

# Redevelopment of Indiana's In-Demand Occupations Methodology

## September 2025



**KELLEY SCHOOL OF BUSINESS**  
Indiana Business Research Center



# BACKGROUND ON TOP JOBS

- States are required to align workforce training funding to in-demand occupations under the Workforce Innovation and Opportunity Act ([WIOA](#))
- Indiana adopted the [INDemand Jobs](#) system (“Flames”) in 2017 to identify the in-demand occupations by state and region based on demand, growth, and earnings
- We use Flames to set policy across a range of workforce and education programs
- [HEA 1609](#) required the Flames methodology to be reviewed and updated by January 1, 2025
- The new in-demand occupation methodology, called Top Jobs, officially went into effect in July 2025
- Top Jobs will be updated twice per year, in April and October

Policy Applications & Other Uses	
State	Partners & End-Users
WIOA Eligible Training Provider List (ETPL)	All training providers across the eligible training provider list
Adult Education	All adult education training providers & current students
DWD Workforce Ready Grant (noncredit training providers)	All approved Workforce Ready grant training providers
DWD Career Coaching	DWD’s public-facing platforms, including all Indiana Career Connect and Indiana Career Explorer users
Career Technical Education (CHE)	K-12 CTE programs, State Board of Education
CHE Workforce Ready Grant (credit bearing training providers)	Currently enrolled Next Level Jobs students
Credentials of Value	K-12 school counselors, students, and parents using career navigation tools offered through school systems
Vocational Rehabilitation	WorkOne case management/career coaching network
DOC HIRE program	Strada Education Foundation

# METHODOLOGY & KEY CHANGES



# KEY CHANGES



Existing Scale  
& Indicators  
Carried Over



New Weighted  
Indicator:  
Retention



New Descriptive  
Indicators for Additional  
Context & Decision-  
making



Increased  
Emphasis on  
Wages



Improved  
Transparency &  
Functionality



Academic Partnership with  
the IBRC for ongoing  
updates

# WEIGHTED INDICATORS



## Demand

Signals the likelihood that employment opportunities will be consistently available

- Job openings
  - 2-year
  - 10-year
- Job postings

*35% of score*



## Retention

Indicates an occupation's stability to counteract churn

- Separations divided by average total employment

*28% of score*



## Growth

Measures how quickly employer demand is growing

- Job openings from growth
  - 2-year
  - 10-year
- Job growth rate
  - 2-year
  - 10-year

*25% of score*



## Earnings

Indicates the relative value employers place on an occupation

- Average earnings
- Earnings growth
- Ratio of earnings to 75% of State's average wage

*12% of score*

# DESCRIPTIVE INDICATORS

\* NOT INCLUDED IN THE TOP JOBS SCORE \*



## Job Transferability

Indicates an occupation's adaptability across industries

- Occupation's measurable presence across multiple industries (accounts for at least 2% of employment at the 4-digit NAICS level)



## Upward Mobility

Indicates an occupation's potential for advancement

- Number of potential, skill-similar roles with higher earnings, reflecting greater potential upward mobility



## Job Stability

Measures an occupation's resilience and likelihood of offering fulltime hours & benefits

- Changes in employment growth that run counter to regional growth trends
- Share of full-time job postings



## Skill Change

Measures how “disrupted” an occupation is due to technological advancements and changing skills

- Change in skills and training requested in job postings over time

# EARNINGS THRESHOLD

Top Jobs’ increased emphasis on wages is an effort to drive up wages in the state, improving household wealth and purchasing power.

Star Rating	Wage Rule *	Share of the Average Wage
4/5	\$56,488+	100%
3	\$42,366 - \$56,487	75%
2	\$28,245 - \$42,365	50%
1	\$0 - \$28,244	25%

- Previous Threshold: an occupation’s average wages had to exceed \$36,605 in order to score a 3 or above under the Flames system
- Only 22% of occupations could potentially score below a 3 despite their baseline score indicating otherwise



Indiana’s Average Wage: \$56,487

## Why Focus on Wages?

Indiana ranked 36th in the nation in terms of average earnings as of 2023.

Many Hoosier households are struggling to make ends meet as evidenced by the living wages required to support families of various sizes:

- **\$42,515** for a single adult with no children
- **\$51,501** for two working adults with two children
- **\$59,842** for two adults, one of whom works, with one child
- **\$74,194** for a single adult with one child

The state’s minimum wage of \$7.25 an hour translates to only **\$15,080**, poverty wages.



# SIMPLIFIED CALCULATION

1

### Weighted Base Score

Each subscore is multiplied by its respective weight and the results are totaled. Then, the weighted base score is normalized on a scale from 1 to 100 for all occupations in a region.

#### Welders (SOC 51-4121)

Indicator	Subscore	Times: Weight	Weighted Subscore
Demand	68	35.0%	23.8
Retention	54	27.5%	14.9
Growth	52	25.0%	13.0
Earnings	32	12.5%	4.0
Raw Score			55.7

Normalized across all occupations in Indiana on a scale from 1 to 100: 67.0

2

### Star Rating Calculation

The combined score calculated in step 2 is divided by 20 and rounded up to the nearest whole number to determine the initial Star Rating on a scale of 1-5 stars.

