



PSO- Served Oklahoma Counties



Contents

Report Parameters	1
Economy Overview	2
Unemployment by Demographics	4
Historic & Projected Trends	8
Population Characteristics	12
Inbound and Outbound Migration	14
Industry Characteristics	17
Business Characteristics	22
Workforce Characteristics	24
Educational Pipeline	30
In-Demand Skills	31
Appendix A (Geographies)	32

Report Parameters

43 Counties

40005	Atoka County, OK	40031	Comanche County, OK
40009	Beckham County, OK	40033	Cotton County, OK
40015	Caddo County, OK	40035	Craig County, OK
40023	Choctaw County, OK	40039	Custer County, OK
40029	Coal County, OK	See Appendix A for all 43 Counties	

Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen geographical areas.

Economy Overview

1,896,819

Population (2025)

Population **grew by 69,030** over the last 5 years and is projected to **grow by 70,815** over the next 5 years.

846,574

Total Regional Employment

Jobs **grew by 61,693** over the last 5 years and are projected to **grow by 28,956** over the next 5 years.

\$69.1K

Avg. Earnings Per Job (2025)

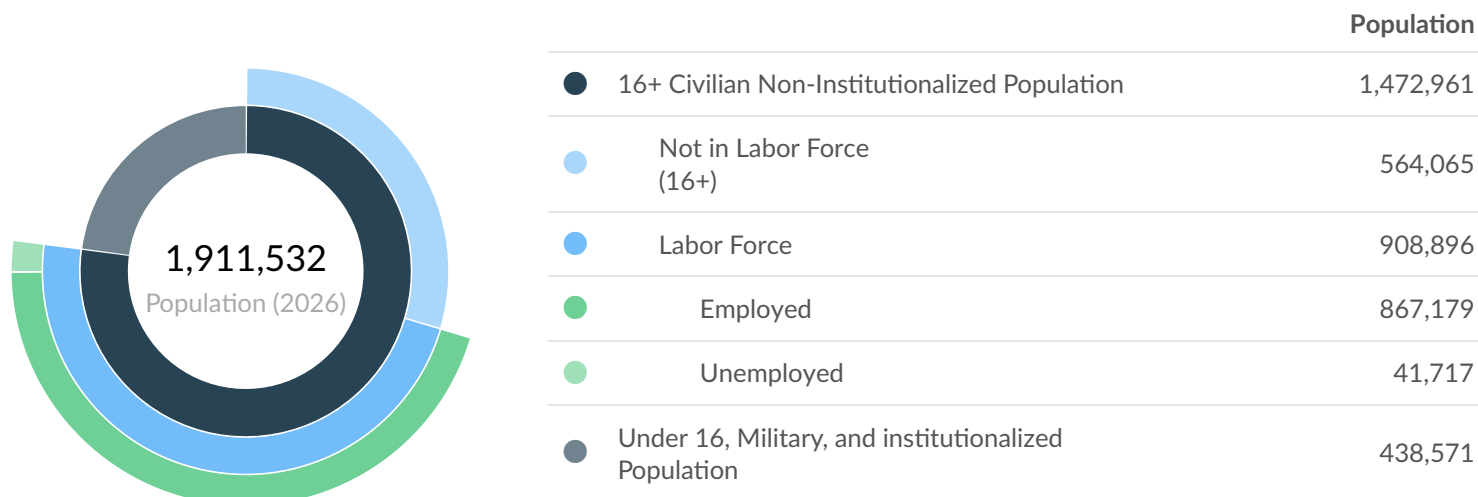
Regional average earnings per job are **\$21.5K below** the national average earnings of \$90.6K per job.

Takeaways

- As of 2025 the region's population **increased by 3.8%** since 2020, growing by 69,030. Population is expected to **increase by 3.7%** between 2025 and 2030, adding 70,815.
- From 2020 to 2025, jobs **increased by 7.9%** in PSO- Served Oklahoma Counties from 784,881 to **846,574**. This change **fell short of the national growth rate of 10.7% by 2.8%**. As the number of jobs increased, the **labor force participation rate increased from 59.5% to 61.5% between 2020 and 2025**.
- Concerning educational attainment, **17.6% of the selected regions' residents possess a Bachelor's Degree** (4.3% below the national average), and **8.8% hold an Associate's Degree** (the same as the national average).
- The top three industries in 2025 are Restaurants and Other Eating Places, Local Government, Excluding Education and Hospitals, and Education and Hospitals (Local Government).

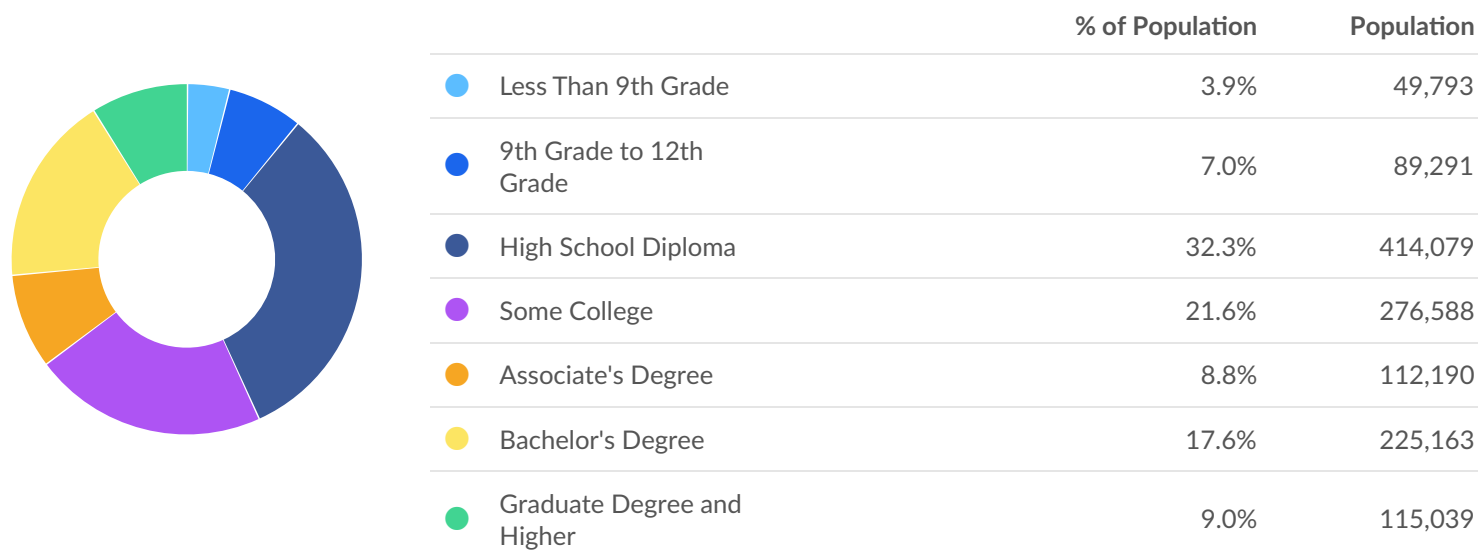
	Population (2026)	Labor Force (Jun 2026)	Jobs (2025)	Cost of Living	GRP	Imports	Exports
Region	1,911,532	908,896	846,574	92.0	\$122.02B	\$129.51B	\$134.58B
State	4,151,802	2,020,966	1,967,649	93.1	\$275.68B	\$272.41B	\$328.00B

Jun 2026 Labor Force Breakdown



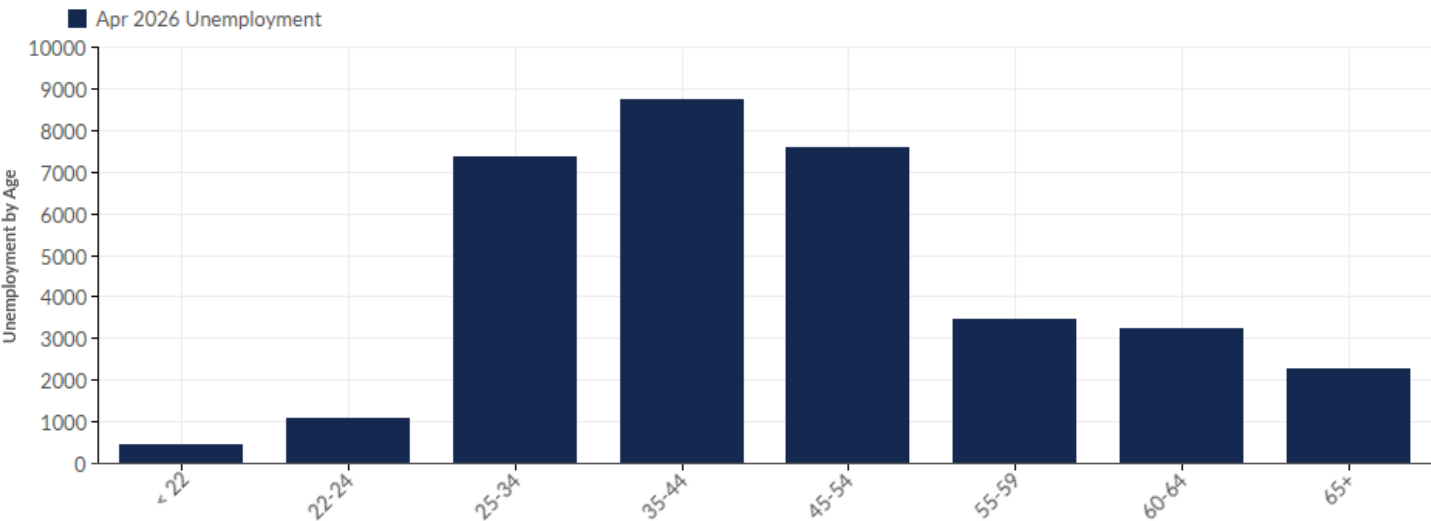
Educational Attainment

Concerning educational attainment, **17.6% of the selected regions' residents possess a Bachelor's Degree** (4.3% below the national average), and **8.8% hold an Associate's Degree** (the same as the national average).



