

2022

GREATER OKLAHOMA CITY ECONOMIC OUTLOOK

OKLAHOMA CITY METRO



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OVERVIEW

The Greater Oklahoma City Economic Outlook provides a comprehensive analysis of the national, state and metro economies. It details historic trends, a snapshot of the current situation, as well as a forecast for 2022.

In 2022, the Oklahoma City metro should continue to show strong growth through the first half of the year. Anticipated job growth for Oklahoma City reflects an expectation of a strong start to the year and continued demand for labor that should result in job counts exceeding pre-pandemic levels. In 2021, year-over-year nonfarm annual job growth increased 1.7% or gained 10,825 jobs in the Oklahoma City MSA. The largest percentage year-over-year job gains were found in the leisure services (+7.7%), administrative support (+5.6%), transport/warehouse/utilities (+5.1%), health services (+4.3%), retail trade (+4.0%), manufacturing (+3.7%), accommodation & food services (+2.8%), financial services (+1.7%), and professional & business services (+1.5%) sectors. The largest declines were found in mining or oil & gas (-23.4%), information (-9.6%), management (-7.5%), government (-1.9%), and wholesale trade (-1.8%).

Positive Oklahoma City metro nonfarm job growth in 2022 is expected, with the baseline job forecast scenario growing by 4.1% or adding approximately 25,900 jobs by the end of 2022. Supporting details by each industry is offered in the following commentary. Two alternative forecast models that the Greater Oklahoma City Chamber tracks show a slightly more modest 2022 nonfarm employment growth between 2.3% (+14,400 jobs) to 3.1% (+20,100 jobs). The local economy remains vulnerable to national and global uncertainties surrounding Covid-19 that could disrupt economic conditions.

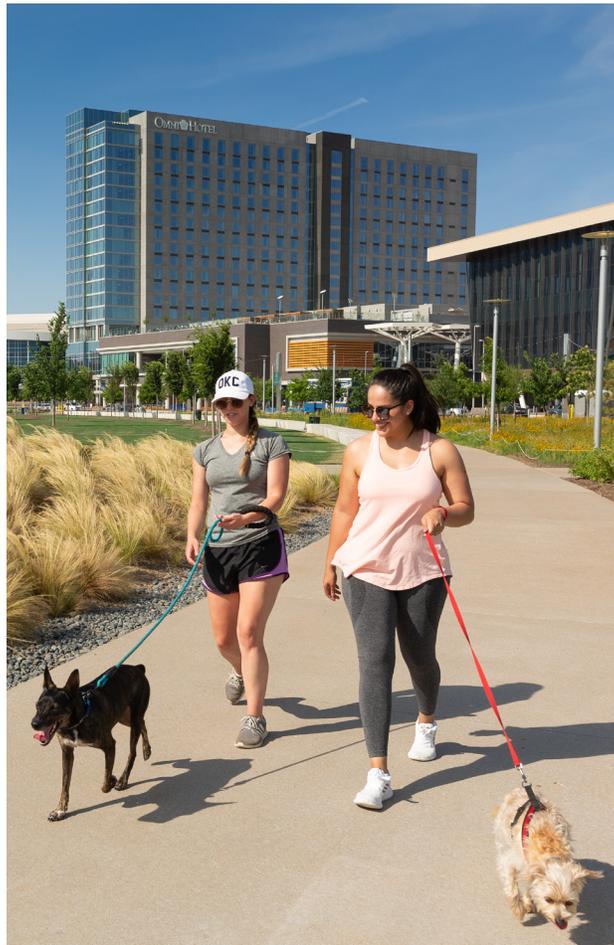
UNEMPLOYMENT RATES STABILIZE AND REMAIN AMONG THE LOWEST IN THE NATION

The Oklahoma City metro completed 2021 with an annual average unemployment rate for the entire year at approximately 3% with monthly unemployment rates ranging as high as 4.9% (Feb. 2021) and as low as 1.6% (Dec. 2021). Oklahoma City finished out the year ranked among the lowest unemployment rates for large metros (over 1 million population). Throughout the year, rankings fluctuated from No. 1 lowest (August) to No. 14 lowest (February). Unemployment rates in the final few months of the year for OKC were among the lowest ever experienced (30+ years).

POPULATION CONTINUES TO BE AN IMPORTANT STORY

Every ten years, through the U.S. Census, we can tangibly see how businesses and talent view a community. Nearly 20% of all metros and more than half of all the counties in the nation lost population from 2010 to 2020. Population growth or decline

ultimately determines the overall health of a local economy and points to a city's ability to attract talent. Fortunately for Oklahoma City, that continues to be a positive story. Since 2010, the Oklahoma City metro has grown by 14% - adding approximately 170,000 people. That is the largest decade-over-decade raw population gain in the past 50 years. Five of the seven counties in the Oklahoma City metro experienced double-digit growth over that period. Canadian County continued to be the fastest growing



county in the state, growing 33% since 2010. Of the 21 metros in the U.S. between 1 to 2 million population, Oklahoma City experienced the fifth-fastest percentage growth. When evaluating the 40 metros larger than Oklahoma City, OKC is growing at a faster rate than two-thirds of them. At 1.42 million in population, the Oklahoma City metro is now the 41st largest in the nation (moving past Memphis). Within the state, the Oklahoma City MSA grew 1.6 times faster than Tulsa, the next largest metro in Oklahoma. The city of Oklahoma City itself also continues to be a driving economic force for the metropolitan region. It was one of only 14 cities in the nation to have added more than 100,000 people over the past decade.

VALUE OF CONSTRUCTION PROJECTS

According to Dodge, in 2021 the total construction value of tracked contract projects (residential, non-residential, and non-building infrastructure) in the Oklahoma City MSA was \$3.9 billion. That was 12% more than the prior year. The largest positive year-over-year percentage gains were found in the hospitals & health treatment, warehouses, amusement, office & bank buildings, and garages/service station categories. The largest year-over-year construction value declines were in schools & colleges, religious, and hotels and motels, and streets & highways categories. For 2022, total construction value of contract projects in Oklahoma City is forecasted by Dodge to be relatively flat and decline by 3% with a 13% decline in non-residential construction values and a 2% increase in residential construction value. A 6% increase is expected in non-building projects (bridges, water supply systems and other).

As described in the methodology, the Greater Oklahoma City outlook for construction employment is entirely determined by the past information contained in the



dataset and the econometric specification of the models. So, forecasted construction contract details or proposed infrastructure investment is not incorporated into the baseline forecast for employment.

ANNOUNCEMENTS FROM CHAMBER-ASSISTED COMPANIES

2021 was the first year of a five-year economic development program called Forward Oklahoma City VI. This is the sixth iteration of the Forward Oklahoma City program that has provided longer-term strategic initiatives to the region's economic development efforts over the past twenty-five years.

From 2016 to 2020, the Chamber tracked 23,914 jobs with payroll of more than \$1.2 billion, and \$2.2 billion in capital investment, announced by Chamber-assisted companies. Overall metrics are tracked for Chamber-assisted companies in several different areas: new start-up companies assisted, job growth from existing companies as well as new to market firms, wages, capital investment, and growth in the tax base.

In 2021, 110 Chamber-assisted companies announced plans for the creation of 4,740 jobs with an annual average salary of \$45,962. In addition, those same companies announced more than \$304 million in capital investment and \$217 million in payroll. The Greater Oklahoma City Chamber ended 2021 with 73 active





projects in its economic development pipeline. The pipeline tracks companies or projects that are considering relocation or expansion in the Greater Oklahoma City region. The majority of projects by facility type included manufacturing, distribution, data center, call center and aviation/aerospace.

The Greater Oklahoma City region was the beneficiary of several new-to-market announcements and significant expansions in 2021. A select group of those announcements are described below.

Mom's Meals, an Iowa-based firm formally known as PurFoods, built a 200,000 square-foot kitchen/food preparation facility in the Rockwell Industrial Park just west of Will Rogers World Airport. The facility provides fully prepared, refrigerated meals delivered directly to homes nationwide through programs to support long-term care, chronic care, and post-discharge care. Serving the Medicaid, Medicare, and individual markets, the company's offerings include food tailored to meet the needs of individuals of all ages with chronic conditions, including diabetes, kidney disease, cancer, and heart disease, with the goal of reducing hospital readmissions and keeping members healthier and independent at home. Per public reports, the \$17 million facility will initially employ 125 people with plans to expand to 550.

Carvana, the fastest-growing auto retailer in the U.S., announced plans to open an Inspection and Reconditioning Center (IRC) in Oklahoma City, helping the company address increased demand and bringing

a projected 350 new jobs to Oklahoma City. Carvana, one of the youngest companies to make the Fortune 500, allows customers to shop more than 45,000 vehicles on Carvana.com, finance, purchase, then select as-soon-as-next-day delivery or car vending machine pick up. Carvana vehicles are inspected, reconditioned and photographed in 360-degrees at its inspection centers, like the one planned in Oklahoma City, so customers get a detailed, high-definition virtual tour of every vehicle. The planned facility is on 100 acres near Will Rogers World Airport. Carvana plans to invest more than \$40 million to build and equip the new 190,000 square-foot facility.

Top-rated wireless carrier **Consumer Cellular** announced it will bring 300 full-time and part-time jobs to Oklahoma City. The average full-time employee will make approximately \$54,000 per year. The move to Oklahoma City marks the first time in the company's 25-year history it has expanded outside of its headquarters in Arizona or Oregon offices. Consumer Cellular has been ranked number one by J.D. Power 11 times in a row for best customer service. The company is 100% based in the United States, where it serves over 4 million customers. The Oklahoma City office will be located at the former Baker Hughes building.

Signify Health, Inc. is a leading healthcare platform that leverages advanced analytics, technology and nationwide healthcare networks to create and power value-based payment programs. The company announced plans to open a new service center in Oklahoma City in February

2022. Oklahoma City joins Dallas, New York City and Rapid City, S.D. as a regional hub for Signify Health employees who work on-site and remotely. The company expects to create more than 200 new jobs in Greater Oklahoma City at its new 25,000 square-foot office space on Memorial Road.

Mint Turbines announced plans for a \$5 million plant upgrade and 30 new jobs in Stroud. The company will refurbish a hangar and convert it into a maintenance facility. The company will also add a state-of-the-art engine test cell. Mint Turbines is an Oklahoma company that has helped maintain aircraft engines from across the country for 40 years.

Corken, Inc. (along with parent company IDEX) will expand its plant and add up to 180 new jobs by consolidating with Liquid Controls, LLC, and relocating those operations from Chicago. The two companies – both units of parent IDEX Corp. – manufacture pumps, compressors and precision measurement equipment for downstream oil and gas transfer. They will operate at the Oklahoma City headquarters under the combined name Advance Flow Solutions.

Aerospace & Marine International, an international company with 30 years of commercial ship weather routing and offshore meteorological and oceanographic services, announced the move of its corporate headquarters from San Jose, Calif. to Norman. Aerospace & Marine delivers 24-hour global weather forecasting services to the maritime industry. Their meteorologists use global data to lower clients' costs and increase their operational efficiency, specifically in route optimization. While the move will result in minimal jobs, it does allow existing operations to stay in place and allow for future growth in Norman.

United Dynamics opened a new engineering center in downtown Oklahoma City upon securing a contract from the U.S. Air Force Research Laboratory. It also announced

a strategic alliance with the Osage Nation to create an 8(a) entity to bolster its pursuit of defense contracts. Both expect to grow and generate new jobs. United Dynamics is a defense engineering, design, development, manufacturing and test firm located near Tinker Air Force Base. It has experience in providing components for Department of Defense weapons platforms and transport aircraft platforms.

RETAIL SUCCESSES

For the seven-county Oklahoma City metropolitan area, 2021 calendar year total taxable retail sales increased by 12.7% from 2020 totals. That is the largest year-over-year increase in at least 30 years. At approximately \$25.5 billion, the Oklahoma City metro accounts for more than 41% of the taxable retail sales for the entire state of Oklahoma and 36% of the state's population. This continues to make the Oklahoma City metro a driving force for retail trade in the state.

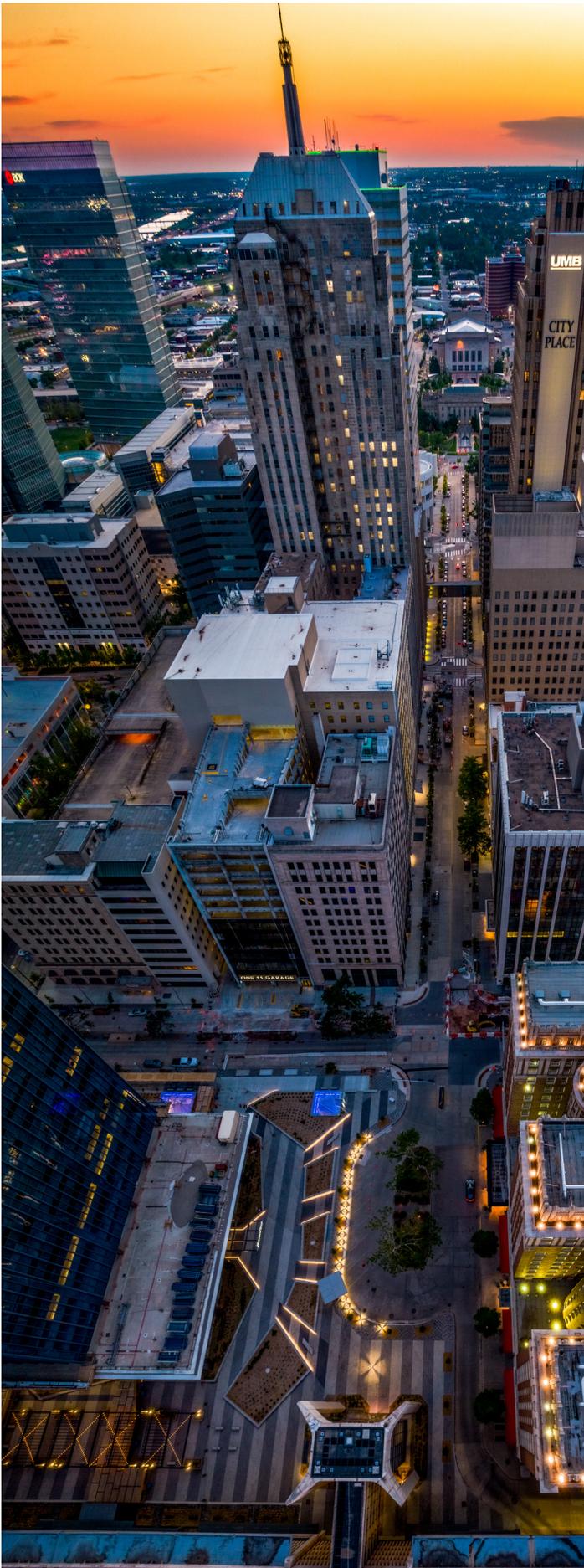
For FY 2021 (July 2020 to June 2021 remittance), sales tax collections for the City of Oklahoma

City finished strong, up 2.4% percent over the prior year. Use tax collections also finished 14% over the prior year, driven by online retail sales. Sales tax collections by surrounding cities in the metro also increased overall in FY 2021. Cities seeing increases include Norman, Edmond, Moore, Midwest City and Yukon. Contributing factors include increased pent-up demand from consumers, an increase in population and workforce, low unemployment and the added federal stimulus money helping overall economic conditions.

Per the Price Edwards 2021 OKC Year End Retail Market Summary, retail vacancy in the Oklahoma City market increased to 10.1% at year end, up slightly from 9.7% a year ago but improved from 11.6% at mid-year 2021.

A few select retailers that announced or opened in the Oklahoma City metro in 2021 include Capitol Co-Op,





Bob's Steakhouse, Bandlee's BBQ, MetroMerch, The Old Spaghetti Factory, The Truck Yard, City & State, Summer Moon Coffee, Homeland, Black Rifle Coffee Company, Crumbl Cookies, Sam's Southern Eatery, Costco, and Mathis Brothers Furniture.

OBSERVATIONS FROM EXISTING BUSINESS ABOUT TALENT

The Greater Oklahoma City Chamber talent and business growth team makes more than 250 company visits annually and attempts to capture major challenges and opportunities that businesses are experiencing. While 2021 was still a tumultuous year, with the ongoing effects of the COVID-19 pandemic, Oklahoma City employers were able to see economic recovery and even growth.

Many Oklahoma City employers felt enough clarity to move ahead with delayed plans for growth or hiring during 2021. These investments, often in hiring and/or investments in technology or facilities, were usually streamlined adaptations of deferred plans that had been paused during 2020. Often these investments looked different than originally conceptualized, due to the rapidly evolving demands of consumers, the marketplace and the demands of the workforce.

The clearest emerging demands from the Oklahoma City workforce seem to mirror the demands being seen on a national scale, making employers re-think aspects of their hiring; from compensation, shift scheduling and flexibility to company culture, benefits and even mental health initiatives.

These rapidly emerging workforce expectations, coupled with a boom in better-paying, entry-level roles have helped contribute to Oklahoma City's low unemployment rate. Much of the hiring in the metro this past year has come from employers seeing growth being driven by the pandemic. In particular, there has been quite a jump in new jobs being created around roles in warehousing, distribution and customer service.

While more traditional sectors did see some recovery, there has not been a correlating ramp-up up in re-hiring, with many regional energy employers favoring a continued lean approach to operations. The one exception has been the re-hiring of drivers and production talent, which has become very competitive with the growth of competition for similar roles in other industries.

The aerospace/aviation industry continues to thrive overall, with federal contractors and private employers alike



continuing to look for sources of engineering talent - most notably electrical engineers and high-tech fabricators and assemblers.

The healthcare community in Oklahoma City has seen critical talent shortages as pre-existing shortages of talent, especially in nursing, have been compounded by the pandemic. With growing numbers of nurses leaving the profession, and with neighboring states offering exorbitant salaries for short-term contracts, most area healthcare leaders list the nursing talent shortage as being one of their greatest concerns for the future.

Lastly, with the compressed acceleration of talent trends, the job market in Oklahoma City has rapidly become a “talent-friendly” city. Within select occupation titles and industries, the perception exists that there are more job openings than available applicants. Some employers are making rapid adaptations to attract and retain talent. These adaptations are producing better-paying jobs, improved working conditions and more employee-friendly places to work. While in many cases, these seem to be positive innovations for the Oklahoma City workforce, some employers who are unable or unwilling to adapt may find it increasingly difficult to attract and retain key talent in 2022. It is interesting to note that according to Emsi, a national workforce and data analytics firm, overall monthly job posting activity in the Oklahoma City metro has returned or is equal to pre-pandemic levels. The number of job postings in the last quarter of 2021 is now relatively the same as it was in March 2020. So, in this respect, local conditions in Oklahoma City are actually different than the nation which has experienced a 25% increase in job posting activity. While it is too early to tell with certainty, these numbers might indicate that in some ways Oklahoma City may not be experiencing the same level of talent disruption as the U.S.

METHODOLOGY COMMENTS

The Greater Oklahoma City Economic Outlook is undertaken through cooperation with Oklahoma City University and the Center for Regional Economic Forecasting and Policy Analysis. The forecast is an econometric exercise and is not a consensus forecast of business and civic leaders. All models are constructed from publicly available data sources including datasets from the Bureau of Economic Analysis and Bureau of Labor Statistics.

The forecasts are entirely determined by the past information contained in the dataset and the econometric specification of the models. No attempt has been made to “adjust” the forecast for the beliefs or anticipation of the modeler. For example, construction forecasts are not adjusted to reflect the anticipated impact of large, announced public sector investments. The forecast does not consider anticipated growth from relocations or “new-to-market” firms. In addition, announced expansions of existing companies may take place over a multi-year timeframe and not be fully recognized in the next year. Announced projects that have not taken place are not reflected in forecasted job numbers. The reader is encouraged to treat the forecast as a baseline from which to make their own adjustments and reach their own conclusion.

INTRODUCTION

Developing an economic outlook is challenging even in the easiest of times—and the last two years have been anything but easy.

The pandemic thrust the global economy into an uncertain future in the spring of 2020. Successive variant waves, supply chain disruptions, great resignations, unprecedented policy initiatives, and structural changes to economic behaviors continually remind us that we are only at the opening stages of this period of unpredictability. Against this uncertainty, a thoughtfully constructed economic outlook is invaluable.

This economic outlook is intended to provide a valuable context in which strategic decisions will be made in the year ahead. Understanding the economic context which frames these decisions will aid the individuals navigating their engagement in the nation's economic structure, the executives setting a strategic course for their enterprise, and the policymakers advancing society's interests. By definition, an outlook involves a prediction of future economic activity. However, a focus on the prediction misses the power of the outlook.

The full power is found in a better understanding of how long-run and short-run forces interact to determine today's economic outcomes, how a shift in household behavior impacts labor markets and patterns of consumer spending, or how big policy changes seem to have little impact while smaller policy changes can exert larger force. The power of an economic outlook is in one's understanding as much as it is in their prediction.

This outlook will attempt to reconcile the things we know with the things we do not. The narrative will identify and discuss the economic forces at play that are well understood while acknowledging several forces that are not. The reader is encouraged to do the same. Laying

out the forces shaping the economic backdrop against which important decisions are made unleashes the power of the outlook by personalizing it to each individual's circumstance.

The outlook is organized in three major sections covering the U.S., Oklahoma, and Oklahoma City economies. Each section begins with a review of recent activity and the forces shaping its economic reality. Each section also contains a forecast of key economic indicators with

a brief discussion for each geography. The forecast for the full set of variables is included in the appendix tables.

U.S. ECONOMIC OUTLOOK

The story of 2021 is one regarding the false sense of economic strength created by an unprecedented economic policy response to 2020's COVID-19 pandemic. Fiscal policy has allocated or set aside more than \$4.5 trillion in relief spending, while monetary policy has been supported by a

nearly \$5 trillion increase in the Federal Reserve's balance sheet. U.S. gross domestic product recovered to pre-pandemic levels while the national unemployment rate fell to 4.2%. Holiday retail sales were strong and local governments reported record tax collections. On the surface, the economic engines of the nation are roaring. But a closer inspection reveals subtle cracks in the façade of strength.