The combined score of 67.0 is divided by 20 to arrive at the initial score of 4 stars.

3

### Earnings Threshold

The earnings rule is applied, reducing the star rating for occupations with average earnings less than the state's average wage of \$56,487 for 2023:

Score	Earnings Rule	Share of the Mean Wage
4 or 5	\$56,488+	100%
3	\$42,366 - \$56,487	75%
2	\$28,245 - \$42,365	50%
1	\$0 - \$28,244	25%

With average annual earnings of **\$49,338** in the State of Indiana, the maximum score Welders can earn is 3 stars since it falls below \$56,487.

All 867 federally-defined occupations are indexed relative to each other, providing for easy comparisons, then assigned a ranking between 1 and 5, with 5 representing the most in-demand occupations.



# IMPROVED TRANSPARENCY & FUNCTIONALITY

The Flames system provided no transparency into WHY an occupation scored the way it did and very little underlying labor market information was being provided by the state.

<div> TOP TECHNOLOGY JOBS</div>			<div> TOP ARCHITECTURAL, ENGINEERING &amp; CONSTRUCTION JOBS</div>		
HS DIPLOMA / EQUIVALENCY / TRAINING JOBS			HS DIPLOMA / EQUIVALENCY / TRAINING JOBS		
OCCUPATION	FLAME RATING	SALARY RANGE	OCCUPATION	FLAME RATING	SALARY RANGE
Multiple Machine Tool Setters, Operators, & Tender	🔥🔥🔥🔥	\$50-57K	Cement Masons & Concrete Finishers	🔥🔥🔥	\$47-61K
Office Clerks, General	🔥🔥🔥	\$38-58K	Carpenters	🔥🔥🔥🔥	\$47-67K
Medical Records Specialists	🔥🔥🔥🔥	\$37-57K	Landscaping & Groundskeeping Workers	🔥🔥🔥	\$28-41K
Janitors & Cleaners	🔥🔥🔥	\$32-40K	Brickmasons & Blockmasons	🔥🔥🔥🔥	\$59-73K
CERTIFICATE / 2-YEAR DEGREE JOBS			CERTIFICATE / 2-YEAR DEGREE JOBS		
Medical Equipment Repairers	🔥🔥🔥🔥	\$40-77K	Occupational Health & Safety Technicians	🔥🔥🔥	\$65-95K
Aerospace Engineer	🔥🔥🔥	\$50-68K	Construction Laborers	🔥🔥🔥🔥	\$39-59K
Electrical & Electronics Engineering Technicians	🔥🔥🔥	\$49-65K	Painters, Construction, & Maintenance	🔥🔥🔥🔥	\$38-56K
Computer, Automated Teller, & Office Machine Repairers	🔥🔥🔥	\$34-48K	Structural Iron & Steelworkers	🔥🔥🔥🔥	\$49-80K
Tool & Die Makers	🔥🔥🔥	\$63-75K	Welders, Cutters, Solderers, & Brazers	🔥🔥🔥🔥	\$47-65K
4-YEAR DEGREE JOBS			4-YEAR DEGREE JOBS		
Software Developers	🔥🔥🔥🔥🔥	\$95-124K	Operating Engineers & Other Construction Equipment Operators	🔥🔥🔥🔥	\$54-84K
			Elevator & Escalator Installers & Repairers	🔥🔥🔥	\$78-108K
			Construction & Building Inspectors	🔥🔥🔥	\$40-75K

Select Region



Select Education

- Any
- HS or less
- Middle-skills
- College+

## Showing Demand in Indiana:

Search:

Occupation	Current Employment	Median Earnings	Demand Score	Retention Score	Growth Score	Earnings Score	Top Jobs Rating	View details
Retail Salespersons	79,257	\$30.1K	93	42	41	9	★ ★	<a href="#">View</a>
Fast Food and Counter Workers	97,856	\$27.8K	93	18	42	6	★	<a href="#">View</a>
Laborers and Freight, Stock, and Material Movers, Hand	97,142	\$37.9K	91					
Registered Nurses	69,915	\$78.5K	90					
Heavy and Tractor-Trailer Truck Drivers	56,049	\$57.5K	90					
Home Health and Personal Care Aides	48,349	\$30.0K	89					
Cashiers	66,346	\$28.1K	88					
Stockers and Order Fillers	66,895	\$35.5K	88					

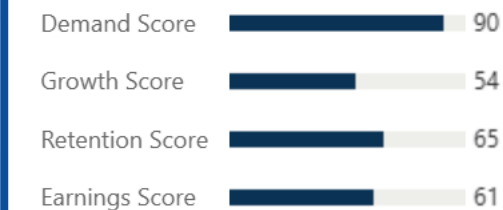
### Registered Nurses

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. (SOC 29-1141)