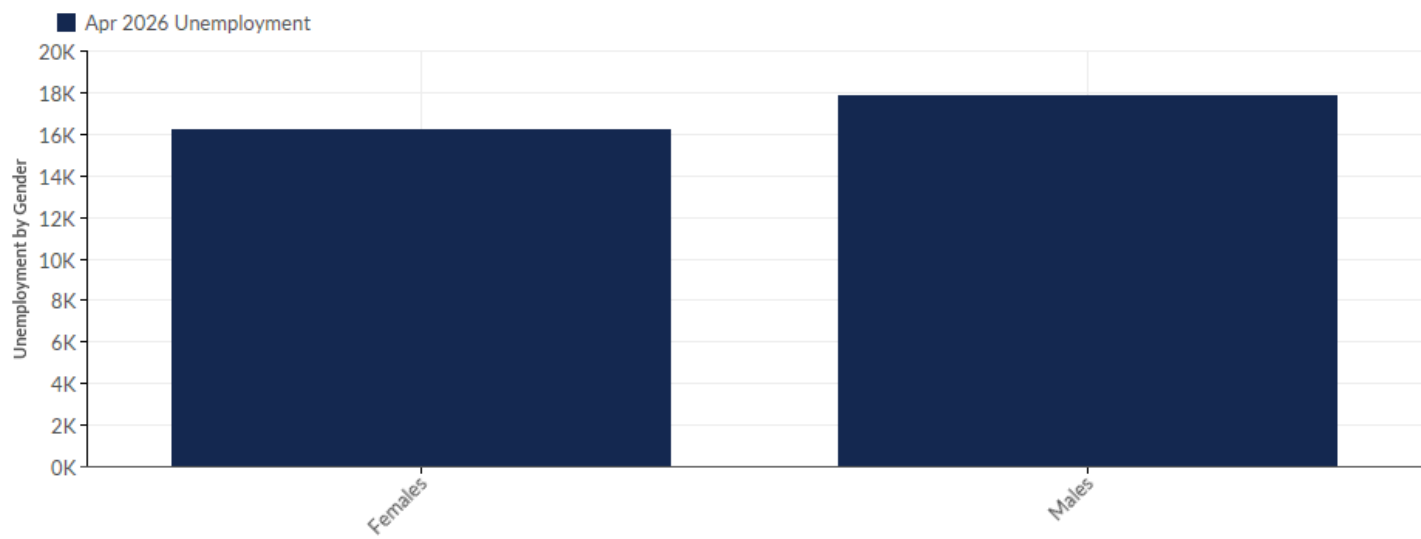
Unemployment by Demographics

Unemployment by Age



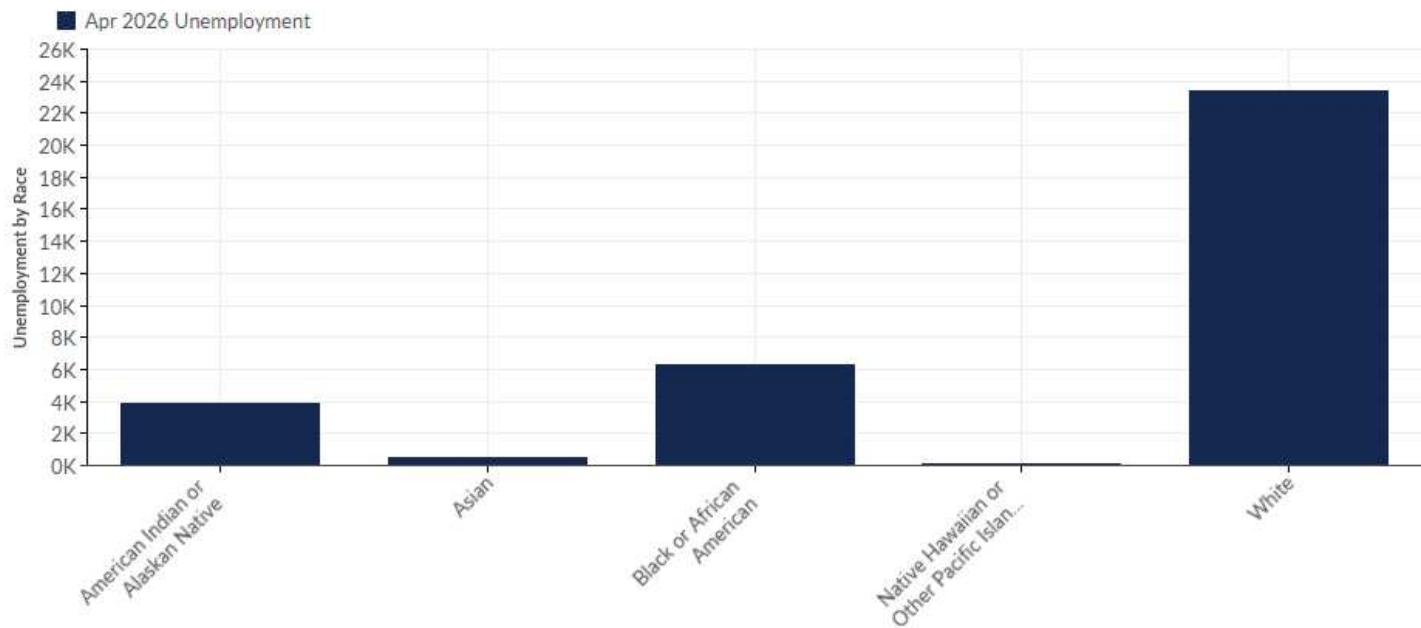
Age	Unemployment (Apr 2026)	% of Unemployed
< 22	440	1.29%
22-24	1,065	3.13%
25-34	7,346	21.56%
35-44	8,720	25.59%
45-54	7,569	22.21%
55-59	3,447	10.12%
60-64	3,218	9.44%
65+	2,268	6.66%
Total	34,073	100.00%

Unemployment by Gender



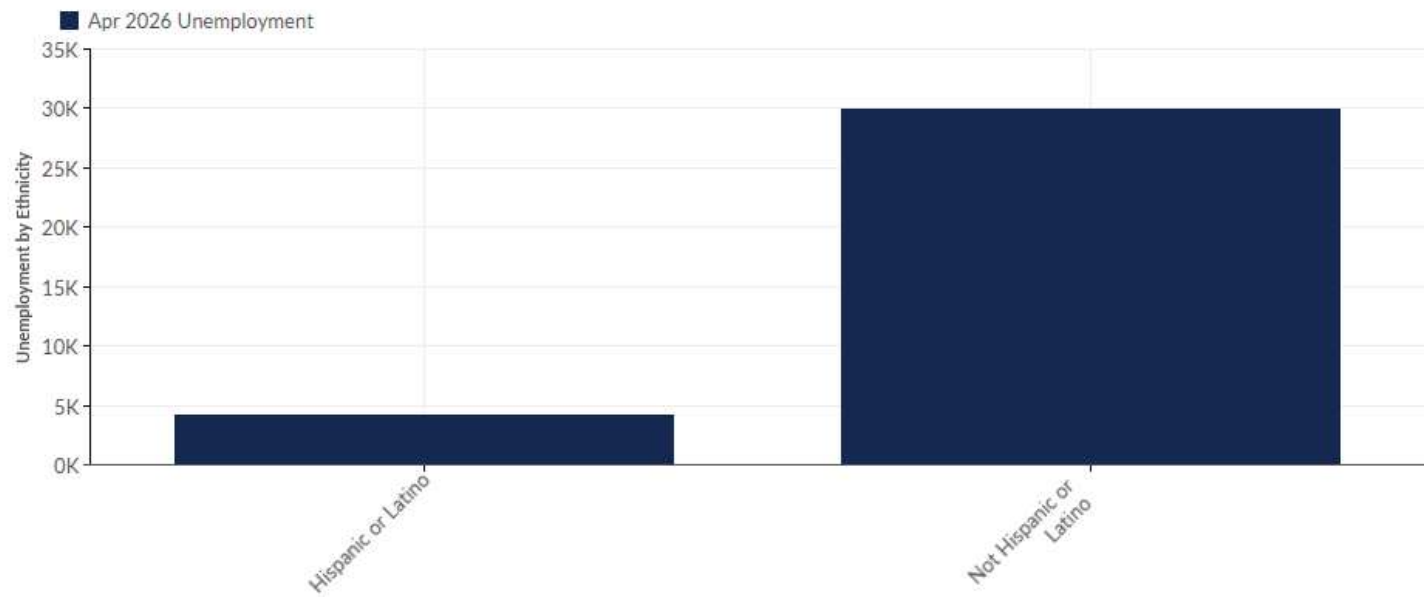
Gender	Unemployment (Apr 2026)	% of Unemployed
Females	16,221	47.61%
Males	17,852	52.39%
Total	34,073	100.00%

Unemployment by Race



Race	Unemployment (Apr 2026)	% of Unemployed
American Indian or Alaskan Native	3,841	11.27%
Asian	527	1.55%
Black or African American	6,273	18.41%
Native Hawaiian or Other Pacific Islander	76	0.22%
White	23,355	68.54%
Total	34,073	100.00%

Unemployment by Ethnicity

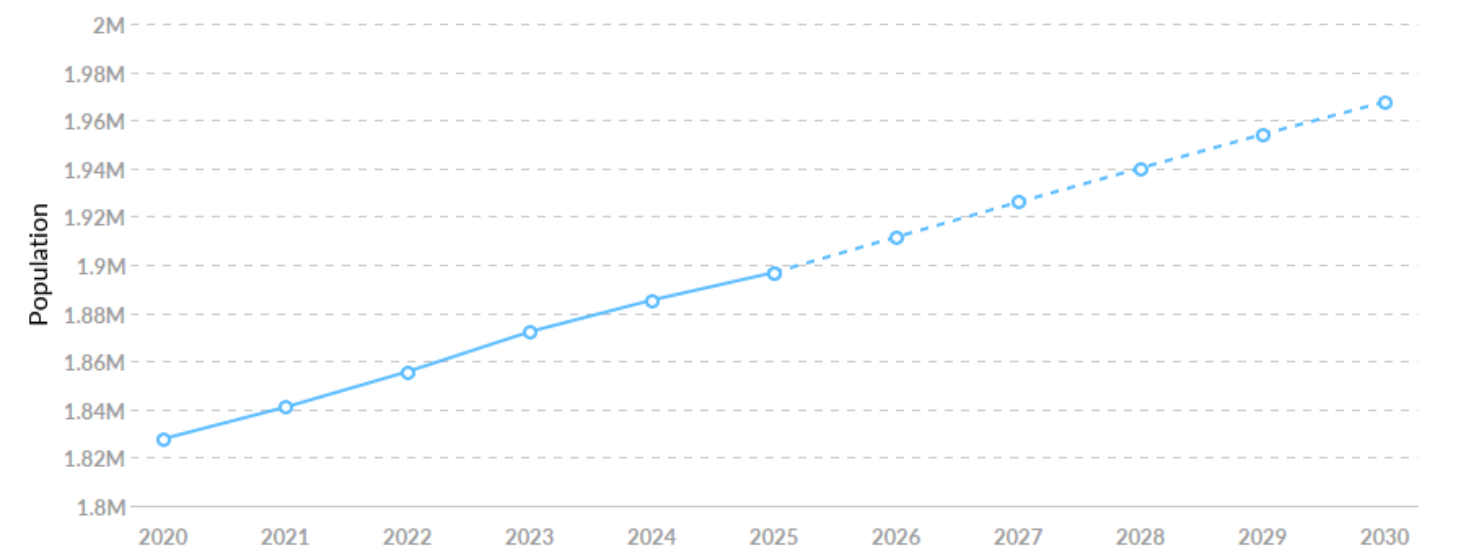


Ethnicity	Unemployment (Apr 2026)	% of Unemployed
Hispanic or Latino	4,151	12.18%
Not Hispanic or Latino	29,922	87.82%
Total	34,073	100.00%