In the second quarter of 2020 much of the nation retreated to a safer-at-home response to the initial spread of the coronavirus. As restaurants, factories, offices, and retail storefronts closed or severely restricted operations, U.S.



gross domestic product collapsed at a -32.4% annual rate. Traditional payments to workers via wages and salaries collapsed in parallel with halting economic activity, yet personal income jumped in the second quarter at a 36% annualized rate. Another 56.8% jump was posted in the first quarter of 2021. The incredible gains in personal income reflect government transfers that far exceeded losses in wages and salaries.

U.S. Gross Domestic Product and Personal Income

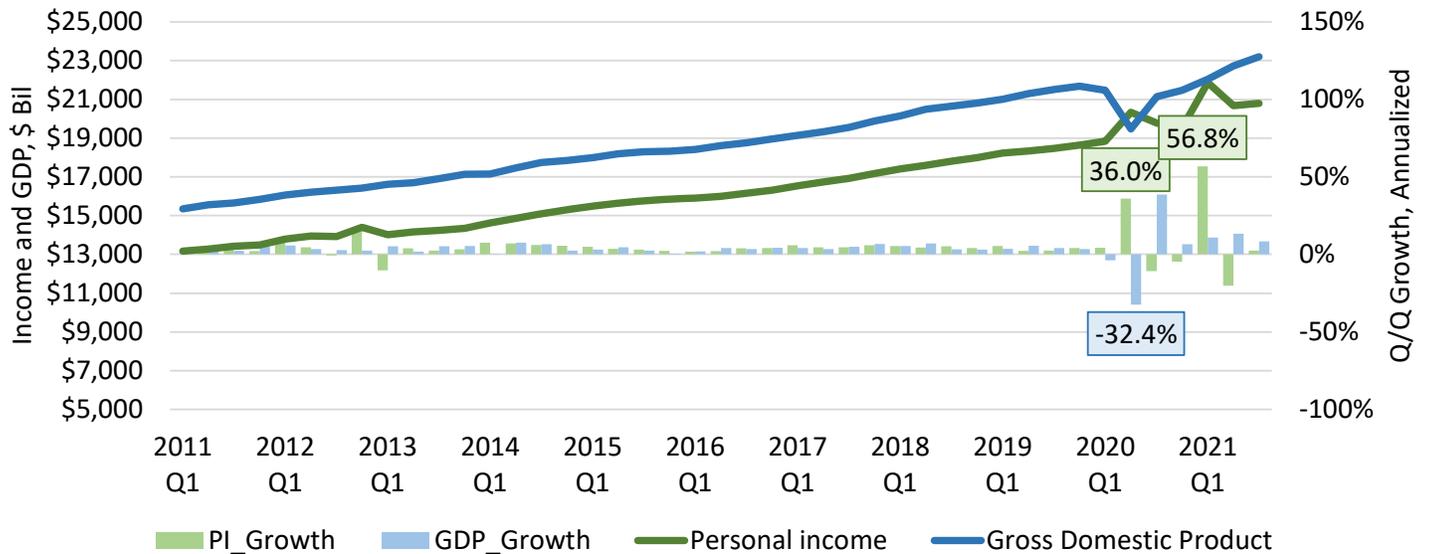


Figure 1.1 U.S. Gross Domestic Product & Personal Income

The main categories of government social benefits to persons (or personal transfer receipts) are Social Security, Medicare, Medicaid, federal unemployment insurance, veterans' benefits, and "other". The "other" category captures much of the pandemic relief spending such as direct impact payments and, more recently, expanded child tax credit payments. In the second quarter of 2020, a combination of direct economic impact payments and federal supplements to unemployment insurance drove personal income higher. The second round of direct payments followed by an expansion of the child tax credit provided additional support to other transfer receipts throughout much of 2021. It is precisely these dramatic policy responses that propelled measured household income higher amid an economic shutdown.

Government Social Benefits to Persons by Type

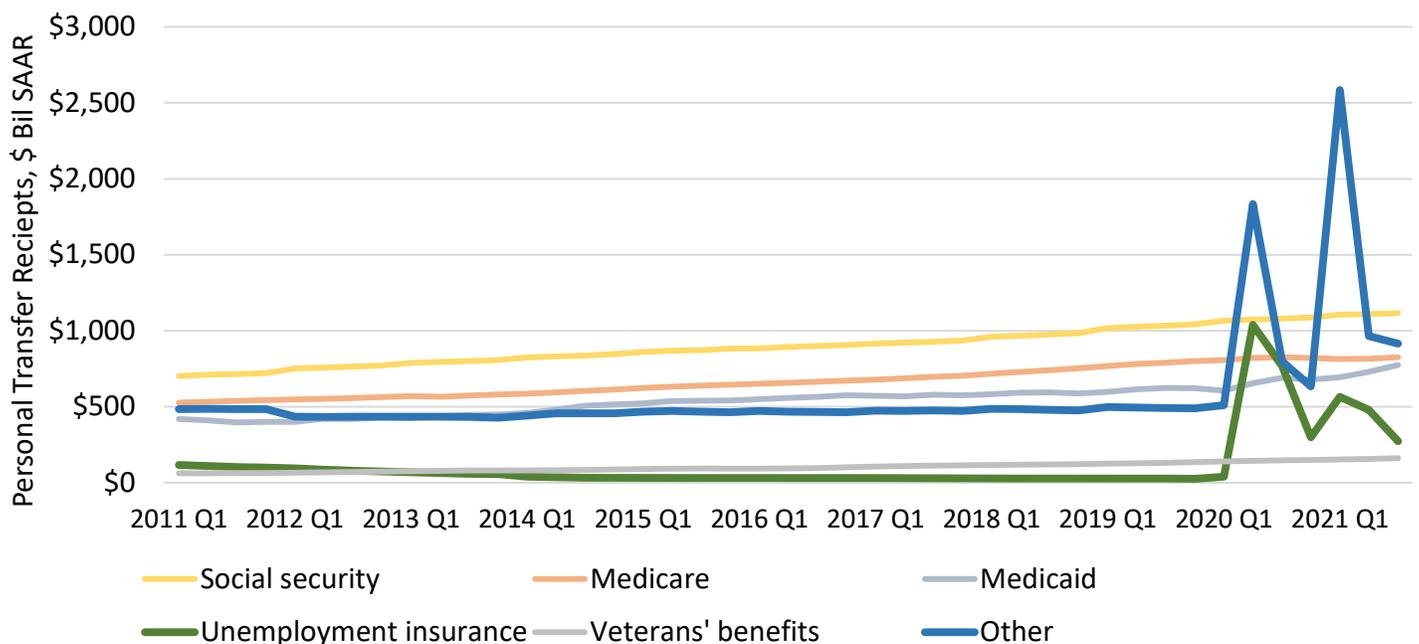


Figure 1.2 Government Social Benefits to Persons by Type

The indirect impact of the policy was almost as significant. Monetary policy that drove short-term interest rates (i.e., the federal funds rate) back to zero were matched by successive rounds of quantitative easing to keep long-term rates low. The effect was to make riskier assets across all asset classes more attractive. The result has been record-high stock prices with the S&P leading the way in 2021 with a 26.9% return, followed by 21.4% gains in the Nasdaq Composite and 18.9% in the Dow Jones Industrial Average. Home price appreciation soared similarly. As liquidity surged in search of riskier assets and their corresponding returns, cryptocurrencies thrived, and non-fungible tokens entered our financial lexicon.

The strength of household balance sheets is seen in a surging and sustained appetite for spending. After contracting briefly in the second quarter of the 2020 shutdown, retail and foodservice sales exploded with the reopening of the economy. Adjusted for inflation, real retail and foodservice sales not only recovered to pre-pandemic levels but broke the decade-long trend as sales jumped higher.

U.S. Real Retail and Food Service Sales

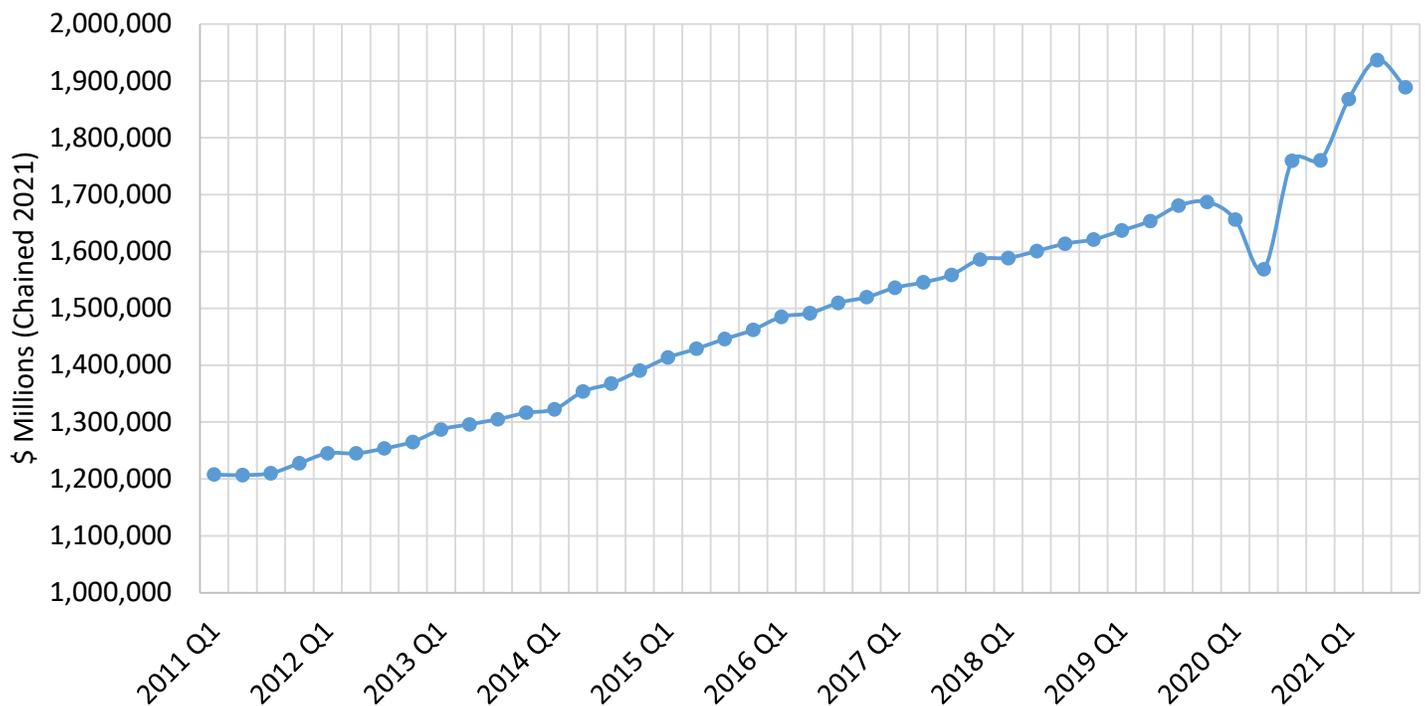


Figure 1.3 U.S. Retail and Food Services Sales



At the root of the 2022 outlook lies this truth – that household balance sheets are artificially strong. This artificial strength leads to a demand for consumption that may be unachievable but, when combined with supply chain disruptions, can only be inflationary. This artificial strength supports a great resignation, early retirements, and a labor force that is rethinking traditional engagement in the labor market. This artificial strength demands a return that risks creating asset bubbles across a range of asset classes. The year ahead will be a transition from a period of unprecedented income support to a one of normalizing policy. The challenge for policymakers will be to define “normal policy” and then implement it without disrupting what is, in reality, a fragile economic recovery.

By definition, of course, a policy change will disrupt the economic status quo. In this case, the economic status quo is a false sense of

economic strength and inflationary pressures that can no longer be characterized as transitory. A best-case scenario is a policy change that disrupts economic activity just enough to cool inflationary pressures without significant disruptions to asset prices and the labor market recovery. This scenario is often referred to as a soft landing. A worst-case scenario is a policy change either that disrupts economic activity, either in magnitude or abruptness, so significantly that asset markets experience a major price correction, and the labor market gives back some recovered gains. This worst-case scenario is known as a recession. The truth is almost always somewhere in the middle: a soft landing is rarely achieved, yet a recession does not follow inevitably from a change in policy approach. The outlook for 2022 should be viewed as constantly evolving with every new release of data, as every new transition of policy provides some indication of moving closer to either the best- or worst-case scenario.

To the extent that history can be a useful guide in unprecedented times, the baseline expectation is that 2022 will be a year of transition with the real excitement deferred to 2023. The baseline outlook presented in the graphics below is consistent with this expectation. There is sufficient residual strength in household balance sheets and fiscal policy support not yet in the system that even if monetary policy begins to change course in 2022, economic recovery should press forward. Growth will slow, labor markets will continue to inch towards pre-pandemic levels, inflation will persist above its 2% target, and interest rates will generally move higher with adjustments to monetary policy.

Having recovered to pre-pandemic levels, growth in U.S. Real GDP is expected to slow in 2022. Barring an abrupt and unforeseen shock, the slowdown is more likely to be gradual rather than sudden. Baseline expectations have placed 2022 Q4 real GDP up 3.6% from a year ago but up only 2.6% from 2022 Q3 on an annualized basis (see graph below). The risk to this baseline forecast is strongly asymmetric to the downside. Much would need to proceed correctly with policy adjustments and residual strength would need to carry seamlessly throughout the year for 2022 to experience such a gradual move towards economic normalcy. It is also worth noting that economic activity is already moderating ahead of changes to the policy environment. Near the end of 2021, real disposable income fell modestly while real personal spending was unchanged in November from October. In other words, the hope for strength in 2022 lies not in policy flows supporting personal income, but in the residual strength of household balance sheets. The rate at which the year's economic strength fades will likely be tied to the rate at which policy adjustments erode the strength of household balance sheets.

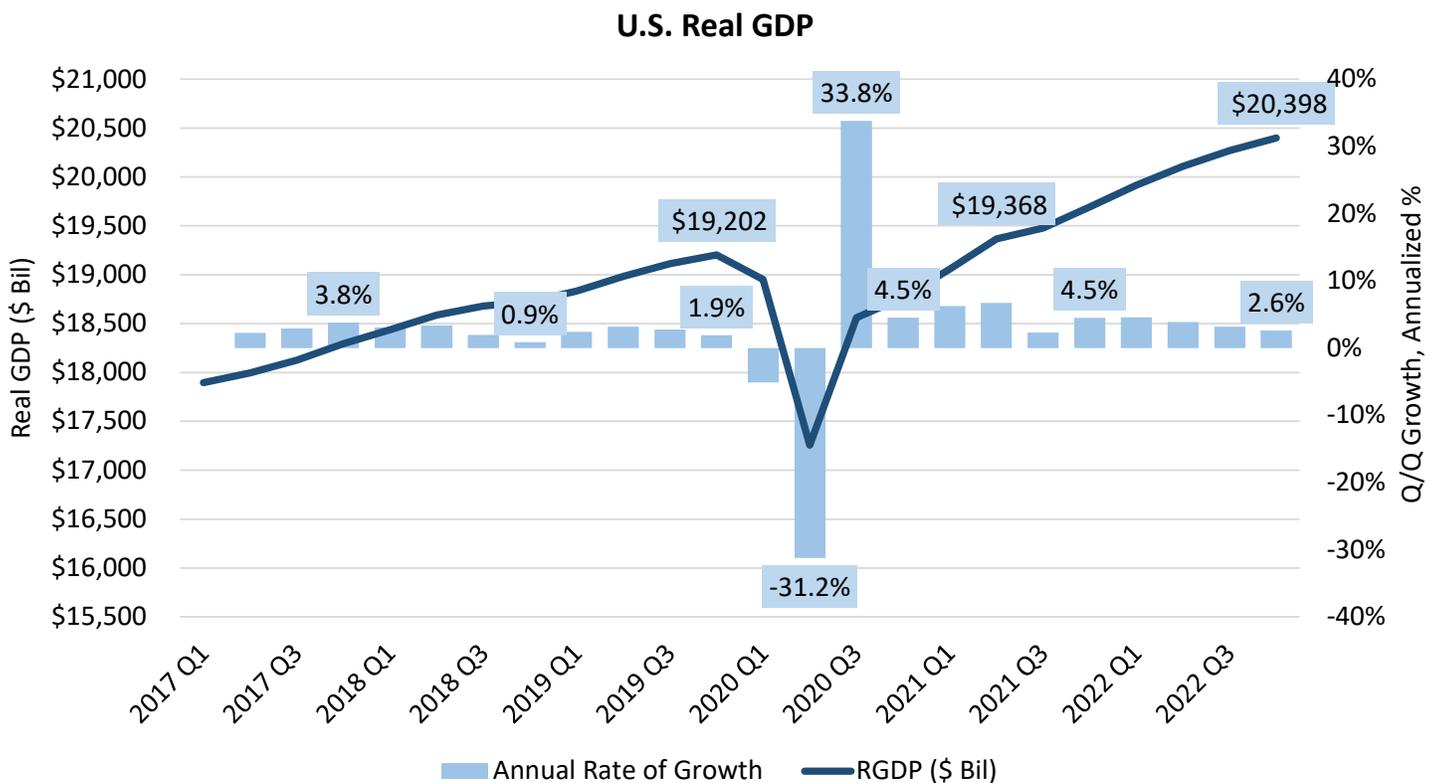


Figure 1.4 U.S. Real GDP

In contrast to measures of total economic activity (real GDP), labor market metrics have yet to return to pre-pandemic levels. A survey of employers indicates nonfarm payrolls are still down 3.9 million jobs from the February 2020 pre-pandemic baseline. The U.S. economy would need to add approximately 350,000 jobs per month for the next 12 months to return to the February benchmark. It is unclear if the economy can maintain this level of job creation through 2022. Regardless, it will be late 2022 at the earliest, and more likely well into 2023, before nonfarm payrolls return to pre-pandemic measures. A survey of households suggests that both labor market participation and level of persons identified as employed are struggling to return to the February 2020 benchmark. The hesitance to return to formal labor market engagement does not reflect a lack of opportunity. Instead, workers are rethinking how (and if) they want to engage in labor decisions. Households and workers are exploring and transitioning to a new set of economic behaviors and the strength of household balance sheets gives them some latitude to do so. A return to pre-pandemic behavior will not happen quickly and may not happen at all. A movement in the direction of pre-pandemic labor market participation behaviors is most likely to happen only as household balance sheet strength erodes.

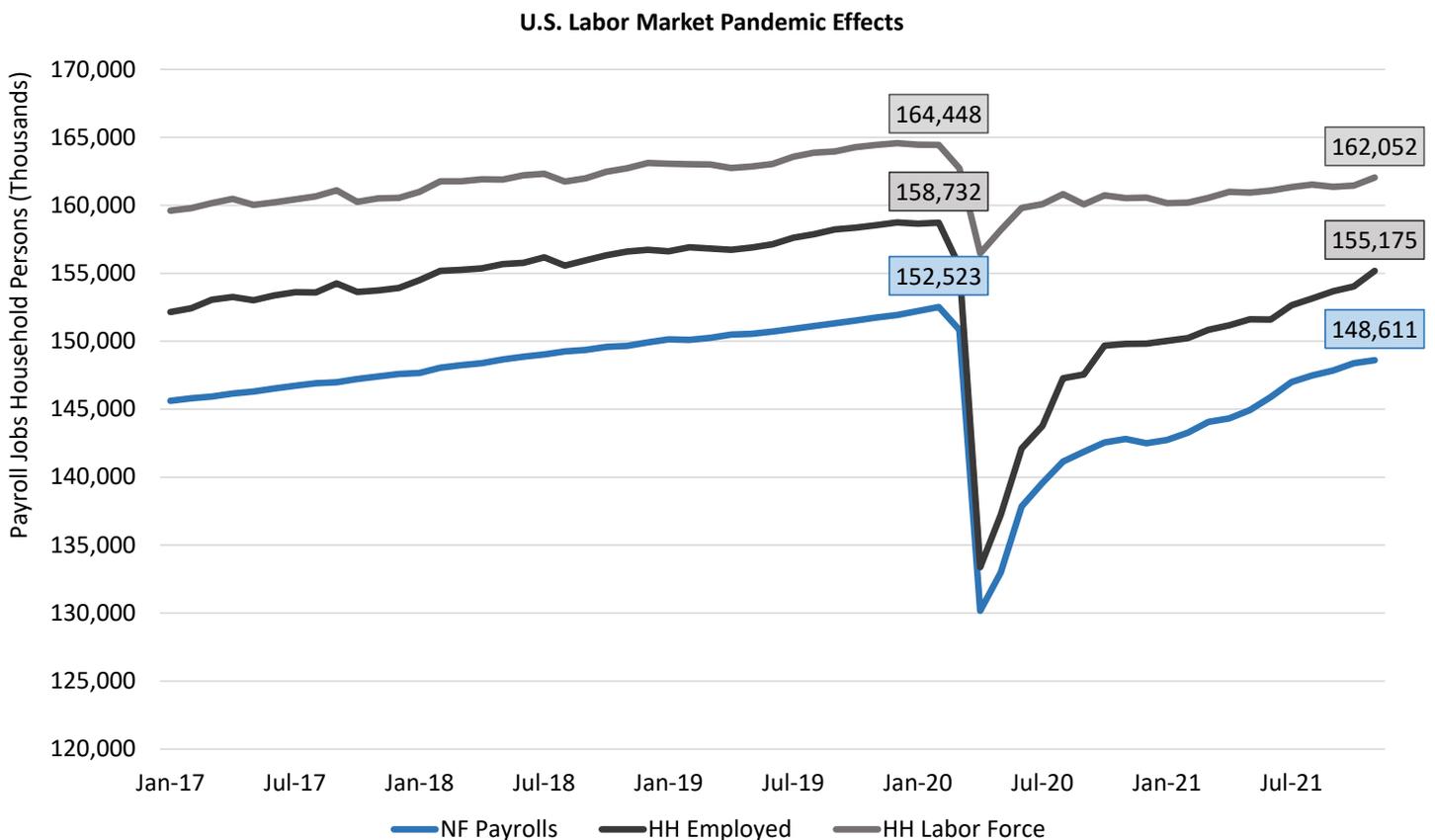


Figure 1.5 U.S. Labor Market Pandemic Effects

For much of 2021, an argument persisted that it was because household labor participation was well below pre-pandemic levels that there existed a latent labor supply sidelined by the pandemic. Under this argument, falling unemployment rates did not necessarily imply a tight labor market as the unemployment rate lacked recognition of the latent labor pool. But the strength of the household balance sheet allows for these seemingly contradictory facts to both be true: household labor participation is below pre-pandemic levels, and the labor market is tight. A return to pre-pandemic labor market behavior will require a shift away from the new behaviors adopted during the pandemic. In some cases, households will find the new behaviors preferable and will be reluctant to return to old patterns of work. Only time and the erosion of household financial strength will change this behavior.

