

State Demand Profile

Supporting Market-Responsive Program Development

Real-time employer demand data available through the COE Forum identifies the top skills, employers, and occupations for professionals with a bachelor's degree or above. Use the data and brainstorming questions included here to guide campus discussions about how to grow and direct the development of the program portfolio.

Questions to Inform Initial Program Discussions

Job Skills

- Which of our current programs integrate high-demand skills?
- Could we create a short format credential focused on high-demand skills?
- What new program opportunities would confer high-demand skills?
- Are these skills relevant to a narrow suite of programs, or should most or all of our programs teach these skills?
- Do we emphasize these high-demand skills in our marketing messages?

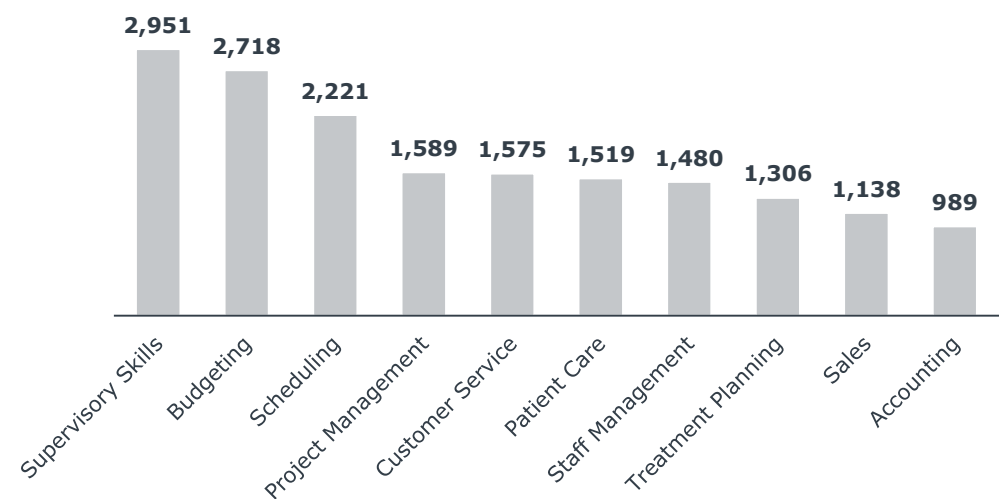
Employers

- How often do our students find jobs with these top employers?
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- How many employees of these top employers do we or have we previously served?

State in Focus: Alaska

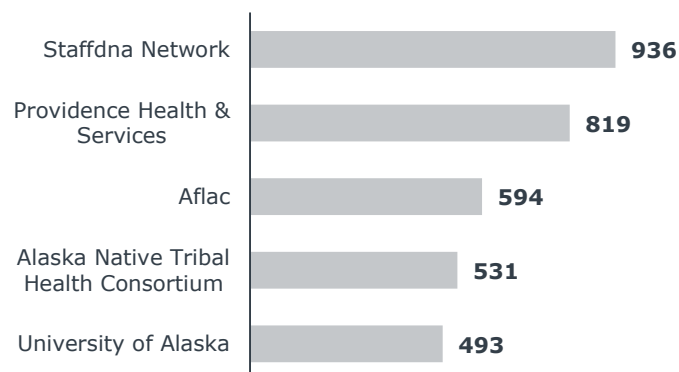
Most Commonly Sought Job Skills in 2016

n=19,552 job postings, with 5,153 unspecified job postings



Employers with Greatest Demand in 2016

n=19,552 job postings, with 7,938 unspecified job postings



EAB Data Insight: StaffDNA Network posts jobs on behalf of health care employers nationwide. Alaska employers advertising jobs through StaffDNA Network seek:

- Critical care nurses,
- Medical and clinical laboratory technicians,
- Cardiovascular technologists and technicians,
- Registered nurses, and
- Medical and health services managers.

Three of these appear among the most commonly sought occupations in Alaska and correspond to high demand for patient care and treatment planning skills.



Source: Burning Glass Labor/Insight™

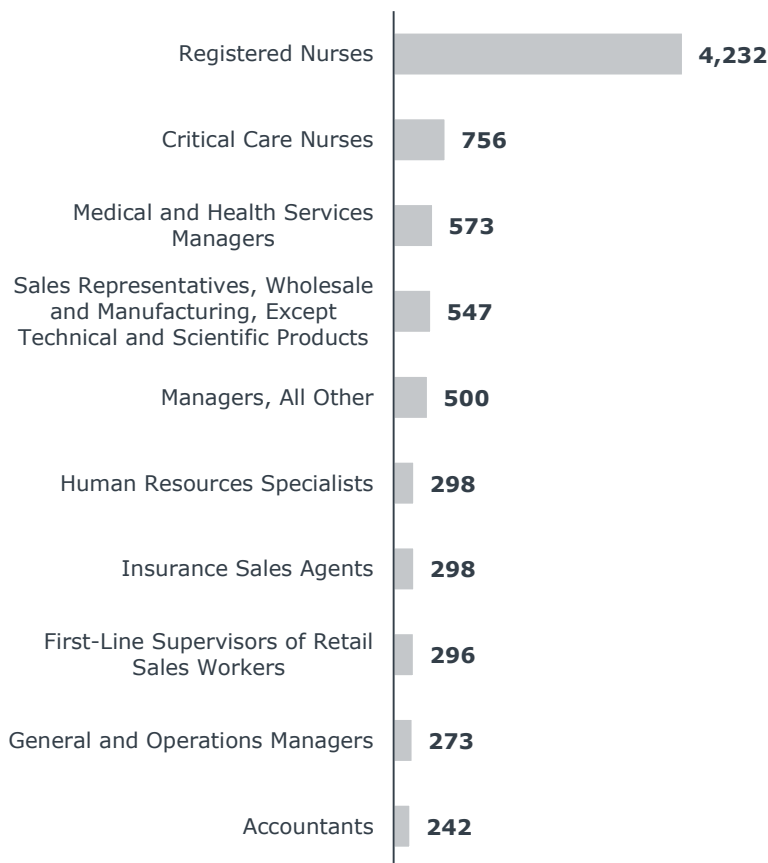
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- What opportunities do we have to expand programs that already prepare students to find jobs in these popular occupations?
- What new programs should we consider launching that align with employer demand for these occupations?
- How can we attract students to our programs to prepare for these roles?
- How often are students inquiring about job opportunities in these occupations?
- What continuing education might professionals in these high-demand occupations require to maintain their qualifications?

Most Commonly Sought Occupations in 2016

n=19,552 job postings, with 579 unspecified job postings



COE Forum in Brief

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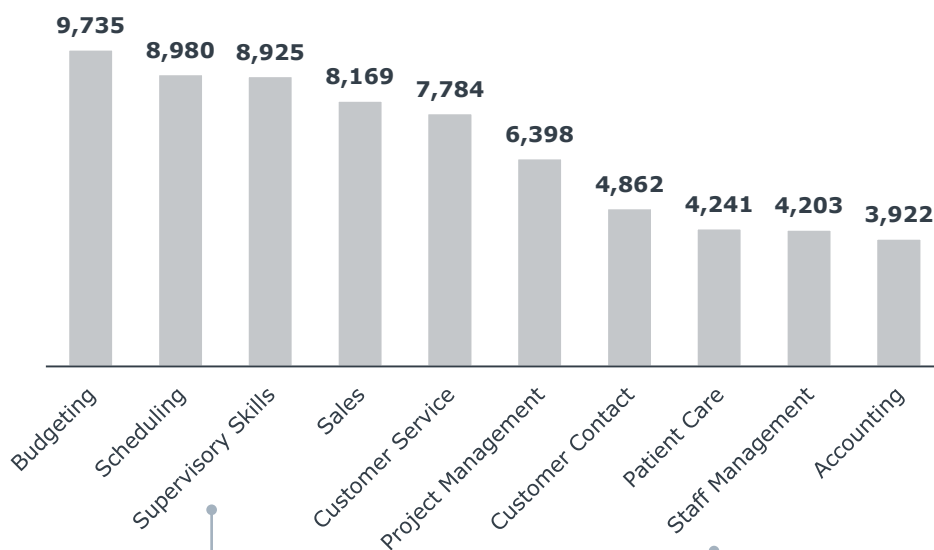
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- How often do our students find jobs with these top employers?
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State in Focus: Alabama