Historic & Projected Trends

Population Trends

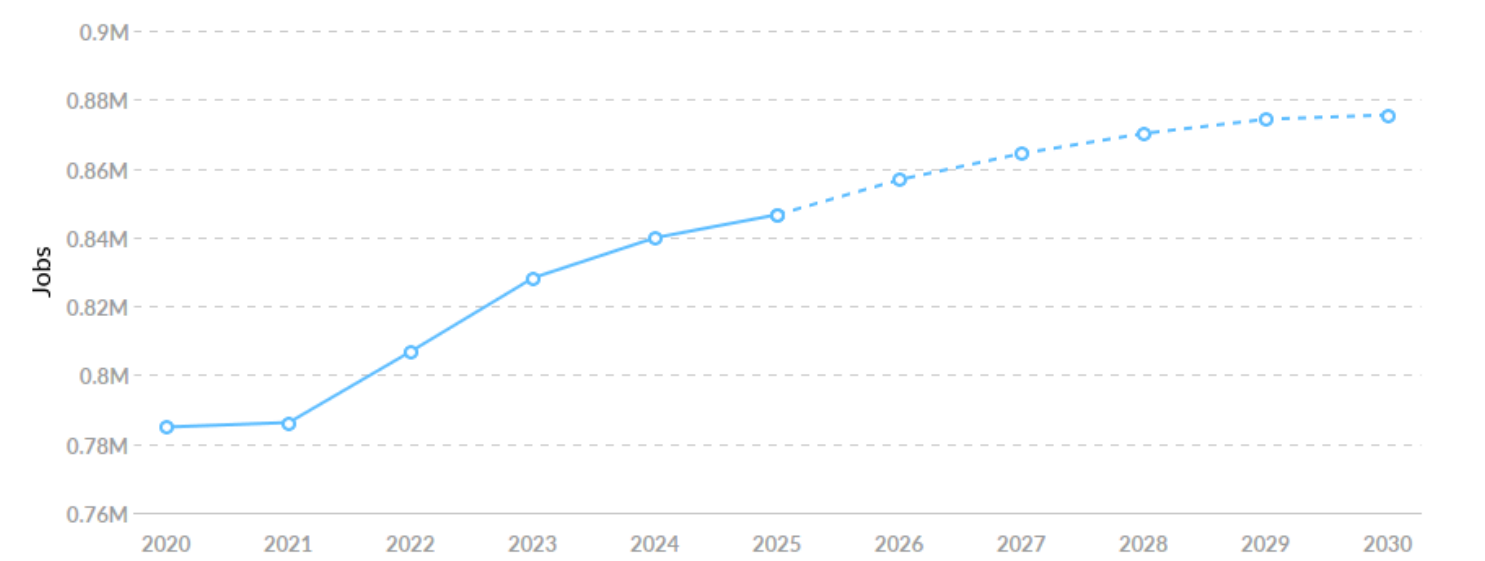
As of 2025 the region's population **increased by 3.8%** since 2020, growing by 69,030. Population is expected to **increase by 3.7%** between 2025 and 2030, adding 70,815.



Timeframe	Population
2020	1,827,789
2021	1,840,947
2022	1,855,694
2023	1,872,236
2024	1,885,367
2025	1,896,819
2026	1,911,532
2027	1,926,025
2028	1,940,137
2029	1,954,141
2030	1,967,633

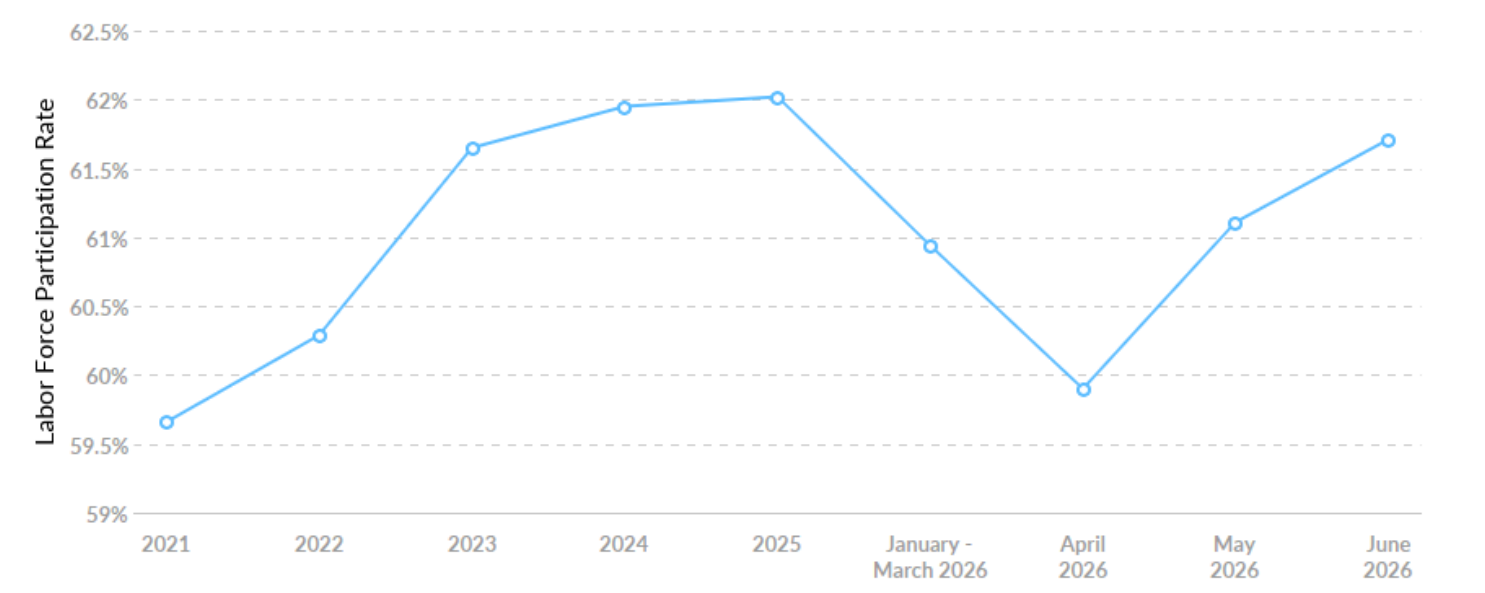
Job Trends

From 2020 to 2025, jobs increased by 7.9% in PSO- Served Oklahoma Counties from 784,881 to **846,574**. This change **fell short** of the national growth rate of 10.7% by 2.8%.



Timeframe	Jobs
2020	784,881
2021	786,195
2022	806,870
2023	828,218
2024	839,870
2025	846,574
2026	856,734
2027	864,340
2028	870,150
2029	874,279
2030	875,531

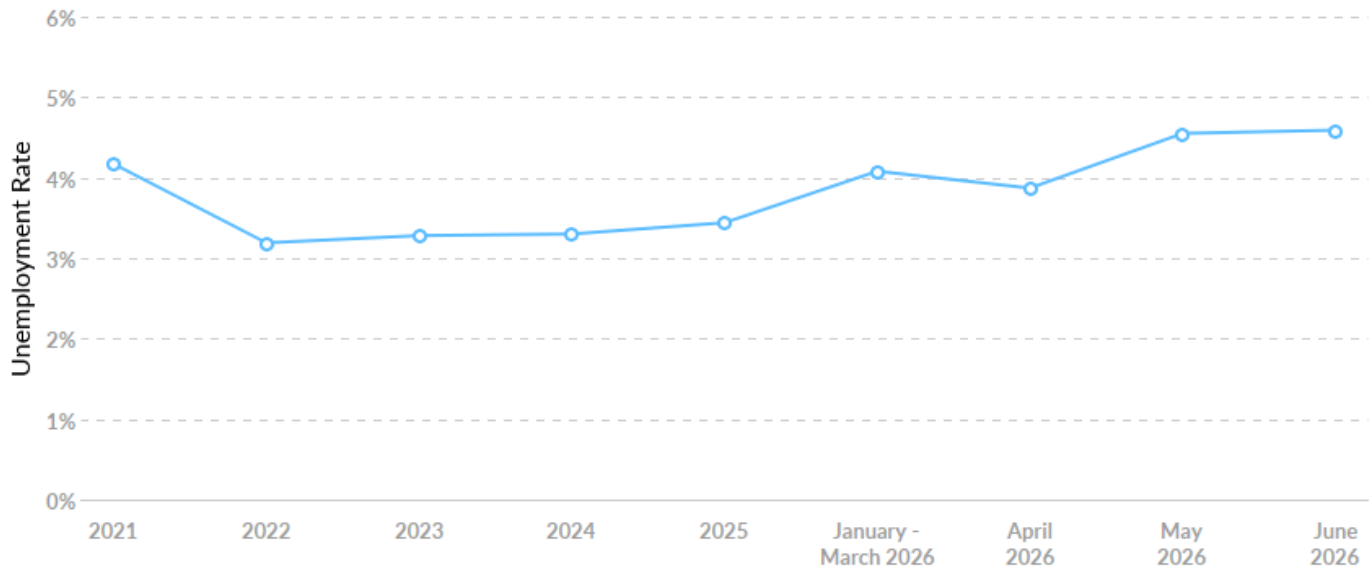
Labor Force Participation Rate Trends



Timeframe	Labor Force Participation Rate
2021	59.66%
2022	60.29%
2023	61.65%
2024	61.95%
2025	62.02%
January - March 2026	60.94%
April 2026	59.90%
May 2026	61.11%
June 2026	61.71%

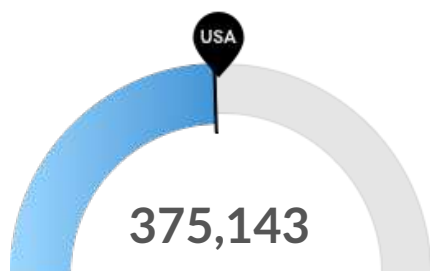
Unemployment Rate Trends

Your areas had a June 2026 unemployment rate of 4.59%, **increasing from 4.17%** 5 years before.



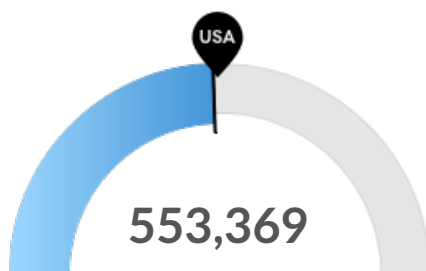
Timeframe	Unemployment Rate
2021	4.17%
2022	3.19%
2023	3.28%
2024	3.30%
2025	3.44%
January - March 2026	4.08%
April 2026	3.87%
May 2026	4.55%
June 2026	4.59%

Population Characteristics



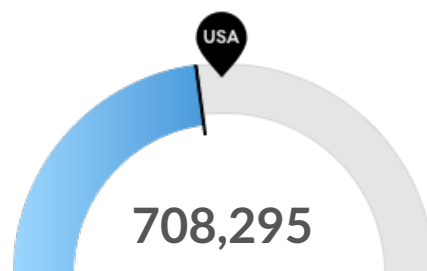
Millennials

Your area has 375,143 millennials (ages 25-39). The national average for an area this size is 385,952.



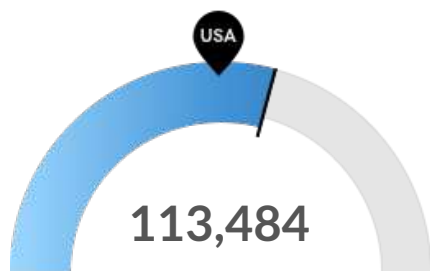
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 570,091 people 55 or older, while there are 553,369 here.



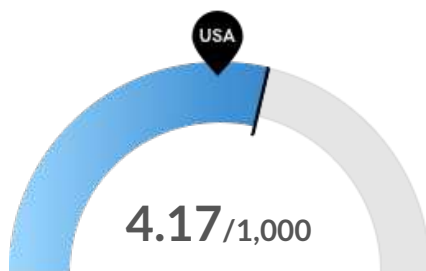
Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 802,005 racially diverse people, while there are 708,295 here.