The pace of job creation will slow as policy-fueled recovery moderates into 2022. Unemployment rates will move to and hover around 4% to finish the year. Job creation in 2022 is expected to start the year averaging 431,000 new jobs per month in the first quarter and end the year creating 249,000 new jobs per month in the final quarter of 2022. As with real GDP, the risk strongly points to the downside. Evidence of a slowdown in the pace of jobs recovery is already evident with payroll gains in November of 249,000 jobs and gains of 199,000 jobs in December well below levels needed to reclaim 2020 pre-pandemic measures in the year ahead.

U.S. Labor Market Outlook

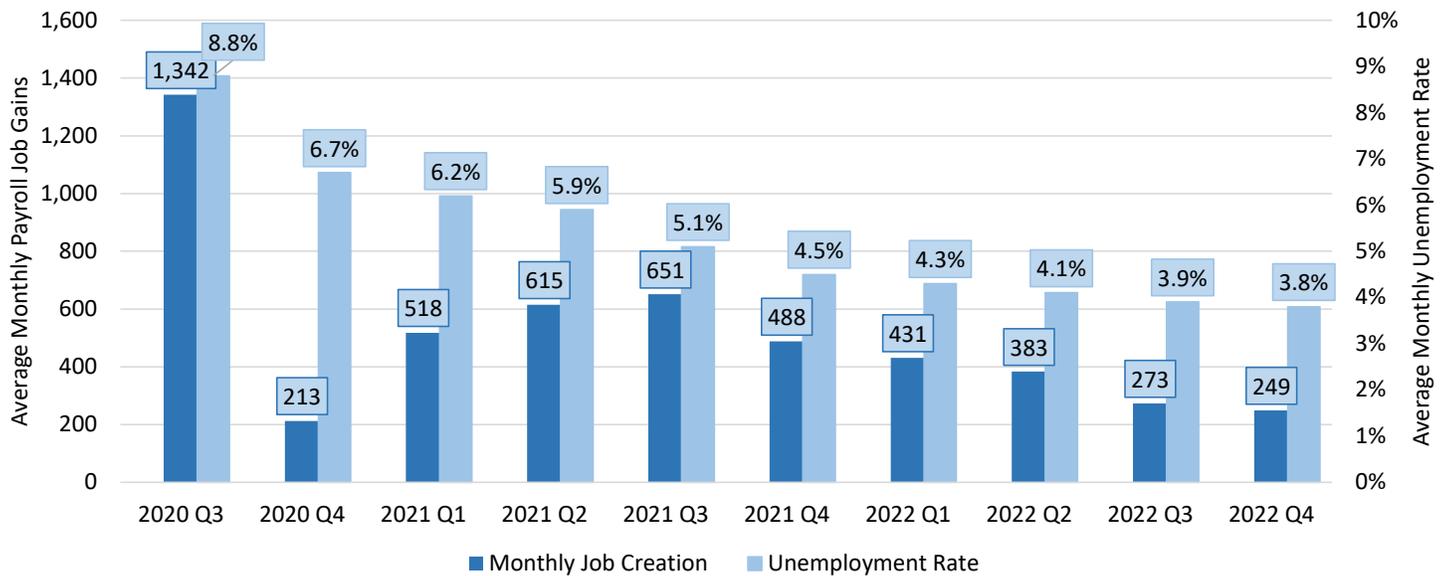


Figure 1.6 U.S. Labor Market Outlook

Monetary policy is traditionally crafted towards two targets: price stability and full employment. Price stability ostensibly means low and predictable inflation. Markets previously interpreted low and predictable inflation to mean near, but less than, the Federal Reserve’s 2% target. More recently, policymakers have worked to adjust that interpretation to view variations from the 2% target (slightly above or below) symmetrically. Even more recently, policymakers have worked to further adjust the interpretation by setting the 2% target as an inflation average over the business cycle. At the same time, policymakers have communicated full employment to mean more than a low unemployment rate, instead referring to a full and inclusive employment recovery. In practice, these changes have made it more difficult to assess when a policy has achieved its targets.



However low and predictable inflation is to be interpreted, inflation is well above the 2% target. Core personal consumption expenditure prices (excluding food and energy) have moved higher from the combined influence of policy-fueled demand for consumption and supply chain disruptions in production. Which influence is believed to be stronger informs the extent to which inflation can be interpreted as temporary and transitory. The expectation for 2022 is that inflation remains consistently above the 2% target as both policy-fueled demand and supply chain disruptions linger well into the new year.

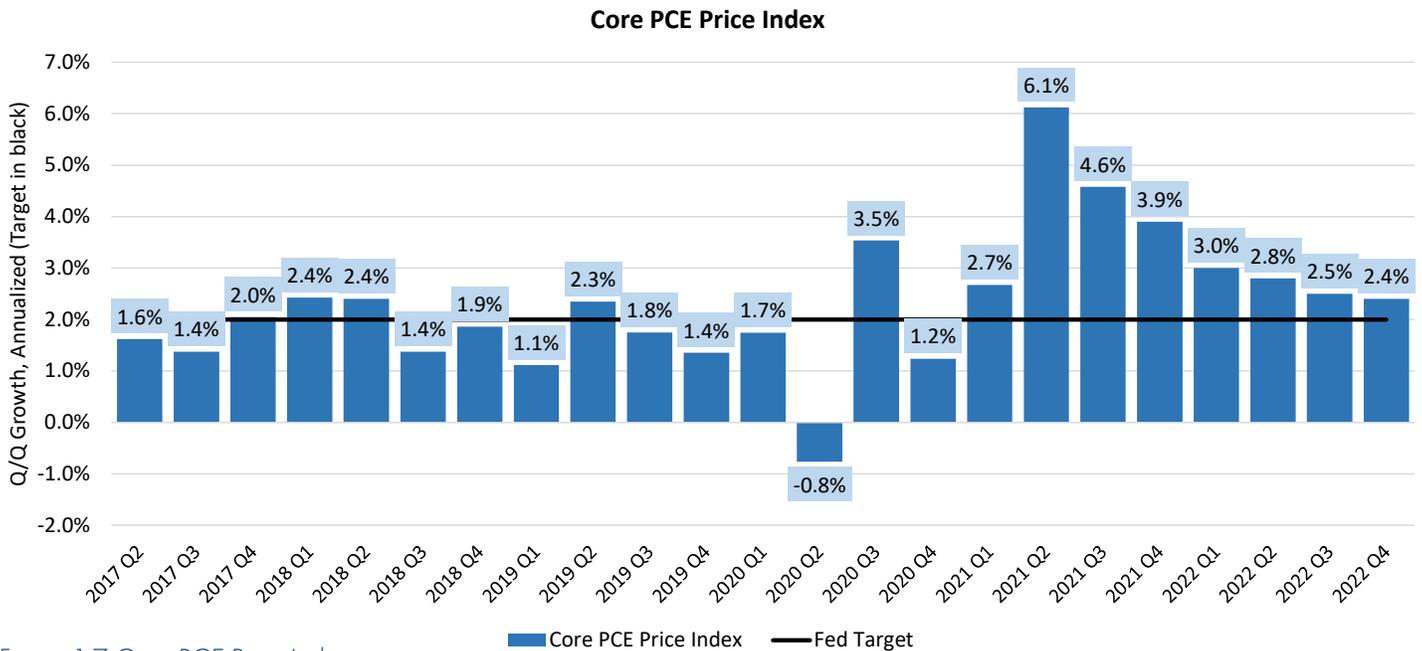


Figure 1.7 Core PCE Price Index

It is also clear that policymakers are signaling markets of an intention to shift policy in 2022. The chart below shows policymakers' expectations of the appropriate year-end midpoint of the federal funds target range. For example, all eighteen members report an expectation that 0.125% is the appropriate 2021 year-end midpoint of a policy target range of 0% to 0.25%. Twelve of the eighteen members of the Federal Open Market Committee expect an appropriate policy move in 2022 to include at least three quarter-point increases in the target range. Eight members expect an appropriate policy target to be in the range of 1.75% to 2.25% by the end of 2023. While short-term interest rates are expected to move higher, policymakers have also announced an expedited tapering of bond purchases and a plan to manage the size of the bank's balance sheet.

FOMC Federal Funds Rate Assessment

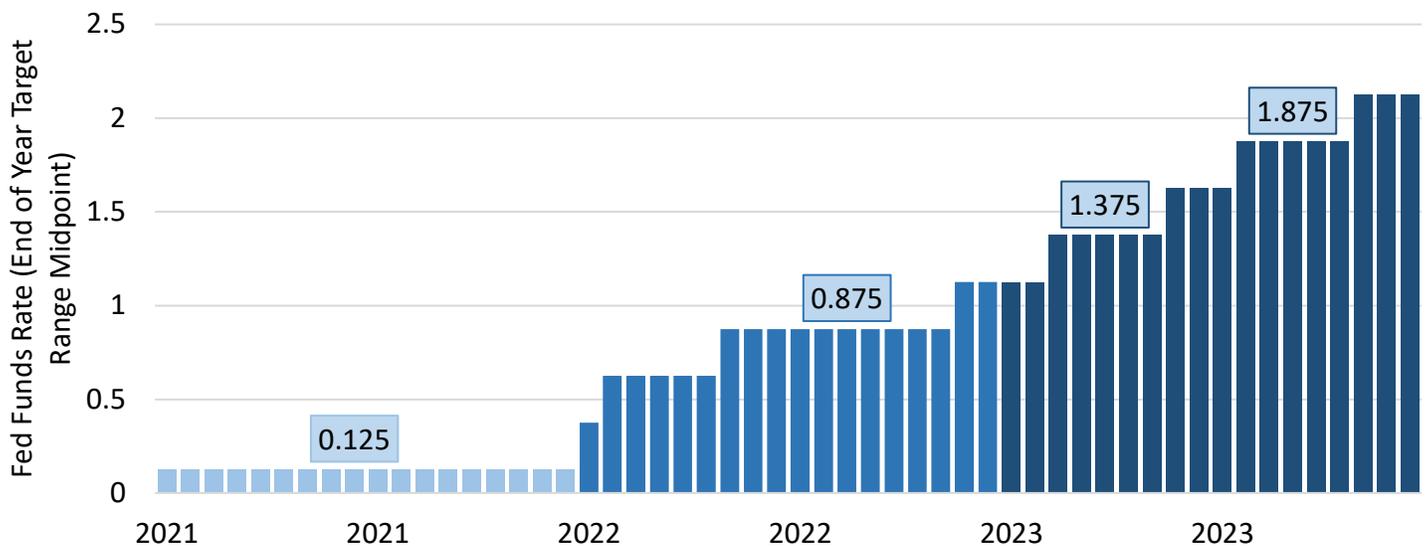


Figure 1.8 FOMC Federal Funds Rate Assessment



The outlook for the federal funds rate from the panel of NABE forecasters is well below the path indicated by policymakers themselves. This may imply that forecasters doubt whether policy appetite truly exists to change policy paths.

Monetary Policy and Treasury Yields

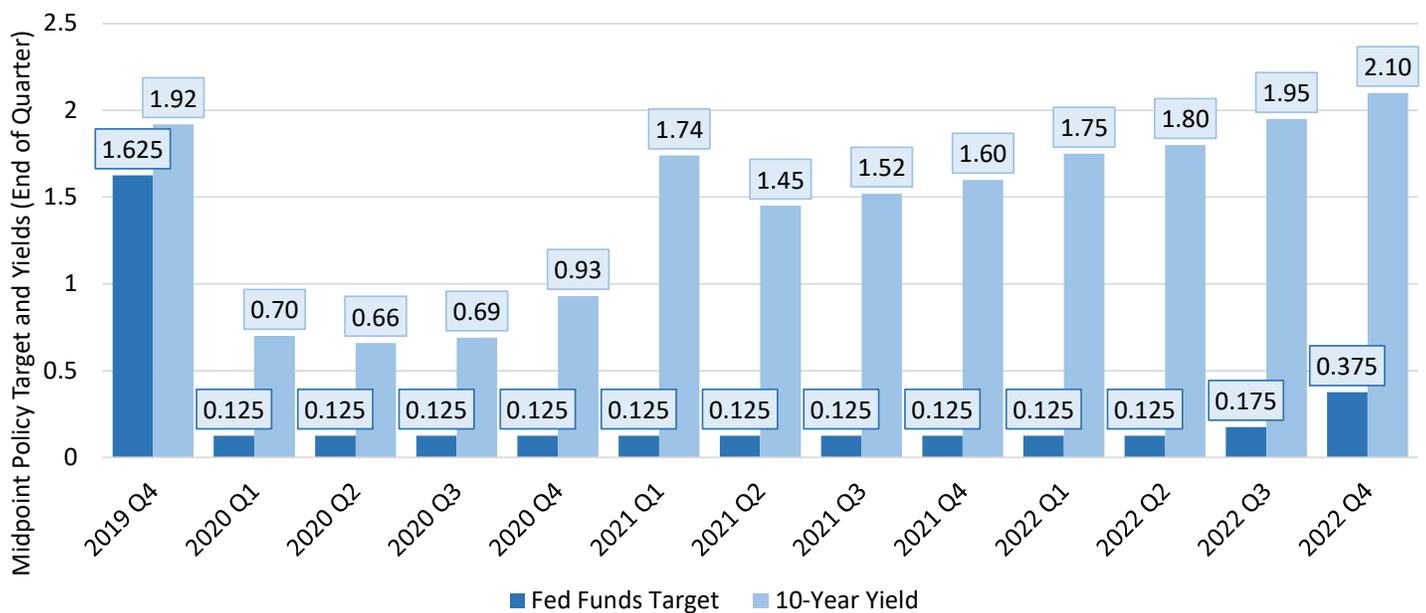


Figure 1.9 Monetary Policy and Treasury Yields

Flows of income support from expanded child tax credits or direct impact payments will subside in 2022 while monetary policy reduces its implicit subsidy to riskier asset classes. The more abrupt the policy change, the more abrupt the disruption to stock markets, real estate, cryptocurrencies, and other asset classes will be. The challenge for policy is always to support economic activity, when necessary, without creating harmful asset price bubbles and then withdrawing policy support without the risk of popping them. Unless and until inflationary pressures subside, policymakers will find the tradeoff of imposing price stability while also maintaining and supporting full employment to be increasingly challenging.

Finally, returning to the introductory discussion, it is worth noting that the U.S. outlook described above is most consistent with a soft-landing scenario. It is far more likely that residual strength carries the start of 2022 with the asymmetric downside risks manifesting more clearly as the year proceeds.

OKLAHOMA ECONOMIC OUTLOOK

Two economic realities merit brief attention before turning to the outlook for the coming year. The first is the contrast between Oklahoma and the U.S. pandemic recessionary experience, and the second is the continuation of long-run influences reshaping Oklahoma's economy.

Oklahoma's economy was struggling to maintain even modest growth in the buildup to the pandemic. Led by weakness in the state's energy sector, the economy was threatening a mild recession as 2019 turned to 2020. Oklahoma's four-quarter real GDP growth consistently

trailed that of the national economy from 2018 Q1 through the middle of 2019. When the initial rounds of health policies designed to restrict the flows of social and economic activity were implemented, Oklahoma's real GDP contracted more sharply than U.S. real GDP. In the ensuing recovery, U.S. real GDP growth outpaced growth in the state. The effect of the differential growth is a U.S. economic activity that recovered its pre-pandemic level by 2021 Q2, compared to an Oklahoma economy that had failed to do so.



Photo credit: Andrew G

Real GDP: U.S. and Oklahoma

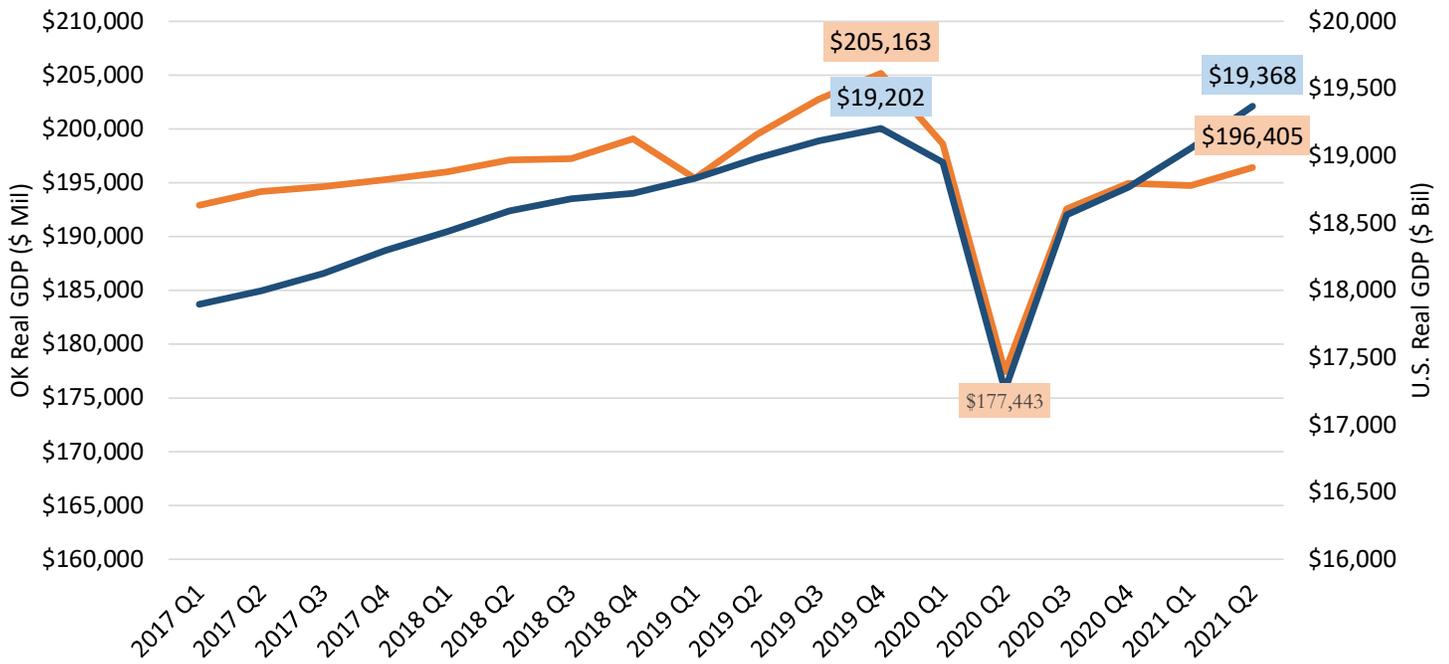


Figure 2.1 Real GDP Growth: U.S. and Oklahoma

Real GDP Growth: U.S. and Oklahoma

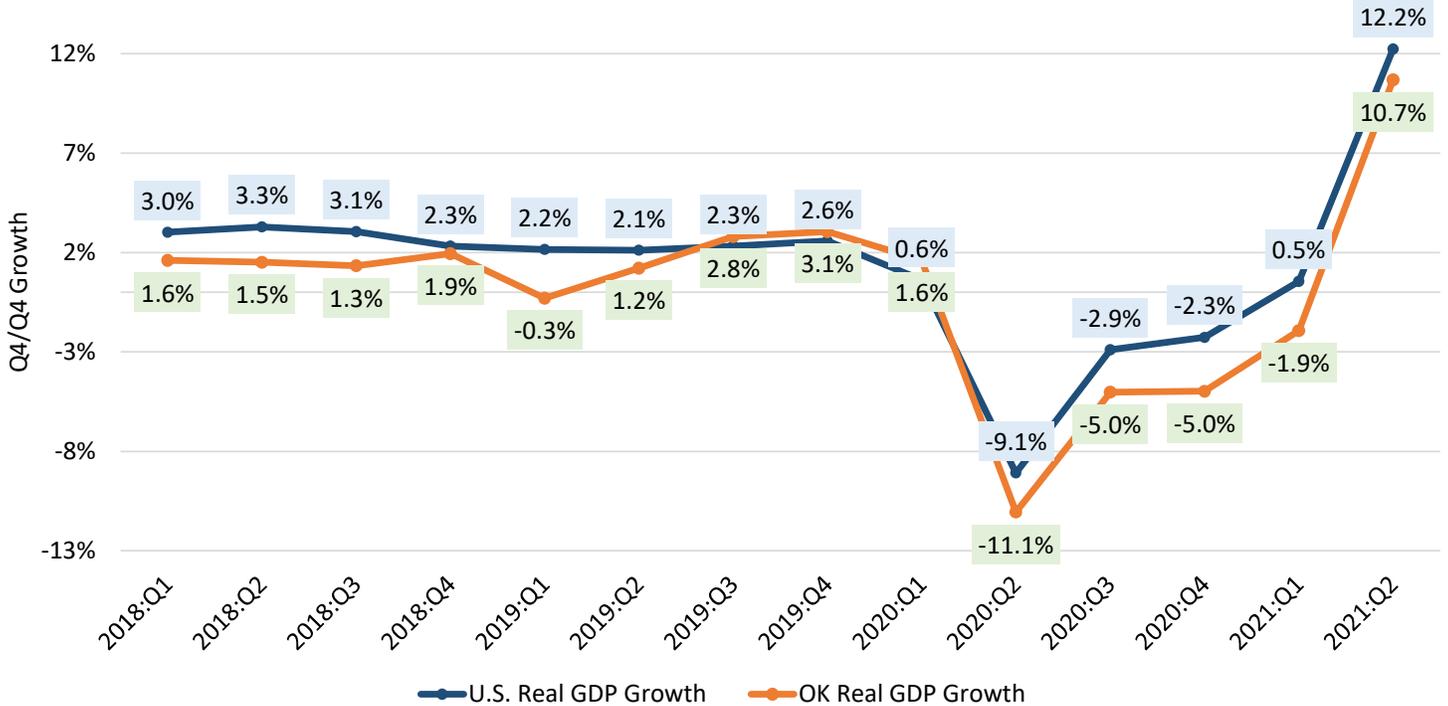


Figure 2.2 Real GDP: U.S. & Oklahoma

In contrast to measures of total economic activity (GDP), Oklahoma’s labor market experience was more muted than the national experience. Nonfarm payrolls did not fall as sharply in Oklahoma and had a less exaggerated rebound when the most severe health restrictions were lifted. The result will be fewer nonfarm jobs on the payrolls of Oklahoma employers to end 2021 than existed at the end of 2019 just before the onset of the pandemic.