Most Commonly Sought Job Skills in 2016

n=72,044 job postings, with 7,696 unspecified job postings

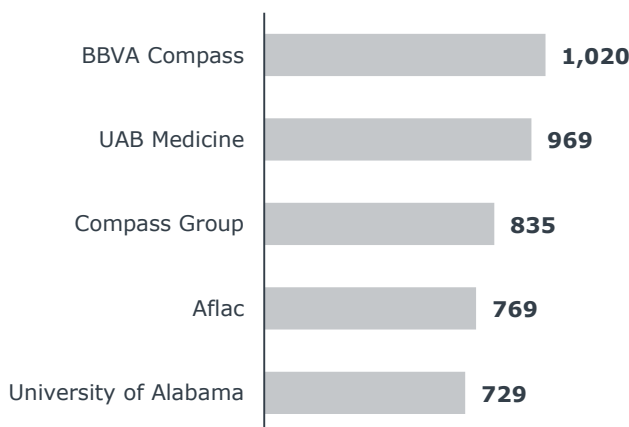


EAB Data Insight: Supervision and staff management both refer to activities involving oversight of more junior employees. The difference is supervision ensures employees perform distinct work duties to meet certain standards, whereas staff management entails longer term employee performance review and professional development.



Employers with Greatest Demand in 2016

n=72,044 job postings, with 28,683 unspecified job postings



Source: Burning Glass Labor/Insight™

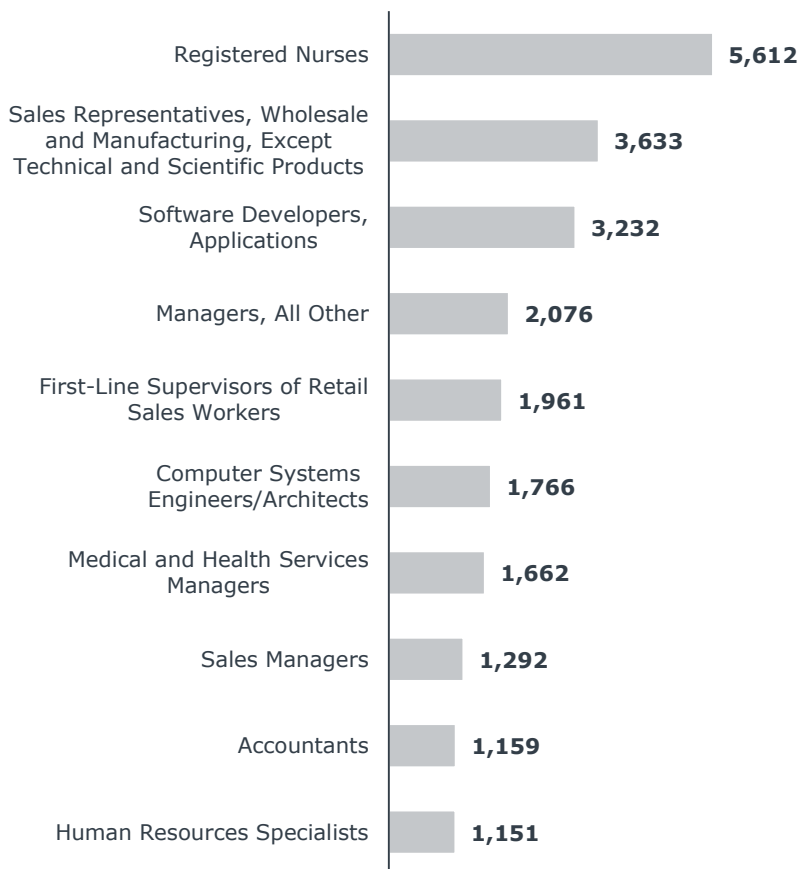
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Most Commonly Sought Occupations in 2016

n=72,044 job postings, with 3,376 unspecified job postings



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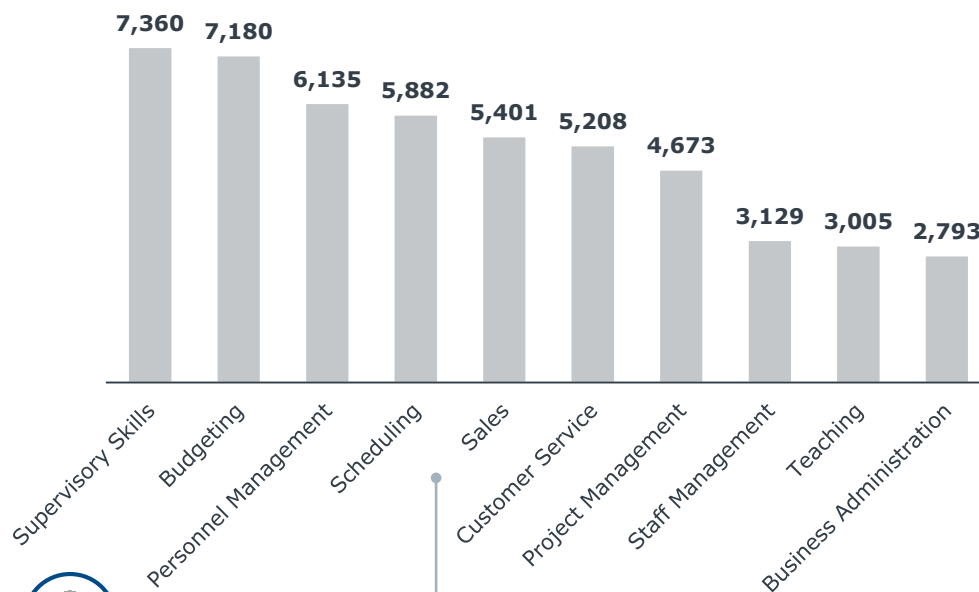
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State in Focus: Arkansas

Most Commonly Sought Job Skills in 2016

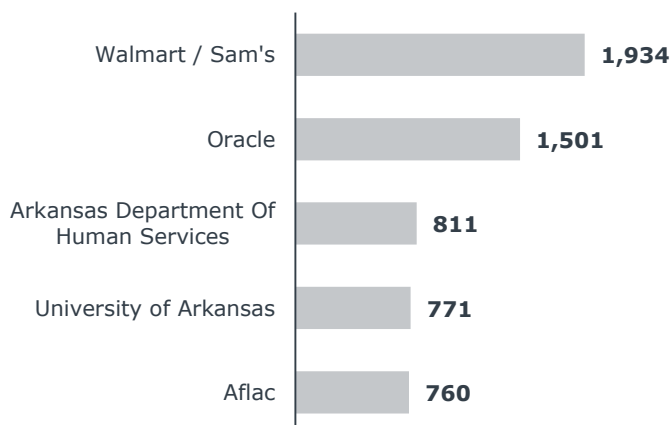
n=46,575 job postings, with 6,746 unspecified job postings



EAB Data Insight: Employers seek **sales** skills in more jobs than those specifically posted for sales roles (e.g., sales representatives or managers). Other jobs for which employers seek sales skills include account manager, business analyst, and insurance agent.