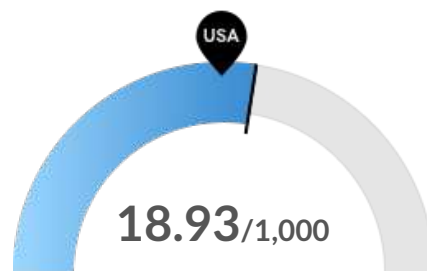
Veterans

Your area has 113,484 veterans. The national average for an area this size is 89,725.



Violent Crime

Your area has 4.17 violent crimes per 1,000 people. The national rate is 3.38 per 1,000 people.

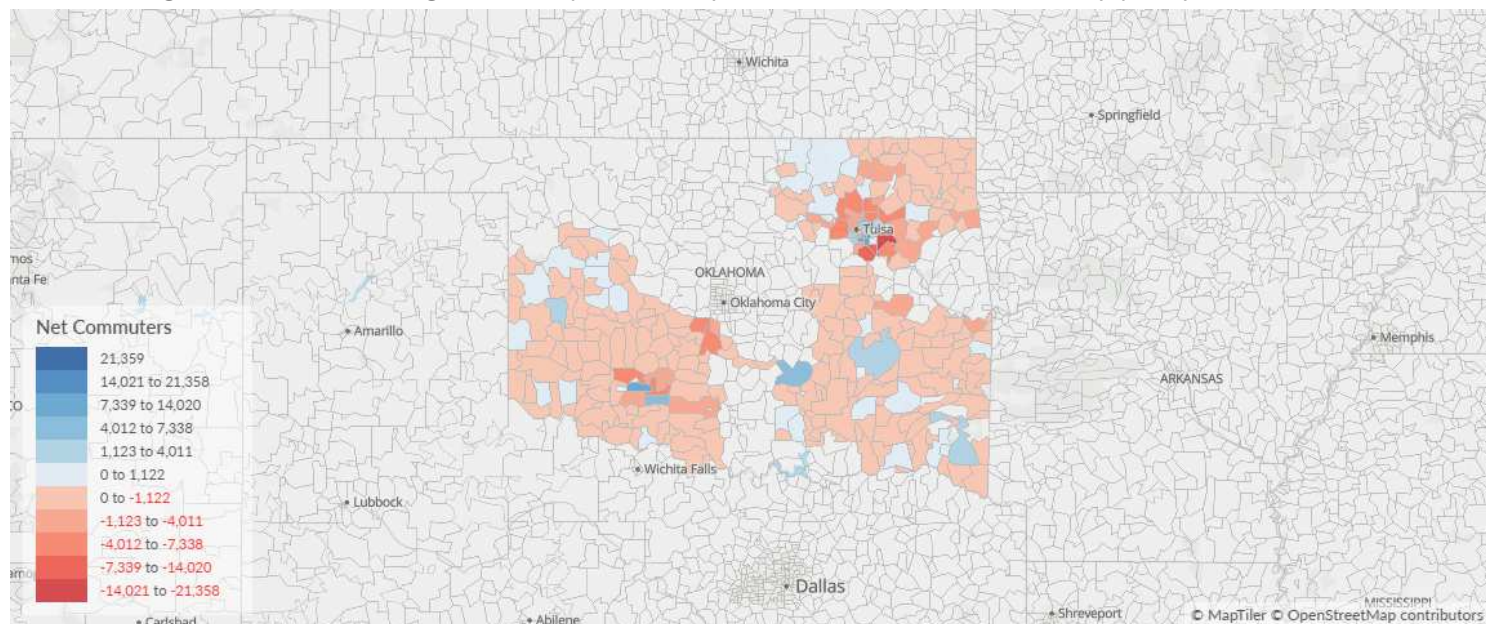


Property Crime

Your area has 18.93 property crimes per 1,000 people. The national rate is 16.44 per 1,000 people.

Place of Work vs Place of Residence

Understanding where talent in the region currently works compared to where talent lives can help you optimize site decisions.

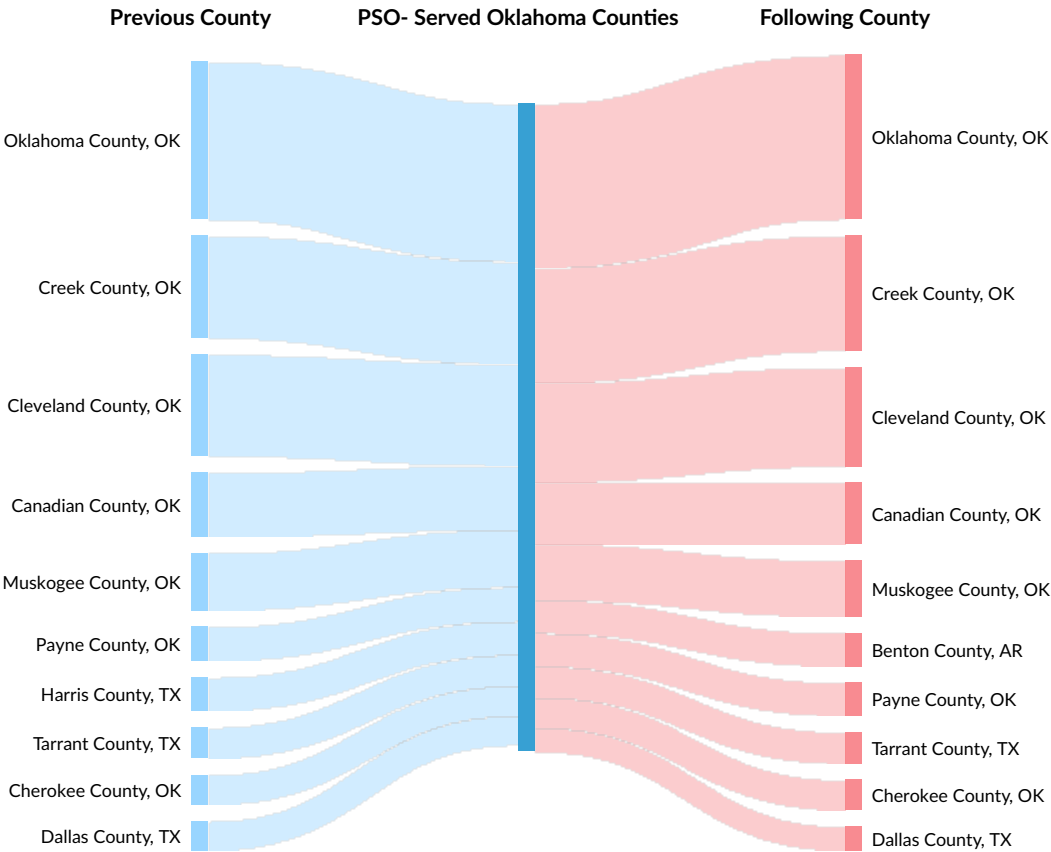


Where Talent Works			Where Talent Lives		
ZIP	Name	2025 Employment	ZIP	Name	2025 Workers
74012	Broken Arrow, OK (in Tu...	33,813	74012	Broken Arrow, OK (in Tu...	33,685
74133	Tulsa, OK (in Tulsa coun...	33,020	74055	Owasso, OK (in Tulsa co...	24,711
74136	Tulsa, OK (in Tulsa coun...	24,724	74133	Tulsa, OK (in Tulsa coun...	24,254
74116	Tulsa, OK (in Tulsa coun...	23,599	73505	Lawton, OK (in Comanc...	23,864
74146	Tulsa, OK (in Tulsa coun...	22,696	74014	Broken Arrow, OK (in W...	23,678

Inbound and Outbound Migration

The table below analyzes past and current residents of PSO- Served Oklahoma Counties. The left column shows residents of other counties migrating to PSO- Served Oklahoma Counties. The right column shows residents migrating from PSO- Served Oklahoma Counties to other counties.

As of 2023, 3,838 people have migrated from Oklahoma County, OK to PSO- Served Oklahoma Counties. In the same year, 3,995 people left PSO- Served Oklahoma Counties migrating to Oklahoma County, OK. The total Net Migration for PSO- Served Oklahoma Counties in 2023 was 5,832.



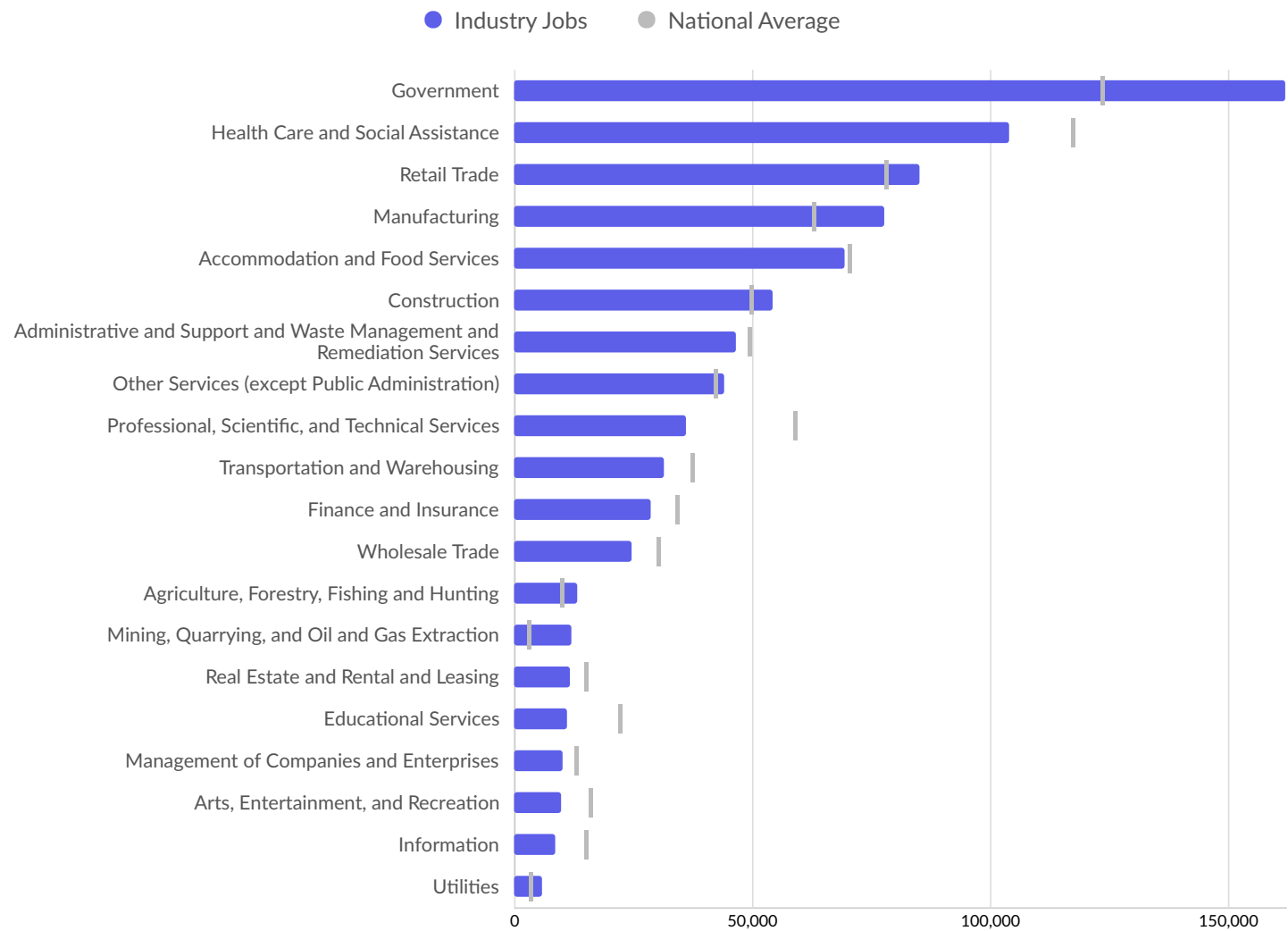
Top Previous Counties	Migrations
Oklahoma County, OK	3,838
Creek County, OK	2,493
Cleveland County, OK	2,468
Canadian County, OK	1,562
Muskogee County, OK	1,393