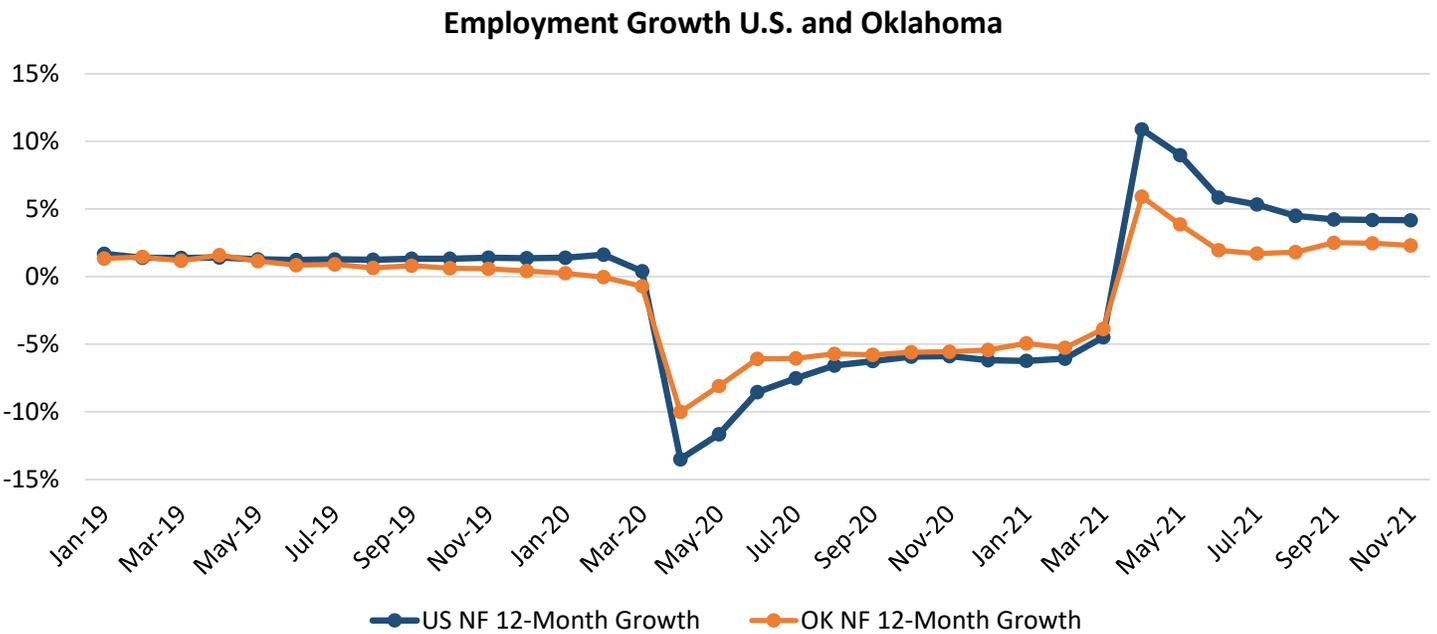


Figure 2.3 Employment Growth U.S. & Oklahoma

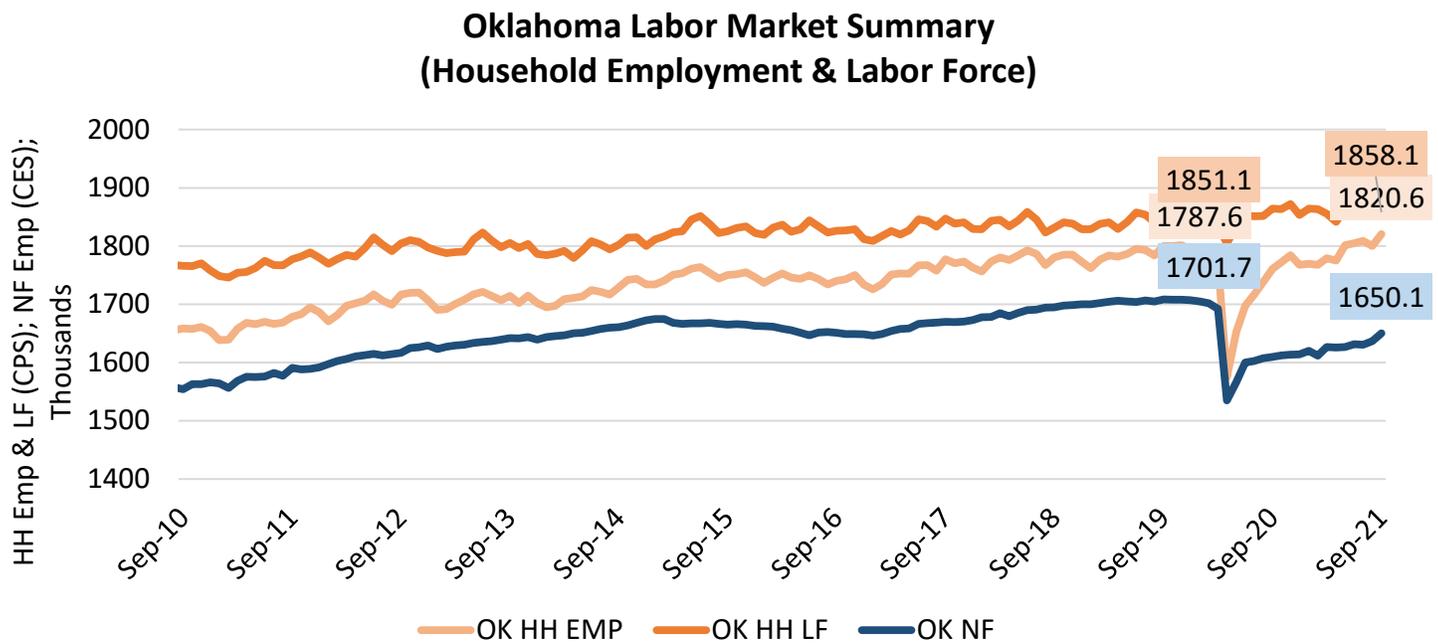


Figure 2.4 Oklahoma Labor Market Summary

Surveys of Oklahoma employers indicate the number of jobs on nonfarm payrolls is down about 50,000 jobs from the pre-pandemic peak of 1,701,700 jobs. Oklahoma is on pace to return to pre-pandemic payroll levels by mid-2022. Where Oklahoma's experience diverges from the national experience is in estimates of the household labor force and employment. Both measures have returned to pre-pandemic levels, suggesting that there is no latent labor supply waiting on the sidelines of the labor market to fill the vacant payroll positions. Similar to other parts of the country, the labor market in Oklahoma is legitimately tight, and challenges to fill vacant positions along with upward pressure on wages will persist into 2022. The labor market challenges will be felt broadly but most acutely in hourly wage positions and the leisure and health care sectors.

Oklahoma's recent experience emerging from the brief, but significant recession offers some important signals of strength. The strength should carry into 2022 and sustain some residual momentum, even as a new policy regime is implemented. Also working in the state's favor, though not uniformly so, are the continuing long-run influences concentrating social and economic activity in urban areas in the south and west.

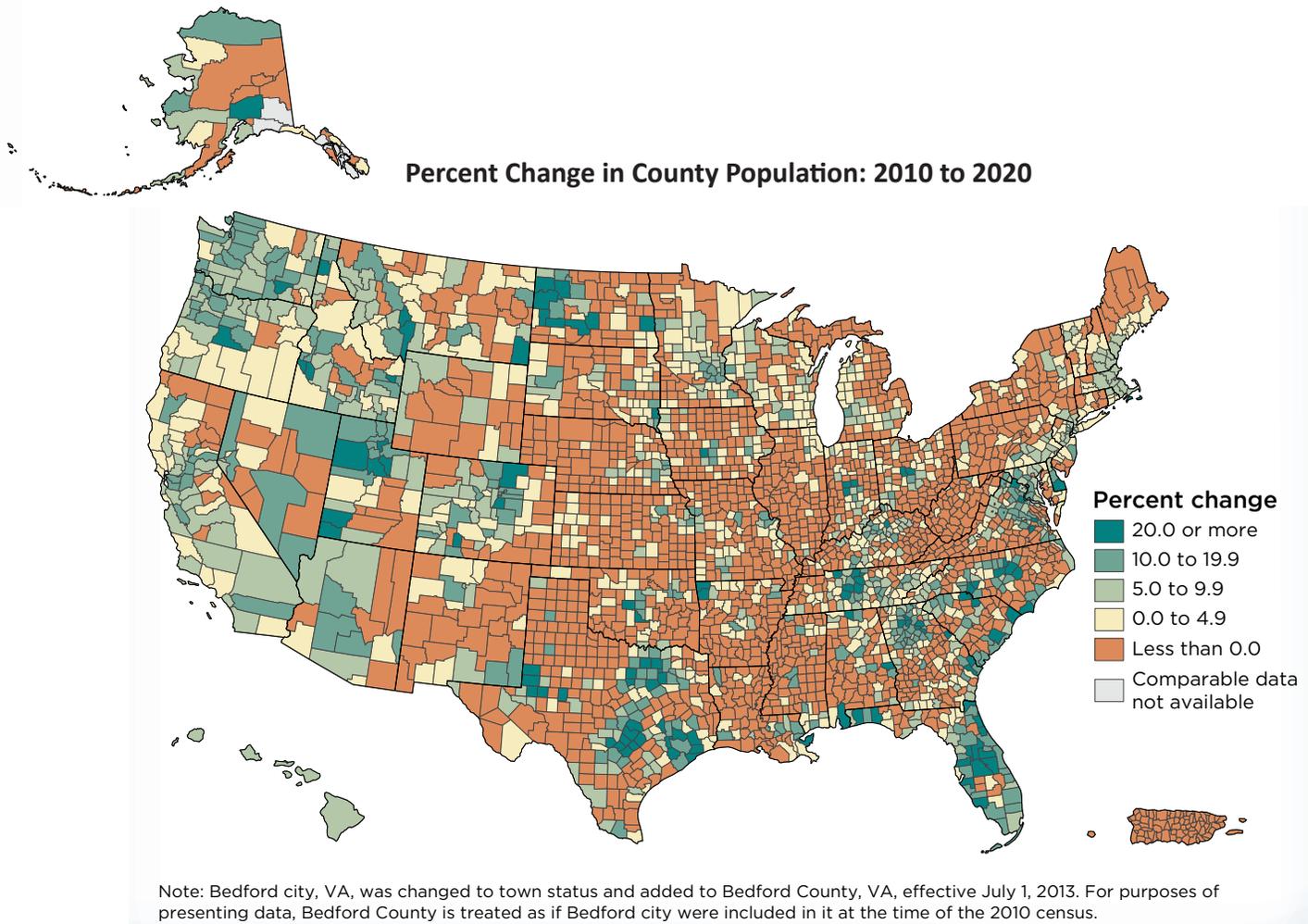


Figure 2.5 Percent Change in County Population: 2010 to 2020

The picture above was recently pulled from the homepage of the U.S. Census Bureau. Counties in red lost population between 2010 and 2020. Much of rural Oklahoma participated in these population declines. In contrast, counties in darker shades of green gained population over the period, with the darkest shaded counties gaining population at a transformative rate. These pockets of robust population growth tend to be south and west. Oklahoma is heavily influenced by the fast-growing I-35 corridor with exploding population centers in Texas. Oklahoma City sits on the northern edge of the faster-growing southern portion of the corridor while cities such as Tulsa, Wichita, and Kansas City feel the corridors influence on the slower-growing northern stretch. The forces reshaping the U.S. economic landscape are longstanding and will continue beyond this pandemic period. For Oklahoma, this implies a future increasingly defined by three distinct economic geographies.

As social and economic activity continues to concentrate in the state’s population centers of Oklahoma City and Tulsa, the economic gap between urban and rural areas widens. But just as true, although slightly less obvious, is that Oklahoma City consistently experiences faster rates of growth than Tulsa, and the gap between Oklahoma City and Tulsa widens as well.

Establishment Gap: OKC to Tulsa

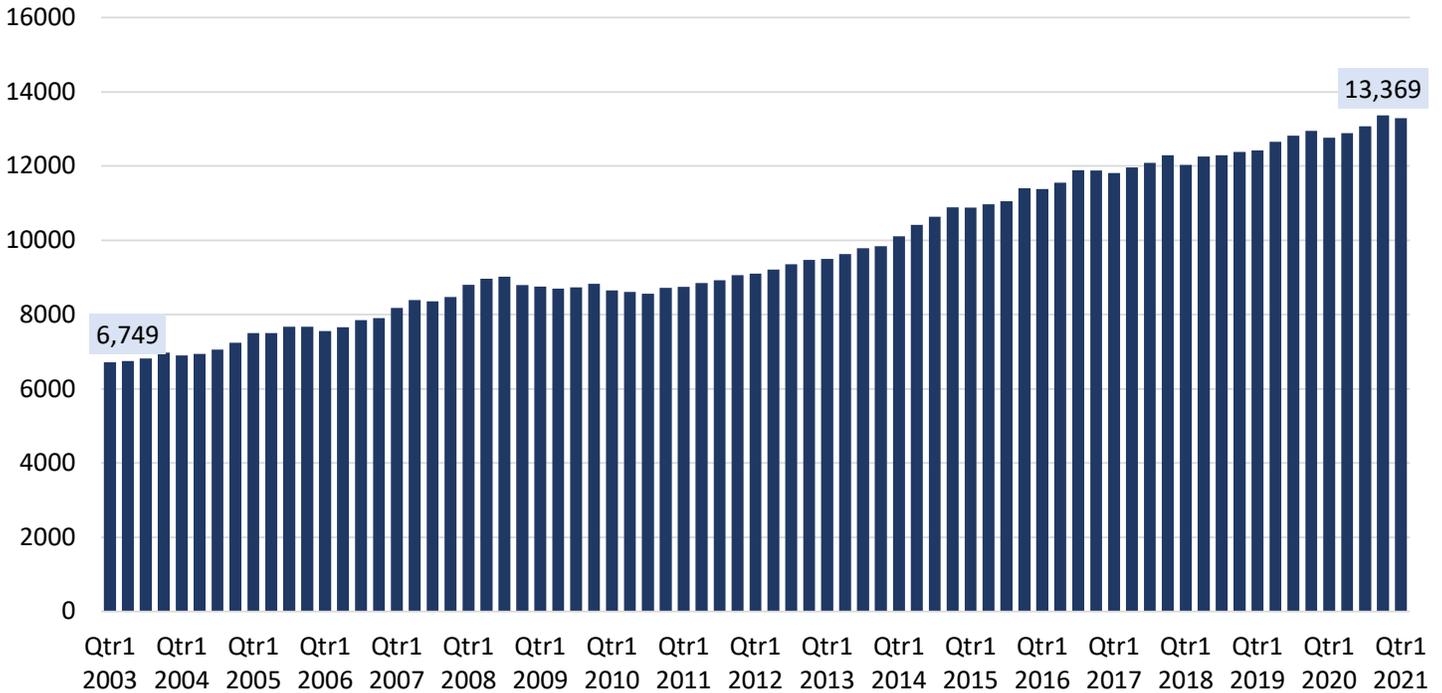


Figure 2.6 Establishment Gap: OKC to Tulsa

From 2003 to 2021 the gap in the number of business establishments in the state’s metro areas has grown from 6,749 to 13,369. Over the same period, the gap in total wages paid grew from \$426,990,000 to \$1,589,433,000.

Establishment Gap: OKC to Tulsa

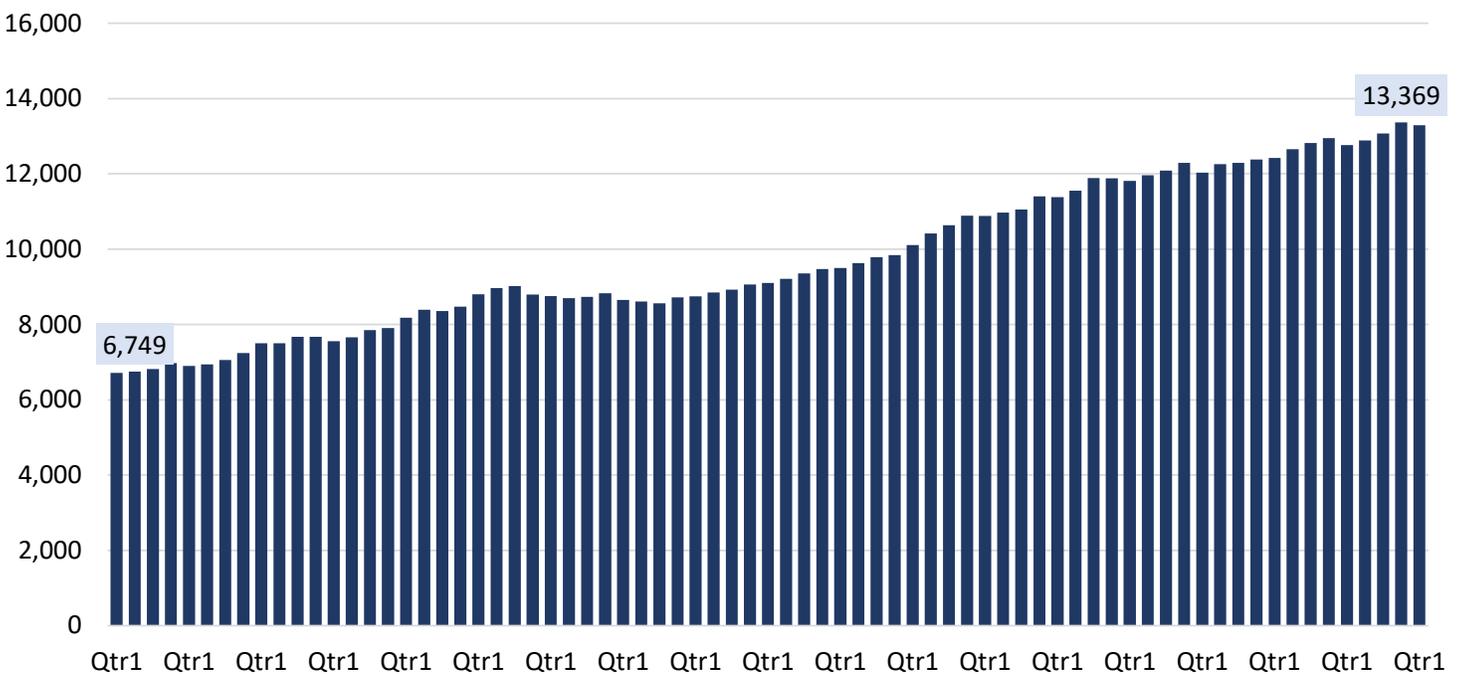


Figure 2.7 Total Wage Gap: OKC to Tulsa

As we transition to a discussion of the year to come, the realities previously discussed help to shape our perspective. The first is that Oklahoma is firmly embedded in recovery mode with much federal policy support still lingering in the system and the strength of household balance sheets carrying momentum into 2022. Even an aggressive shift in policy is unlikely to immediately derail this momentum. Instead, it is more likely that labor markets stay tight, upward pressure on wages and prices persist, and economic activity expands. The downside risks to the outlook are more likely to materialize only later in 2022 and into 2023. The second is that the forces of economic geography continue to reshape the state's economic landscape. In contrast to the uncertainty surrounding the medium-term outlook, there is little uncertainty about the long-run reality that the economies of Oklahoma City, Tulsa, and the rest of the state will continue to diverge with the passage of time.

Economic activity is expected to start the year strong before decelerating as the year proceeds. Economic growth is likely to be much harder to achieve in 2023. Real gross state product (in blue) contracted in 2020 at a 4.9% pace during the onset of the pandemic. Production picked up in 2021, but only with the anticipated growth of 2022 (up 5.6%) will gross state product recover to pre-pandemic levels. Pandemic response policies moved personal income to 3.8% higher in 2020 even as total economic activity receded. Growth rates for personal income in 2021 and 2022 are deceiving as they are measured in nominal values (not adjusted for inflation). The economic tension in 2022 is the strong position of households and lingering economic support to start the year against the shifting policy regime as the year progresses. The balance is likely to shift to markedly slower growth in 2023 while significant downside risk is yet possible.