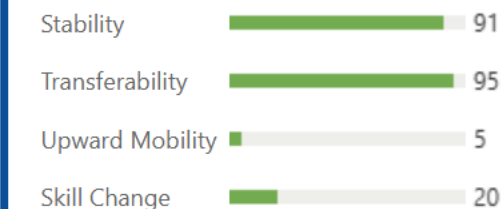
### Data for Indiana

Top Jobs rating ★★★★★

#### Top Jobs indicators:



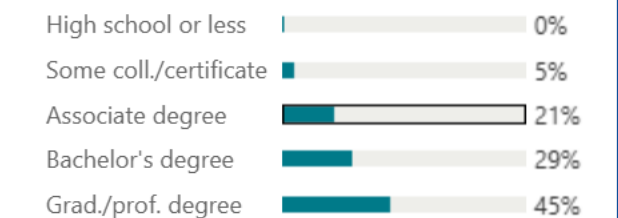
#### Descriptive indicators:



#### Employment outlook:

Current Employment	69,915
Projected short-term growth	+2,736
Projected long-term growth	+5,641
Median annual earnings	\$78.5K

#### Typical job requirements:



! Prof. certification usually required

<https://indemandjobs.dwd.in.gov/>

# DATA INTERPRETATION







# Top Jobs is data, not policy.

**Top Jobs provides a single source for data-driven, employer-based labor market information for the state**

**Agencies create policy and business rules to align programs to Top Jobs based on their goals and populations served**

**This is a departure from how we've used in-demand rankings in the past, where a simple threshold was applied to qualify for funding**

**Examples:**

**CTE – 2.5+ Flames**

**ETPL – 3+ Flames**

**WRG – 4+ Flames**

# Example Policy Application: DWD's Eligible Training Provider List

Any occupation with a Final **Top Jobs** ranking of 3 or higher is automatically eligible for the ETPL.

Additionally, any occupation with a baseline **Top Jobs** ranking of 3 or above that is reclassified as a **2** due to the **earnings threshold** may also be eligible for the ETPL if at least two of the three **descriptive indicators** meet the threshold of 75



## Descriptive Indicators

- Job Stability
- Job Transferability
- Upward Mobility

# Data Interpretation Example: CDL

All scores are on a 0-100 scale, making it simple to compare across indicators and occupations. The occupation that scores the best for a given indicator earns a score of 100, while a rank of 50 indicates average performance.

**FINAL  
SCORE**

Weighted Indicators					Descriptive Indicators					Earnings Threshold					2025Q2 Top Jobs Ranking	Jan 2024 Flames Ranking
Occupation Name	Demand 35%	Retention 28%	Growth 25%	Earnings 12%	Job Stability	Job Transferability across Industries	Upward Skills Mobility	Skill Change	Normalized Score	Baseline Top Jobs Ranking	State Mean Earnings for this Occupation	State Mean Earnings for all Occupations	Max Top Jobs Ranking			

Heavy and Tractor-Trailer Truck Drivers	90	50	52	42	67	100	.	15	79	4	\$57,699	\$56,487	.	4	4
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Very high: this occupation is in very high demand; as a manufacturing state, this is a critical occupation

All close to average

Very high: this occupation is needed across many sectors; there is good employment security

