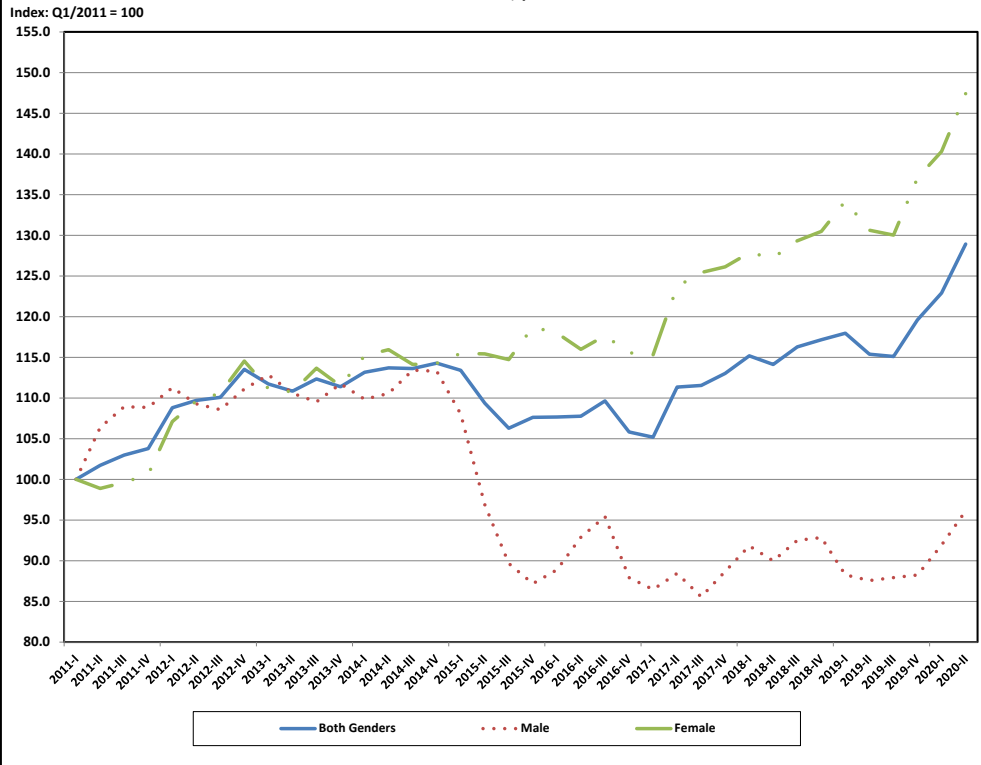


Chart 20b, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Earnings by Ages 19 to 21 and Gender Group
Index: Q1/2011 = 100

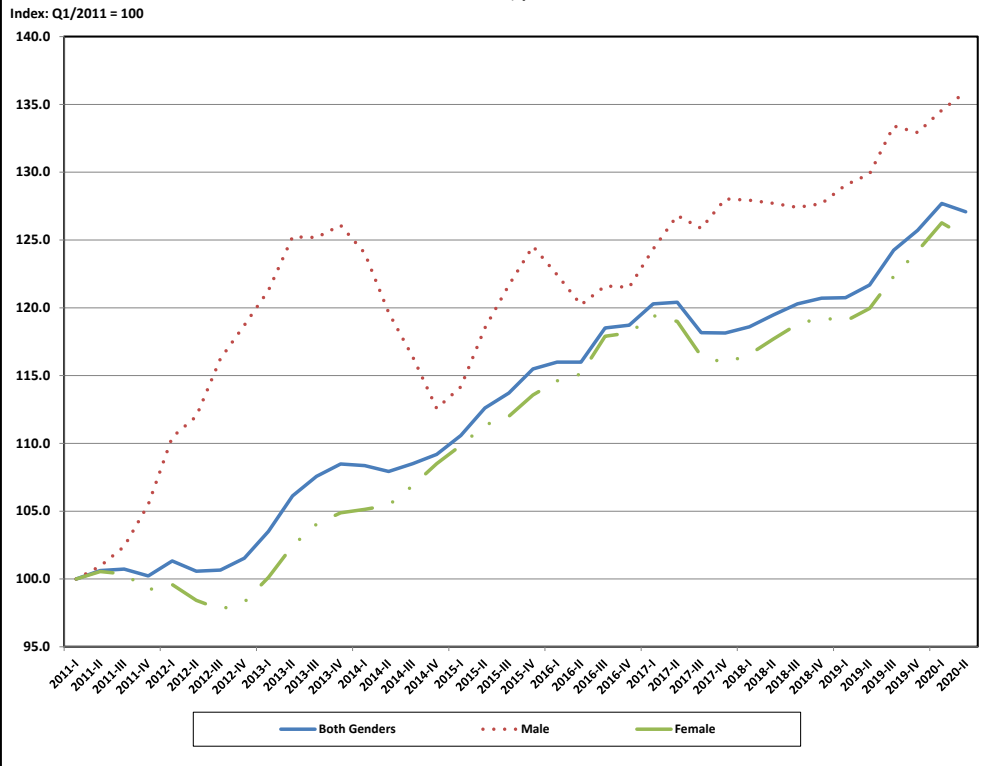


Chart 21b, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Earnings by Ages 22 to 24 and Gender Group

Index: Q1/2011 = 100

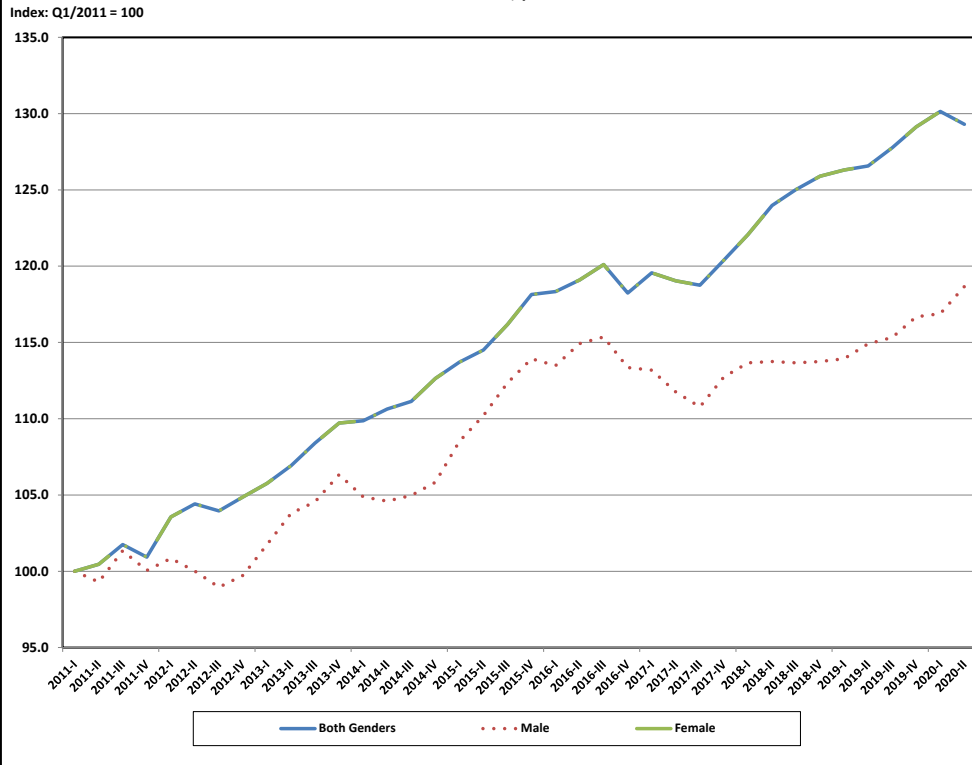


Chart 22b, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Earnings by Ages 25 to 34 and Gender Group