Oklahoma Real Gross State Product and Personal Income Growth

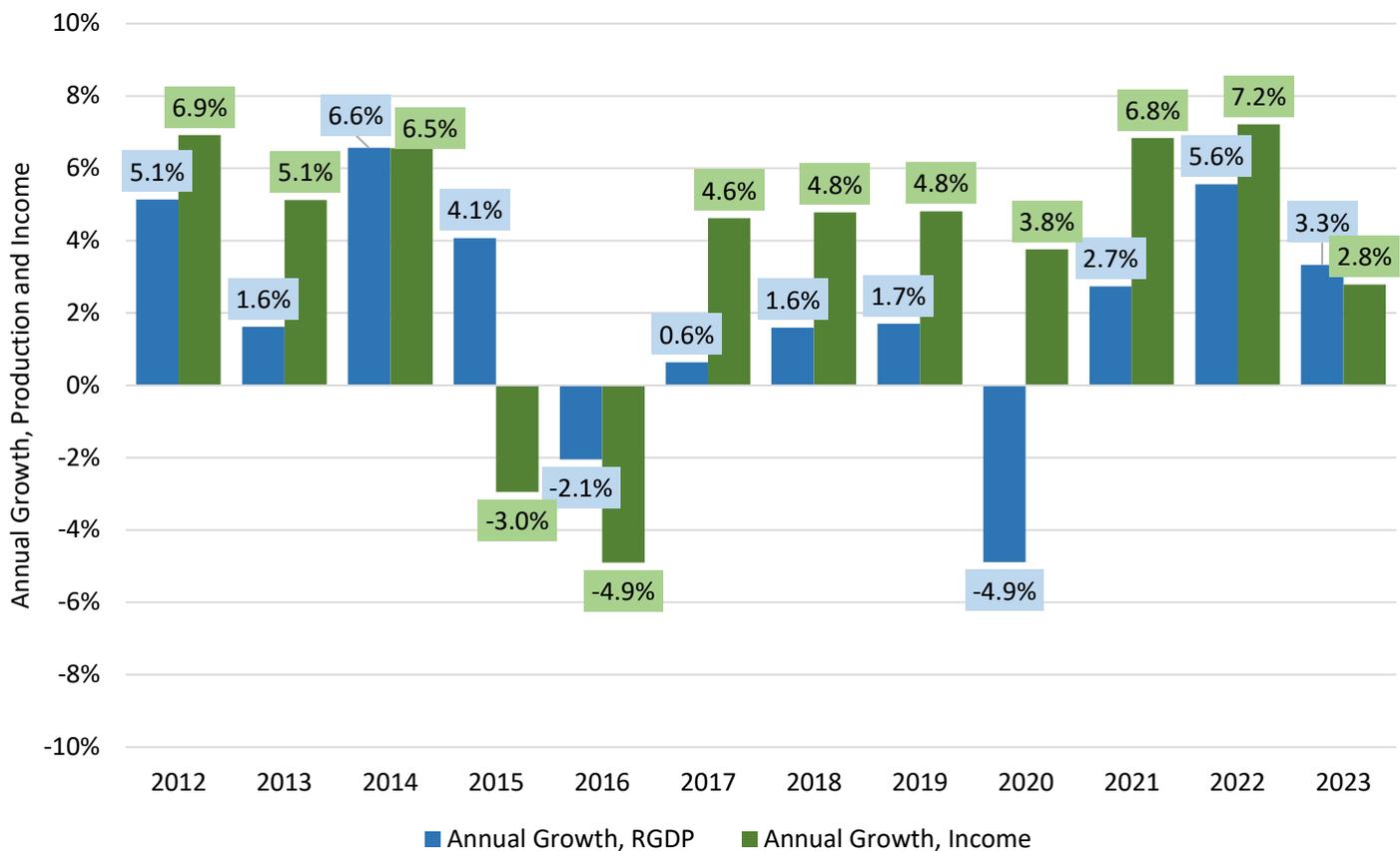


Figure 2.8 Oklahoma Real Gross State Product & Personal Income Growth

Nonfarm employment data series can be decomposed into a collection of goods-producing industries and a collection of service-providing industries. The former is composed of mining, manufacturing, and construction while the latter encompasses everything from retail services and leisure services to professional and technical services. Often discussed is the reality that Oklahoma employment is increasingly concentrated in the services sectors. This shift towards employment in services reflects in part the urbanization of Oklahoma’s population and the cluster of service-providing industries that support population density, as well as technical advances that are making mining and manufacturing less labor-intensive. But a shift towards services employment does not imply that those industries are less economically significant. In fact, while the share of employment in the goods sectors fell from 18% in 2001 to a projected 4.5% in 2023, the share of state GDP from mining and manufacturing has risen from 20.9% to a projected 28%.

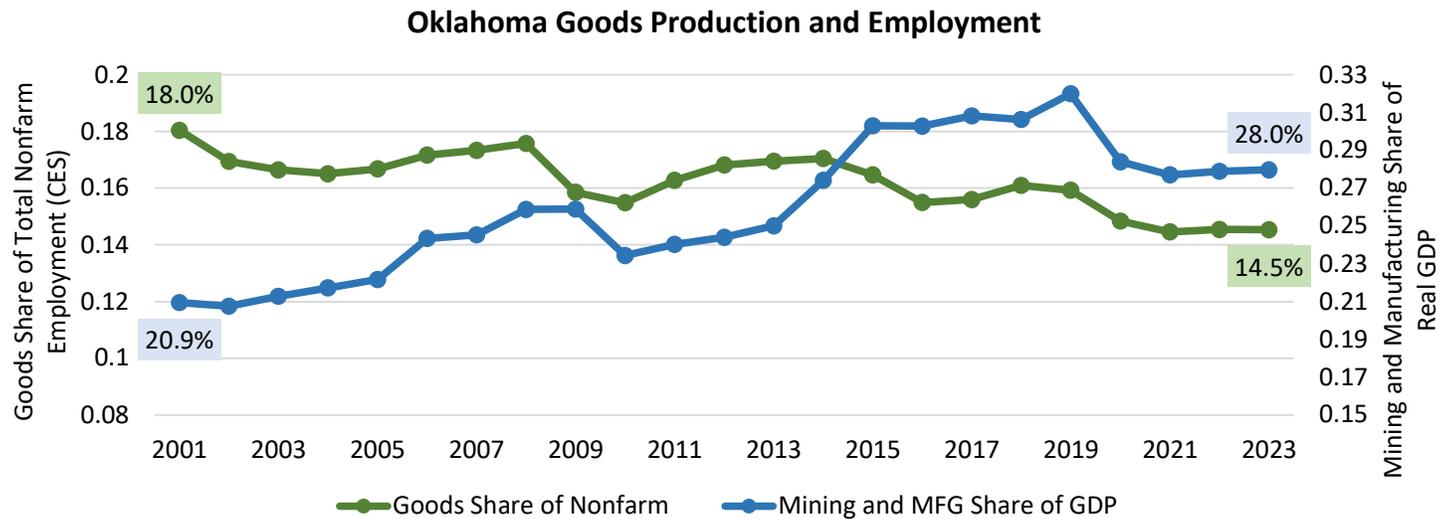


Figure 2.9 Oklahoma Goods Production & Employment

As 2021 turns to 2022 Oklahoma’s population will cross four million persons. Population growth slowed somewhat in the second half of the last decade, currently averaging 0.5% per year. Growth is expected to fall just shy of that mark in 2022 before accelerating modestly in 2023. As the population of the state grows, the distribution of the population becomes increasingly uneven with gains in urban areas, led by Oklahoma City, offsetting losses in the state’s rural areas. After jumping in 2021 and 2022 from an aggressive policy response, per capita personal income in the state will grow at a modest 2.1% in 2023 to end the outlook period at \$57,883.

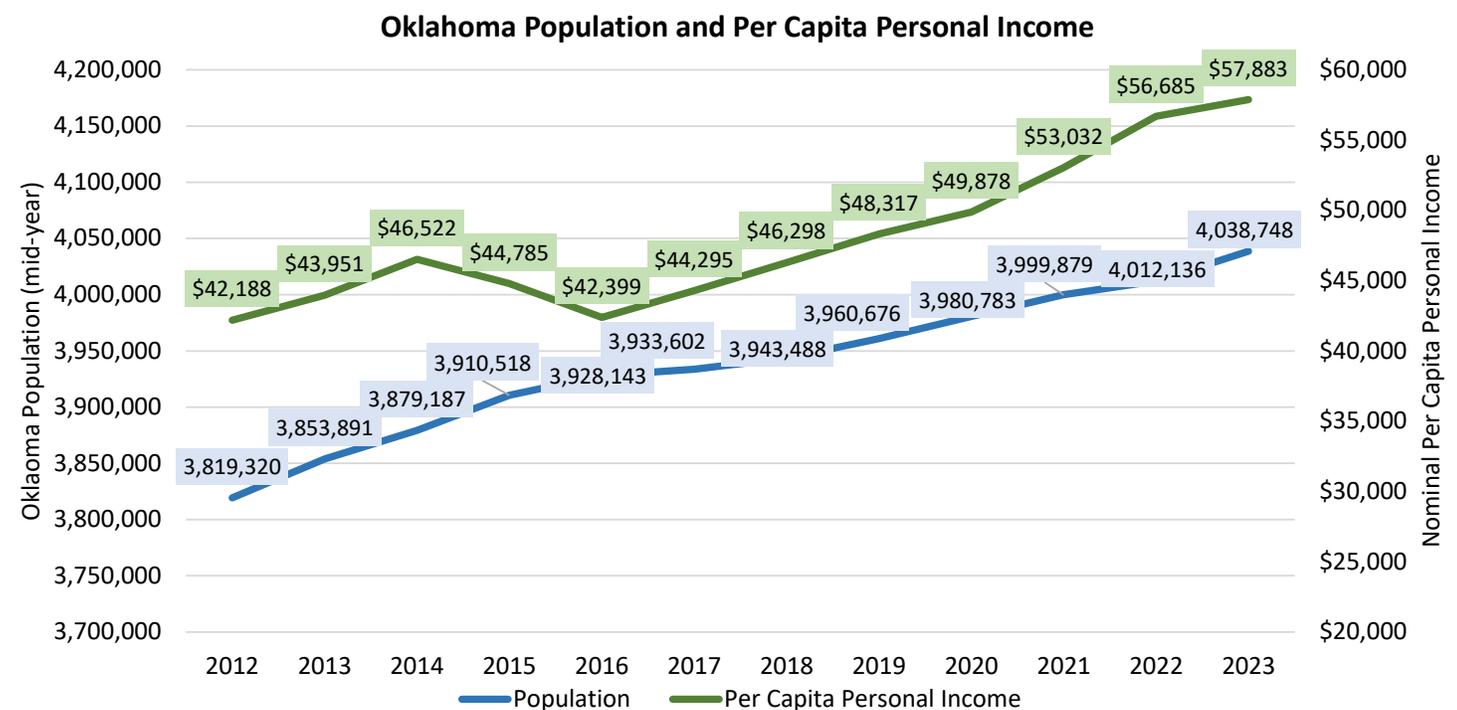


Figure 2.10 Oklahoma Population & Per Capita Personal Income

Private sector payrolls in the state are expected to post strong job gains in 2022 as the labor market continues to recover. Private payrolls averaged 1,352,000 jobs per month in 2019 before the pandemic and likely won't hit that mark again until 2023. Private job growth of 3.5% is anticipated in 2022 and reflects an expectation of a strong start to the year and continued demand for labor. It is yet unclear if there is a willing supply of labor to meet that demand. The combination of strong household balance sheets and rapidly increasing wages in the entry end of the labor market continues to support early retirement and a re-evaluation of the household engagement in the labor force. Household balance sheets are eroding slowly and will not enjoy the same level of policy support over the outlook horizon. Financial necessity may accomplish what policy could not and prompt workers to return to formal labor market participation, but they can expect to find fewer accommodating conditions in 2023 with private payrolls growing only at a 1.1% pace.

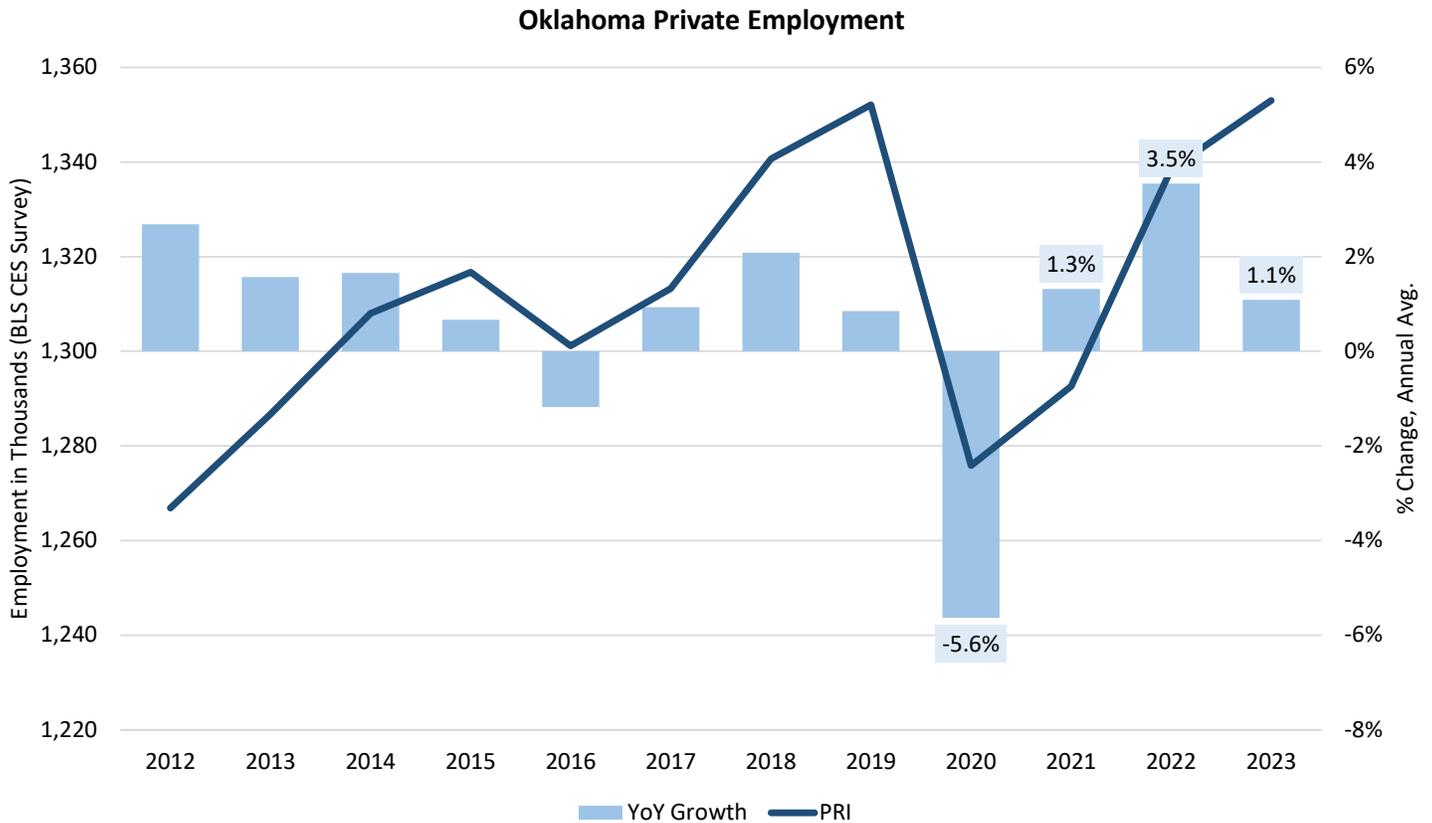


Figure 2.11 Oklahoma Private Employment



The trade, transportation, and utilities sector is among Oklahoma’s largest employment bases accounting for 305,500 average monthly jobs in 2021. The sector generally grows along with population and oscillates with economic conditions. During the recession of 2016, employment fell across the category including wholesale trade, retail trade, and utilities. In contrast, the 2020 contraction was short-lived and dominated by pandemic-related job losses in wholesale and retail trade. Through both periods, the transportation and warehouse industry has proved exceptionally resilient, growing from 41,100 in 2012 to 62,300 jobs in 2021. Strong demand for services across the entire sector will drive job growth of 2.2% in 2022 before conditions soften in 2023.

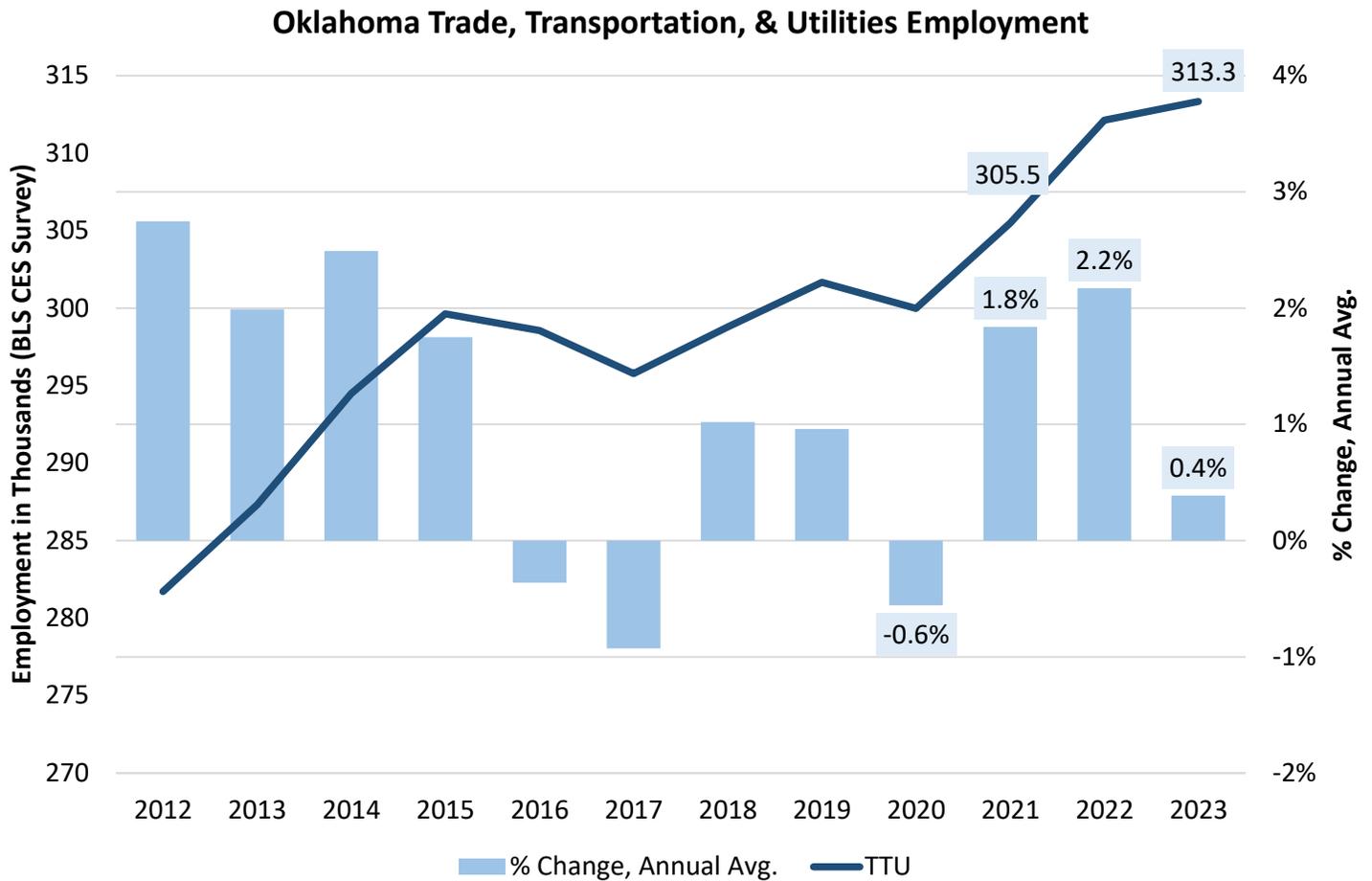


Figure 2.12 Oklahoma Trade, Transportation, & Utilities Employment





Professional and business services employment experienced a widespread decline in 2020 with average monthly payrolls declining by 6.3% to 183,500 jobs. The pace of job gains is expected to accelerate in 2022 but will face the challenge of finding workers to fill the demand for positions. Growth in 2022 is expected across the sector but is led by gains in administrative and support business services (up 4.7%). Consistent with the outlook narrative, growth slows in 2023 to 1.5% with significant downside risk to the 2023 outlook a distinct possibility.