Employers with Greatest Demand in 2016

n=46,575 job postings, with 14,517 unspecified job postings



Source: Burning Glass Labor/Insight™

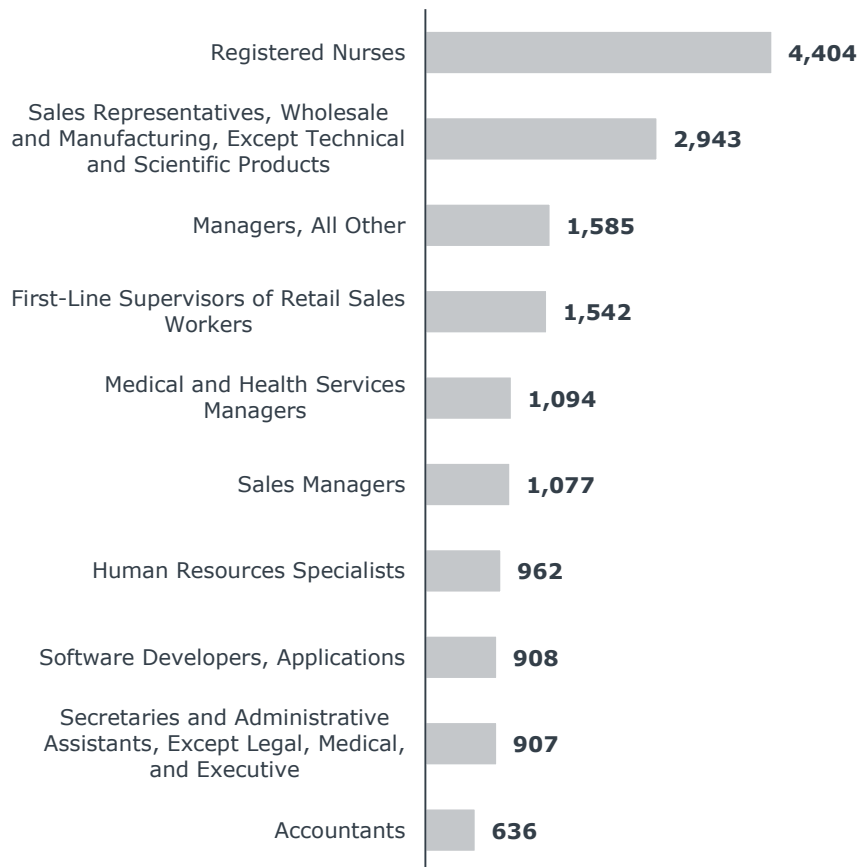
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Most Commonly Sought Occupations in 2016

n=46,575 job postings, with 2,115 unspecified job postings



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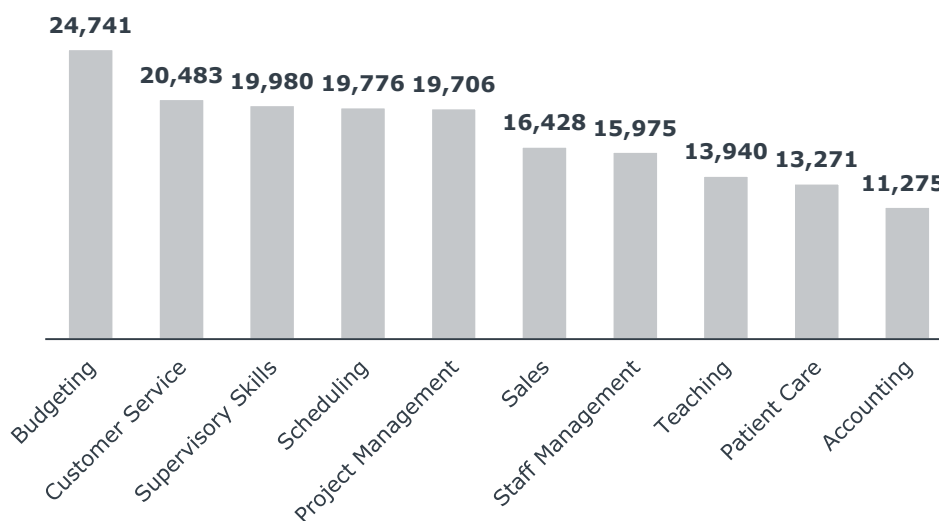
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State in Focus: Arizona

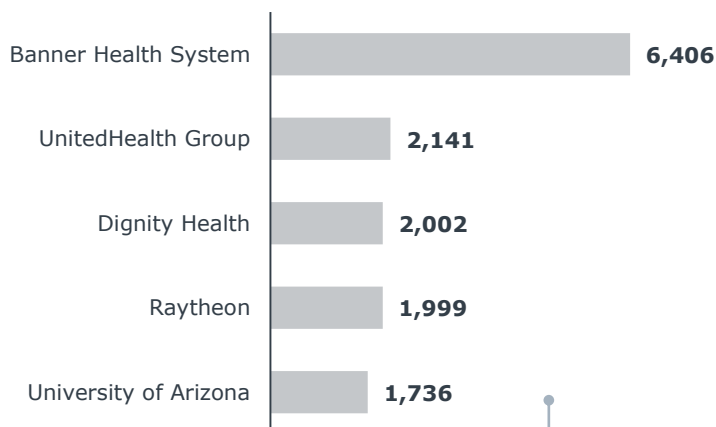
Most Commonly Sought Job Skills in 2016

n=168,872 job postings, with 15,638 unspecified job postings



Employers with Greatest Demand in 2016

n=168,872 job postings, with 55,523 unspecified job postings



EAB Data Insight: Beyond expected demand for direct care positions at top health care employers, organizations such as **Banner Health System** and **Dignity Health** also post jobs for:

- Human resources specialists,
- Medical scientists, and
- Computer systems analysts.

Source: Burning Glass Labor/Insight™

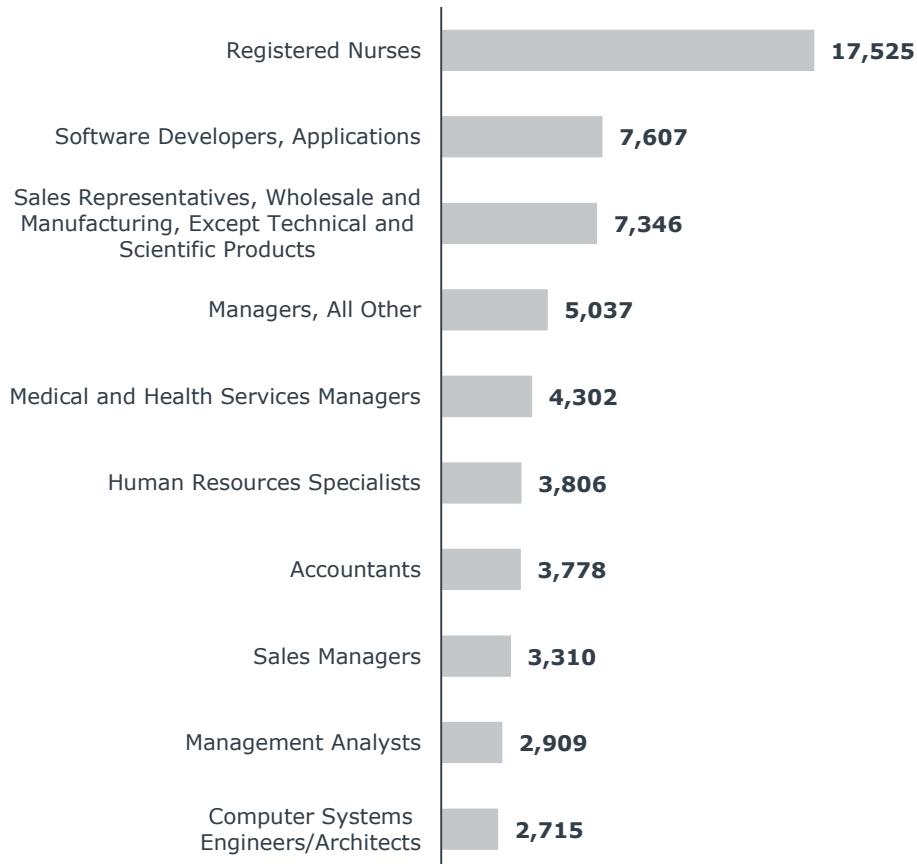
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Most Commonly Sought Occupations in 2016

n=168,872 job postings, with 7,054 unspecified job postings



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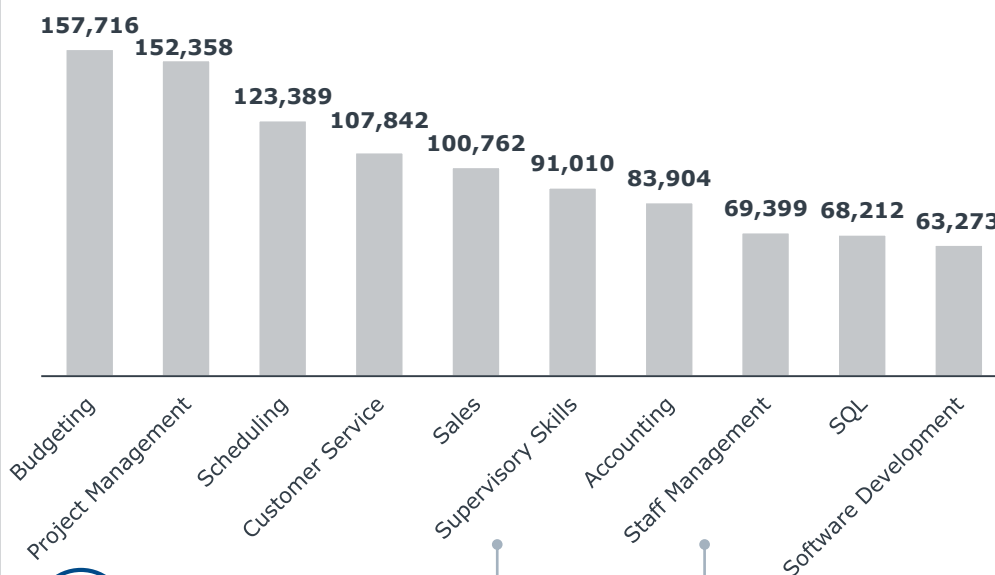
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State in Focus: California