Index: Q1/2001 = 100

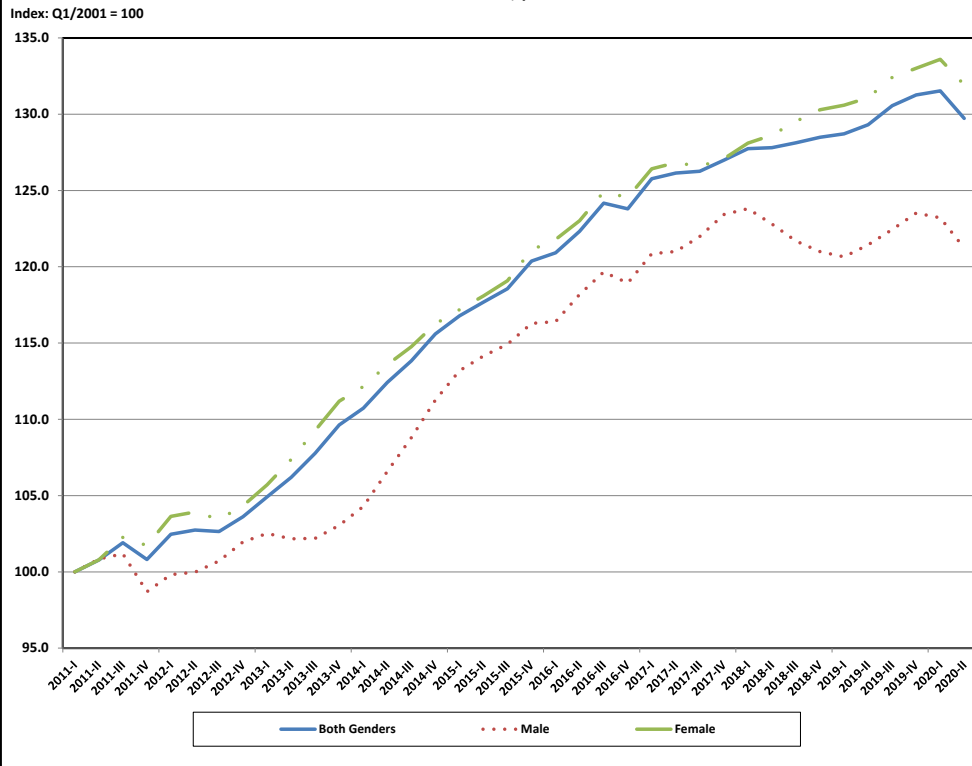


Chart 23b, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Earnings by Ages 35 to 44 and Gender Group

Index: Q1/2011 = 100

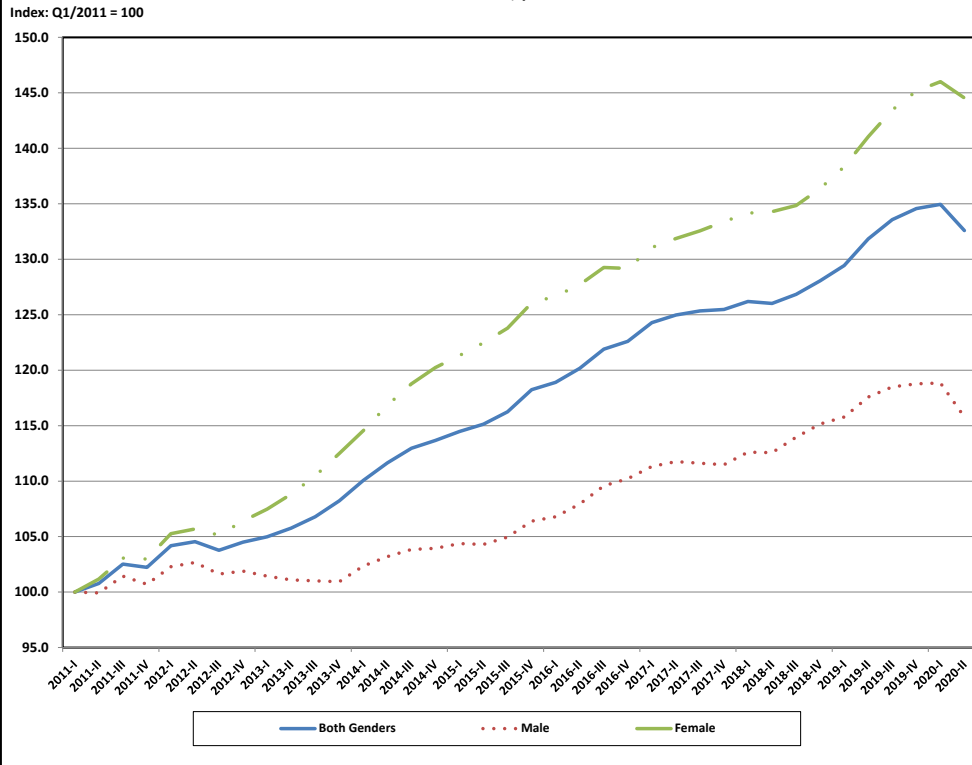


Chart 24b, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Earnings by Ages 45 to 54 and Gender Group

Index: Q1/2011 = 100

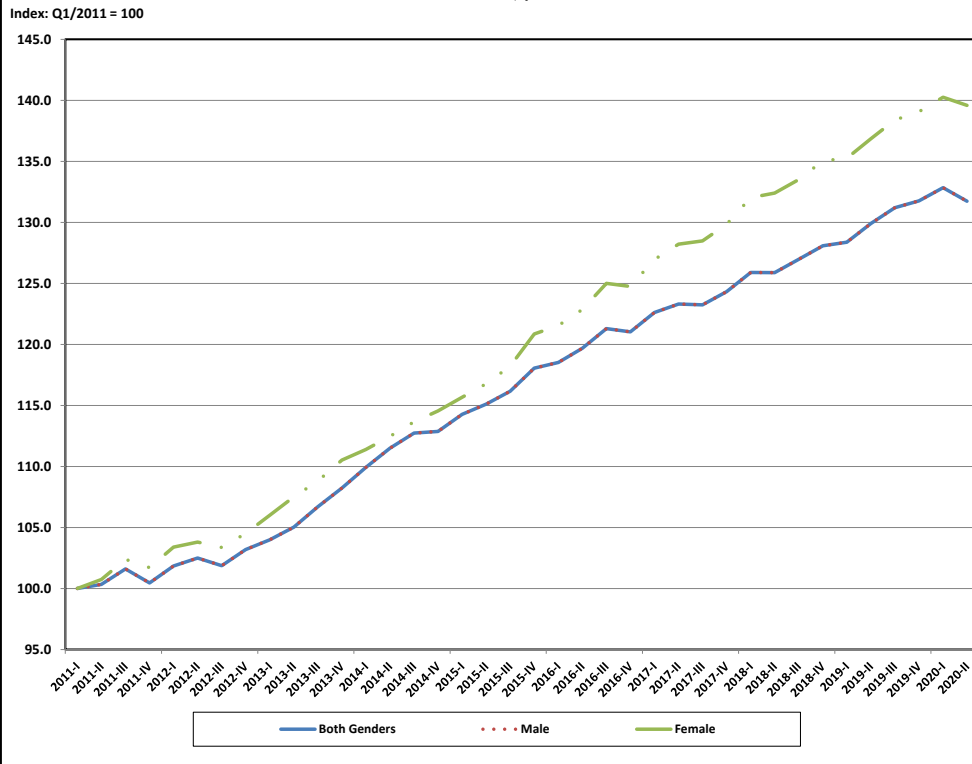


Chart 25b, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Earnings by Ages 55 to 64 and Gender Group

Index: Q1/2011 = 100

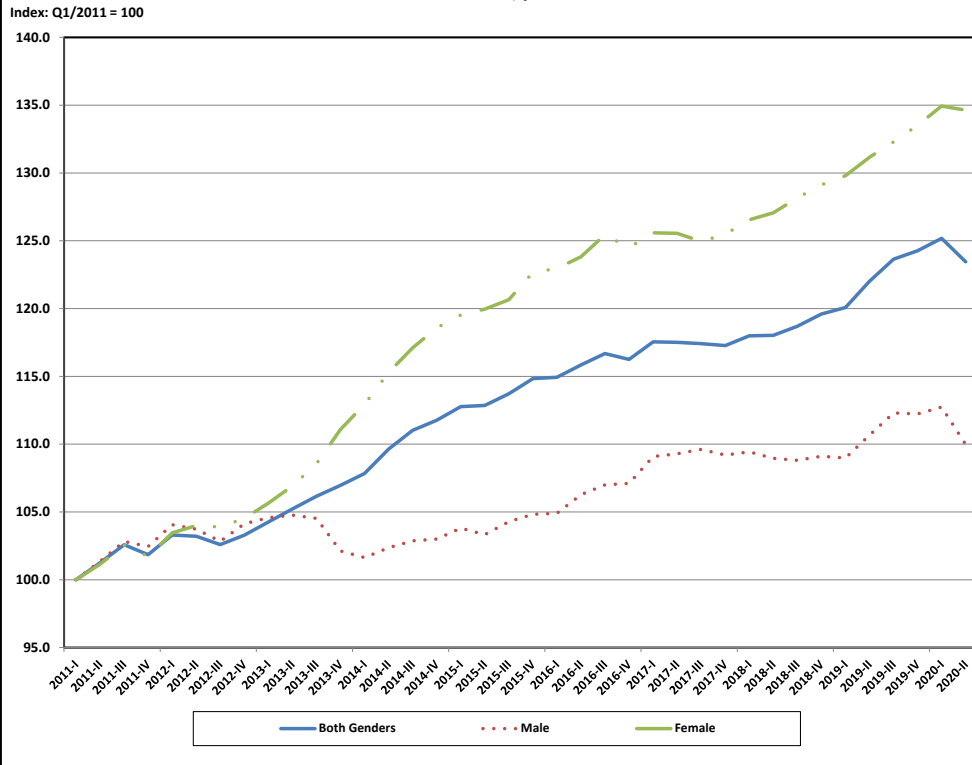


Chart 26b, Oklahoma: Ambulatory Health Care Services Four Quarter Moving Average Earnings for Ages 65 to 99 by Gender Group