Top Previous Counties	Migrations
Payne County, OK	831
Harris County, TX	816
Tarrant County, TX	754
Cherokee County, OK	726
Dallas County, TX	717
Benton County, AR	607
Bryan County, OK	581
Sebastian County, AR	525
Maricopa County, AZ	499
Garvin County, OK	485
Top Following Counties	Migrations
Oklahoma County, OK	3,995
Creek County, OK	2,802
Cleveland County, OK	2,411
Canadian County, OK	1,494
Muskogee County, OK	1,362
Benton County, AR	808
Payne County, OK	804
Tarrant County, TX	761
Cherokee County, OK	734
Dallas County, TX	585
Harris County, TX	577
Sebastian County, AR	556
Pottawatomie County, OK	545
Sedgwick County, KS	528

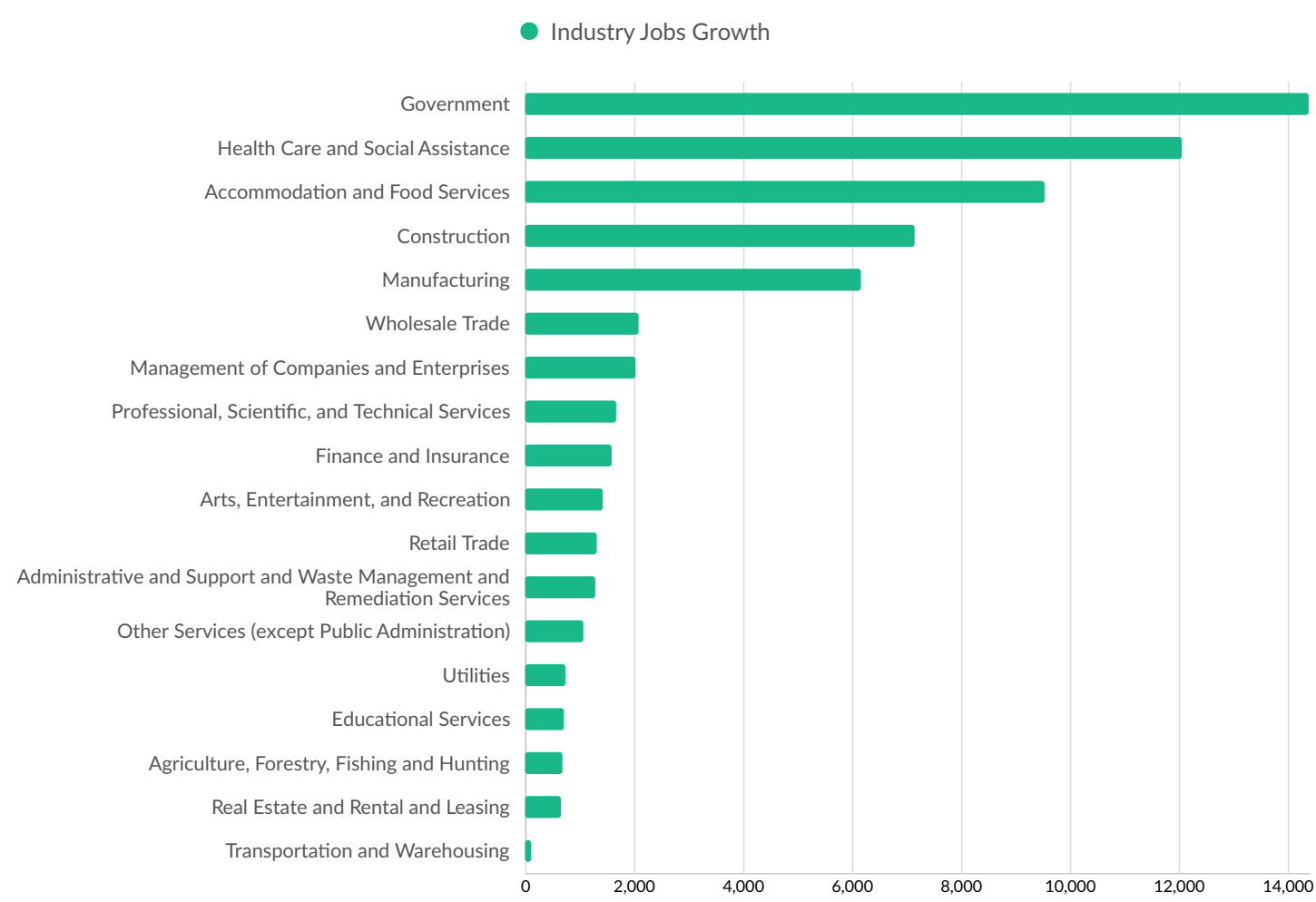
Top Following Counties	Migrations
Bryan County, OK	526