Most Commonly Sought Job Skills in 2016

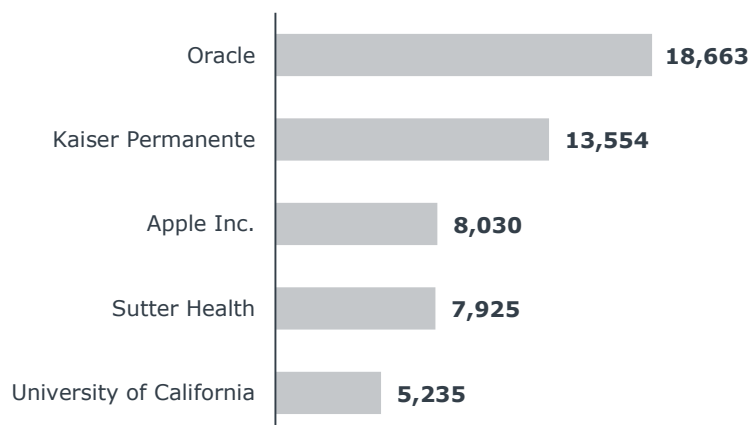
n=1,045,038 job postings, with 75,682 unspecified job postings



EAB Data Insight: Supervision and staff management both refer to activities involving oversight of more junior employees. The difference is supervision ensures employees perform distinct work duties to meet certain standards, whereas staff management entails longer term employee performance review and professional development.

Employers with Greatest Demand in 2016

n=1,045,038 job postings, with 343,138 unspecified job postings



Source: Burning Glass Labor/Insight™

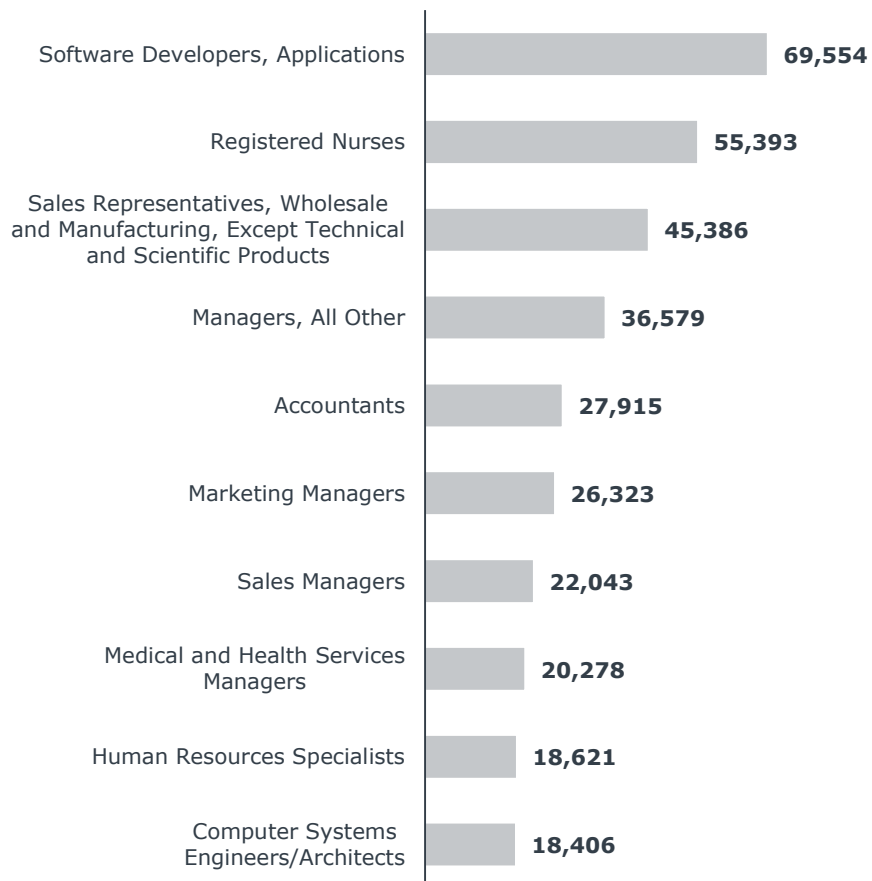
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Most Commonly Sought Occupations in 2016

n=1,045,038 job postings, with 47,294 unspecified job postings



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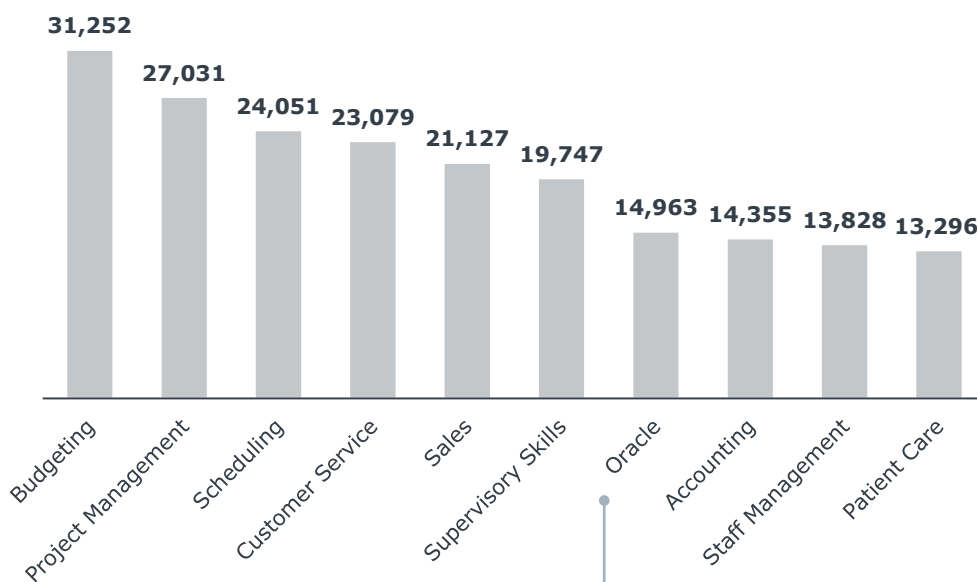
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State in Focus: Colorado

Most Commonly Sought Job Skills in 2016

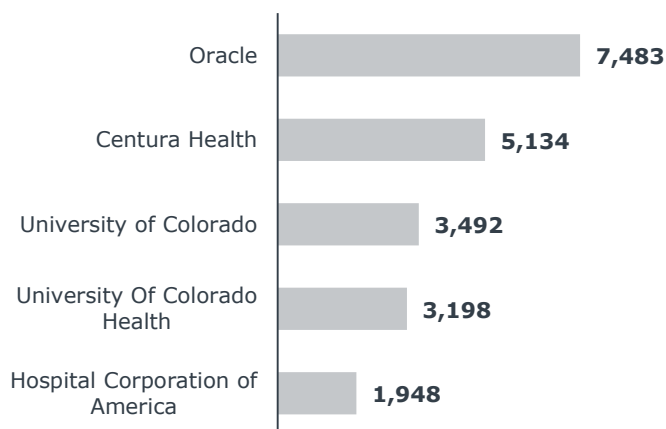
n=199,194 job postings, with 15,572 unspecified job postings



EAB Data Insight: Requests for **Oracle** incorporate dual skill sets. Oracle skills for computer science professionals may refer to the Oracle Application Development Framework, which provides a commercial framework for enterprise applications. Alternatively, employers hiring for business positions seek candidates with experience using Oracle's business software suite.