Oklahoma Professional & Business Services Employment

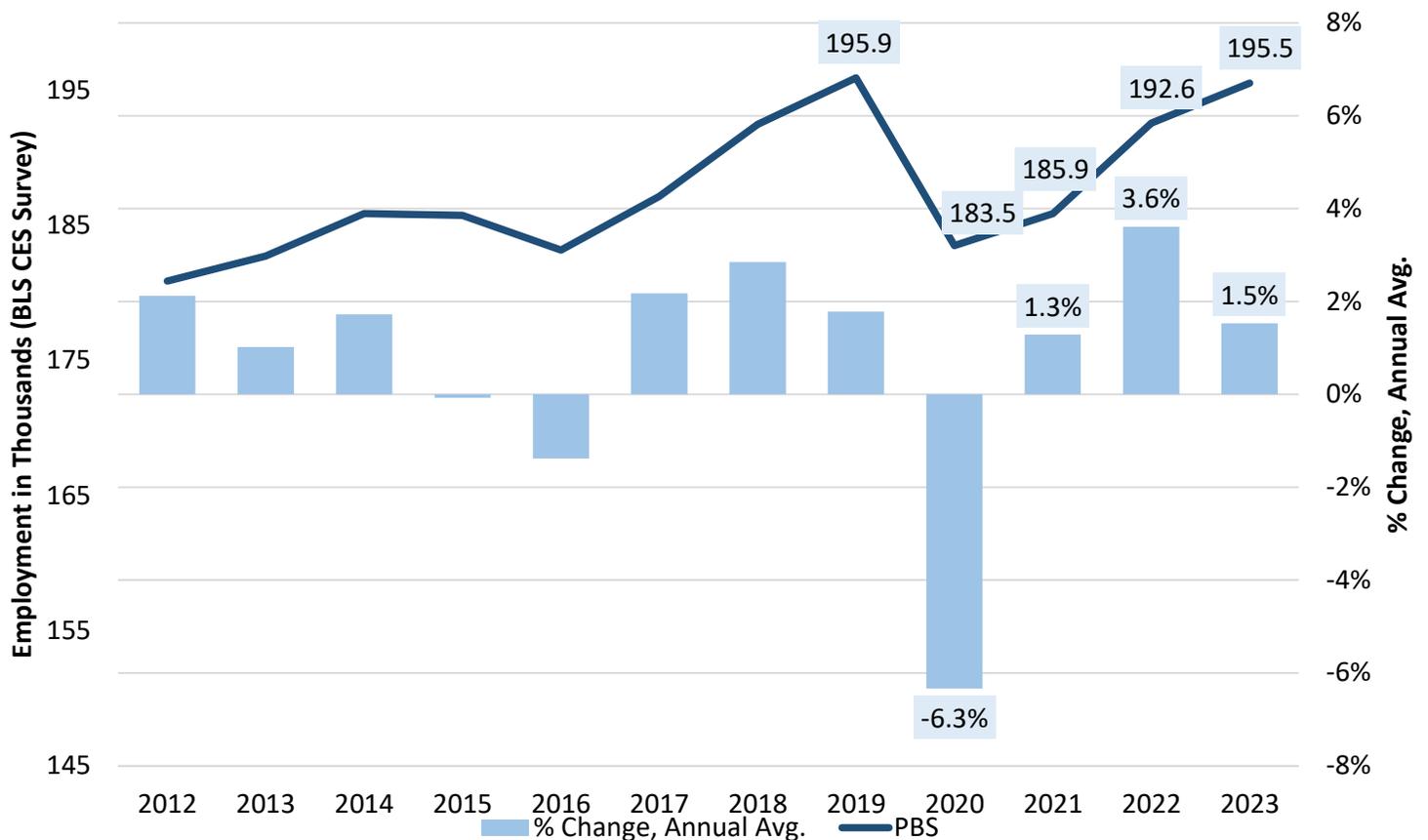


Figure 2.13 Oklahoma Professional & Business Services Employment

OKLAHOMA CITY ECONOMIC OUTLOOK

Oklahoma City's personal income grew by 3.6% in 2020 even as much of the metro economy remained in a safer-at-home posture. Despite the lack of labor earnings, pandemic relief policy provided income flows sufficient to push income higher. Successive rounds of policy moved personal income up 8.6% in 2021 to \$81.5 billion. Direct income support will subside in 2022 but labor market strength and wage inflation will continue to move nominal personal income higher. The baseline expectation is for growth of 5.7% in 2022 followed by much slower growth in 2023 as general economic conditions weaken.



Oklahoma City MSA Personal Income

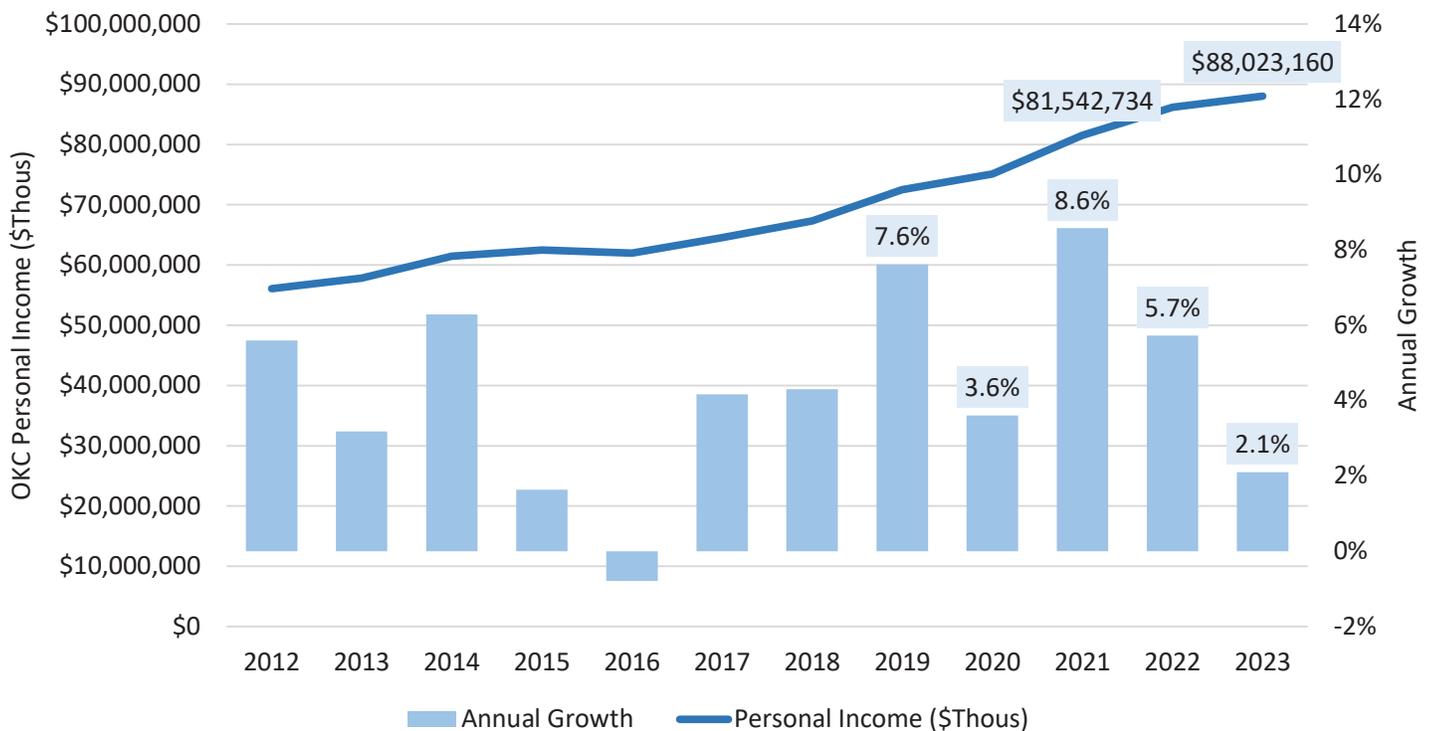


Figure 3.1 Oklahoma City MSA Personal Income

Personal current transfer receipts are government payments to households through programs like Social Security, Medicare, and veteran services. During recessions transfer receipts include items such as direct stimulus payments, extended or expanded tax credit refunds, and federal supplements to unemployment insurance. Many transfer receipts are tied to a measure of inflation. As a result, during non-recessionary periods, transfer receipts grow with population and prices. Over the 2012 to 2018 period, transfer receipts grew at an average annual rate of 2.1%. Transfer payments exploded during the pandemic sending more than \$15.6 billion to Oklahoma City metro households through these programs alone, equivalent to \$18,194 for every full and part-time worker in the state. Transfer receipts are expected to reset in 2022 but at a higher level because the inflation currently in the system is passed through to these benefits.

Oklahoma City MSA Personal Current Transfer Receipts

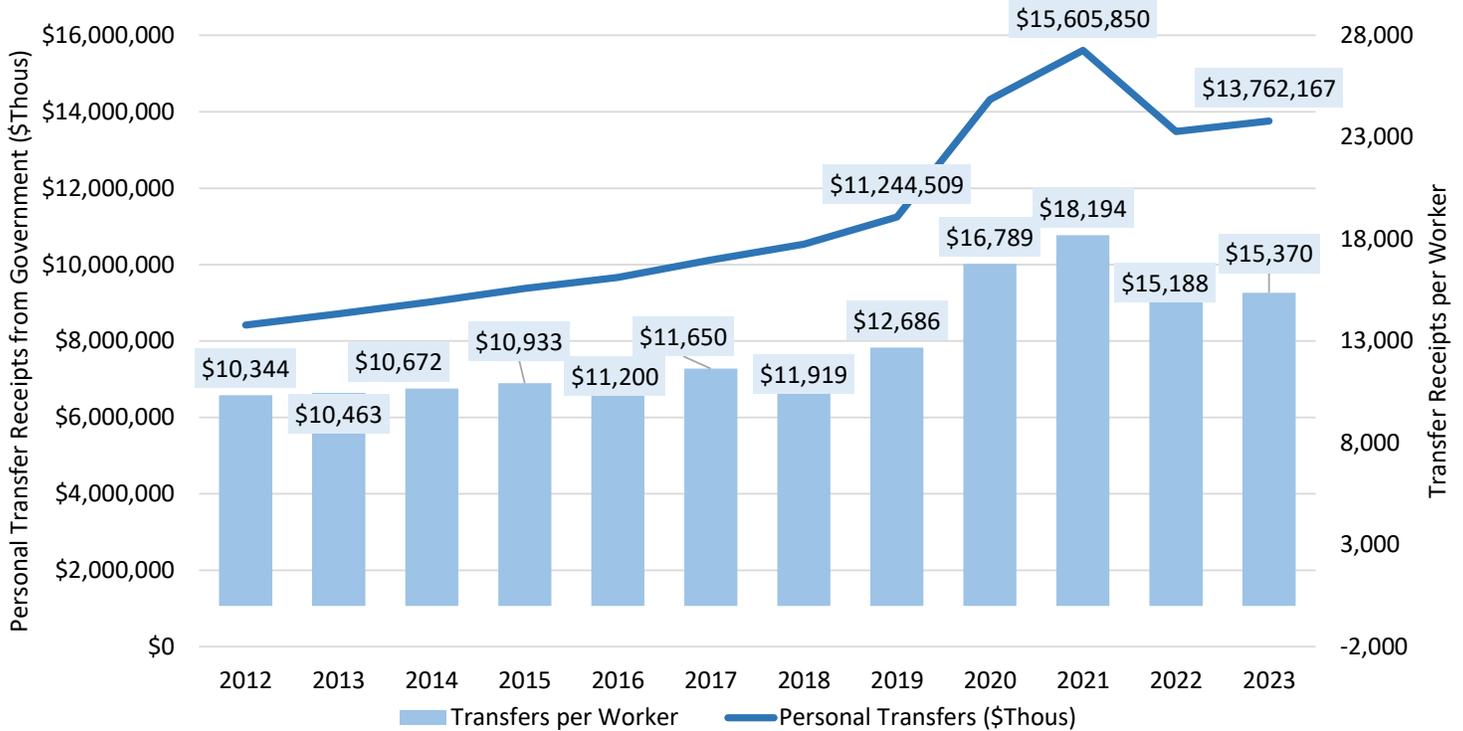


Figure 3.2 Oklahoma City MSA Personal Current Transfer Receipts



Given the tremendous income support provided through transfer payments, it should not be a surprise to find per capita personal income growth through this period. Metro area per capita increase grew to \$56,609 in 2021 and will surpass \$59,000 in 2023 if current policies can navigate the difficult path ahead. Perhaps more significant is the growth in the Oklahoma City population. After slowing in the middle of the last decade population growth rates have picked up in recent years. Growth is expected to accelerate over the outlook period at 1.5% in 2022 and 1.7% in 2023. A previous discussion highlighted the growing gap between Oklahoma City and the rest of the state. To emphasize that point, note that population growth rates in Oklahoma City were, on average, 2.5 times faster than the growth of the statewide population. The gap in growth rates is accentuated during periods of recession as Oklahoma City is more resilient to economic distress than the rural areas of the state.

Oklahoma City MSA Population and Per Capita Income

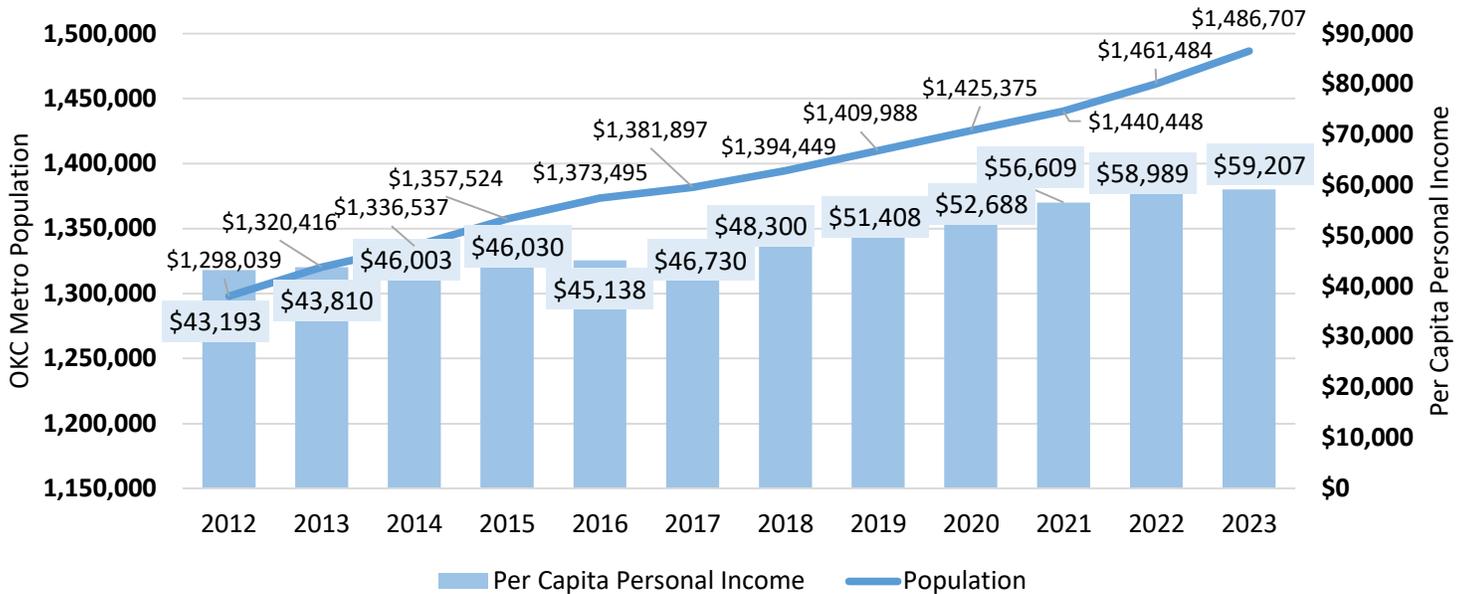


Figure 3.3 Oklahoma City MSA Population and Per Capita Income

The year ahead promises to be defined by the year behind. Strong fundamentals in population and job growth will combine with the residual strength of household balance sheets for a strong start to the year in the labor market. Nonfarm employment is projected to grow at a 4.1% pace in the metro area in 2022. The risks are to the downside but do not reflect concerns for general economic weakness. Rather the downside risk stems from concerns that there is sufficient labor supply to meet this demand. Employment growth slows in 2023 with the downside risk to the outlook now reflecting concerns of general and widespread economic weakness.

Oklahoma City MSA Nonfarm Employment

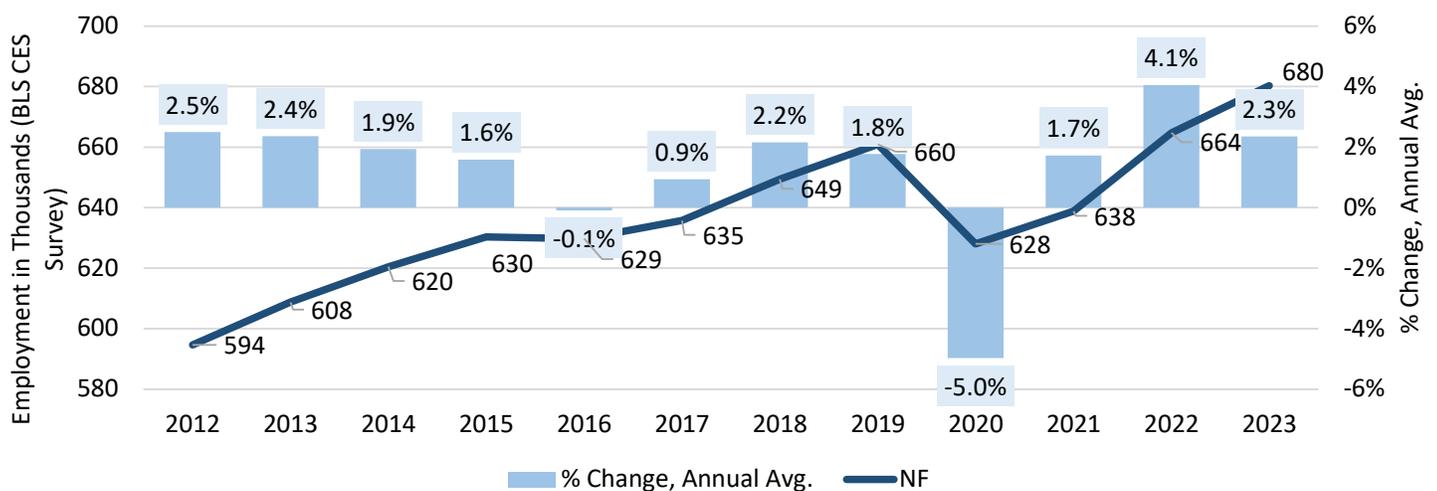


Figure 3.4 Oklahoma City MSA Nonfarm Employment

The discussion below highlights just a few sectors of the Oklahoma City metro area economy with a full sector forecast available in the appendix tables. It is worth noting the strength expected in some of the region's larger employment industries in 2022 with health services up 4.8%, leisure services up 6.7%, professional and business services up 6.5%, and financial services up 5.0%. Note that employment spread, especially at the start of the year, is expected to be widespread. How deep into the year this strength can hold remains to be seen and the ensuing slowdown from a shift in policy should also be felt broadly across sectors.

While the unprecedented direct policy support for household income of 2021 is not expected to repeat in 2022, the underlying economic fundamentals are hardly distressed. In-migration and household formation will support local house prices while strong demand for labor will continue to provide earnings opportunities. Households continue to work through existing savings and nearly every layer of government – state, municipal, county, tribal, school district – continues to allocate relief funds accumulated during the previous year. In short, even as both fiscal and monetary policy change course in 2022, an immediate recession is unlikely. The baseline expectation calls for strong private job growth in Oklahoma City in 2022 at 4.0%, as the metro area recovers to pre-pandemic levels of payroll employment sooner than the rest of the state. Conditions will moderate in 2023 with private payroll growth of only 1.7% with any policy misstep or overreach bringing asymmetric downside risk.

Oklahoma City MSA Private Employment

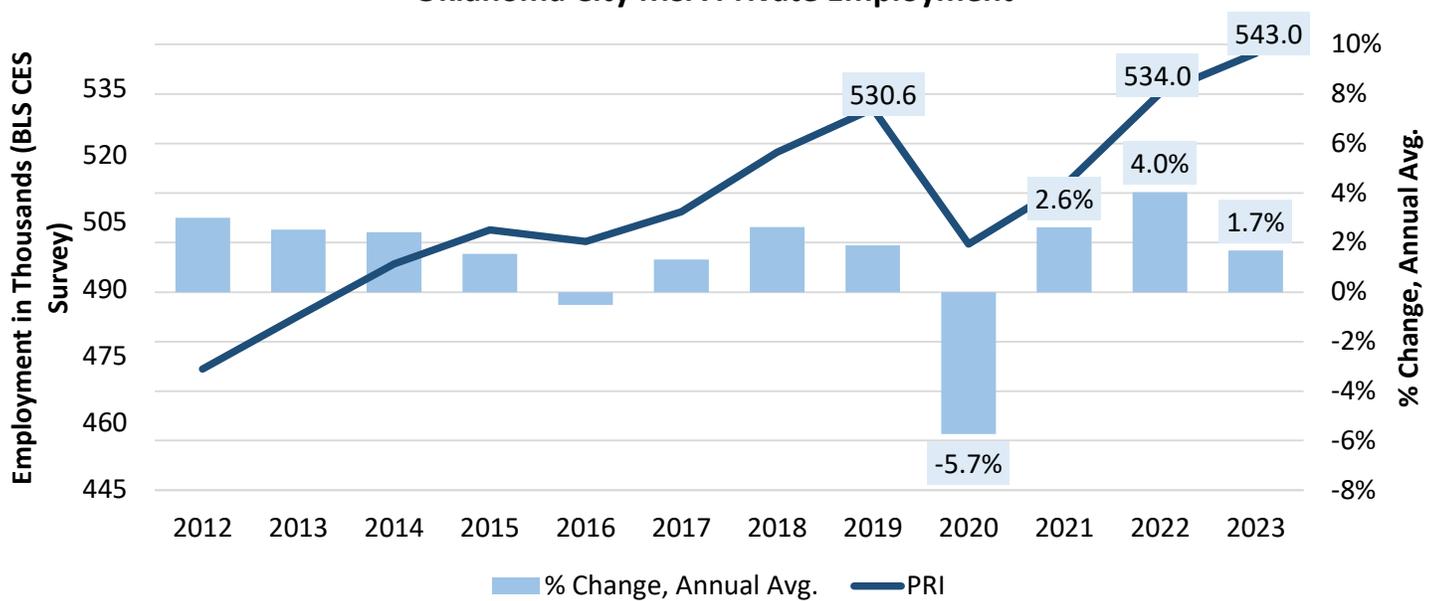


Figure 3.5 Oklahoma City MSA Private Employment





Services employment contracted sharply in 2020. For perspective, note that during the 2016 energy recession growth rates in services employment slowed to near 1% in both 2016 and 2017 but remained in positive territory throughout. The aggressive contraction in 2020 is a direct reflection of a pandemic response that discouraged group consumption of services like travel, eating out, and recreation. Those hardest hit sectors posted job gains in 2021 but at an insufficient rate to fully recover to pre-pandemic levels. The baseline expectation is for the recovery to carry well into 2022 with the services sector growing at a 4.0% pace in 2022 before moderating to 2.0% growth in 2023.