Index: Q1/2011 = 100

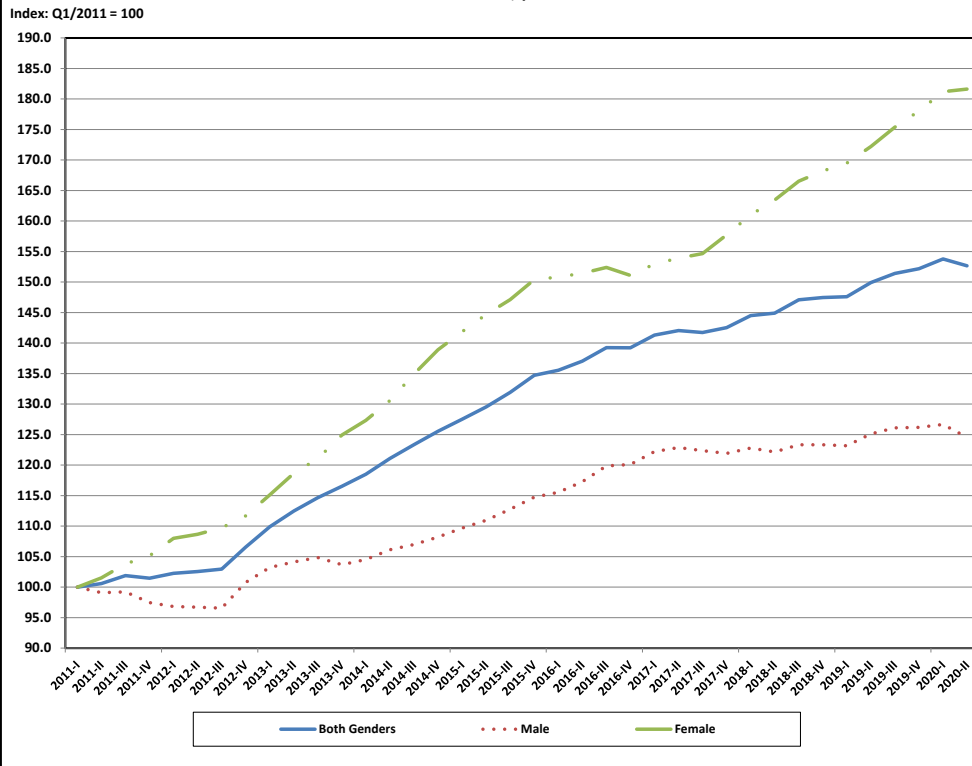


Chart 27b, Oklahoma: Hospitals Four Quarter Moving Average Earnings by All Ages (14 to 99) and Gender Group

Index: Q1/2011 = 100

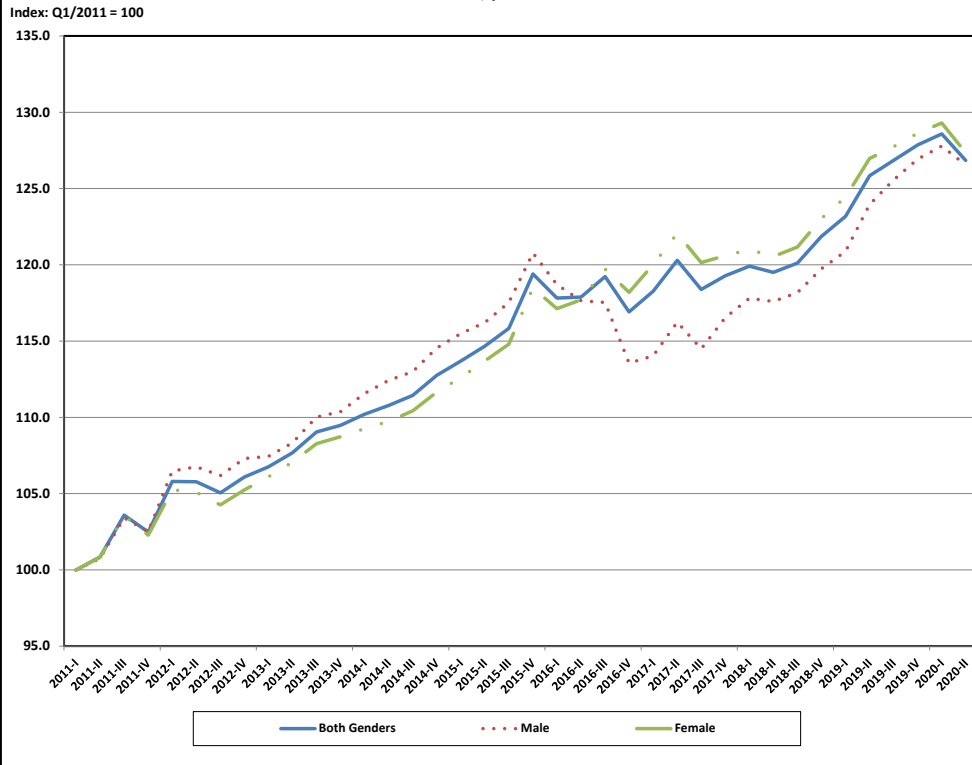


Chart 28b, Oklahoma: Hospitals Four Quarter Moving Average Earnings by Ages 14 to 18 and Gender Group

Index: Q1/2011 = 100

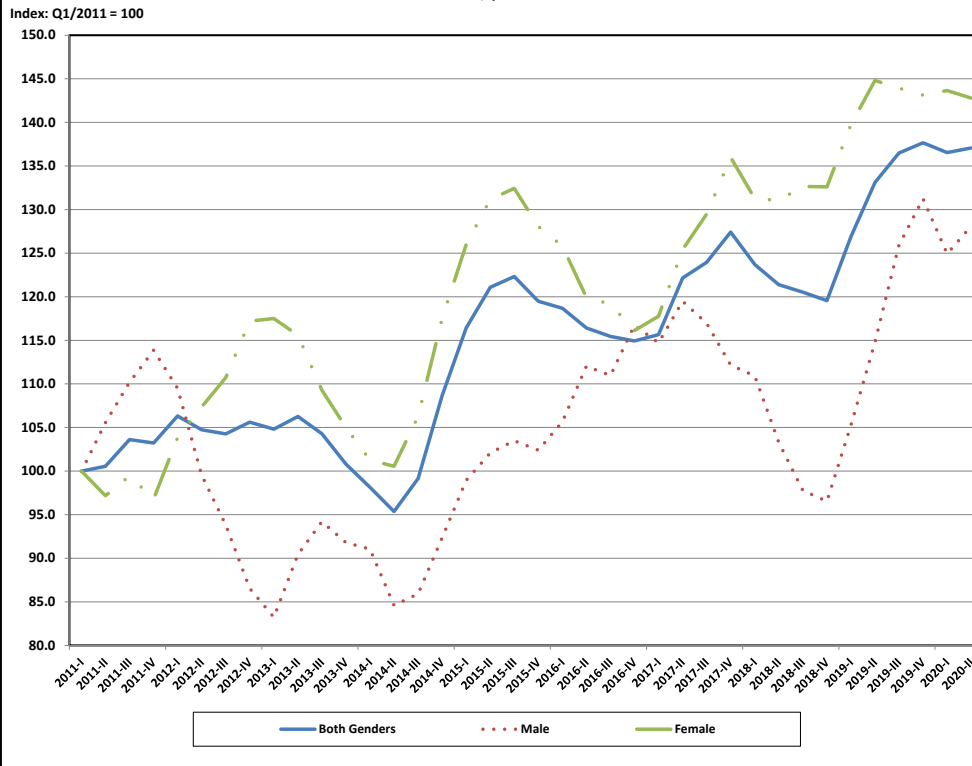


Chart 29b, Oklahoma: Hospitals Four Quarter Moving Average Earnings by Ages 19 to 21 and Gender Group