Industry Characteristics

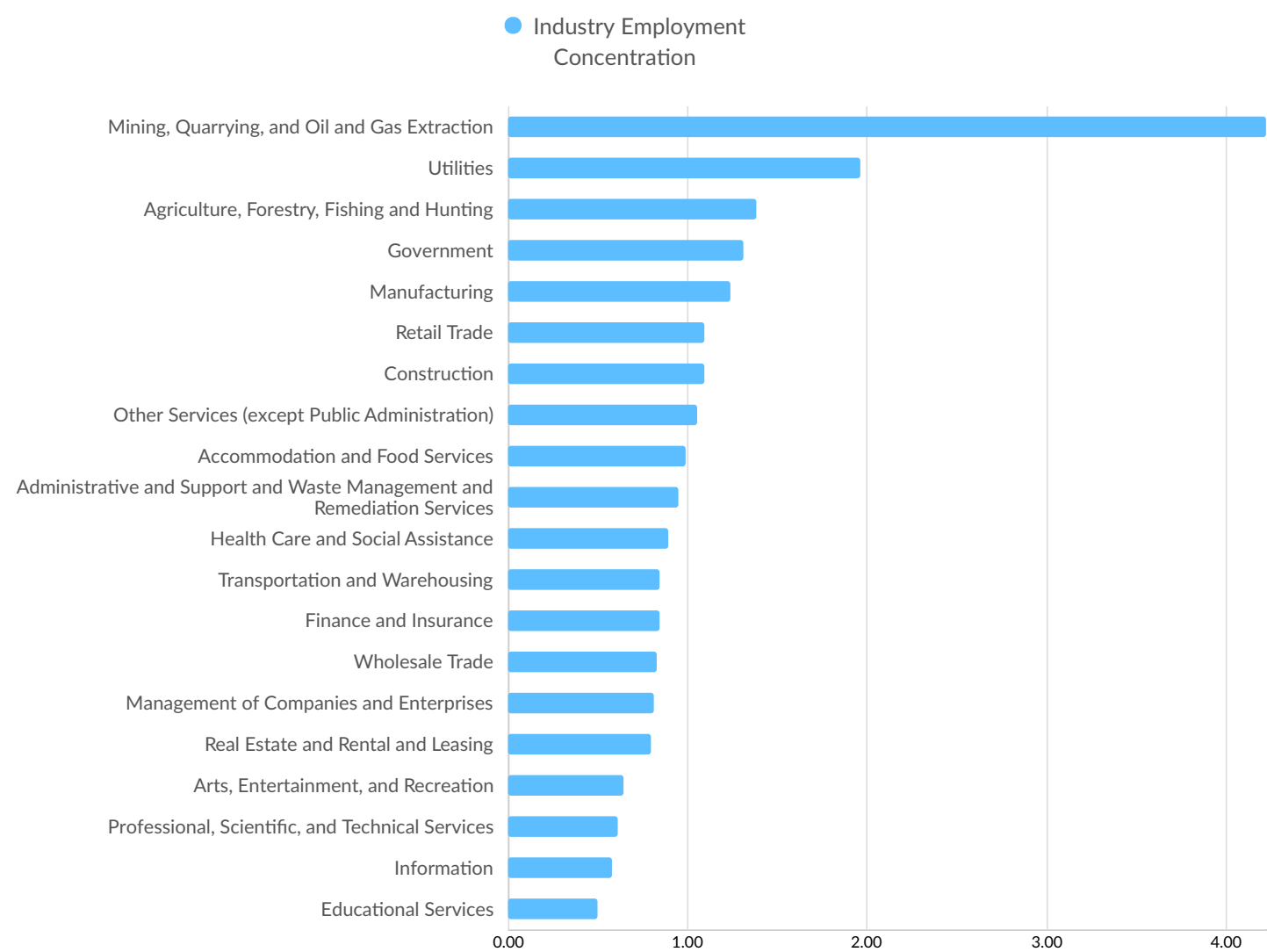
Largest Industries



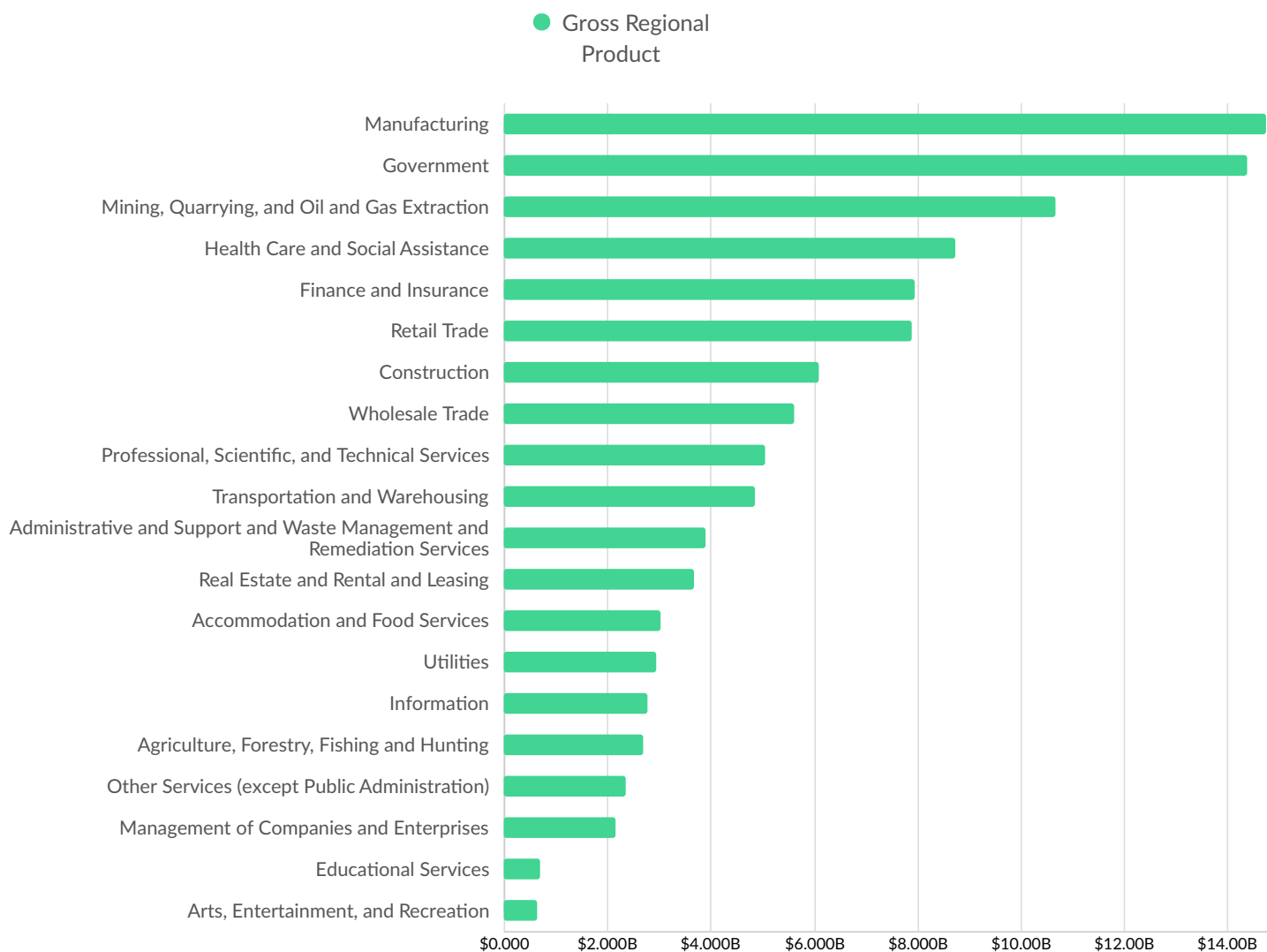
Top Growing Industries



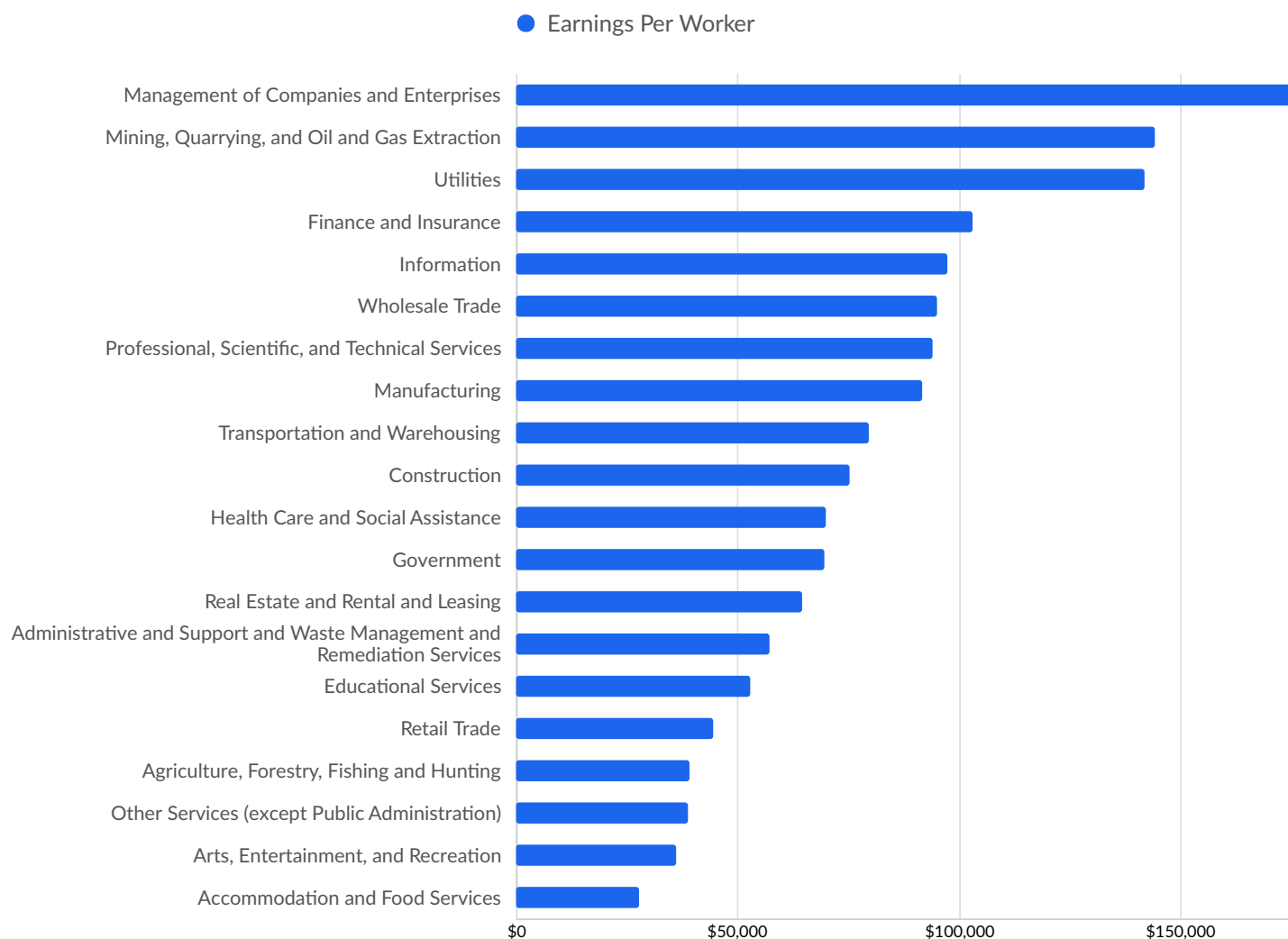
Top Industry Employment Concentration



Top Industry GRP



Top Industry Earnings



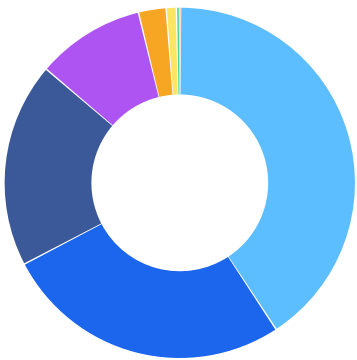
Business Characteristics

146,050 Companies Employ Your Workers

Online profiles for your workers mention 146,050 companies as employers, with the top 10 appearing below. In the last 12 months, 11,846 companies in your area posted job postings, with the top 10 appearing below.

Top Companies	Profiles	Top Companies Posting	Unique Postings
United States Army	4,375 	The Vet Recruiter ®	2,365 
Tulsa Public Schools	3,845 	Saint Francis Health System	2,012 
State of Oklahoma	3,509 	Walmart	1,794 
Saint Francis Health System	3,362 	Ascension	1,783 
Bank Of Oklahoma	2,795 	Hillcrest Healthcare System	1,659 
Hillcrest Healthcare System	2,707 	Dollar General	1,533 
Walmart	2,654 	Gifted Healthcare	1,486 
Oneok Rockies Midstream, L.L.C.	2,057 	Encompass Health	1,271 
Tulsa Community College	2,045 	Choctaw Nation Of Oklahoma	1,263 
Ascension	1,991 	Aerotek	1,188 

Business Size

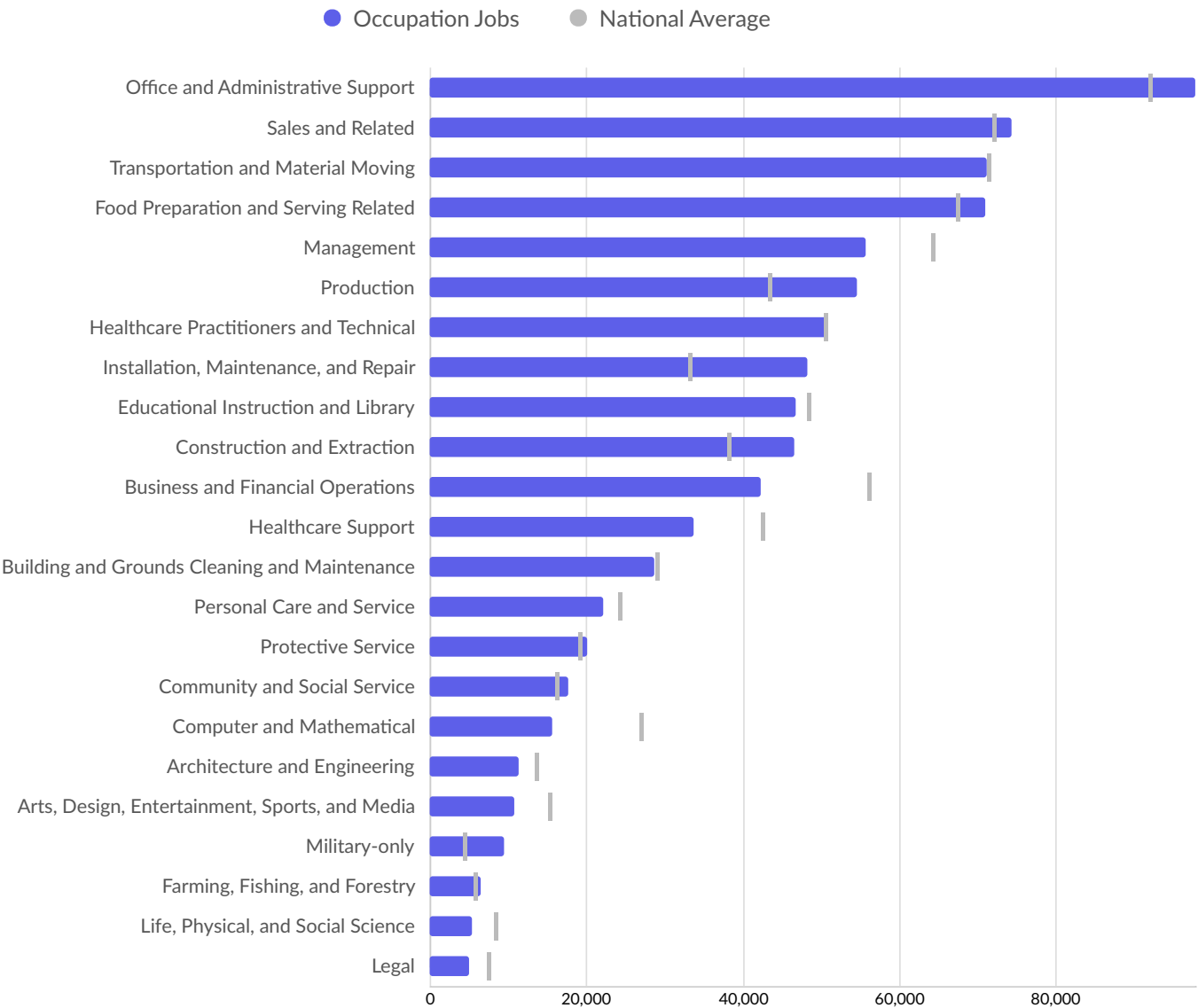


	Percentage	Business Count
1 to 4 employees	40.7%	34,622
5 to 9 employees	26.6%	22,637
10 to 19 employees	18.9%	16,078
20 to 49 employees	10.0%	8,499
50 to 99 employees	2.5%	2,167
100 to 249 employees	0.9%	800
250 to 499 employees	0.3%	239
500+ employees	0.1%	80