Employers with Greatest Demand in 2016

n=199,194 job postings, with 64,170 unspecified job postings



Source: Burning Glass Labor/Insight™

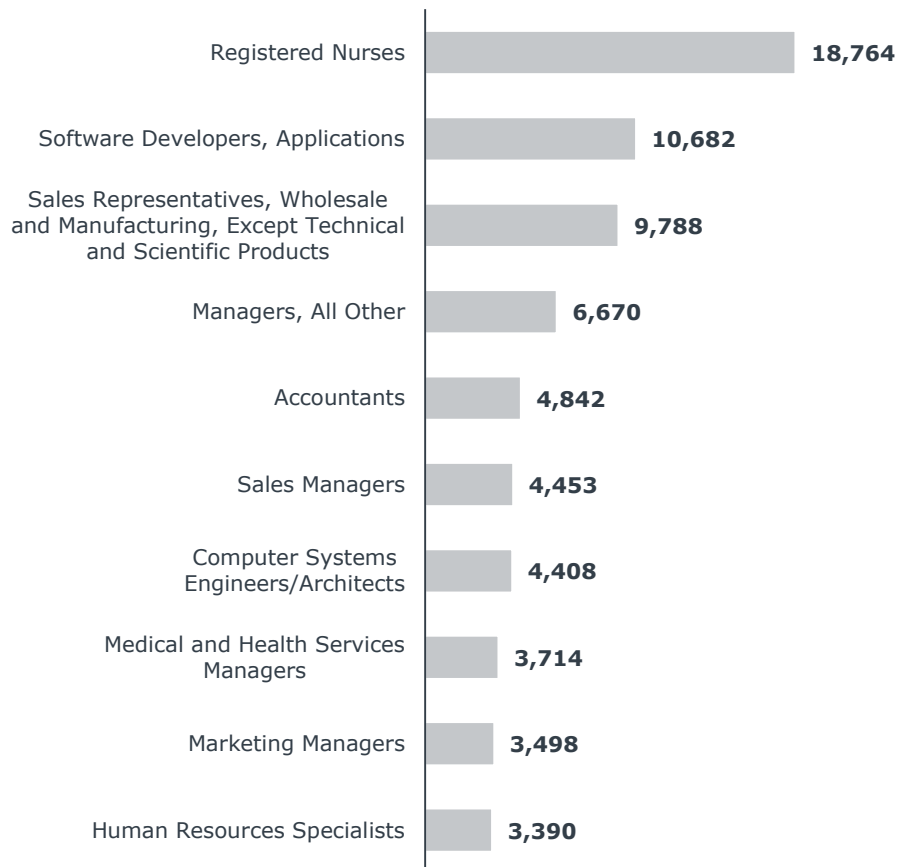
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Most Commonly Sought Occupations in 2016

n=199,194 job postings, with 8,883 unspecified job postings



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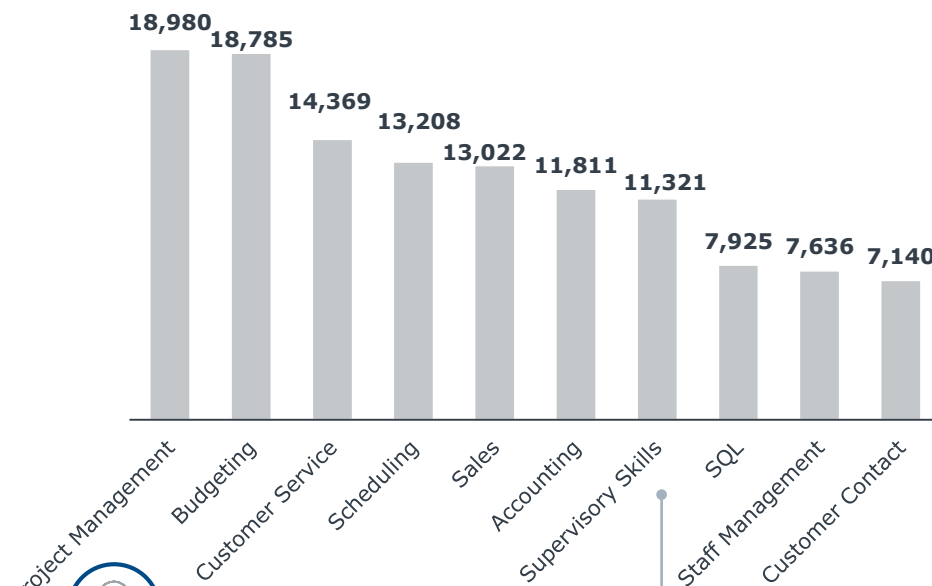
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State in Focus: Connecticut

Most Commonly Sought Job Skills in 2016

n=128,264 job postings, with 12,225 unspecified job postings



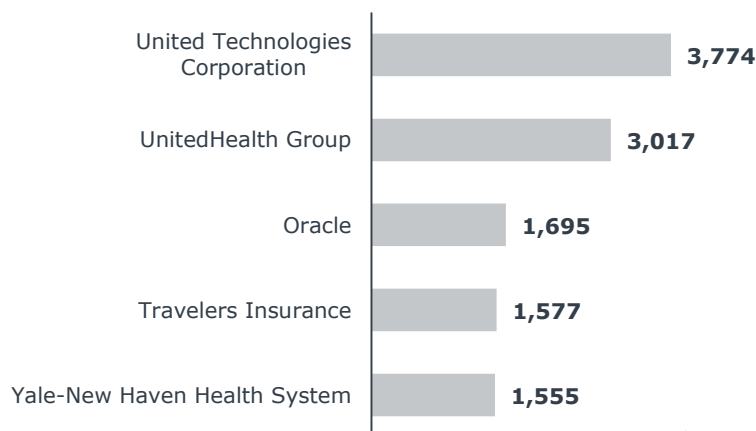
EAB Data Insight: Connecticut employers most frequently seek **SQL** (Structured Query Language) skills in job postings for:

- Software developers,
- Database administrators,
- Management analysts,
- Business intelligence analysts,
- Computer systems analysts, and
- Web developers.

Connecticut financial services employers (e.g., insurance carriers, depository credit intermediation) demonstrate greater demand for SQL skills than other professional services or software publisher employers.

Employers with Greatest Demand in 2016

n=128,264 job postings, with 42,433 unspecified job postings



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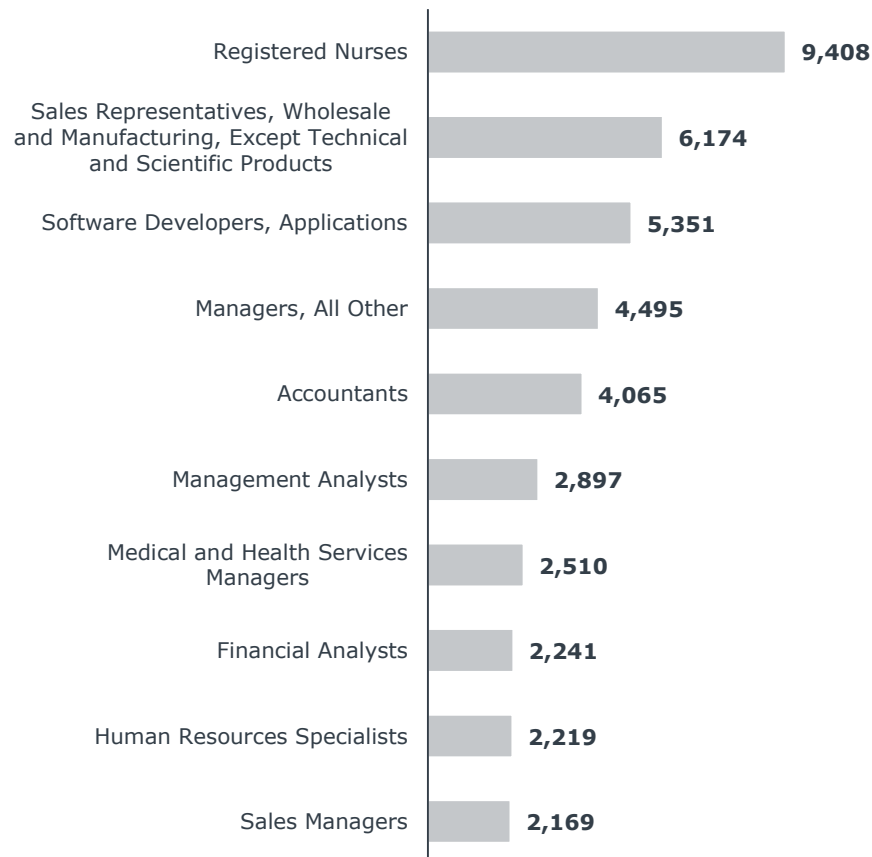
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Most Commonly Sought Occupations in 2016