Index: Q1/2011 = 100

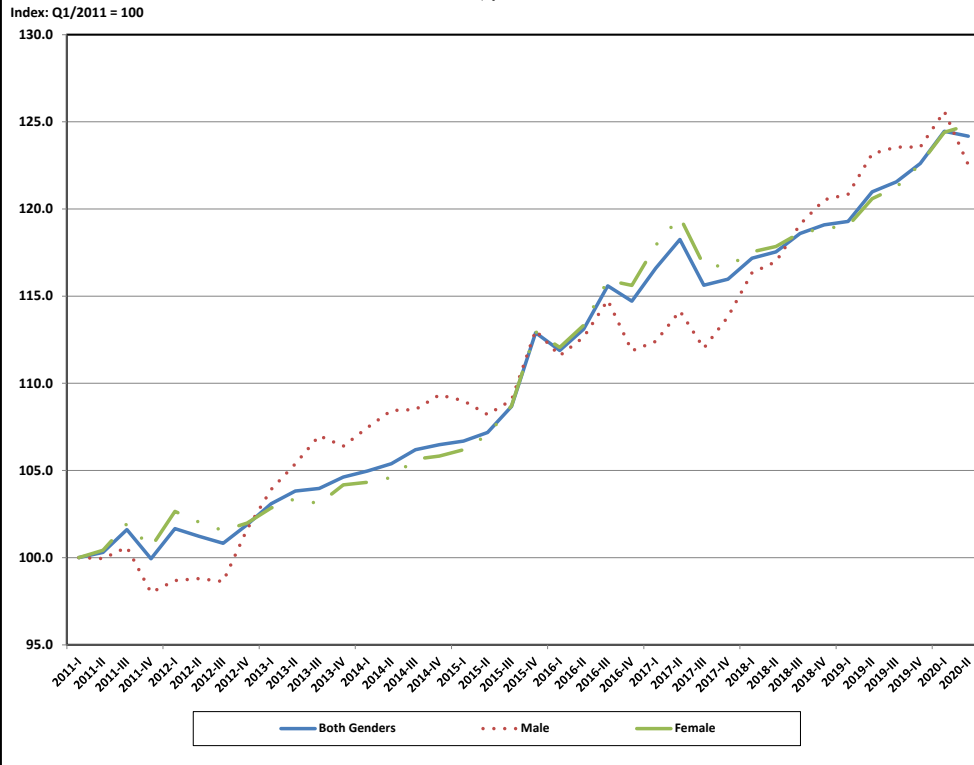


Chart 30b, Oklahoma: Hospitals Four Quarter Moving Average Earnings by Ages 22 to 24 and Gender Group

Index: Q1/2011 = 100

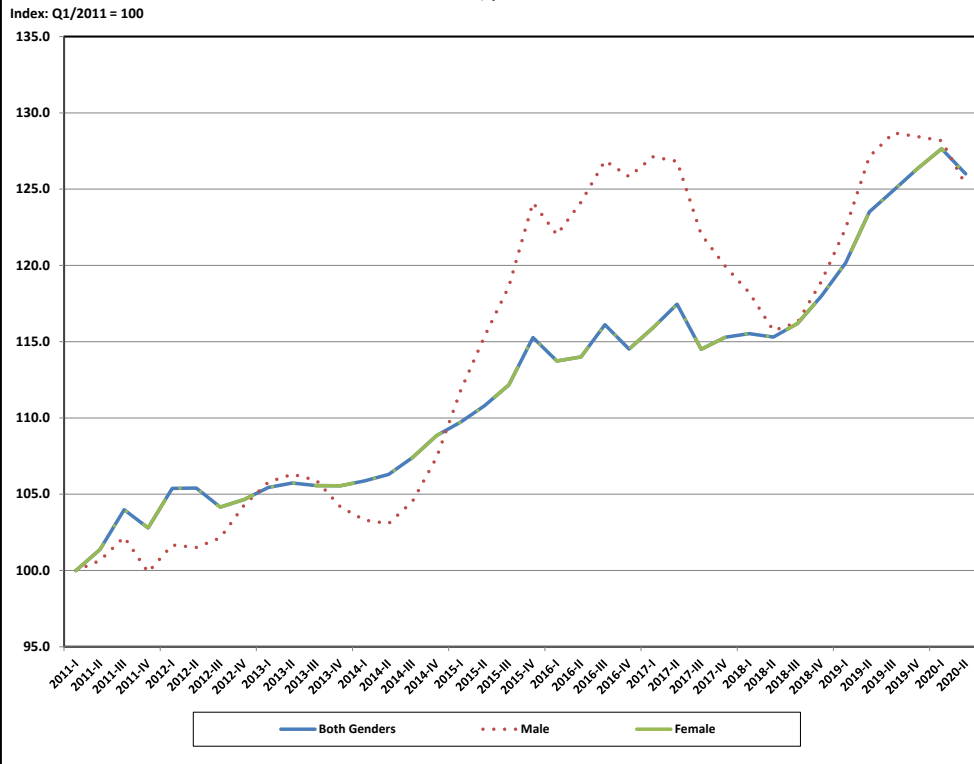


Chart 31b, Oklahoma: Hospitals Four Quarter Moving Average Earnings by Ages 25 to 34 and Gender Group

Index: Q1/2011 = 100

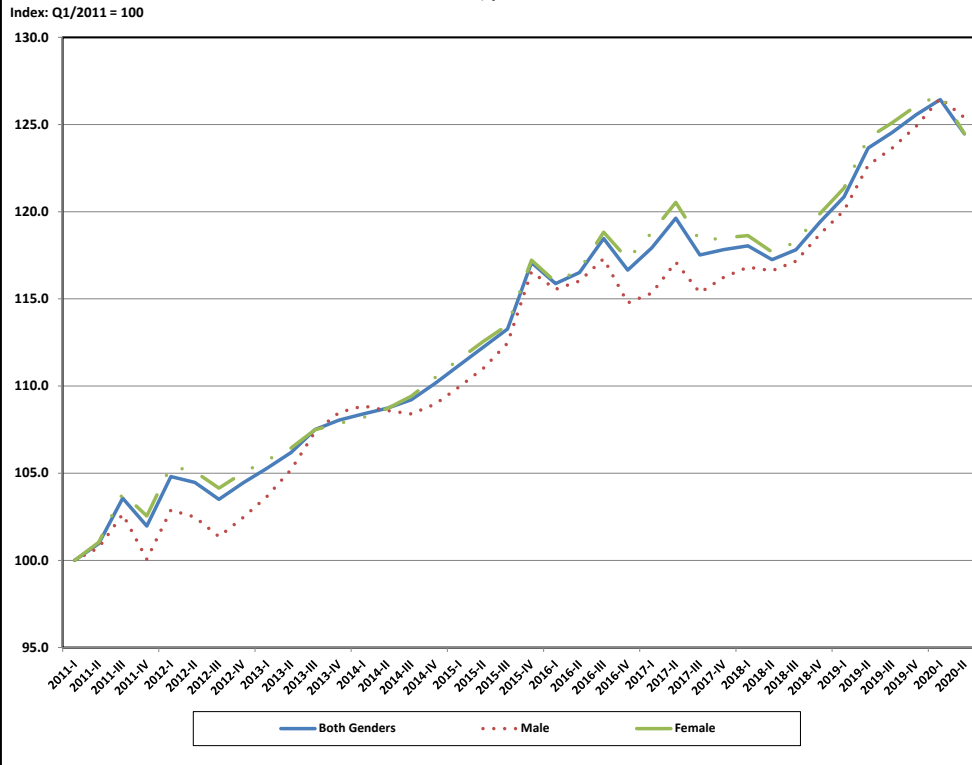


Chart 32b, Oklahoma: Hospitals Four Quarter Moving Average Earnings by Ages 35 to 44 and Gender Group