None: this is a terminal job

Very low: the skills requested by employers are not changing very fast

Ranking relative to all other occupations

Ranking before earnings threshold applied

Very close to hitting the wage threshold

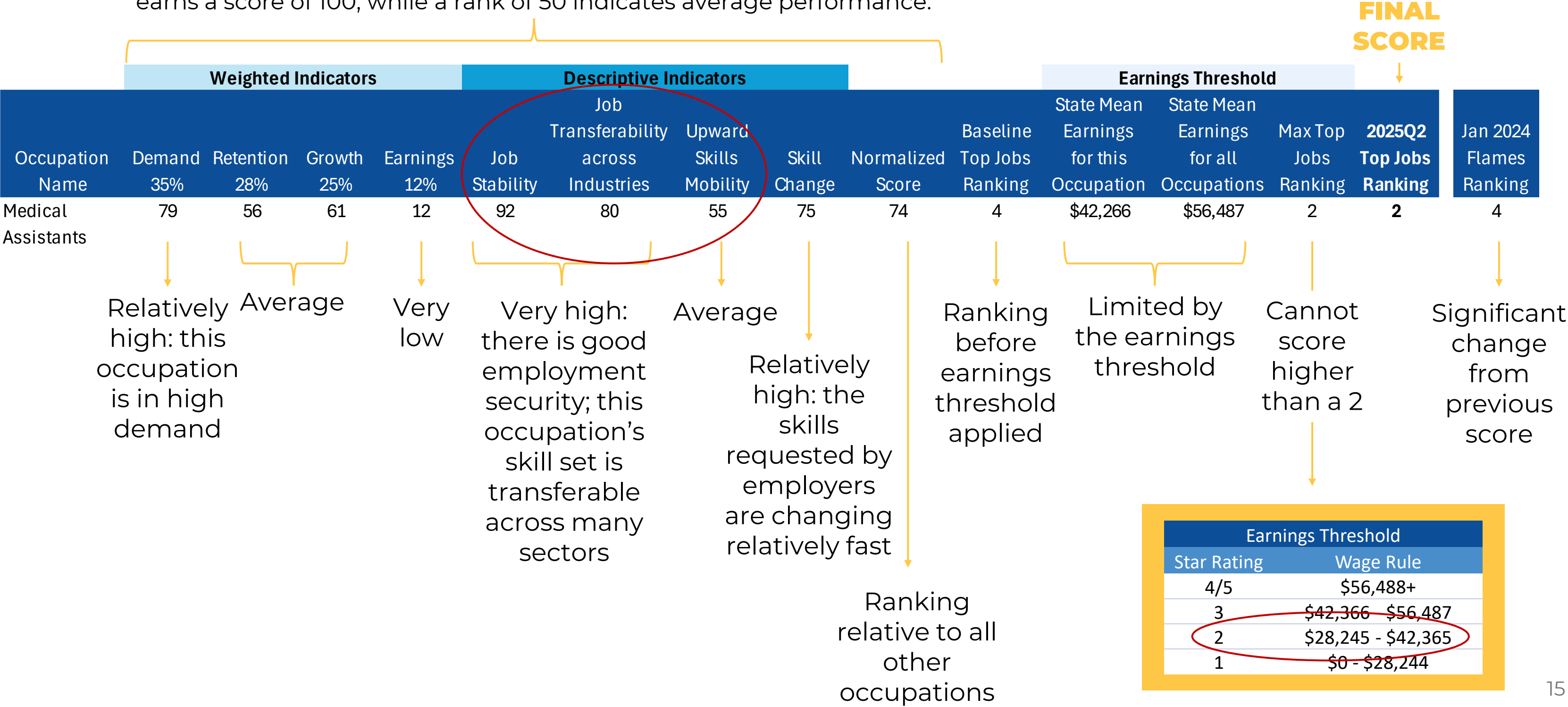
But does not

No change from previous score

Earnings Threshold	
Star Rating	Wage Rule
4/5	\$56,488+
3	\$42,366 - \$56,487
2	\$28,245 - \$42,365
1	\$0 - \$28,244

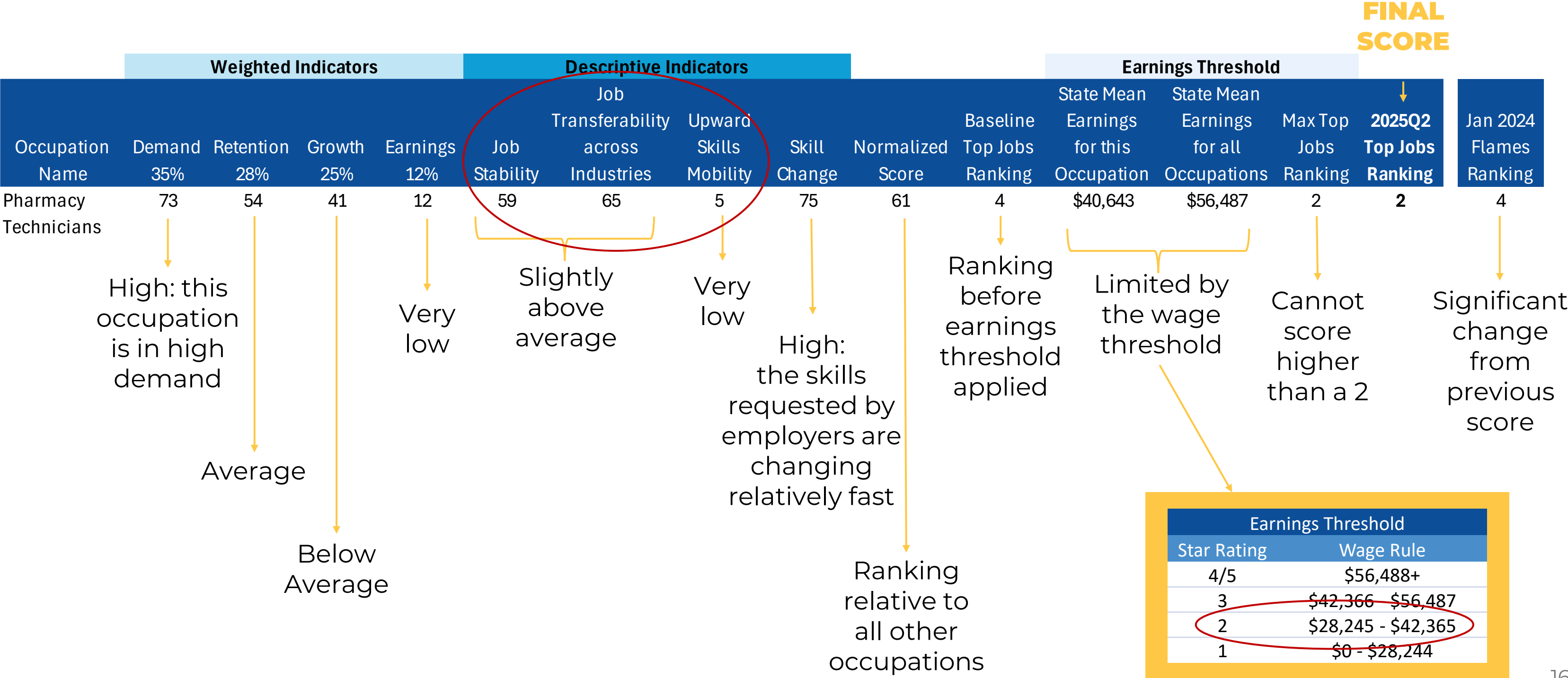
# Data Interpretation Example: Medical Assistant