**Business Data by DatabaseUSA.com is third-party data provided by Lightcast to its customers as a convenience, and Lightcast does not endorse or warrant its accuracy or consistency with other published Lightcast data. In most cases, the Business Count will not match total companies with profiles on the summary tab.*

Workforce Characteristics

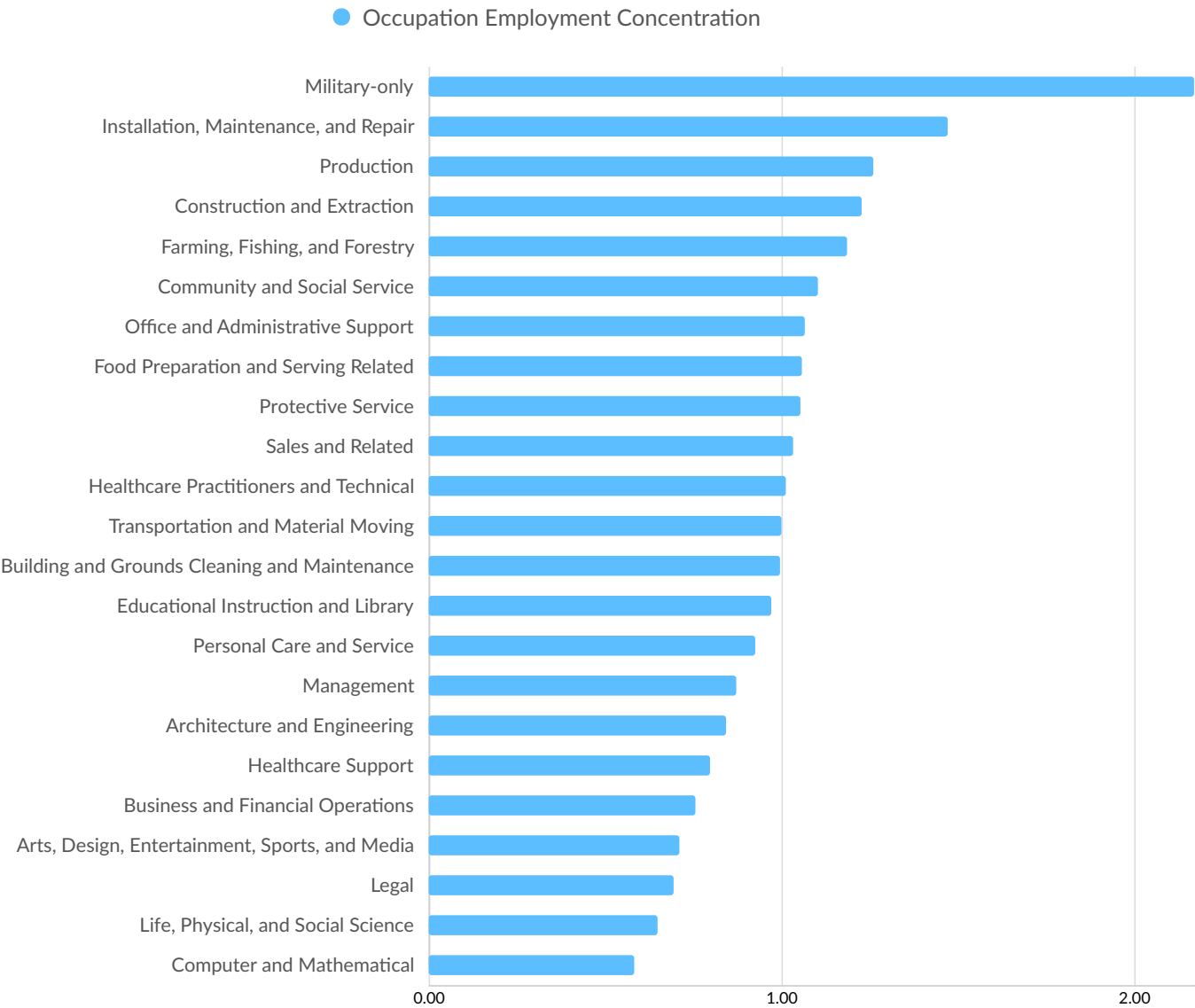
Largest Occupations



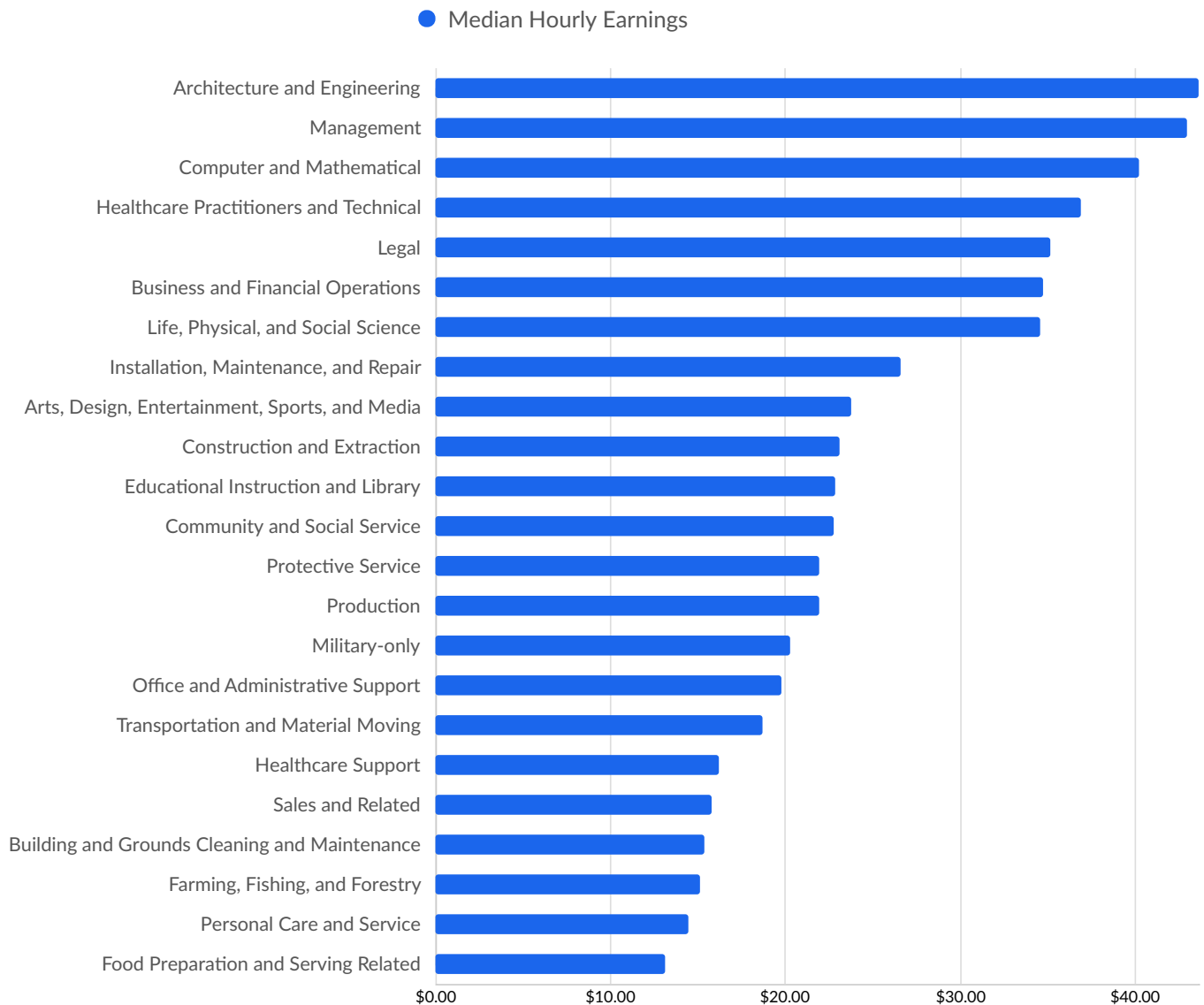
Top Growing Occupations



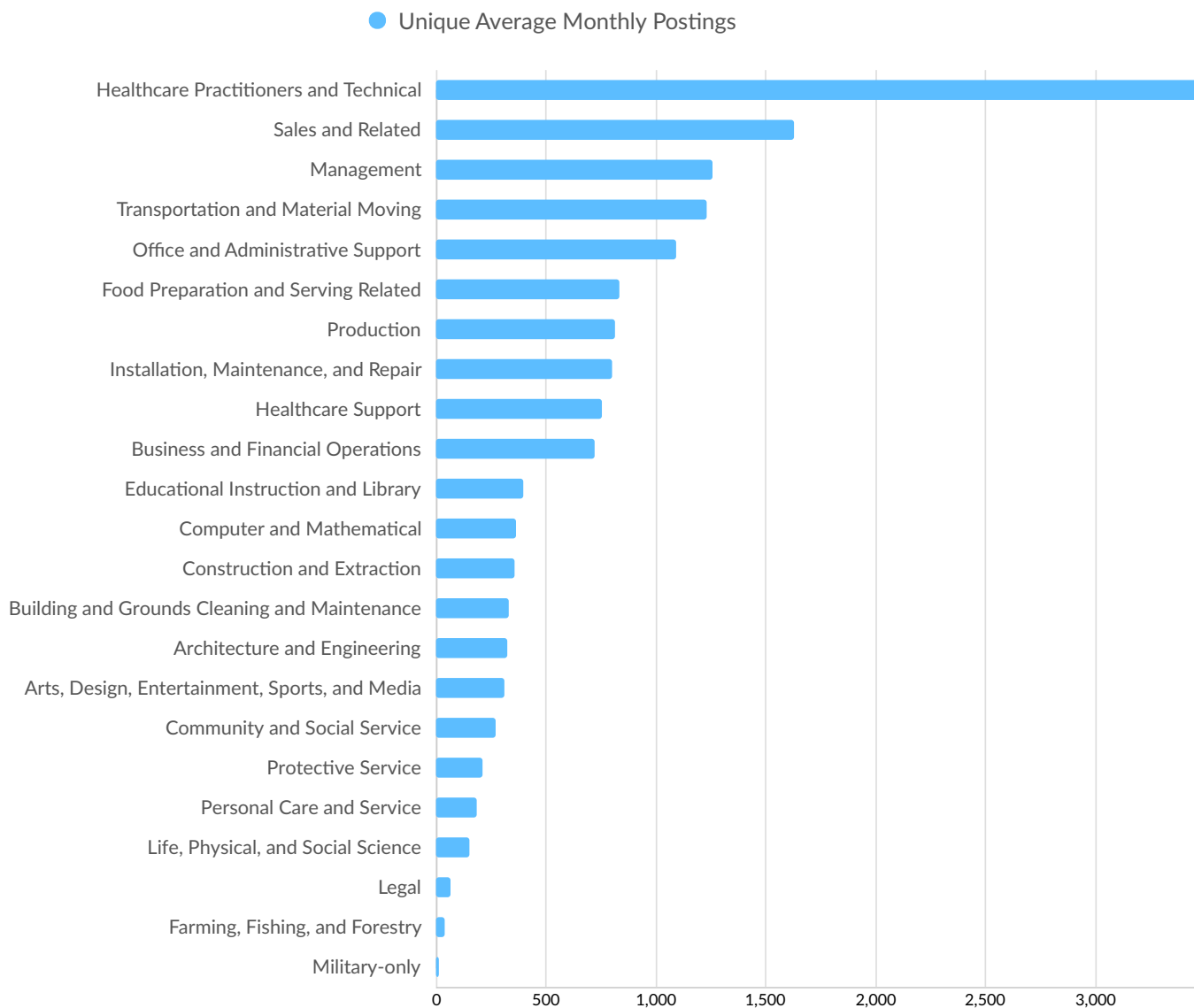
Top Occupation Employment Concentration



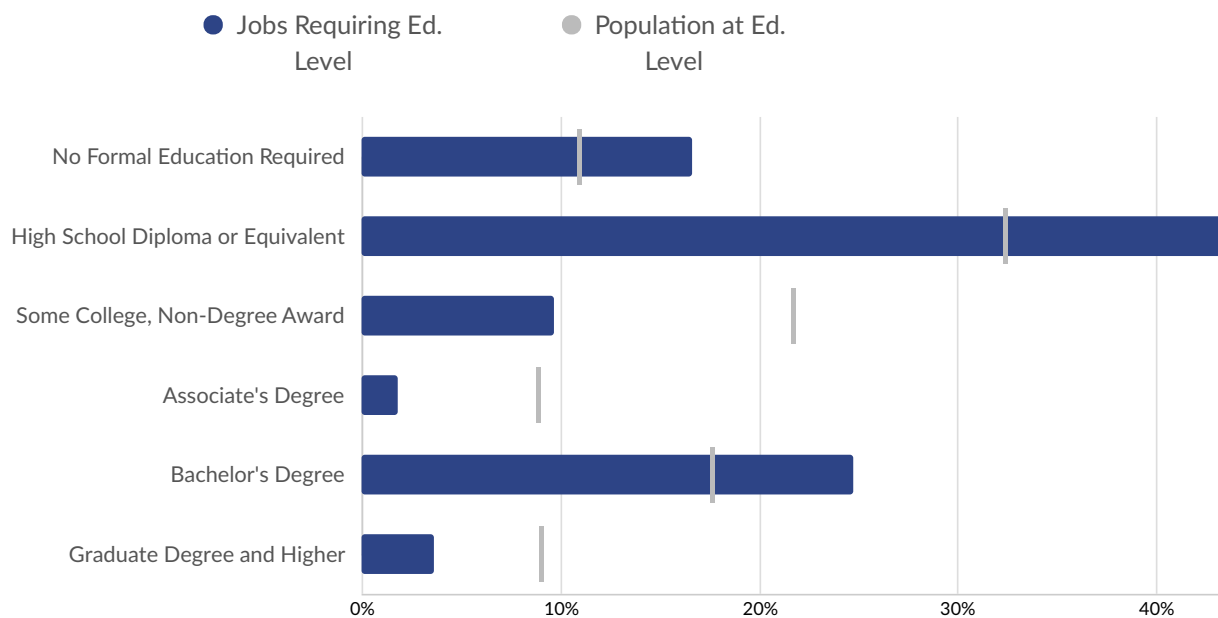
Top Occupation Earnings



Top Posted Occupations

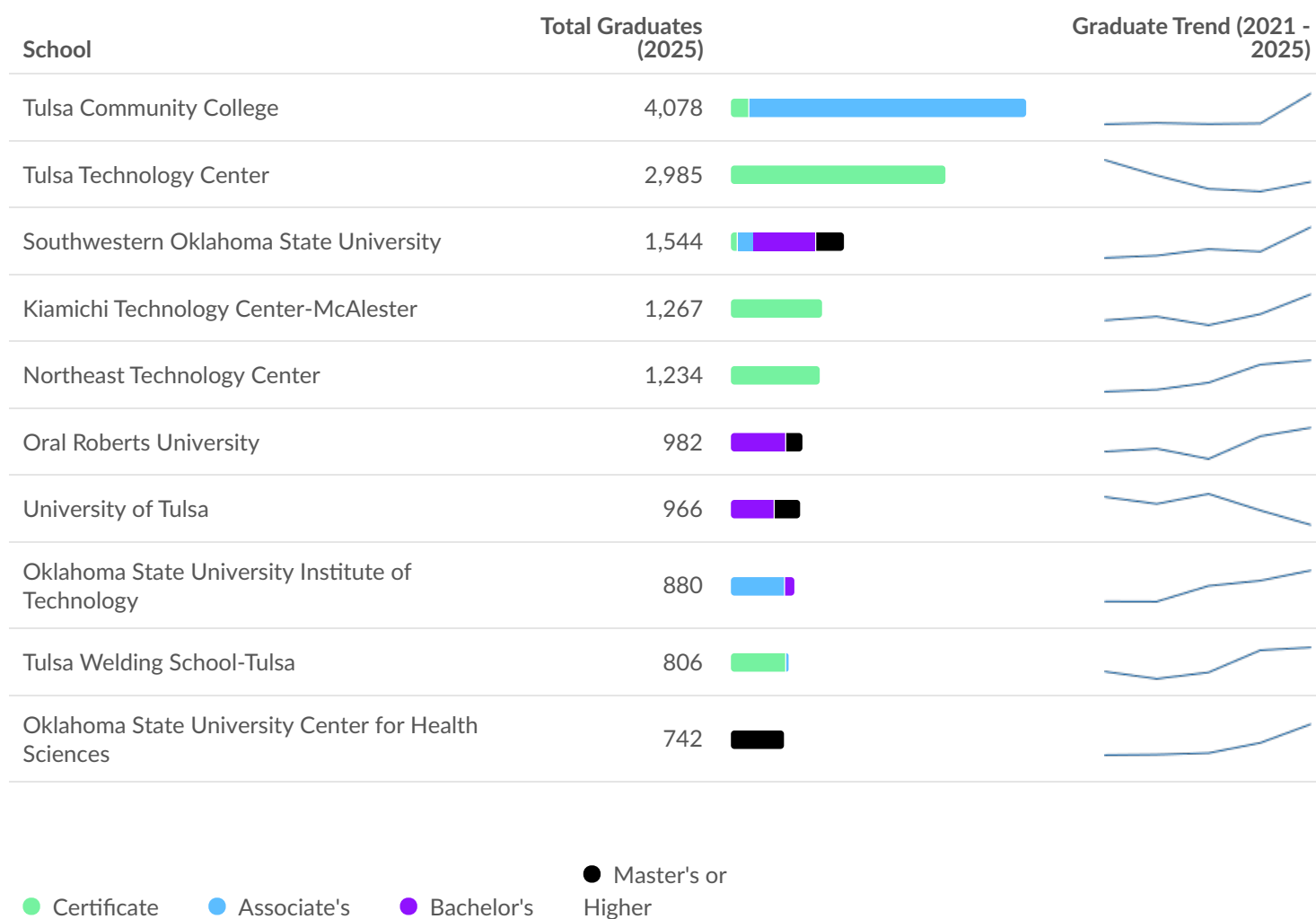


Underemployment

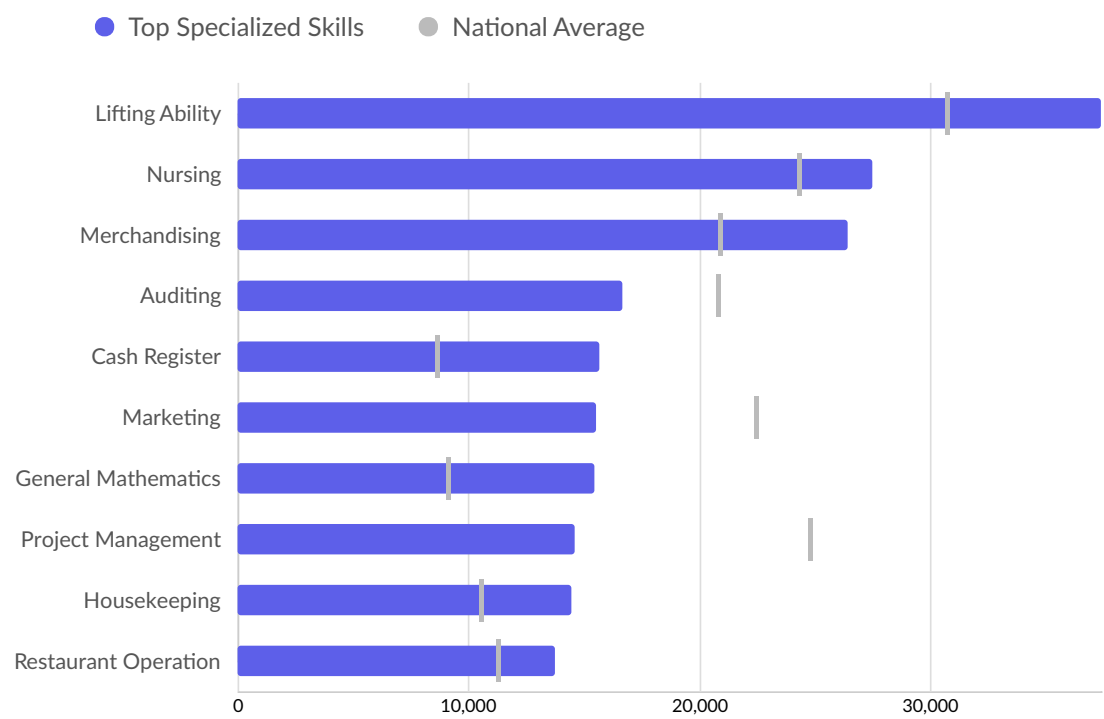


Educational Pipeline

In 2025, there were 23,826 graduates in PSO- Served Oklahoma Counties. This pipeline has grown by 13% over the last 5 years. The highest share of these graduates come from "Welding Technology/Welder" (Certificate), "Business Administration and Management, General" (Associate's), and "Nursing Assistant/Aide and Patient Care Assistant/Aide" (Certificate).



In-Demand Skills