Index: Q1/2011 = 100

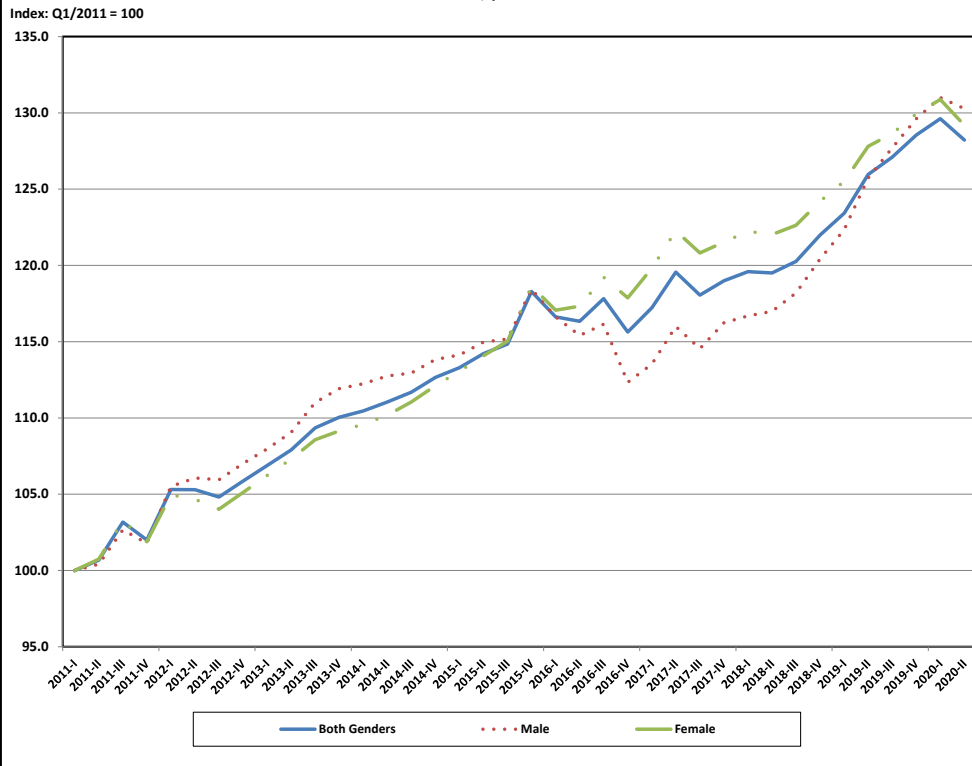


Chart 33b, Oklahoma: Hospitals Four Quarter Moving Average Earnings by Ages 45 to 54 and Gender Group

Index: Q1/2011 = 100

Index: Q1/2011 = 100

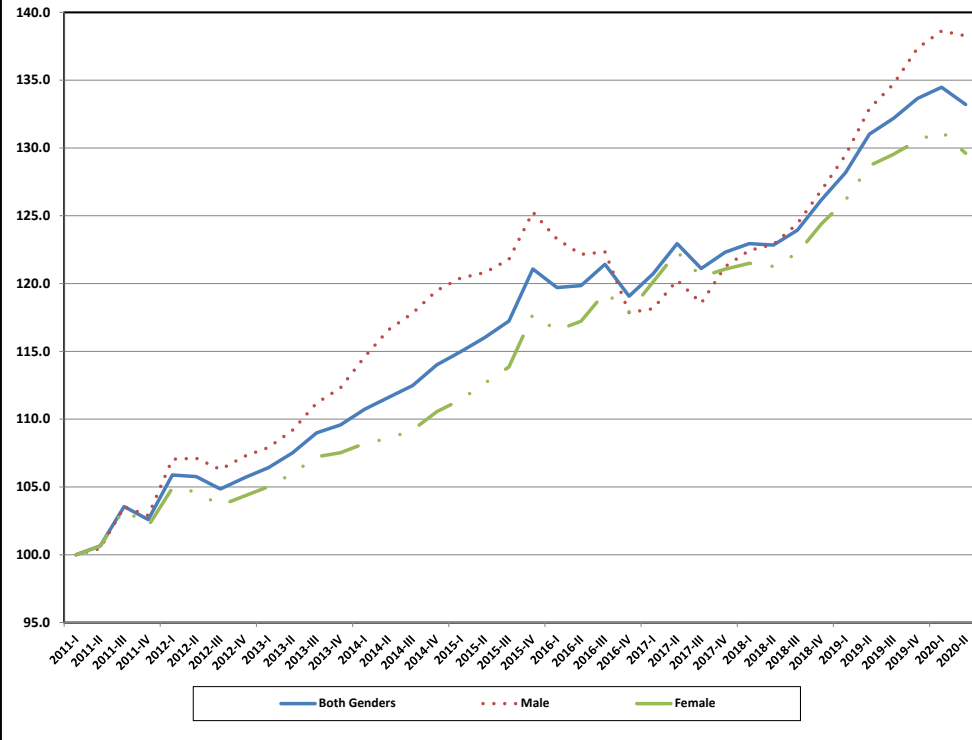


Chart 34b, Oklahoma: Hospitals Four Quarter Moving Average Earnings by Ages 55 to 64 and Gender Group

Index: Q1/2011 = 100

Index: Q1/2011 = 100

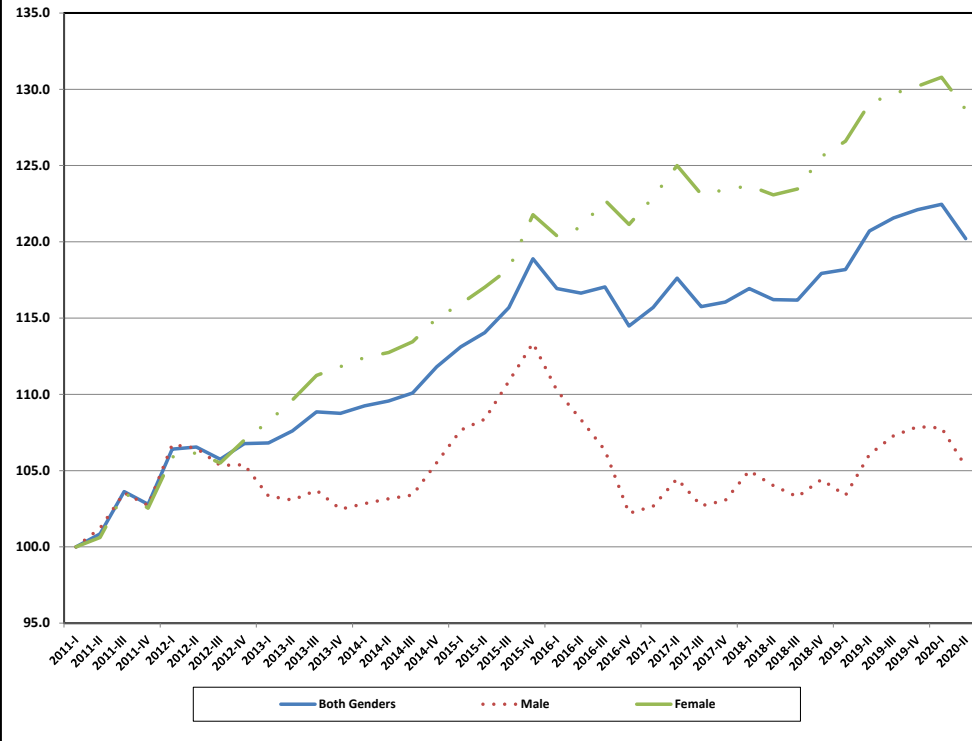


Chart 35b, Oklahoma: Hospitals Four Quarter Moving Average Earnings by Ages 65 to 99 by Gender Group
 Index: Q1/2011 = 100