All scores are on a 0-100 scale, making it simple to compare across indicators and occupations. The occupation that scores the best for a given indicator earns a score of 100, while a rank of 50 indicates average performance.





# Data Interpretation Example: Pharmacy Technician



# Data Interpretation Example: Regional Variation for Machinists

Earnings Threshold	
Star Rating	Wage Rule
4/5	\$56,488+
3	\$42,366 - \$56,487
2	\$28,245 - \$42,365
1	\$0 - \$28,244

	Weighted Indicators					Earnings Threshold						
Region	Demand 35%	Retention 28%	Growth 25%	Earnings 12%	Normalized Score	Baseline	Region Mean	Region Mean	Max Top	2025Q2	Jan 2024 Flames Ranking	
						Top Jobs Ranking	Earnings for this Occupation	Earnings for all Occupations	Jobs Ranking	Top Jobs Ranking		
EGR 1	61	70	33	29	67	4		\$48,992	\$58,931	3	3	3
EGR 2	69	70	39	35	79	4		\$50,595	\$54,664	3	3	4
EGR 3	71	70	35	43	75	4		\$54,532	\$52,917	.	4	4
EGR 4	65	70	27	36	76	4		\$51,060	\$53,330	3	3	4
EGR 5	67	70	29	34	68	4		\$51,630	\$61,095	3	3	4
EGR 6	63	70	21	36	67	4		\$47,367	\$51,123	3	3	4
EGR 7	61	70	31	38	73	4		\$48,552	\$50,940	3	3	4
EGR 8	65	70	53	36	76	4		\$50,846	\$55,549	3	3	4
EGR 9	71	70	33	37	74	4		\$49,555	\$54,089	3	3	4
EGR 10	61	70	36	49	73	4		\$58,532	\$51,888	.	4	4
EGR 11	63	70	28	41	74	4		\$50,580	\$51,877	3	3	4
Indiana	69	70	35	36	68	4		\$51,709	\$56,487	3	3	4



# Top 10 Occupations: Top Jobs Ranking

Occupation Name	Demand	Retention	Growth	Earnings	Normalized	2025Q2	Jan 2024
	35%	28%	25%	12%	Score	Top Jobs Ranking	Flames Ranking
Medical and Health Services Managers	76	73	83	69	100	5	5
Software Developers	74	56	92	70	95	5	5
Nurse Practitioners	69	65	88	67	94	5	5
General and Operations Managers	84	62	63	74	92	5	5
Financial Managers	72	69	71	71	92	5	5
Registered Nurses	90	65	54	61	91	5	4
Computer and Information Systems Managers	60	69	74	76	87	5	5
Physical Therapists	67	60	77	65	86	5	5
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	70	75	57	60	85	5	4
Managers, All Other	68	70	61	66	85	5	4



# Top 10 Occupations: Before Earnings Threshold

## Earnings Threshold Calculation

Occupation Name	Demand 35%	Retention 28%	Growth 25%	Earnings 12%	Normalized Score	Baseline Top Jobs Ranking	State Mean Earnings for this Occupation	State Mean Earnings for All Occupations	Max Top Jobs Ranking	2025Q2 Top Jobs Ranking	Jan 2024 Flames Ranking
Medical and Health Services Managers	76	73	83	69	100	5	\$112,694	\$56,487		5	5
Software Developers	74	56	92	70	95	5	\$110,573	\$56,487		5	5
Nurse Practitioners	69	65	88	67	94	5	\$123,323	\$56,487		5	5
General and Operations Managers	84	62	63	74	92	5	\$129,542	\$56,487		5	5
Financial Managers	72	69	71	71	92	5	\$135,845	\$56,487		5	5
Registered Nurses	90	65	54	61	91	5	\$82,701	\$56,487		5	4
Home Health and Personal Care Aides	89	40	100	9	87	5	\$31,075	\$56,487	2	2	3
Computer and Information Systems Managers	60	69	74	76	87	5	\$139,568	\$56,487		5	5
Physical Therapists	67	60	77	65	86	5	\$96,762	\$56,487		5	5
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	70	75	57	60	85	5	\$100,131	\$56,487		5	4

Earnings Threshold	
Star Rating	Wage Rule
4/5	\$56,488+
3	\$42,366 - \$56,487
2	\$28,245 - \$42,365
1	\$0 - \$28,244

# NEW POLICY APPLICATION: Credentials of Value





# CREDENTIALS OF VALUE

**Credentials:** Proof of qualifications or skills. Examples include academic degrees, industry-recognized credentials, professional licenses, certificates.