Oklahoma City MSA Services Employment

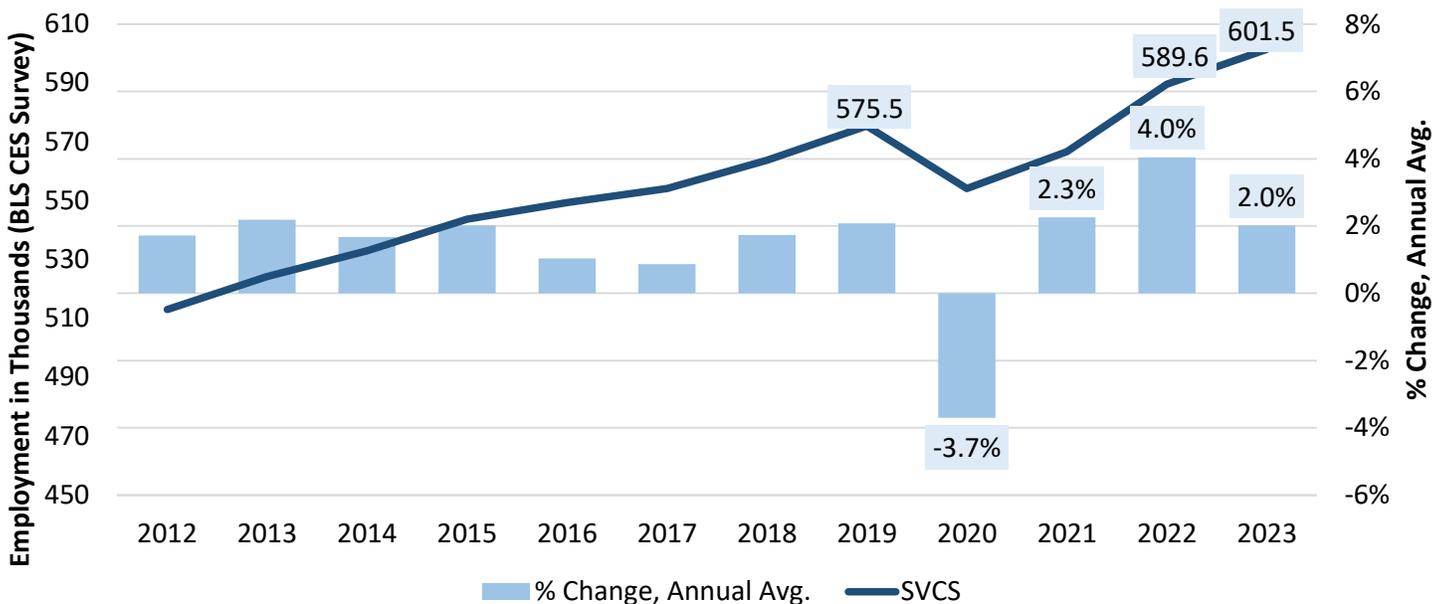


Figure 3.6 Oklahoma City MSA Services Employment

Oklahoma City’s oil and gas sector continues to exert a significant economic influence even as direct employment falls with each boom-and-bust cycle. The energy sector’s economic reach reflects long-established supply chains which create significant economic multipliers from local exploration and production activity. As technology advances, however, the direct activity becomes less labor-intensive. Thus, with every energy cycle, employment struggles to regain its previous peak. Current oil and natural gas prices combined with structural forces (like a lack of investment in new production and the inability of renewable energy sources to quickly meet the demand of a recovering global economy) offer upside hope for the sector. Shale production seems poised to rebound in 2022 and while productivity gains have been concentrated in the Permian Basin, projected commodity prices will support a broader-based recovery in 2022. Oklahoma City oil and gas employment is expected to add back jobs over the outlook period to 11,600 in 2023 but will remain far below the 2018 employment footprint of 21,600.

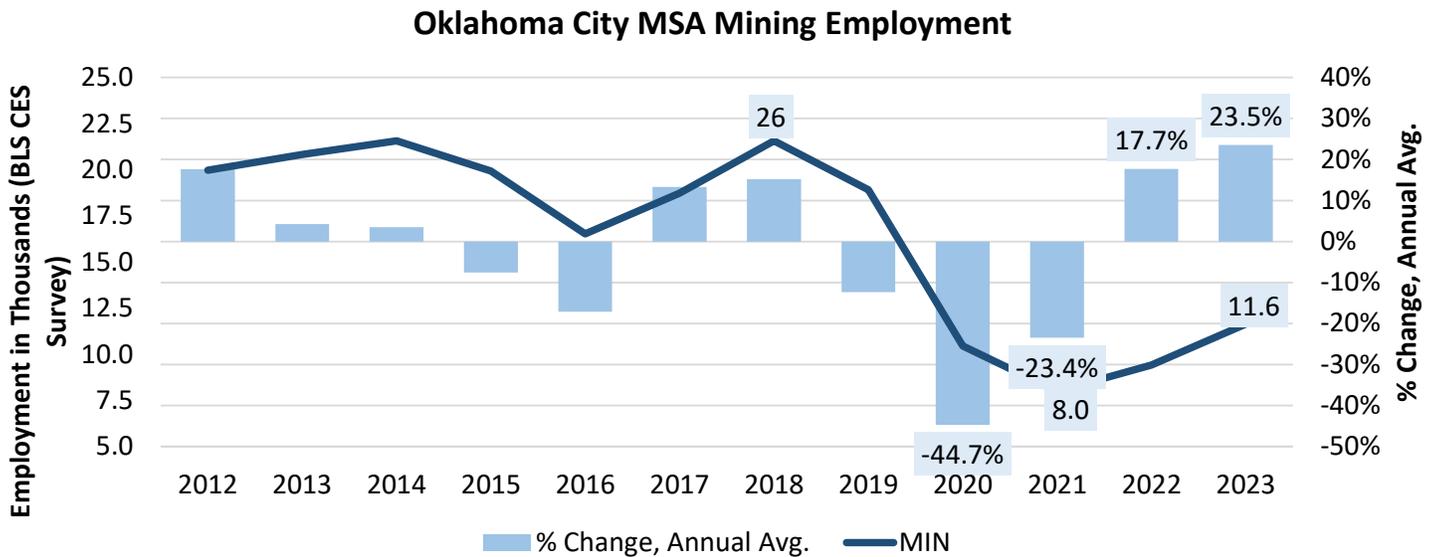


Figure 3.7 Oklahoma City MSA Mining Employment

It should be noted that Oklahoma’s oil and gas sector has contracted more sharply and earlier in the cycle than its peers. Rig activity fell abruptly in 2019 long before and unrelated to the pandemic. The pandemic induced recession and withdrawal of a demand for energy drove a further collapse. It makes some sense then that Oklahoma, as the first state to see a drawdown in drilling activity, would be among the last states to experience the recovery. Relative to the 2018 peak, a comparison of drilling activity across years show Oklahoma rig counts are still down 70%. This compares to New Mexico where 2021 rig counts are only down 22% from 2018 (and production has fully recovered) and North Dakota and Texas, each down 56% and 50% respectively. Absent deliberate policy support, Oklahoma’s oil recovery is likely to lag relative to peer states.

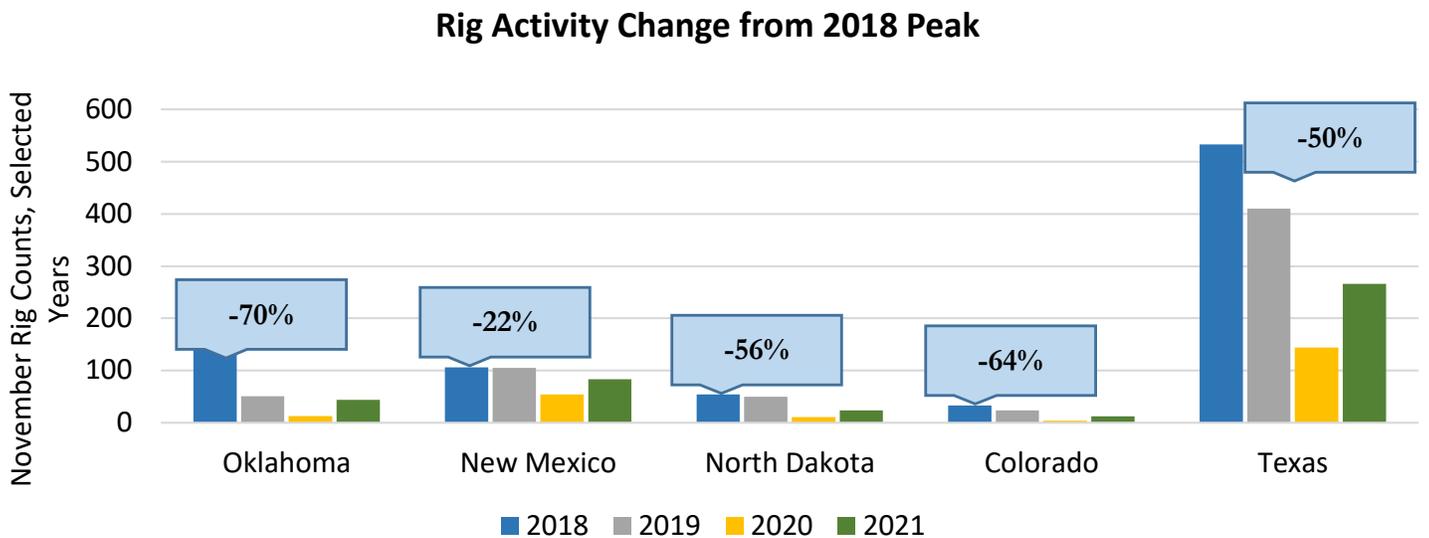


Figure 3.8 Rig Activity Change from 2018 Peak

The Oklahoma City metro’s economic identity is more complex than that of a simple energy center. With every energy cycle, the city’s identity becomes a little more nuanced. Among the industries that have both a substantive history and a promising future is the city’s aerospace complex. Like the oil and gas industry, aerospace is not easily captured by a single industry. It spans categories from transportation to technical services and from manufacturing to the public sector. A previous independent survey of the broader Greater Oklahoma City aerospace sector revealed more than 43,000 employed across 291 establishments. Tinker Air Force Base remains the largest single site employer in both the state and metro with more than 26,000 employed. The transportation, warehouse, and utilities sector is a good proxy for the industry as it captures much of the maintenance and repair operations. This sector has grown aggressively from 17,800 jobs in 2012 to 31,900 jobs projected in 2023. After slowing to a 5.1% pace in 2021, industry growth will pick up modestly in 2022 before slowing again in 2023 with the expected economic moderation. In the long run though, expect the aerospace complex to be an increasingly important piece of the area’s economic identity.

Oklahoma City MSA Transportation, Warehouse, and Utilities Employment

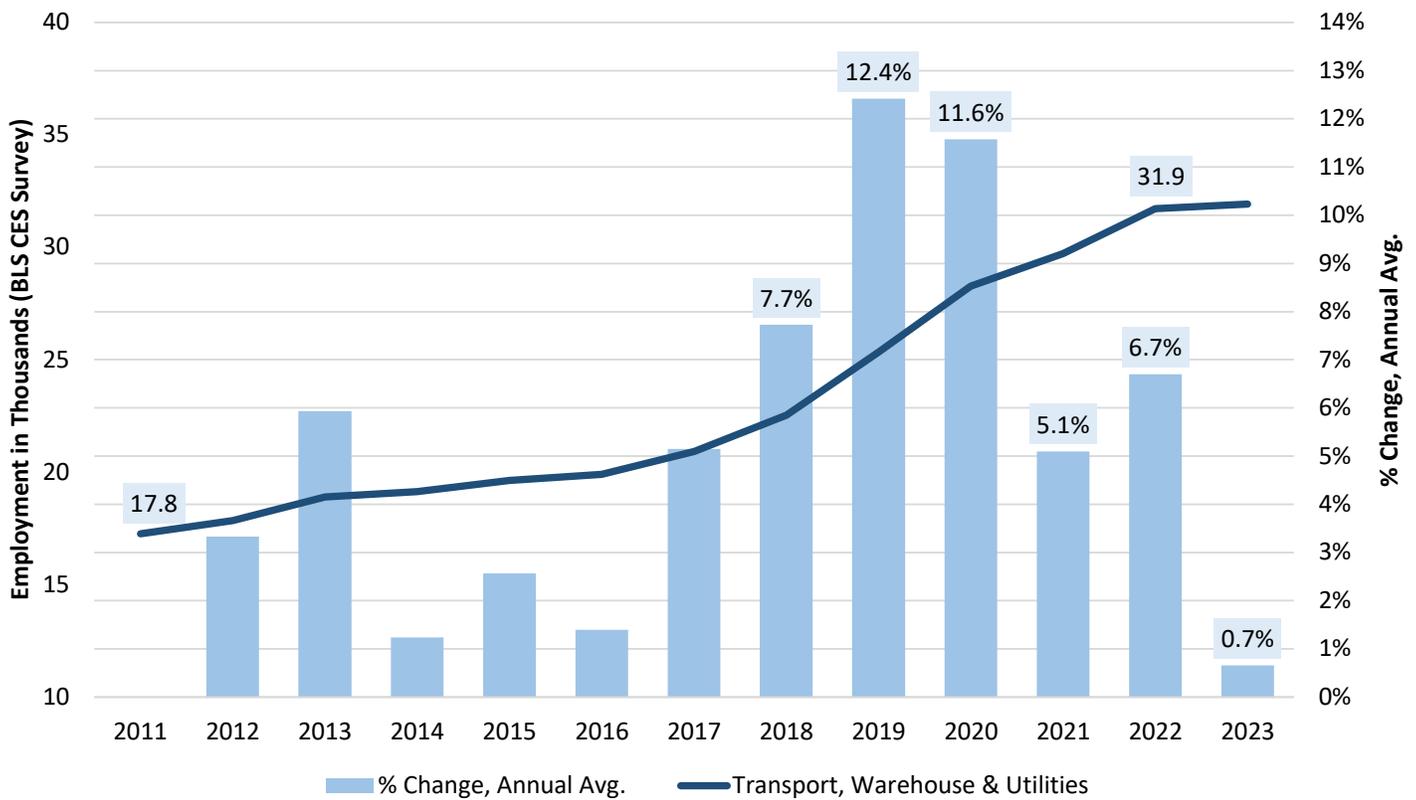


Figure 3.9 Oklahoma City MSA Transportation, Warehouse, and Utilities

The Oklahoma City metro should expect a strong start to 2022. In addition to recovering some jobs in the energy sector and sustaining growth in aerospace, the metro area is likely to add jobs in business services, retail trade, health services, and financial services among others. The limiting factor to payroll job growth may indeed be the limited willingness of individuals to engage the labor market as they did before the pandemic. And long-run forces remain favorable as flows to the I-35 corridor and urbanization in the state favor the continued assertion of Oklahoma City as the state’s economic leader. But in the medium term, challenges lie on the horizon. Economic activity will respond to the withdrawal of fiscal support and monetary policy adjustments to contain inflation. The difficulty is in assessing how far away on the horizon these challenges lie. Almost certainly economic activity holds strong through the spring before moderating through summer. A serious economic disruption, should it materialize, would be expected later in 2022 and as we move into 2023. This means that the uncertainty surrounding the 2022 outlook is unlikely to abate ahead of next year’s effort.

APPENDIX A: OKLAHOMA OUTLOOK TABLES

Oklahoma Income, Population, and GDP												
Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022(f)	2023(f)
Real GDP (\$Mil)	\$174,874	\$177,699	\$189,360	\$197,072	\$193,025	\$194,256	\$197,358	\$200,711	\$190,894	\$196,118	\$207,018	\$213,917
Annual Growth	5.1%	1.6%	6.6%	4.1%	-2.1%	0.6%	1.6%	1.7%	-4.9%	2.7%	5.6%	3.3%
Mining RGDP (\$Mil)	\$24,858	\$27,345	\$33,912	\$42,014	\$42,608	\$42,841	\$41,751	\$45,115	\$36,814	\$36,194	\$38,605	\$40,497
Annual Growth	7.5%	10.0%	24.0%	23.9%	1.4%	0.5%	-2.5%	8.1%	-18.4%	-1.7%	6.7%	4.9%
Manufacturing RGDP (\$Mil)	\$17,816	\$17,103	\$18,002	\$17,690	\$15,854	\$17,056	\$18,723	\$19,114	\$17,397	\$18,140	\$19,150	\$19,334
Annual Growth	5.8%	-4.0%	5.3%	-1.7%	-10.4%	7.6%	9.8%	2.1%	-9.0%	4.3%	5.6%	1.0%
Personal Income (\$Mil)	\$161,128	\$169,383	\$180,469	\$175,134	\$166,548	\$174,240	\$182,574	\$191,367	\$198,552	\$212,120	\$227,429	\$233,775
Annual Growth	6.9%	5.1%	6.5%	-3.0%	-4.9%	4.6%	4.8%	4.8%	3.8%	6.8%	7.2%	2.8%
Population	3,819,320	3,853,891	3,879,187	3,910,518	3,928,143	3,933,602	3,943,488	3,960,676	3,980,783	3,999,879	4,012,136	4,038,748
Annual Growth	0.8%	0.9%	0.7%	0.8%	0.5%	0.1%	0.3%	0.4%	0.5%	0.5%	0.3%	0.7%
Per Capita Personal Income	\$42,188	\$43,951	\$46,522	\$44,785	\$42,399	\$44,295	\$46,298	\$48,317	\$49,878	\$53,032	\$56,685	\$57,883
Annual Growth	6.1%	4.2%	5.8%	-3.7%	-5.3%	4.5%	4.5%	4.4%	3.2%	6.3%	6.9%	2.1%
Personal Transfers (\$Mil)	\$28,642	\$29,259	\$30,173	\$31,186	\$32,151	\$33,319	\$34,371	\$36,632	\$46,241	\$50,227	\$43,543	\$44,374
Annual Growth	2.2%	2.2%	3.1%	3.4%	3.1%	3.6%	3.2%	6.6%	26.2%	8.6%	-13.3%	1.9%

Oklahoma Income, Population, and GDP

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022(f)	2023(f)
Per Capita Personal Transfers	\$7,499	\$7,592	\$7,778	\$7,975	\$8,185	\$8,470	\$8,716	\$9,249	\$11,616	\$12,557	\$10,853	\$10,987
Annual Growth	1.4%	1.2%	2.4%	2.5%	2.6%	3.5%	2.9%	6.1%	25.6%	8.1%	-13.6%	1.2%
Personal Transfers per Worker	\$12,950	\$13,014	\$13,275	\$13,633	\$14,059	\$14,539	\$14,868	\$15,859	\$20,779	\$22,566	\$19,045	\$19,269
Annual Growth	-0.2%	0.5%	2.0%	2.7%	3.1%	3.4%	2.3%	6.7%	31.0%	8.6%	-15.6%	1.2%
Total FT and PT Employment	2,211,773	2,248,291	2,272,885	2,287,598	2,286,923	2,291,751	2,311,760	2,309,792	2,225,399	2,225,758	2,286,335	2,302,872
Annual Growth	2.5%	1.7%	1.1%	0.6%	0.0%	0.2%	0.9%	-0.1%	-3.7%	0.0%	2.7%	0.7%
Wage and Salary Employment	1,657,282	1,679,717	1,699,513	1,705,781	1,689,117	1,696,124	1,720,692	1,741,220	1,667,511	1,658,711	1,706,889	1,722,211
Annual Growth	2.0%	1.4%	1.2%	0.4%	-1.0%	0.4%	1.4%	1.2%	-4.2%	-0.5%	2.9%	0.9%
Wage and Salary Earnings	\$70,150	\$72,302	\$75,567	\$76,950	\$75,695	\$78,183	\$82,124	\$85,347	\$84,265	\$89,359	\$95,733	\$97,220
Annual Growth	6.0%	3.1%	4.5%	1.8%	-1.6%	3.3%	5.0%	3.9%	-1.3%	6.0%	7.1%	1.6%
Wage and Salary Employment Share	74.9%	74.7%	74.8%	74.6%	73.9%	74.0%	74.4%	75.4%	74.9%	74.5%	74.7%	74.8%
Annual Growth	-0.4%	-0.3%	0.1%	-0.3%	-0.9%	0.2%	0.6%	1.3%	-0.6%	-0.5%	0.2%	0.2%
Average W&S per Job	\$42,328	\$43,044	\$44,464	\$45,111	\$44,813	\$46,095	\$47,727	\$49,016	\$50,533	\$53,872	\$56,086	\$56,451
Annual Growth	3.9%	1.7%	3.3%	1.5%	-0.7%	2.9%	3.5%	2.7%	3.1%	6.6%	4.1%	0.7%
Goods Share of Nonfarm Employment	16.8%	17.0%	17.1%	16.5%	15.5%	15.6%	16.1%	15.9%	14.8%	14.5%	14.5%	14.5%
Annual Growth	3.3%	0.8%	0.6%	-3.4%	-5.9%	0.7%	3.1%	-1.0%	-6.8%	-2.6%	0.6%	0.0%
Mining/MFG Share of Real GDP	24.4%	25.0%	27.4%	30.3%	30.3%	30.8%	30.6%	32.0%	28.4%	27.7%	27.9%	28.0%
Annual Growth	1.6%	2.5%	9.6%	10.5%	0.0%	1.8%	-0.6%	4.4%	-11.3%	-2.4%	0.7%	0.3%