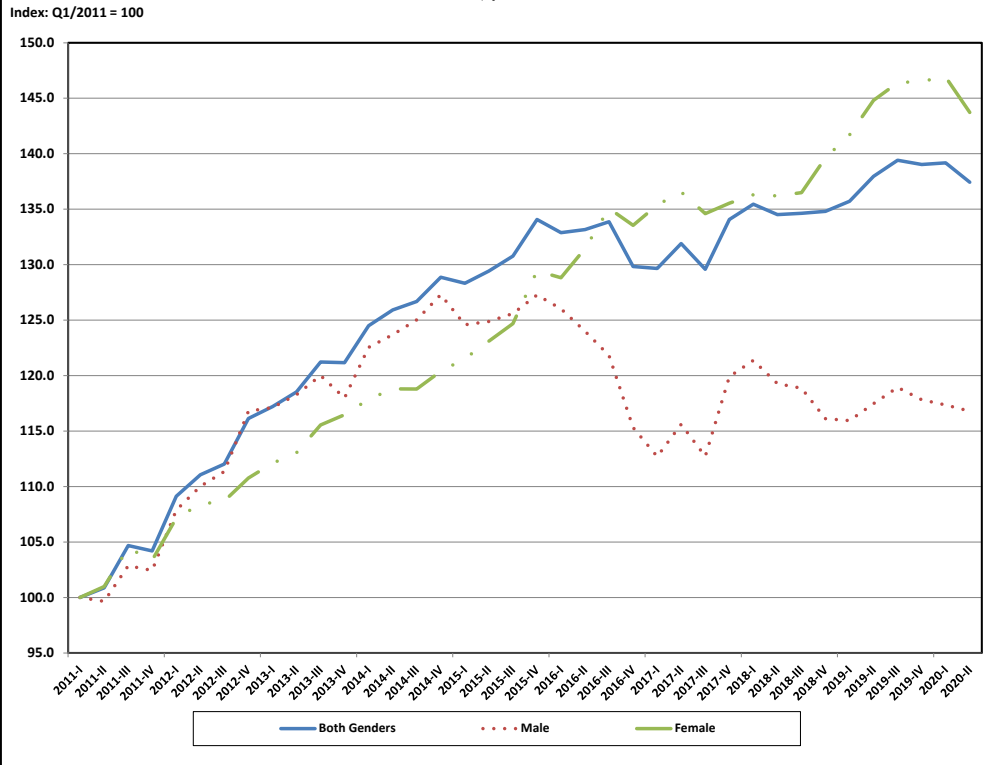


Chart 36b, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Earnings by All Ages (14 to 99) by Gender Group
 Index: Q1/2011 = 100

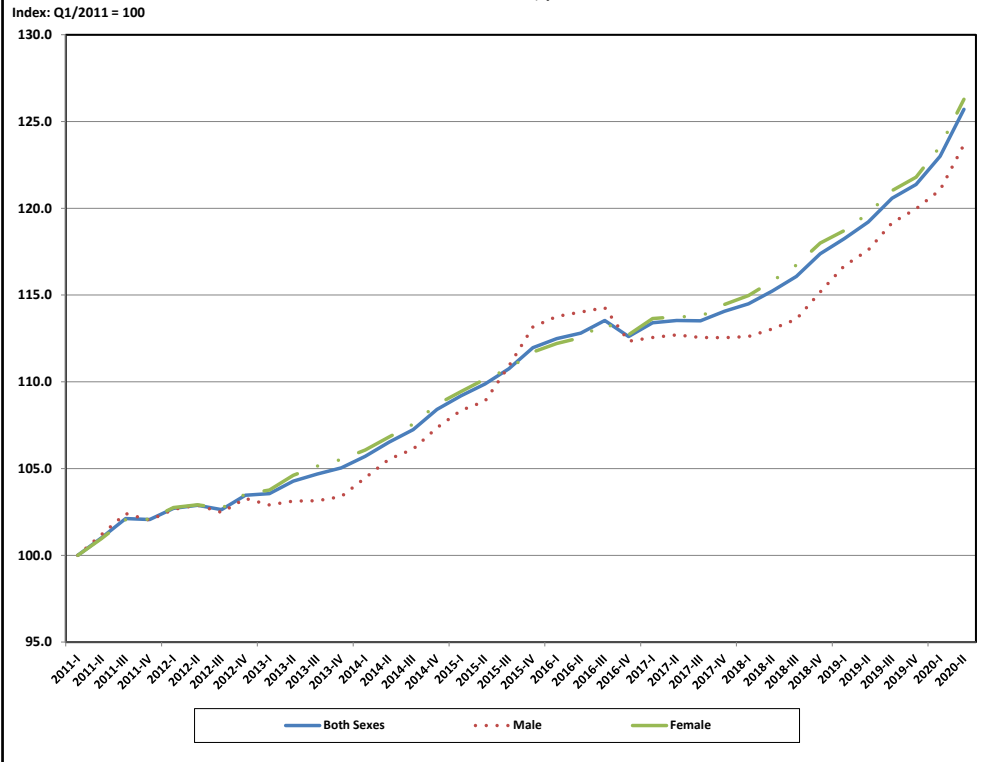


Chart 37b, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Earnings by Ages 14 to 18 and Gender Group

Index: Q1/2011 = 100

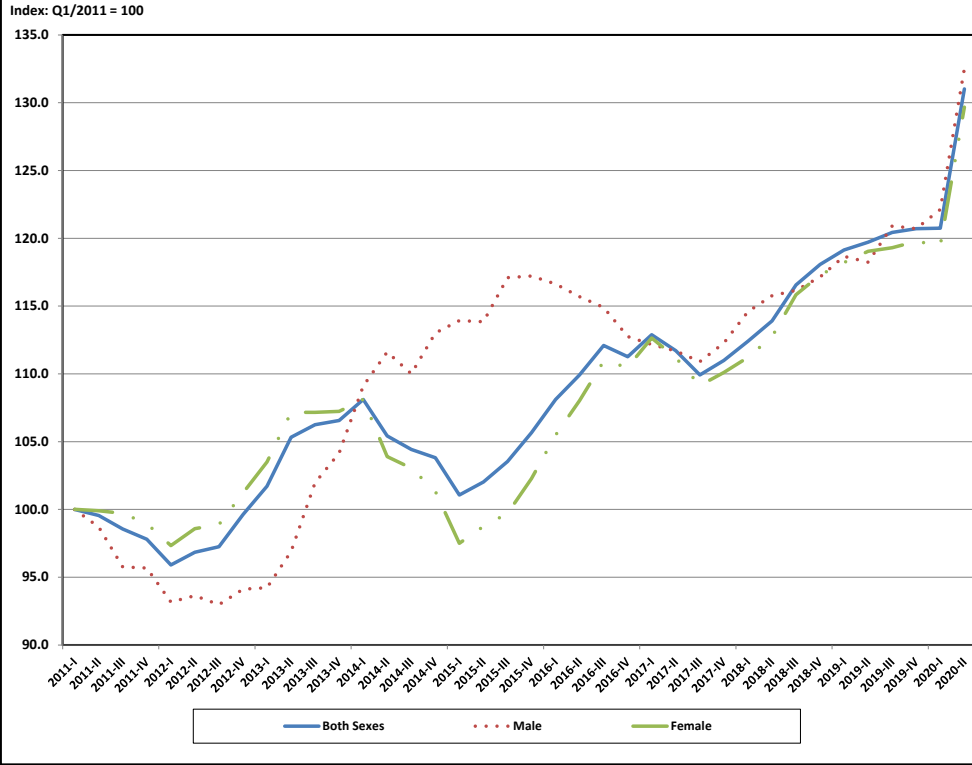


Chart 38b, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Earnings by Ages 19 to 21 and Gender Group

Index: Q1/2011 = 100

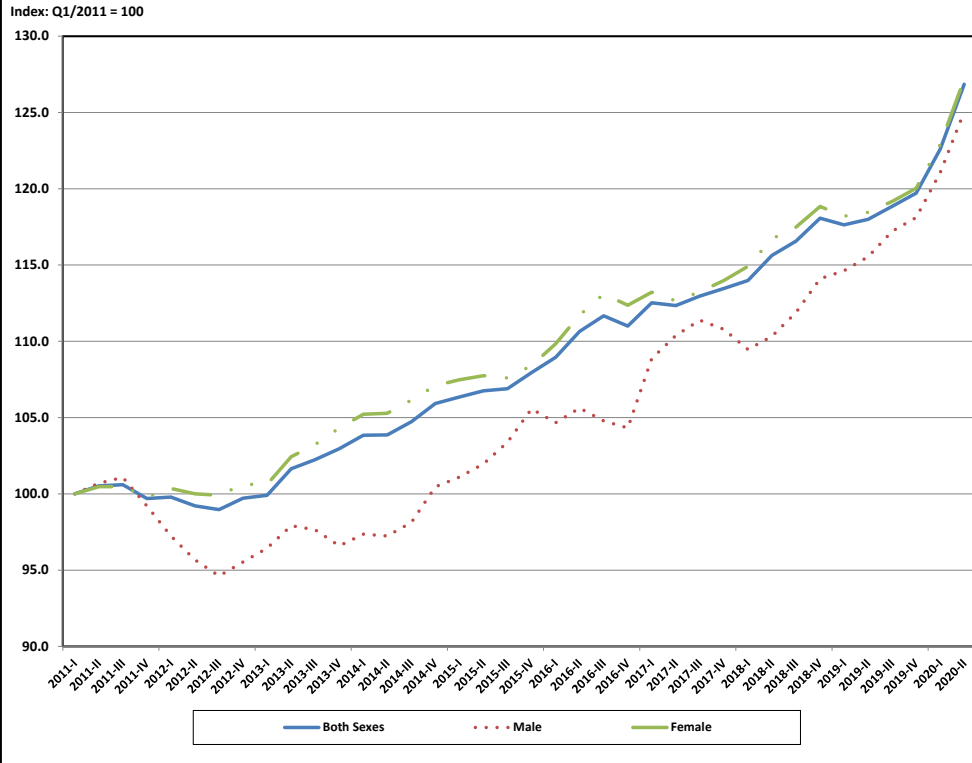


Chart 39b, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Earnings by Ages 22 to 24 and Gender Group