n=128,264 job postings, with 6,066 unspecified job postings



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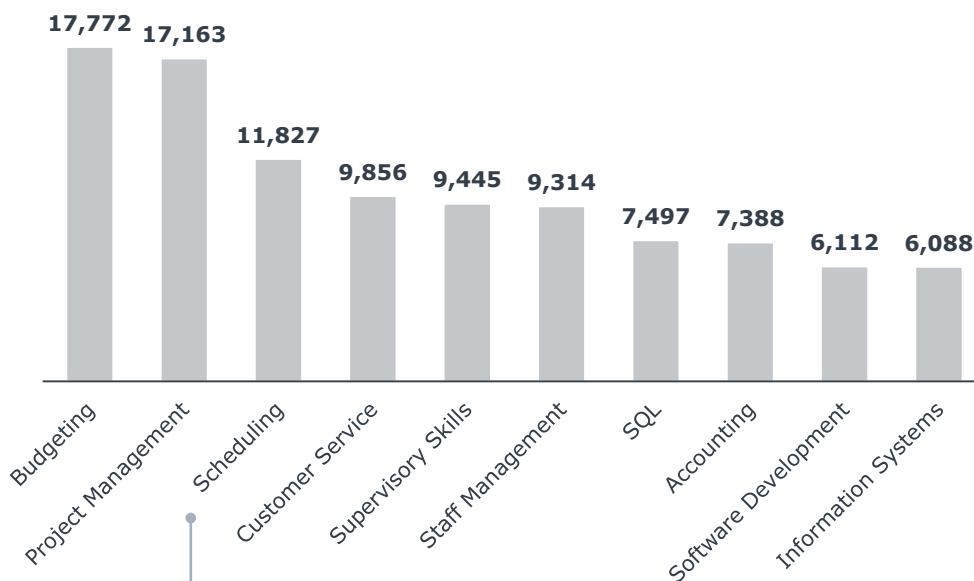
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State in Focus: District of Columbia

Most Commonly Sought Job Skills in 2016

n=95,673 job postings, with 4,526 unspecified job postings

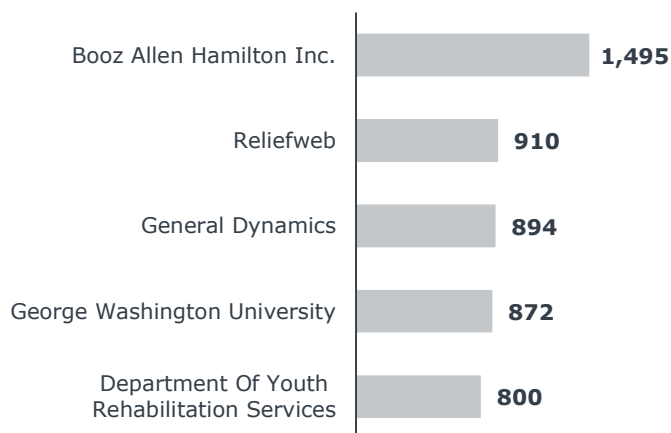


EAB Data Insight: Scheduling refers to a range of skills beyond administrative scheduling of appointments by clerical staff. It can also include:

- Assignment of shifts to staff by managers,
- Production of financial statements on a schedule by accountants, and
- Creation of product development schedules by software developers.

Employers with Greatest Demand in 2016

n=95,673 job postings, with 28,515 unspecified job postings



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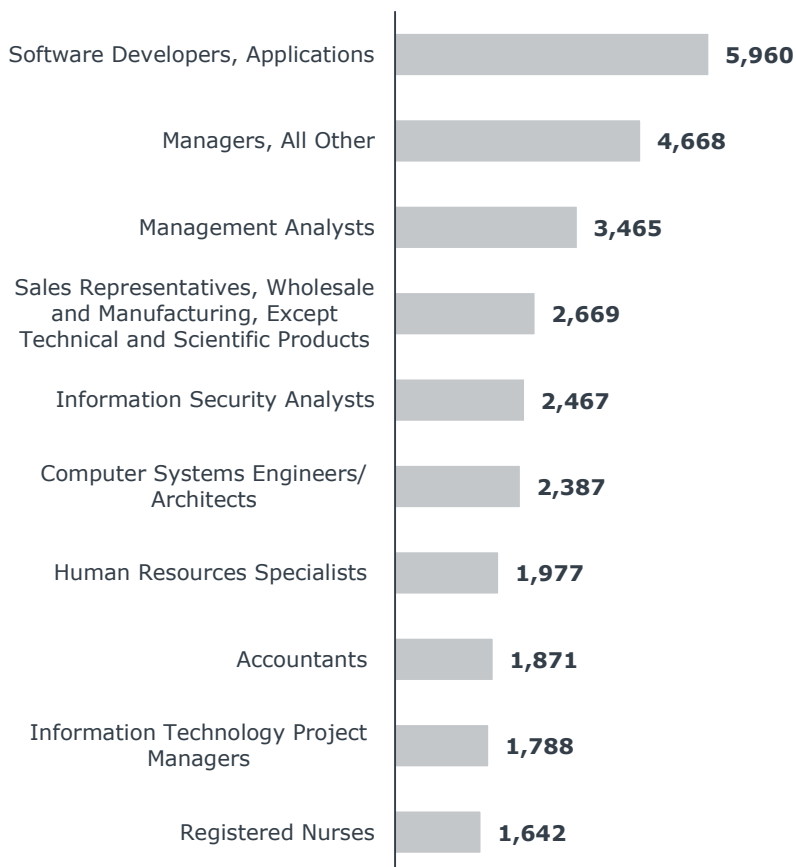
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n=95,673 job postings, with 7,114 unspecified job postings



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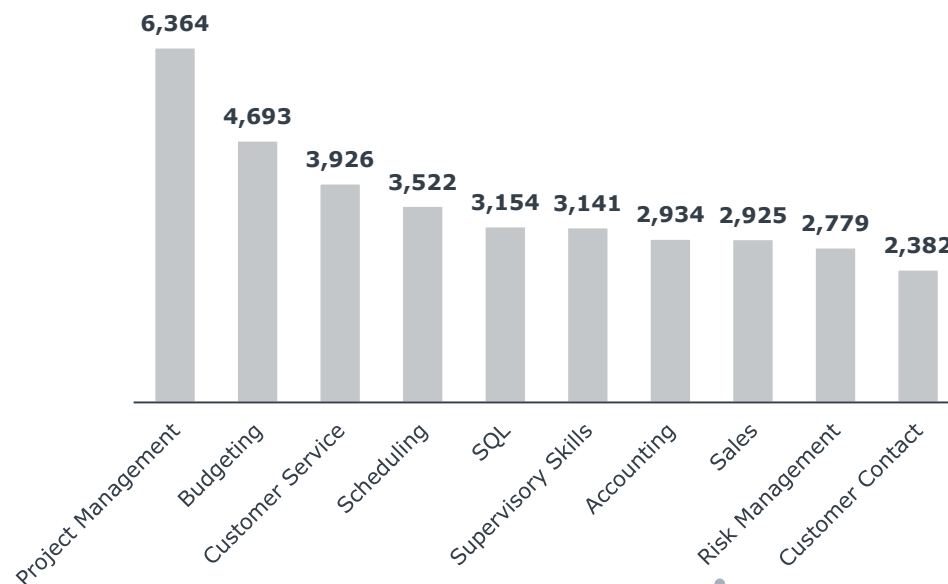
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State in Focus: Delaware

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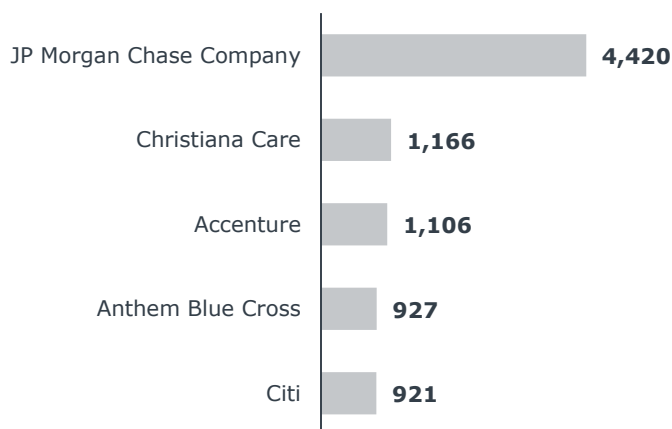
n=35,938 job postings, with 3,120 unspecified job postings



EAB Data Insight: Risk management appears frequently in jobs posted by financial services employers seeking professionals with the skills to forecast, assess, and mitigate financial risk.