**Why?** Credentials of Value are required as part of the Indiana Department of Education’s [High School Redesign](#) and the new [Indiana Diploma with Readiness Seals](#). It has evolved into the state’s universal crosswalk and credential valuation tool.

## Of value to who? Employers.

- Market- and data- driven valuation
- Employer voice captured via job postings and targeted validation and feedback surveys
- Alignment to the state’s in-demand occupations, ensuring prioritization of the skills most needed by employers while preparing Hoosiers for high-wage, high-growth jobs



**HONORS PLUS SEAL**



ENROLLMENT



EMPLOYMENT



ENLISTMENT & SERVICE

Earn the Honors Enrollment Seal, **plus:**

- Earn a credential of value that may include, for example:
  - Associate degree;
  - Technical Certificate;
  - Indiana College Core;
  - AP Scholar with Distinction;
  - Cambridge AICE Diploma; or
  - IB Diploma
- Complete at least 100 hours of work-based learning
- Demonstrate skill development in the following areas: Communication, Collaboration, and Work Ethic

Earn the Honors Employment Seal, **plus:**

- Earn a market-driven credential of value\* that may include, for example:
  - Associate degree;
  - Technical Certificate;
  - Indiana College Core; or
  - Advanced industry certificate
- Complete additional, focused work-based learning (total of 650 hours in one or more experiences) that may include, for example:
  - Pre-Apprenticeship
  - Modern Youth Apprenticeship
- Demonstrate skill development in Communication, Collaboration, Work Ethic, and any additional skills determined locally

Earn the Honors Enlistment Seal, **plus:**

- Achieve a score of 50 or higher on the ASVAB
- Demonstrate excellence in leadership through one of the following:
  - Completion of at least 100 hours of public service;
  - Holding a leadership role in a co/extracurricular activity;
  - Completion of two seasons of a team-based physical sport or activity

\*Note: the credential of value levels are currently being determined by business and industry.

## Policy Applications

Replaces the Promoted Industry Certifications List

Replaces the Graduation Pathways list

High School Honors Seals

Credential Completion Grant

Promoted Industry Certification Reimbursement

CSA Program

Workforce Ready Grant

# COV METHODOLOGY

Over 600 academic (up to associate's degree) and 440 industry-recognized credentials are assigned a ranking between 1 and 6, with 6 representing the most in-demand skills.

## 1. Credential → Occupation Linkages

- National data for sample size
- High-employer effort postings for quality control
- At least 15% of the job postings for the occupation must include the core skills related to the credential

## 2. Occupation Linkages → Credential's Value



### Workforce Score

TopJobs score for all linked occupations that typically require up to an associate's degree



### Upskilling Score

TopJobs score for all linked occupations that typically require up to a bachelor's degree



### Signaling Value

Bonus given for name-brand recognition in Indiana – mechanism for incorporating employer feedback



### Stackability Bonus

Assigns greater value to the progression from a 15 hr certificate → 30 hr certificate → 60 hr Associate's degree (high school context only)





# Top 10 Occupations: Demand

Signals the likelihood that employment opportunities will be consistently available

## Earnings Threshold Calculation

Occupation Name	Demand 35%	Retention 28%	Growth 25%	Earnings 12%	Normalized Score	Baseline Top Jobs Ranking	State Mean Earnings for this Occupation	State Mean Earnings for All Occupations	Max Top Jobs Ranking	2025Q2 Top Jobs Ranking	Jan 2024 Flames Ranking
Retail Salespersons	93	42	41	9	66	4	\$34,154	\$56,487	2	2	3
Fast Food and Counter Workers	93	18	42	6	56	3	\$27,373	\$56,487	1	1	2
Laborers and Freight, Stock, and Material Movers, Hand	91	31	63	11	70	4	\$39,749	\$56,487	2	2	4
Registered Nurses	90	65	54	61	91	5	\$82,701	\$56,487		5	4
Heavy and Tractor-Trailer Truck Drivers	90	50	52	42	79	4	\$57,699	\$56,487		4	4
Home Health and Personal Care Aides	89	40	100	9	87	5	\$31,075	\$56,487	2	2	3
Cashiers	88	30	31	6	53	3	\$28,018	\$56,487	1	1	2
Stockers and Order Fillers	88	39	61	12	71	4	\$37,294	\$56,487	2	2	3
Customer Service Representatives	87	43	39	22	66	4	\$42,723	\$56,487	3	3	3
Waiters and Waitresses	85	26	34	7	52	3	\$29,411	\$56,487	2	2	2