Index: Q1/2011 = 100

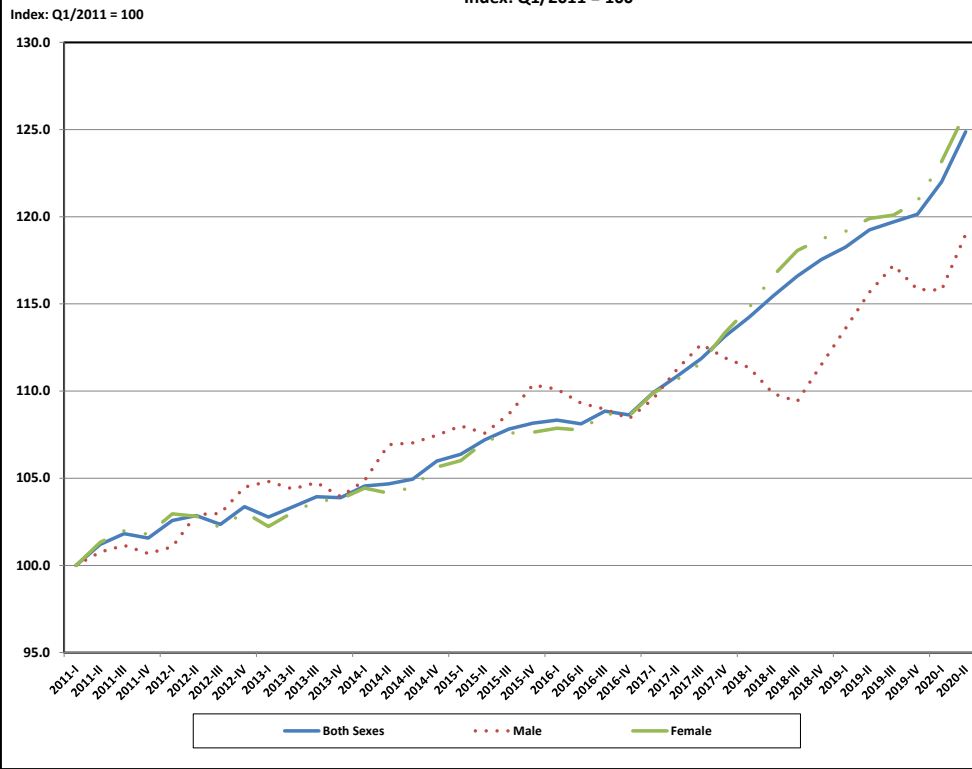


Chart 40b, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Earnings by Ages 25 to 34 and Gender Group

Index: Q1/2011 = 100

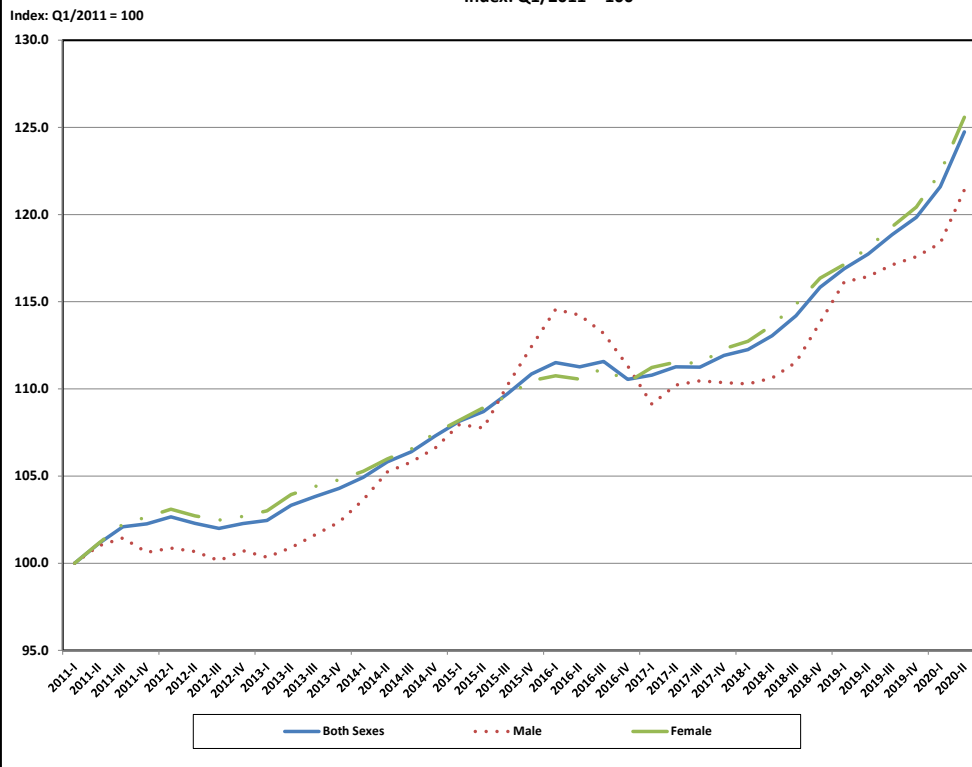


Chart 41b, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Earnings by Ages 35 to 44 and Gender Group

Index: Q1/2011 = 100

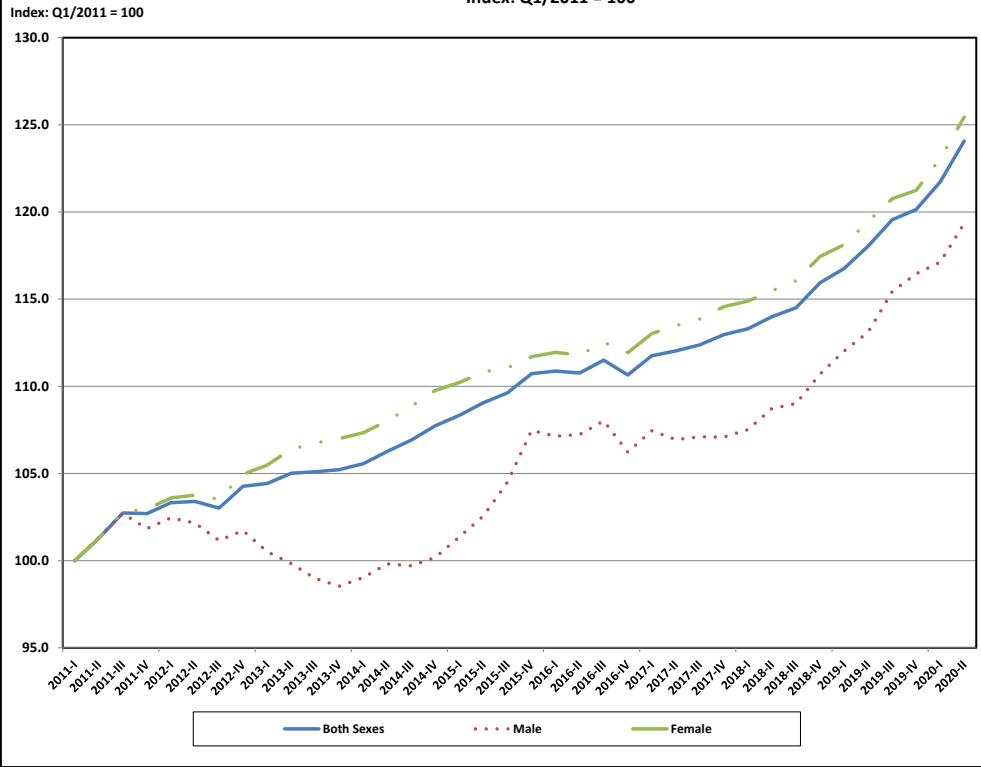


Chart 42b, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Earnings by Ages 45 to 54 and Gender Group

