South Central Oklahoma Workforce Board
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Chickasha, OK 73018
http://scowib.info/

WORKFORCE INNOVATION AND OPPORTUNITY ACT

Demand Occupation Policy

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EQUAL OPPORTUNITY AND NONDISCRIMINATION STATEMENT: All Recipients and sub-recipients/subgrantees must comply with WIOA's Equal Opportunity and Nondiscrimination provisions which prohibit discrimination on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, political affiliation or belief, or, for beneficiaries, applicants, and participants only, on the basis of citizenship status or participation in a WIOA Title-I financially assisted program or activity.

South Central Oklahoma Workforce Board's Workforce Innovation and Opportunity Act Title I program funding statement can be found at https://scowib.info/funding.

Caddo County, Grady County, McClain County, and City of Chickasha Labor Market Area
Comanche County, Cotton County, Tillman County, and City of Lawton Fort Sill Labor Market Area
Jefferson County, Stephens County, and City of Duncan Labor Market Area

Demand Occupation Policy

PURPOSE: The purpose is to disseminate policy regarding the determination and usage of the South Central Oklahoma Workforce Board's Demand Occupations as required under the Workforce Innovation and Opportunity Act (WIOA) Section 3(23)(B).

POLICY:

A. South Central Oklahoma Workforce Board (SCOWB) shall establish and maintain a list of occupations in demand "Demand Occupations" that are:

1. In demand in the local board's Workforce Investment Area; or
2. Determined by the local board to be in sectors of the economy that have a high potential for sustained demand or growth in the local area; and
3. Are common to targeted industry clusters within the workforce investment area. Those occupations certified by the SCOWB as "demand occupations" for the current period are located on the board website (http://scowib.info/).
4. Training services will be offered only in occupations determined by the SCOWB that are directly linked to current or projected employment opportunities in the South Central Oklahoma Workforce Investment Area. A direct link must be indicated by a match between the O*Net Code in the Eligible Training Provider "Demand Occupations" Section of the training in question and the O*Net Code on the SCOWB Demand Occupation List."
5. Demand occupations and targeted industries for each year are developed based on a review of the data contained in the South Central Workforce Investment Area of Lightcast data for the WIOA. The North American Industry Classification System (NAICS) and the O*Net system were used in the preparation and review of the data.

B. SCOWB shall establish a list of demand skills that:
1. Support economic development priorities;
2. Focus on industrial sectors and clusters, whether present or emerging;
3. Address industry-specific or general shortages;
4. Enhance workplace literacy, including vocational English as a second language.

C. SCOWB will utilize the most current Industry and Occupational Projections for the area published by Economic Modeling Specialist International (EMSI) for the base data to develop the demand occupation list. The criteria for the demand occupation list are:
1. The occupation requires training that results in a license, certificate, credential, or degree.
2. The occupation must have estimated 10 or more job openings during the time period of the Industry and Occupational Projections report.
3. The occupation must show growth during the time period of the Industry and Occupational Projections report.
4. The occupation must have an average wage of not less than the current self-sufficiency wage at the time the list is prepared.

5. The occupation requires more than a high school diploma or its equivalent and does not require a Doctoral or Professional degree.

   In addition, occupations not meeting the above criteria may be added to the list because local information and board member experience indicate that occupation requires training and is in demand in the area. All of the state's critical demand occupations that do not require a Doctoral or Professional degree will be considered in-demand. The list can be found at Oklahomaworks.gov.

D. Targeted industry clusters, demand occupations, and demand skills will be identified by the board and documented in official meetings and recertified as current during the first meeting of each program year that qualifies for attendance by the public under the Oklahoma Open Meetings Act.

***ADDENDA/REVISIONS*:** The SCOWB Executive Director is authorized to issue additional instructions, guidance, approvals, and/or forms to further implement the requirements of policy, without making substantive change to the policy, except in situations when a new or updated state and federal guidance is issued.

ACTION REQUIRED: SCOWB will disseminate the Demand Occupations List to the service provider after board recertification and/or when an occupation is added to the list. Service providers will use the "Demand Occupation List" to qualify individuals who select approved eligible training programs directly linked to employment opportunities in the South Central Oklahoma Workforce Investment Area (SCOWIA).

Reviewed and Approved: 06/12/2025