Earnings Threshold	
Star Rating	Wage Rule
4/5	\$56,488+
3	\$42,366 - \$56,487
2	\$28,245 - \$42,365
1	\$0 - \$28,244



# Top 10 Occupations: Retention

Indicates an occupation's stability and counteracts churn



Earnings Threshold Calculation

Occupation Name	Demand 35%	Retention 28%	Growth 25%	Earnings 12%	Normalized Score	Baseline Top Jobs Ranking	State Mean Earnings for this Occupation	State Mean Earnings for All Occupations	Max Top Jobs Ranking	2025Q2 Top Jobs Ranking	Jan 2024 Flames Ranking
Power Plant Operators	42	100	22	61	66	4	\$92,893	\$56,487		4	2
Power Distributors and Dispatchers	21	100	13	69	52	3	\$99,507	\$56,487		3	1
First-Line Supervisors of Police and Detectives	42	91	25	63	64	4	\$88,774	\$56,487		4	3
First-Line Supervisors of Correctional Officers	46	90	20	45	60	3	\$57,512	\$56,487		3	2
Subway and Streetcar Operators	38	89	12	65	56	3	\$89,522	\$56,487		3	0
Railroad Conductors and Yardmasters	34	89	12	60	52	3	\$78,520	\$56,487		3	3
Gas Plant Operators	29	87	12	55	47	3	\$69,826	\$56,487		3	1
Nuclear Power Reactor Operators	19	84	4	78	42	3	\$157,327	\$56,487		3	0
Cardiologists	34	83	17	84	56	3	\$441,564	\$56,487		3	2
Refractory Materials Repairers, Except Brickmasons	17	83	7	37	34	2	\$56,805	\$56,487		2	1



# Top 10 Occupations: Growth

Measures how quickly employer demand is growing

## Earnings Threshold Calculation

Occupation Name	Demand 35%	Retention 28%	Growth 25%	Earnings 12%	Normalized Score	Baseline Top Jobs Ranking	State Mean Earnings for this Occupation	State Mean Earnings for All Occupations	Max Top Jobs Ranking	2025Q2 Top Jobs Ranking	Jan 2024 Flames Ranking
Home Health and Personal Care Aides	89	40	100	9	87	5	\$31,075	\$56,487	2	2	3
Software Developers	74	56	92	70	95	5	\$110,573	\$56,487		5	5
Nurse Practitioners	69	65	88	67	94	5	\$123,323	\$56,487		5	5
Medical and Health Services Managers	76	73	83	69	100	5	\$112,694	\$56,487		5	5
Physical Therapist Assistants	64	37	82	48	72	4	\$63,232	\$56,487		4	4
Data Scientists	62	54	80	66	82	5	\$92,518	\$56,487		5	5
Information Security Analysts	55	54	78	69	77	4	\$102,690	\$56,487		4	4
Physical Therapists	67	60	77	65	86	5	\$96,762	\$56,487		5	5
Logisticians	64	63	75	57	83	5	\$79,477	\$56,487		5	4
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	71	52	75	30	76	4	\$49,754	\$56,487	3	3	4

Earnings Threshold	
Star Rating	Wage Rule
4/5	\$56,488+
3	\$42,366 - \$56,487
2	\$28,245 - \$42,365
1	\$0 - \$28,244



# Top 10 Occupations: Earnings

Indicates the relative value employers place on an occupation

Earnings Threshold Calculation

Occupation Name	Demand 35%	Retention 28%	Growth 25%	Earnings 12%	Normalized Score	Baseline Top Jobs Ranking	State Mean Earnings for this Occupation	State Mean Earnings for All Occupations	Max Top Jobs Ranking	2025Q2 Top Jobs Ranking	Jan 2024 Flames Ranking
Athletes and Sports Competitors	36	15	45	99	41	3	\$709,395	\$56,487		3	3
Pediatric Surgeons	13	80	1	95	39	2	\$470,913	\$56,487		2	1
Radiologists	42	76	20	94	61	4	\$438,709	\$56,487		4	3
Surgeons, All Other	42	80	18	93	62	4	\$429,250	\$56,487		4	2
Oral and Maxillofacial Surgeons	21	78	6	93	44	3	\$413,261	\$56,487		3	2
Dermatologists	34	81	15	92	57	3	\$402,251	\$56,487		3	2
Emergency Medicine Physicians	44	78	20	91	63	4	\$356,700	\$56,487		4	2
Orthopedic Surgeons, Except Pediatric	38	80	15	89	57	3	\$300,206	\$56,487		3	2
Dentists, All Other Specialists	28	79	10	89	49	3	\$325,688	\$56,487		3	1
Anesthesiologists	44	80	19	88	63	4	\$308,942	\$56,487		4	2



# Top 10 Occupations: Job Stability

Measures an occupation's resilience and likelihood of offering fulltime hours & benefits

Weighted Indicators

Descriptive Indicators  
(no impact on score)