Employers with Greatest Demand in 2016

n=35,938 job postings, with 8,396 unspecified job postings



Source: Burning Glass Labor/Insight™

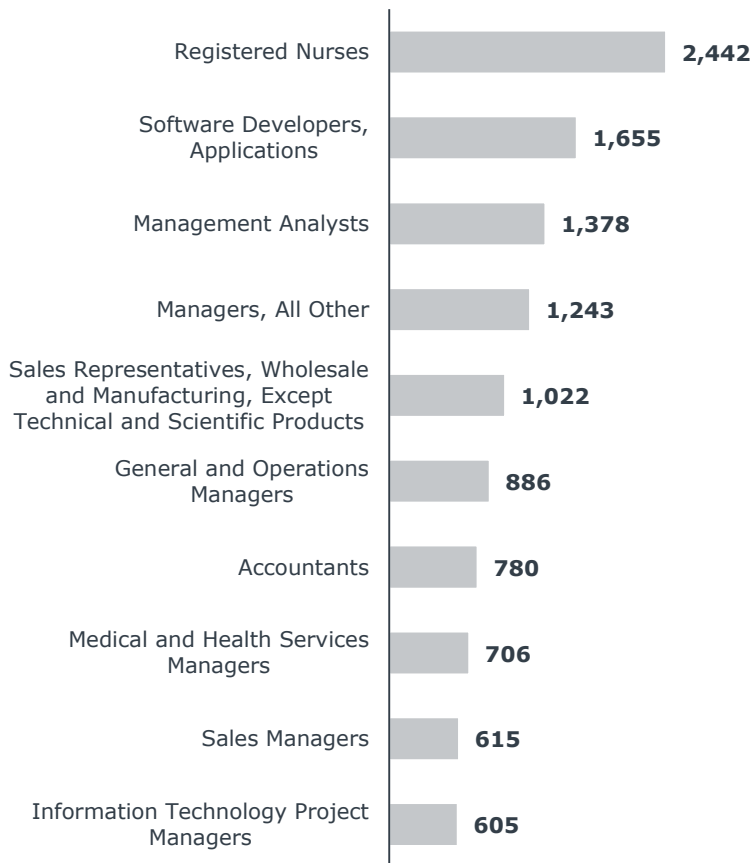
Questions to Inform Initial Program Discussions

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Most Commonly Sought Occupations in 2016

n=35,938 job postings, with 2,399 unspecified job postings



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Source: Burning Glass Labor/Insight™

State Demand Profile

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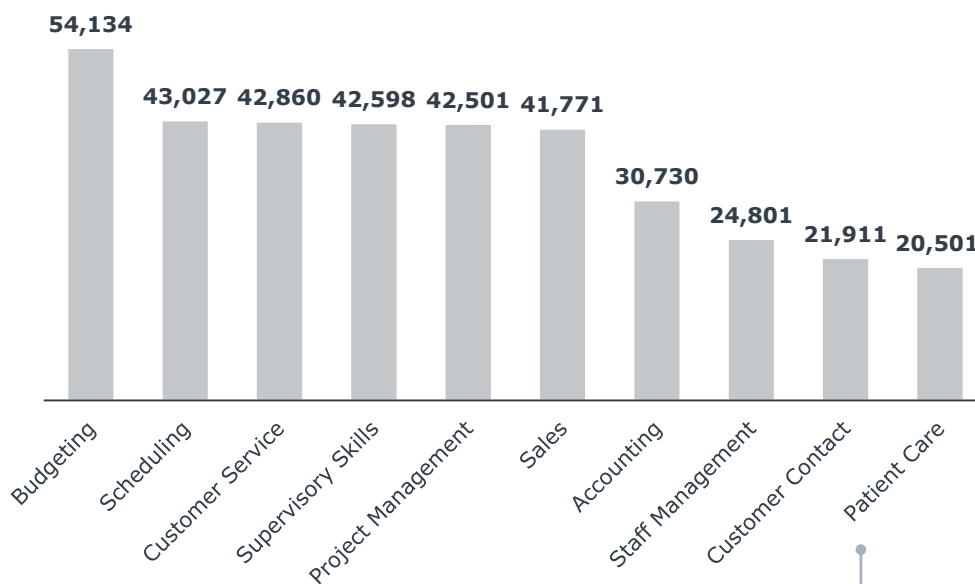
Employers

- How often do our students find jobs with these top employers?
- What existing relationships does our institution have with any of these top employers?
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State in Focus: Florida

Most Commonly Sought Job Skills in 2016

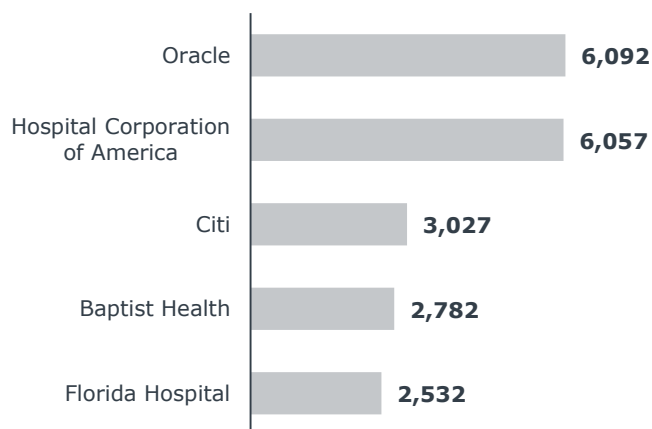
n=348,596 job postings, with 29,208 unspecified job postings



EAB Data Insight: The large aging population in Florida, a population that is expected to more than double by 2030, drives demand for professionals with skills in **patient care**.

Employers with Greatest Demand in 2016

n=348,596 job postings, with 104,211 unspecified job postings



Source: Burning Glass Labor/Insight™

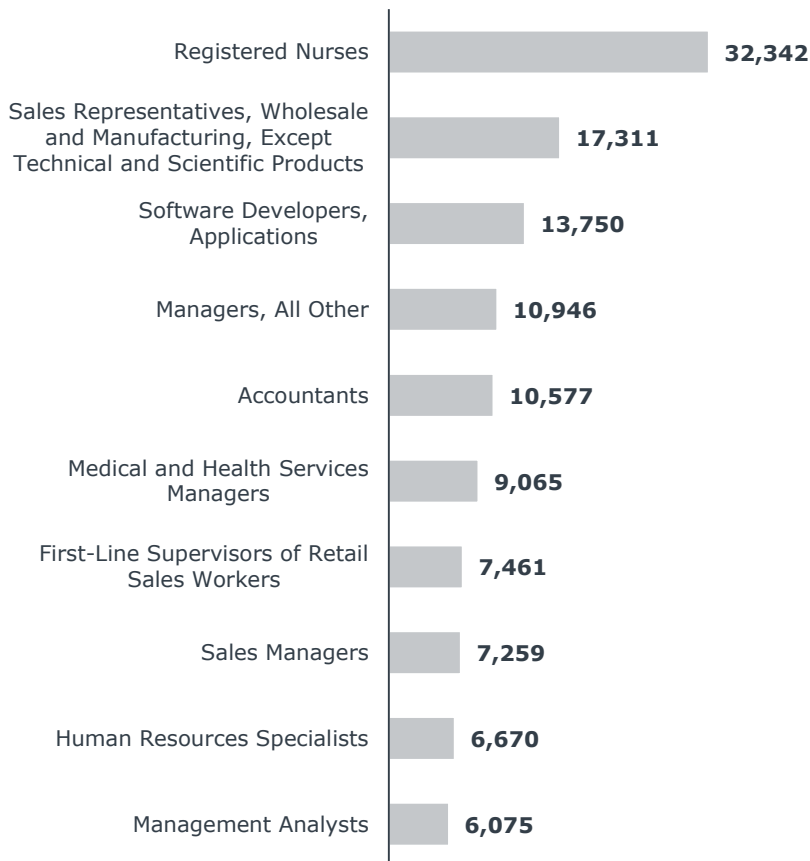
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n=348,596 job postings, with 14,414 unspecified job postings