Appendix A (Geographies)

Code	Description
40005	Atoka County, OK
40009	Beckham County, OK
40015	Caddo County, OK
40023	Choctaw County, OK
40029	Coal County, OK
40031	Comanche County, OK
40033	Cotton County, OK
40035	Craig County, OK
40039	Custer County, OK
40041	Delaware County, OK
40043	Dewey County, OK
40051	Grady County, OK

Code	Description
40055	Greer County, OK
40057	Harmon County, OK
40061	Haskell County, OK
40063	Hughes County, OK
40065	Jackson County, OK
40067	Jefferson County, OK
40069	Johnston County, OK
40075	Kiowa County, OK
40077	Latimer County, OK
40079	Le Flore County, OK
40087	McClain County, OK
40089	McCurtain County, OK

Code	Description
40091	McIntosh County, OK
40097	Mayes County, OK
40105	Nowata County, OK
40107	Okfuskee County, OK
40111	Okmulgee County, OK
40113	Osage County, OK
40115	Ottawa County, OK
40117	Pawnee County, OK
40121	Pittsburg County, OK
40123	Pontotoc County, OK

Code	Description
40127	Pushmataha County, OK
40129	Roger Mills County, OK
40131	Rogers County, OK
40137	Stephens County, OK
40141	Tillman County, OK
40143	Tulsa County, OK
40145	Wagoner County, OK
40147	Washington County, OK
40149	Washita County, OK