Occupation Name	Weighted Indicators				Job Stability	Descriptive Indicators (no impact on score)				2025Q2 Top Jobs Ranking	Jan 2024 Flames Ranking
	Demand 35%	Retention 28%	Growth 25%	Earnings 12%		Job Transferability across Industries	Upward Skills Mobility	Skill Change	Max Top Jobs Ranking		
Special Education Teachers, Kindergarten and Elementary School	45	76	25	47	100	1	10	70		3	3
Helpers--Roofers	26	22	1	22	100	1	50		3	1	1
Surgeons, All Other	42	80	18	93	100	1		30		4	2
Computer and Information Systems Managers	60	69	74	76	100	90		95		5	5
Operations Research Analysts	53	69	63	63	100	1	60	90		4	4
First-Line Supervisors of Construction Trades and Extraction Workers	67	61	53	59	100	95	25	65		4	4
Computer Numerically Controlled Tool Programmers	48	61	52	50	100	1	10	85		4	4
Kindergarten Teachers, Except Special Education	52	62	23	42	100	1	70	25		3	3
Cardiologists	34	83	17	84	99	1		40		3	2
Physicians, Pathologists	36	73	18	78	99	1		45		3	2



# Top 10 Occupations: Job Transferability

Indicates an occupation's adaptability across industries



## Weighted Indicators

## Descriptive Indicators (no impact on score)

Occupation Name	Demand 35%	Retention 28%	Growth 25%	Earnings 12%	Job Stability	Job	Upward	Skill Change	Max Top	2025Q2	Jan 2024
						Transferability across Industries	Skills Mobility		Jobs Ranking	Top Jobs Ranking	
Industrial Truck and Tractor Operators	77	45	55	25	98	100	80	40	3	3	4
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	73	59	55	48	96	100	75	30		4	4
Stockers and Order Fillers	88	39	61	12	73	100	100	60	2	2	3
Inspectors, Testers, Sorters, Samplers, and Weighers	78	58	33	28	69	100	80	55	3	3	4
Industrial Machinery Mechanics	66	71	67	45	68	100	45	95		5	5
Heavy and Tractor-Trailer Truck Drivers	90	50	52	42	67	100		15		4	4
First-Line Supervisors of Production and Operating Workers	76	77	37	48	59	100	70	35		4	4
Miscellaneous Assemblers and Fabricators	83	52	39	23	59	100	95	45	3	3	3
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	82	70	43	52	58	100	55	35		5	4
General and Operations Managers	84	62	63	74	58	100	60	35		5	5



# Top 10 Occupations: Upward Mobility

Indicates an occupation's adaptability across industries



Weighted Indicators					Descriptive Indicators (no impact on score)						Jan 2024 Flames Ranking
Occupation Name	Demand 35%	Retention 28%	Growth 25%	Earnings 12%	Job Stability	Job Transferability across Industries	Upward Skills Mobility	Skill Change	Max Top Jobs Ranking	2025Q2 Top Jobs Ranking	
Stockers and Order Fillers	88	39	61	12	73	100	100	60	2	2	3
Customer Service Representatives	87	43	39	22	52	100	100	25	3	3	3
Cashiers	88	30	31	6	41	100	100	55	1	1	2
Retail Salespersons	93	42	41	9	27	100	100	25	2	2	3
Construction Laborers	73	37	58	33	66	95	100	25	3	3	4
Receptionists and Information Clerks	76	43	39	7	43	90	100	30	2	2	3
Recreation Workers	72	48	39	8	37	80	100	25	2	2	2
Shuttle Drivers and Chauffeurs	61	42	48	10	37	80	100	20	2	2	3
Ushers, Lobby Attendants, and Ticket Takers	48	26	26	5	1	80	100		1	1	2
Machine Feeders and Offbearers	44	40	31	8		80	100		2	2	3





# Top 10 Occupations: Skill Change

Measures how “disrupted” an occupation is due to technological advancements and changing skills

Weighted Indicators					Descriptive Indicators (no impact on score)						Jan 2024 Flames Ranking
Occupation Name	Demand 35%	Retention 28%	Growth 25%	Earnings 12%	Job Stability	Job Transferability across Industries	Upward Skills Mobility	Skill Change	Max Top Jobs Ranking	2025Q2 Top Jobs Ranking	
Rail Car Repairers	28	50	22	37	51	65	85	100		2	3
Civil Engineering Technologists and Technicians	40	73	28	41	50	1	75	100		3	3
New Accounts Clerks	45	70	14	26	48	1	55	100	3	3	2
Medical Transcriptionists	51	43	21	14	43	1	55	100	2	2	2
Zoologists and Wildlife Biologists	33	66	15	35	48	1	40	100	3	2	2
Mechanical Engineering Technologists and Technicians	46	67	22	54	60	1	35	100		3	3
Physical Therapist Aides	50	39	62	6	32	1	30	100	1	1	2
Wind Turbine Service Technicians	35	58	42	44	99	1	25	100		3	3
Microbiologists	38	71	28	57	49	1	25	100		3	3
Mining and Geological Engineers, Including Mining Safety Engineers	28	65	13	71	99	1	5	100		3	2

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