Oklahoma Employment Outlook by Sector

Industry/ Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022(f)	2023(f)
Nonfarm	1,614.0	1,635.3	1,656.4	1,667.9	1,653.4	1,662.5	1,689.2	1,705.1	1,621.4	1,635.2	1,689.7	1,698.8
% Change, Annual Avg.	2.3%	1.3%	1.3%	0.7%	-0.9%	0.5%	1.6%	0.9%	-4.9%	0.8%	3.3%	0.5%
Private	1,266.9	1,286.7	1,308.0	1,316.7	1,301.2	1,313.3	1,340.7	1,352.1	1,275.9	1,292.6	1,338.4	1,353.0
% Change, Annual Avg.	2.7%	1.6%	1.7%	0.7%	-1.2%	0.9%	2.1%	0.9%	-5.6%	1.3%	3.5%	1.1%
Goods	271.4	277.3	282.5	274.7	256.1	259.4	271.9	271.6	240.7	236.4	245.7	246.9
% Change, Annual Avg.	5.7%	2.2%	1.9%	-2.8%	-6.8%	1.3%	4.8%	-0.1%	-11.4%	-1.8%	3.9%	0.5%
Services	1,342.6	1,358.0	1,373.9	1,393.2	1,397.3	1,403.1	1,417.3	1,433.5	1,380.8	1,398.8	1,444.0	1,451.9
% Change, Annual Avg.	1.6%	1.1%	1.2%	1.4%	0.3%	0.4%	1.0%	1.1%	-3.7%	1.3%	3.2%	0.5%
Mining (Oil and Gas)	58.6	60.1	62.2	54.4	44.2	48.1	52.8	47.8	30.6	27.3	32.0	29.2
% Change, Annual Avg.	13.0%	2.5%	3.5%	-12.6%	-18.7%	8.9%	9.9%	-9.5%	-36.1%	-10.8%	17.4%	-8.7%
Construction	70.5	74.8	75.5	77.6	77.5	77.5	80.4	82.7	78.8	79.9	82.3	84.4
% Change, Annual Avg.	3.2%	6.1%	0.9%	2.8%	0.0%	0.0%	3.6%	2.9%	-4.8%	1.4%	3.1%	2.4%
Manufacturing	142.4	142.4	144.8	142.8	134.4	133.8	138.6	141.1	131.3	129.2	131.4	133.4
% Change, Annual Avg.	4.2%	0.1%	1.7%	-1.4%	-5.8%	-0.5%	3.6%	1.7%	-6.9%	-1.6%	1.6%	1.5%

Oklahoma Employment Outlook by Sector

Industry/Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022(f)	2023(f)
Trade, Transportation, & Utilities	281.7	287.3	294.5	299.6	298.5	295.8	298.8	301.7	300.0	305.5	312.1	313.3
% Change, Annual Avg.	2.7%	2.0%	2.5%	1.7%	-0.4%	-0.9%	1.0%	1.0%	-0.6%	1.8%	2.2%	0.4%
Wholesale Trade	56.7	57.9	59.5	58.5	56.5	56.8	57.5	58.0	55.0	54.5	56.1	56.5
% Change, Annual Avg.	3.6%	2.1%	2.8%	-1.6%	-3.4%	0.4%	1.3%	0.9%	-5.1%	-0.9%	2.9%	0.8%
Retail Trade	173.2	175.1	178.8	183.2	183.8	179.2	178.2	176.9	174.6	179.1	181.4	180.0
% Change, Annual Avg.	1.5%	1.1%	2.1%	2.5%	0.3%	-2.5%	-0.6%	-0.7%	-1.3%	2.6%	1.3%	-0.8%
Transport, Warehouse, & Utilities	51.9	54.4	56.2	57.9	58.2	59.8	63.1	66.8	70.3	71.9	74.6	76.8
% Change, Annual Avg.	6.0%	4.8%	3.3%	3.1%	0.5%	2.8%	5.5%	5.8%	5.3%	2.2%	3.8%	2.9%
Utilities	10.8	10.8	11.1	10.9	10.1	9.7	9.7	9.7	9.5	9.6	9.7	9.6
% Change, Annual Avg.	3.5%	-0.2%	2.8%	-1.7%	-7.6%	-3.4%	-0.4%	0.2%	-1.8%	0.9%	0.8%	-0.5%
Transport & Warehouse	41.1	43.6	45.1	47.0	48.1	50.1	53.4	57.1	60.8	62.3	64.9	67.1
% Change, Annual Avg.	6.7%	6.2%	3.4%	4.2%	2.4%	4.1%	6.7%	6.8%	6.5%	2.5%	4.3%	3.4%
Information	22.5	21.8	21.2	21.2	21.2	20.5	19.9	19.7	18.3	17.6	18.3	17.9
% Change, Annual Avg.	-2.5%	-3.0%	-2.7%	0.0%	-0.1%	-3.3%	-2.8%	-1.2%	-7.2%	-4.0%	4.3%	-2.1%
Publishing	5.4	5.4	5.2	5.1	5.0	4.6	4.3	3.7	3.3	3.0	3.1	2.8
% Change, Annual Avg.	-0.9%	0.3%	-3.7%	-2.2%	-2.0%	-7.4%	-7.4%	-13.1%	-12.4%	-7.9%	3.1%	-9.7%
Financial Services	78.2	78.9	79.5	79.5	78.8	78.9	79.1	79.4	76.7	77.4	80.5	80.4
% Change, Annual Avg.	0.7%	1.0%	0.8%	0.0%	-0.9%	0.1%	0.4%	0.3%	-3.4%	0.9%	4.0%	-0.1%
Professional & Business Services	180.9	182.7	185.9	185.7	183.2	187.2	192.5	195.9	183.5	185.9	192.6	195.5
% Change, Annual Avg.	2.1%	1.0%	1.7%	-0.1%	-1.4%	2.2%	2.8%	1.8%	-6.3%	1.3%	3.6%	1.5%
Scientific Services	66.4	67.5	68.3	69.6	69.6	70.4	73.1	75.1	73.0	74.7	76.3	77.9
% Change, Annual Avg.	2.5%	1.6%	1.2%	1.9%	0.0%	1.1%	3.8%	2.9%	-2.9%	2.4%	2.1%	2.1%
Management	18.6	19.0	19.2	19.6	19.7	19.8	20.4	21.5	20.3	19.8	20.6	21.4
% Change, Annual Avg.	5.6%	2.2%	0.7%	2.0%	0.6%	0.6%	2.9%	5.5%	-5.7%	-2.5%	4.3%	3.7%
Administrative & Support	95.9	96.2	98.4	96.6	93.9	97.0	99.1	99.3	90.2	91.4	95.7	96.3
% Change, Annual Avg.	1.2%	0.3%	2.3%	-1.8%	-2.8%	3.3%	2.1%	0.2%	-9.1%	1.2%	4.7%	0.6%

Oklahoma Employment Outlook by Sector

Industry/ Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022(f)	2023(f)
Education & Health	226.2	227.7	228.1	231.6	233.8	235.3	236.3	240.5	235.6	236.1	241.1	243.5
% Change, Annual Avg.	1.4%	0.6%	0.2%	1.5%	0.9%	0.7%	0.4%	1.8%	-2.0%	0.2%	2.1%	1.0%
Education	19.2	19.4	19.7	20.0	20.0	19.7	19.9	20.4	19.6	20.5	21.2	21.1
% Change, Annual Avg.	1.0%	1.2%	1.5%	1.1%	0.1%	-1.2%	0.8%	2.4%	-3.9%	4.8%	3.4%	-0.7%
Health Services	207.0	208.3	208.4	211.6	213.8	215.6	216.4	220.1	216.0	215.5	219.9	222.4
% Change, Annual Avg.	1.4%	0.6%	0.0%	1.6%	1.0%	0.8%	0.4%	1.7%	-1.8%	-0.2%	2.0%	1.1%
Leisure Services	147.4	151.9	156.2	162.0	165.3	167.5	171.7	174.2	156.5	168.4	175.5	181.0
% Change, Annual Avg.	3.0%	3.0%	2.9%	3.7%	2.0%	1.4%	2.5%	1.4%	-10.1%	7.6%	4.2%	3.1%
Arts & Recreation	14.5	14.9	15.1	16.4	16.9	17.1	17.6	18.3	15.7	16.6	17.4	18.6
% Change, Annual Avg.	1.6%	2.5%	1.6%	8.5%	3.3%	0.7%	2.9%	3.9%	-13.9%	5.6%	4.9%	6.9%
Accommodation & Food Services	132.9	137.0	141.1	145.6	148.3	150.5	154.2	156.0	140.8	151.8	158.1	162.4
% Change, Annual Avg.	3.2%	3.1%	3.0%	3.1%	1.9%	1.4%	2.5%	1.2%	-9.7%	7.8%	4.1%	2.7%
Other Services	58.6	59.1	60.1	62.4	64.3	68.7	70.5	69.2	64.7	65.1	68.9	70.4
% Change, Annual Avg.	-0.4%	0.9%	1.7%	3.7%	3.0%	6.9%	2.5%	-1.8%	-6.5%	0.7%	5.8%	2.1%
Government	347.2	348.6	348.4	351.2	352.3	349.2	348.5	353.0	345.6	343.5	350.9	350.5
% Change, Annual Avg.	1.0%	0.4%	-0.1%	0.8%	0.3%	-0.9%	-0.2%	1.3%	-2.1%	-0.6%	2.2%	-0.1%
Federal	48.4	47.1	46.3	46.9	48.1	48.5	49.2	49.7	51.1	50.3	50.2	50.0
% Change, Annual Avg.	-1.6%	-2.5%	-1.8%	1.4%	2.5%	0.9%	1.3%	1.1%	2.9%	-1.6%	-0.3%	-0.3%
State	86.4	86.3	85.8	85.6	84.9	83.3	81.5	81.1	79.7	80.0	80.5	79.4
% Change, Annual Avg.	1.9%	-0.2%	-0.6%	-0.3%	-0.8%	-1.9%	-2.1%	-0.5%	-1.7%	0.3%	0.7%	-1.4%
Local	212.4	215.1	216.3	218.7	219.2	217.4	217.8	222.2	214.7	213.2	220.2	221.0
% Change, Annual Avg.	1.2%	1.3%	0.5%	1.1%	0.2%	-0.8%	0.2%	2.0%	-3.4%	-0.7%	3.3%	0.4%
Tribal	39.9	41.8	42.3	44.1	46.1	47.1	47.8	48.9	47.2	49.4	51.8	52.7
% Change, Annual Avg.	0.1%	4.8%	1.3%	4.1%	4.6%	2.1%	1.7%	2.1%	-3.3%	4.6%	4.9%	1.6%

APPENDIX B: OKLAHOMA CITY MSA OUTLOOK TABLES

Oklahoma City MSA Income, Population, and Earnings												
Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022(f)	2023(f)
Real GDP (\$Mil)	\$67,598	\$69,543	\$73,572	\$79,155	\$78,725	\$79,455	\$80,824	\$81,743	\$77,309	\$80,353	\$85,947	\$89,976
Annual Growth	6.5%	2.9%	5.8%	7.6%	-0.5%	0.9%	1.7%	1.1%	-5.4%	3.9%	7.0%	4.7%
Personal Income (\$Mil)	\$56,066	\$57,847	\$61,485	\$62,487	\$61,996	\$64,576	\$67,352	\$72,485	\$75,100	\$81,543	\$86,212	\$88,023
Annual Growth	5.6%	3.2%	6.3%	1.6%	-0.8%	4.2%	4.3%	7.6%	3.6%	8.6%	5.7%	2.1%
Population	1,298,039	1,320,416	1,336,537	1,357,524	1,373,495	1,381,897	1,394,449	1,409,988	1,425,375	1,440,448	1,461,484	1,486,707
Annual Growth	1.6%	1.7%	1.2%	1.6%	1.2%	0.6%	0.9%	1.1%	1.1%	1.1%	1.5%	1.7%
Per Capita Personal Income	\$43,193	\$43,810	\$46,003	\$46,030	\$45,138	\$46,730	\$48,300	\$51,408	\$52,688	\$56,609	\$58,989	\$59,207
Annual Growth	3.9%	1.4%	5.0%	0.1%	-1.9%	3.5%	3.4%	6.4%	2.5%	7.4%	4.2%	0.4%
Total FT and PT Employment	814,008	832,875	846,322	857,636	862,819	868,834	883,712	886,349	853,217	857,770	887,751	895,414
Annual Growth	3.0%	2.3%	1.6%	1.3%	0.6%	0.7%	1.7%	0.3%	-3.7%	0.5%	3.5%	0.9%
Personal Transfers (\$Mil)	\$8,420	\$8,714	\$9,032	\$9,376	\$9,663	\$10,122	\$10,533	\$11,245	\$14,325	\$15,606	\$13,483	\$13,762
Annual Growth	2.9%	3.5%	3.6%	3.8%	3.1%	4.7%	4.1%	6.8%	27.4%	8.9%	-13.6%	2.1%
Transfers per Worker	\$10,344	\$10,463	\$10,672	\$10,933	\$11,200	\$11,650	\$11,919	\$12,686	\$16,789	\$18,194	\$15,188	\$15,370
Annual Growth	0.0%	1.2%	2.0%	2.4%	2.4%	4.0%	2.3%	6.4%	32.3%	8.4%	-16.5%	1.2%
Avg. Wage and Salary per Job	\$44,782	\$45,733	\$47,234	\$48,012	\$47,768	\$49,442	\$51,030	\$52,173	\$54,002	\$57,389	\$59,324	\$59,658
Annual Growth	3.7%	2.1%	3.3%	1.6%	-0.5%	3.5%	3.2%	2.2%	3.5%	6.3%	3.4%	0.6%

Oklahoma City MSA Employment Outlook by Sector

Industry/Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022(f)	2023(f)
Nonfarm	594.7	608.7	620.5	630.4	629.8	635.7	649.4	660.9	628.0	638.9	664.8	680.4
% Change, Annual Avg.	2.5%	2.4%	1.9%	1.6%	-0.1%	0.9%	2.2%	1.8%	-5.0%	1.7%	4.1%	2.3%
Private	472.2	484.1	495.8	503.4	500.8	507.4	520.8	530.6	500.2	513.3	534.0	543.0
% Change, Annual Avg.	3.0%	2.5%	2.4%	1.5%	-0.5%	1.3%	2.6%	1.9%	-5.7%	2.6%	4.0%	1.7%
Goods	81.6	84.5	87.5	86.6	80.4	81.6	85.7	85.5	73.9	72.2	75.2	78.8
% Change, Annual Avg.	7.7%	3.5%	3.6%	-1.0%	-7.2%	1.4%	5.0%	-0.2%	-13.5%	-2.3%	4.1%	4.9%
Services	513.0	524.2	533.0	543.7	549.4	554.2	563.8	575.5	554.2	566.7	589.6	601.5
% Change, Annual Avg.	1.7%	2.2%	1.7%	2.0%	1.0%	0.9%	1.7%	2.1%	-3.7%	2.3%	4.0%	2.0%
Mining (Oil and Gas)	20.0	20.8	21.6	19.9	16.5	18.7	21.6	18.9	10.5	8.0	9.4	11.6
% Change, Annual Avg.	17.7%	4.3%	3.5%	-7.5%	-17.1%	13.3%	15.2%	-12.4%	-44.7%	-23.4%	17.7%	23.5%
Construction	26.6	27.2	28.4	29.3	29.3	29.4	30.2	32.1	31.4	31.0	32.2	33.1
% Change, Annual Avg.	2.5%	2.2%	4.6%	3.0%	0.3%	0.2%	2.8%	6.2%	-2.2%	-1.4%	4.1%	2.7%
Manufacturing	35.1	36.5	37.5	37.4	34.5	33.4	33.9	34.5	32.1	33.2	33.5	34.1
% Change, Annual Avg.	6.6%	4.0%	2.9%	-0.2%	-7.7%	-3.2%	1.4%	1.7%	-7.0%	3.7%	0.8%	1.7%

Oklahoma City MSA Employment Outlook by Sector

Industry/Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022(f)	2023(f)
Trade, Transportation, & Utilities	102.8	106.9	109.4	111.7	112.0	111.5	112.8	115.4	115.7	119.3	123.6	125.1
% Change, Annual Avg.	2.9%	4.0%	2.4%	2.1%	0.2%	-0.4%	1.1%	2.3%	0.2%	3.2%	3.6%	1.2%
Wholesale Trade	22.6	23.7	24.3	24.5	23.8	23.9	24.0	24.2	22.6	22.2	22.8	23.4
% Change, Annual Avg.	5.5%	5.2%	2.4%	0.6%	-2.5%	0.3%	0.3%	0.7%	-6.6%	-1.8%	3.0%	2.7%
Retail Trade	62.4	64.2	66.0	67.7	68.2	66.7	66.2	65.9	64.9	67.5	69.1	69.8
% Change, Annual Avg.	1.9%	3.0%	2.7%	2.6%	0.9%	-2.3%	-0.7%	-0.5%	-1.6%	4.0%	2.4%	1.0%
Transport, Warehouse & Utilities	17.8	18.9	19.1	19.6	19.9	20.9	22.5	25.3	28.3	29.7	31.7	31.9
% Change, Annual Avg.	3.3%	5.9%	1.2%	2.6%	1.4%	5.2%	7.7%	12.4%	11.6%	5.1%	6.7%	0.7%
Information	8.6	8.2	8.1	8.3	8.2	7.7	7.4	7.1	6.1	5.5	5.3	5.1
% Change, Annual Avg.	0.0%	-4.7%	-0.7%	1.5%	-1.2%	-6.0%	-4.1%	-3.7%	-13.9%	-9.6%	-4.2%	-2.5%
Financial Services	31.8	32.4	33.2	33.4	33.2	33.3	33.4	33.8	33.7	34.2	35.9	36.3
% Change, Annual Avg.	3.0%	2.0%	2.3%	0.7%	-0.7%	0.3%	0.3%	1.4%	-0.5%	1.7%	5.0%	1.0%
Professional & Business Services	76.8	77.6	78.7	79.7	79.6	81.5	85.6	88.1	81.7	82.9	88.3	90.5
% Change, Annual Avg.	1.3%	1.1%	1.4%	1.2%	0.0%	2.3%	5.0%	3.0%	-7.2%	1.5%	6.5%	2.5%
Scientific Services	30.0	29.9	30.2	31.2	32.4	33.2	34.3	35.6	34.7	34.5	36.5	37.9
% Change, Annual Avg.	2.8%	-0.2%	0.9%	3.5%	3.7%	2.6%	3.4%	3.6%	-2.3%	-0.6%	5.6%	3.9%
Management	8.8	9.0	9.4	9.5	9.5	9.8	10.5	10.9	9.5	8.8	9.8	10.6
% Change, Annual Avg.	12.8%	2.5%	4.5%	1.2%	-0.5%	3.3%	6.7%	4.1%	-13.1%	-7.5%	12.0%	8.2%
Administrative & Support	38.1	38.7	39.1	38.9	37.8	38.5	40.8	41.7	37.5	39.6	42.0	42.0
% Change, Annual Avg.	-2.1%	1.8%	1.1%	-0.5%	-2.9%	1.9%	5.9%	2.1%	-9.9%	5.6%	6.1%	0.0%

Oklahoma City MSA Employment Outlook by Sector

Industry/Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022(f)	2023(f)
Education & Health	86.4	88.0	88.9	90.5	91.2	92.0	93.4	97.3	96.6	100.9	105.7	107.9
% Change, Annual Avg.	2.4%	1.7%	1.1%	1.8%	0.7%	1.0%	1.5%	4.2%	-0.8%	4.5%	4.8%	2.1%
Health Services	77.4	78.7	79.5	81.1	81.9	83.0	83.8	87.3	86.5	90.2	94.6	96.6
% Change, Annual Avg.	2.5%	1.7%	1.0%	2.0%	1.0%	1.3%	1.0%	4.1%	-0.8%	4.3%	4.8%	2.1%
Leisure Services	61.7	64.2	65.9	68.0	70.0	71.7	73.8	74.6	65.6	70.7	75.4	79.9
% Change, Annual Avg.	2.9%	4.0%	2.7%	3.1%	2.9%	2.5%	2.9%	1.0%	-12.1%	7.7%	6.7%	5.9%
Accommodation & Food Services	22.4	22.4	24.0	25.2	26.4	28.2	28.8	28.8	27.0	27.8	29.7	31.4
% Change, Annual Avg.	-1.4%	0.0%	7.3%	5.0%	4.5%	6.8%	2.3%	-0.1%	-6.2%	2.8%	6.7%	6.0%
Government	122.5	124.6	124.7	127.0	129.0	128.3	128.7	130.3	127.8	125.4	128.3	132.4
% Change, Annual Avg.	0.6%	1.7%	0.1%	1.8%	1.6%	-0.5%	0.3%	1.3%	-1.9%	-1.9%	2.3%	3.2%
Federal	28.2	27.6	26.9	27.4	28.3	28.8	29.2	29.3	30.1	29.9	30.5	30.8
% Change, Annual Avg.	-0.6%	-2.2%	-2.4%	2.0%	3.2%	1.7%	1.2%	0.6%	2.6%	-0.8%	2.0%	1.1%
State	42.4	43.5	44.4	45.3	46.2	45.8	45.5	45.8	44.6	44.1	45.5	46.6
% Change, Annual Avg.	0.8%	2.6%	2.0%	2.0%	2.0%	-0.8%	-0.8%	0.6%	-2.6%	-1.0%	3.1%	2.5%
Local	51.9	53.6	53.5	54.3	54.5	53.7	54.0	55.2	53.2	51.4	52.3	55.0
% Change, Annual Avg.	1.2%	3.2%	-0.2%	1.5%	0.4%	-1.5%	0.7%	2.2%	-3.7%	-3.3%	1.7%	5.1%



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