How we determine demand for occupations

2025 Occupations in Demand (OID) methodology

How we determine occupational classifications

The 2025 methodology is based on occupational projections and current supply-demand data. We use specific levels of job growth and total job openings to designate an occupation as "in demand," "not in demand" or "balanced."

Occupations we include

This analysis includes unsuppressed occupations with employment in base year 2023, consisting of 50 or more jobs.

Periods we use for projections

- Five-year projections for 2023-2028 using average annual growth rates and total job openings
- Ten-year projections for 2023-2033 using average annual growth rates and total job openings
- A combination of two-year (2024Q2-2026Q2) and ten-year (2023-2033) projections using average annual growth rates and total job openings

Our methodology

Step one: Define initial classifications for each period

In demand occupations:

- have average annual growth rates of at least 90% of their respective geographic areas (statewide or workforce development area) total average annual growth rates, and
- a share of total openings of at least 0.08% as “in demand”

Not in demand occupations:

- have average annual growth rates less than 70% of their respective geographic areas total growth rates, and
- a share of total openings of less than 1.0% as “not in demand”

Step two: Identify provisional occupational categories

We use projection periods of five years, ten years and two/ten years.

- If we categorized an occupation as being “in demand” within any of the three projection periods (five years, ten years and two/ten years) we assign it a first provisional identification of “in demand.”
- If we categorized an occupation as being “not in demand” within any of the three projection periods, we assign it a second provisional identification of “not in demand.”

Step three: Create final projections definitions

- If an occupation has only one provisional definition, we keep that definition as the final definition.
- If an occupation has two provisional definitions of “in demand” and “not in demand,” we define the occupation as “balanced.”
- We identify all other occupations without provisional definitions (i.e., not meeting the thresholds from step one), as “balanced.”

At this stage of the process, all occupations have definitions of “in demand,” “not in demand” or “balanced.”

Step four: Create final adjustment definitions

We put the projections definitions through an adjustment process. We use current labor market supply/demand data which compares online job announcements to information on unemployment insurance (UI) claimants.

We apply adjustments when current supply/demand data significantly contradicts the model-based projections definitions.

Our adjustment methodology

- We use supply/demand data for adjustments if the data are “significant.” Significant supply/demand data exists when:
  - we can calculate that the largest values between announcements, and
  - UI claimants/seekers are greater than 100, or
  - between 50 and 100 and these values are more than 10% of annual job openings for the period 2023 to 2033.
- If the projections definition is “in demand” or “balanced” but the ratio of supply to demand is more than 2.5, we adjust the definition to “not in demand.”
- If the projections definition is “in demand” and the ratio of supply to demand is not larger than 2.5, but more than 1.5, then we adjust the definition to “balanced.”
- If the projections definition is “not in demand” or “balanced,” and the ratio of supply to demand is less than 0.4, then we adjust the definition to “in demand.”
- If the projections definition is “not in demand” and the ratio is at least 0.4, but less than 0.6, then we adjust the definition to “balanced.”

The final list: Local adjustments

Employment Security's Labor Market Information and Research division uses the methodology outlined above to prepare the initial lists for the state as a whole and by workforce development area.

We give those lists to local workforce development boards to review, adjust and approve based on their local, on-the-ground experience.