Index: Q1/2011 = 100

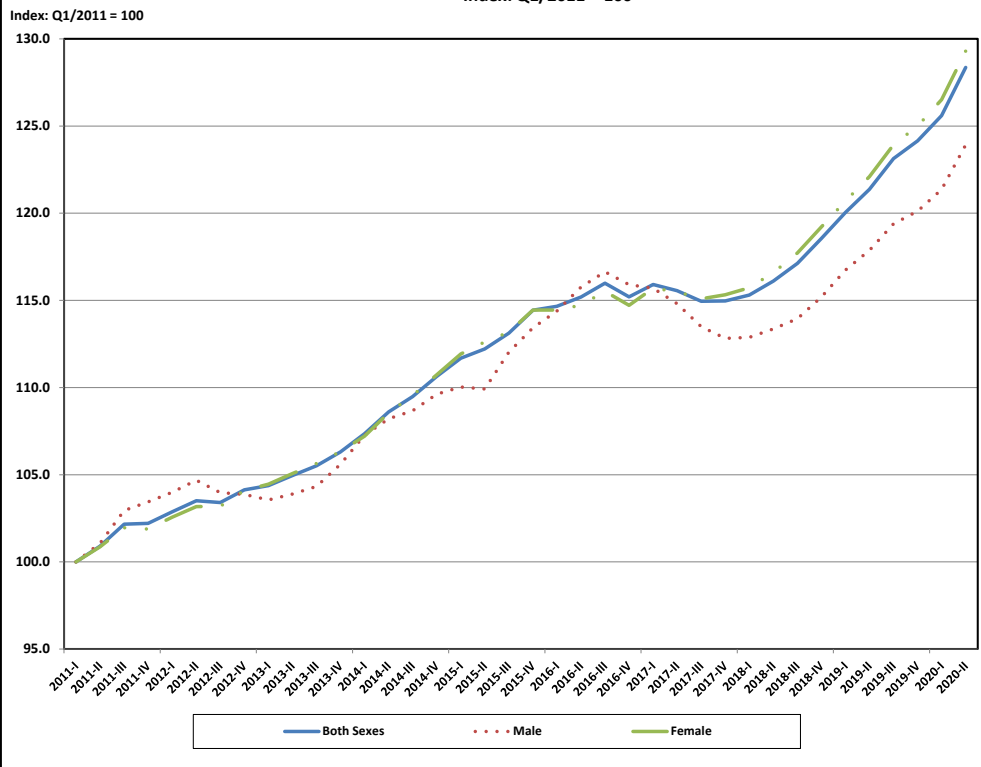


Chart 43b, Oklahoma: Nursing and Residential Care Facilities Four Quarter Moving Average Earnings by Ages 55 to 64 and Gender Group
Index: Q1/2011 = 100

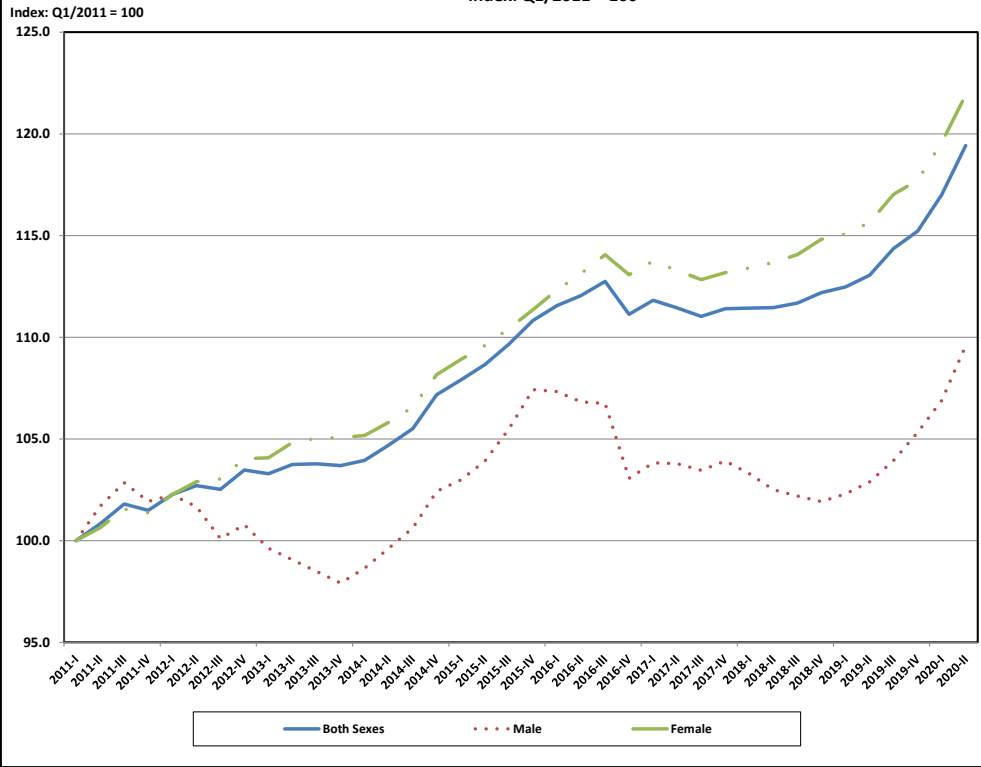
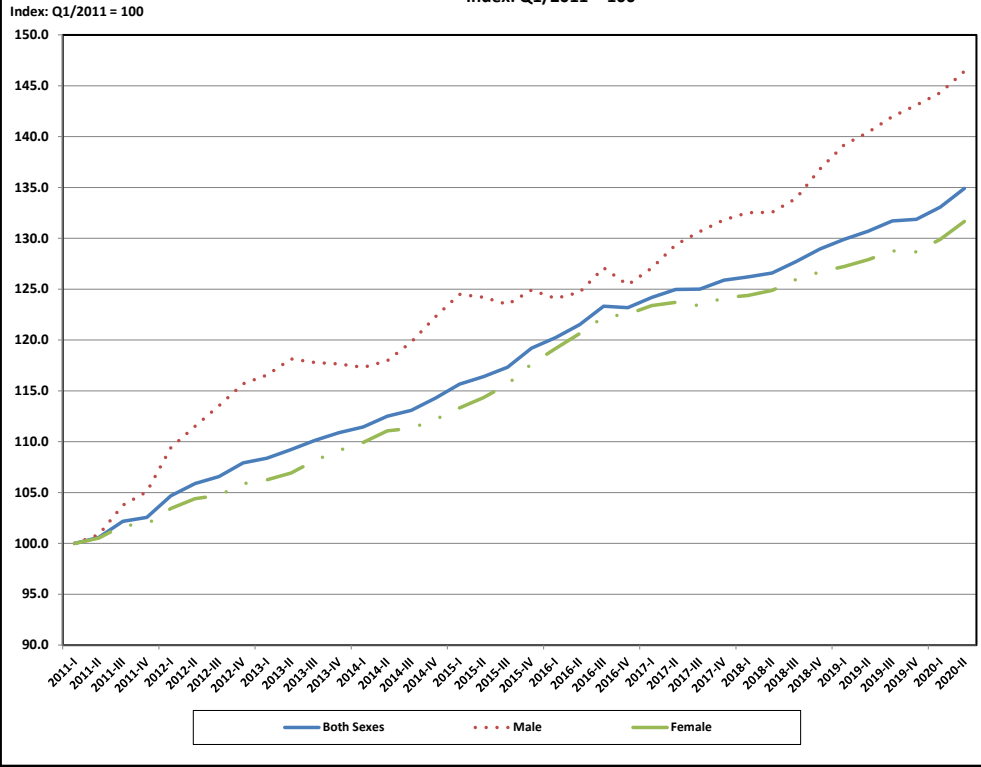


Chart 44b, Oklahoma, Nursing and Residential Care Facilities Four Quarter Moving Average Earnings by Ages 65 to 99 by Gender Group
Index: Q1/2011 = 100



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