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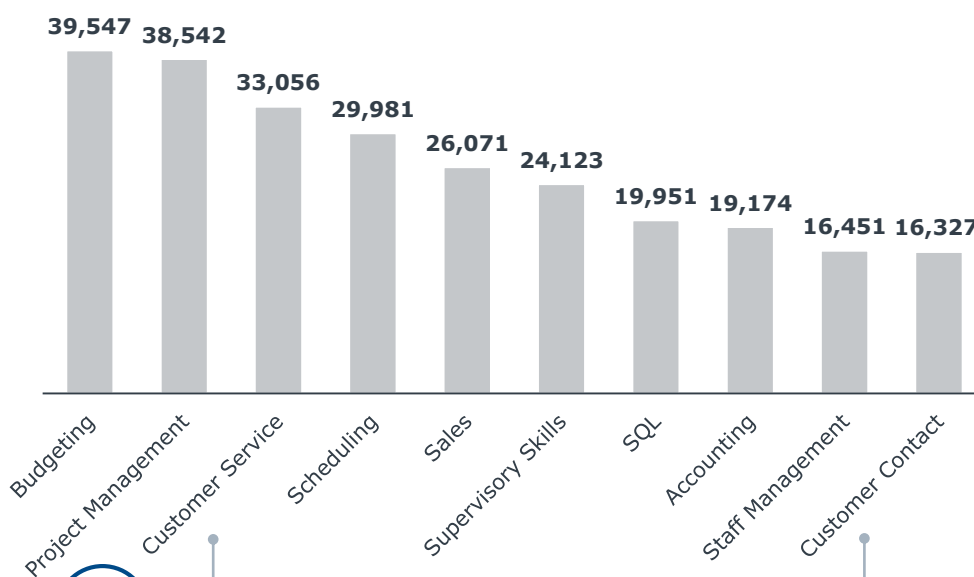
Employers

- How often do our students find jobs with these top employers?
- What existing relationships does our institution have with any of these top employers?
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State in Focus: Georgia

Most Commonly Sought Job Skills in 2016

n=251,530 job postings, with 18,991 unspecified job postings

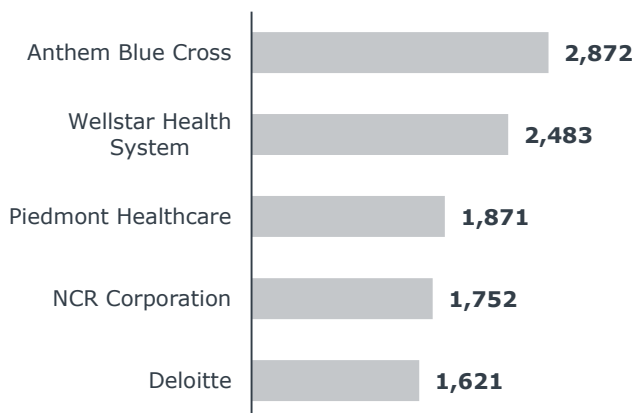


EAB Data Insight: Customer contact refers to one aspect of **customer service** involving direct interaction with a customer. Other elements of customer service may include:

- Relationship management,
- Billing and account management,
- Product or service support, and
- Experience improvement.

Employers with Greatest Demand in 2016

n=251,530 job postings, with 75,011 unspecified job postings



Source: Burning Glass Labor/Insight™

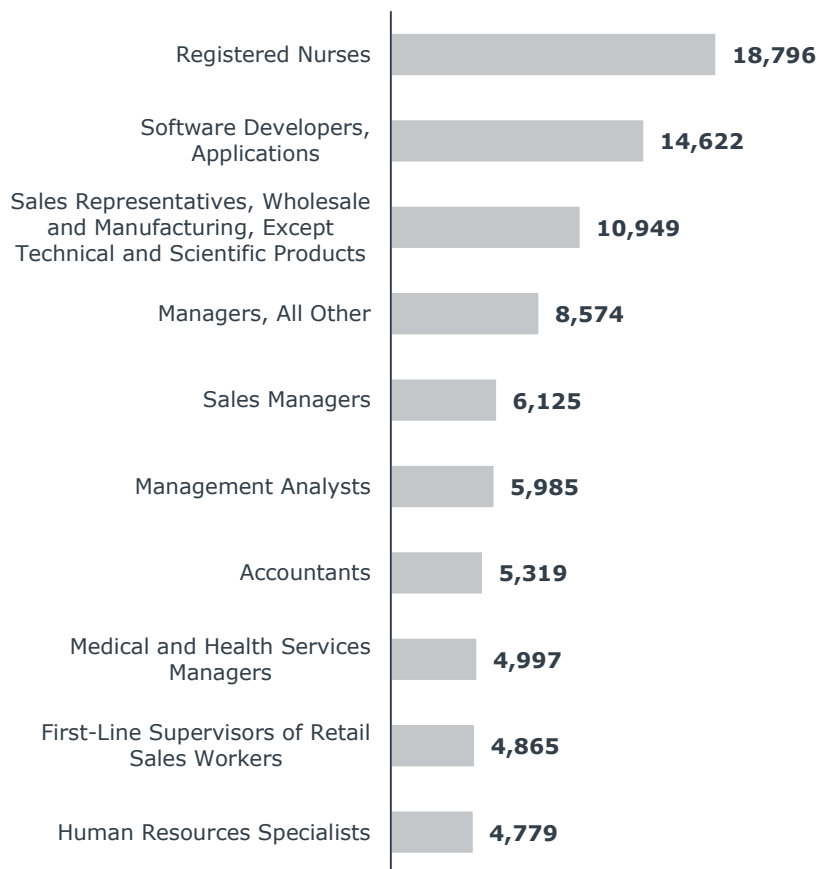
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Most Commonly Sought Occupations in 2016

n=251,530 job postings, with 10,402 unspecified job postings



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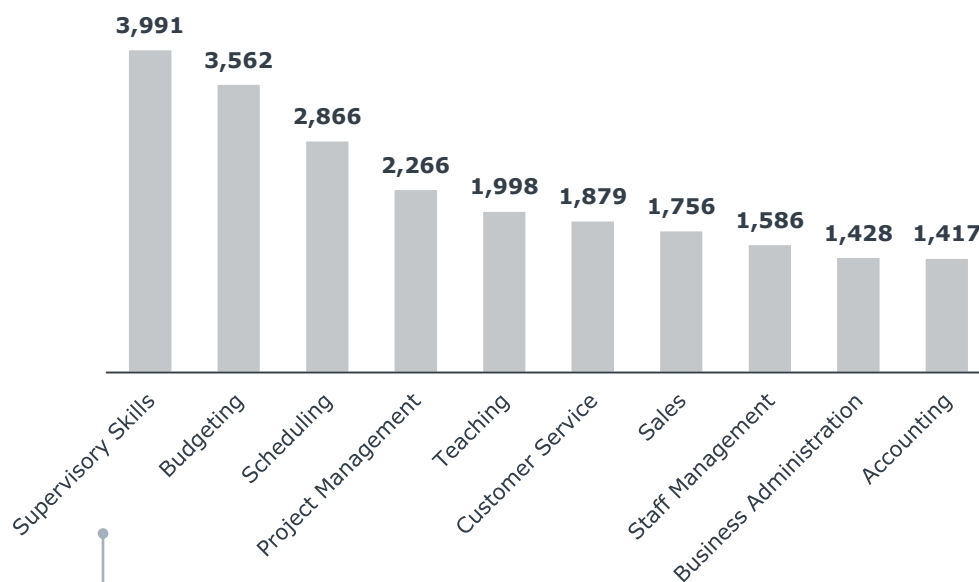
Employers

- How often do our students find jobs with these top employers?
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State in Focus: Hawaii

Most Commonly Sought Job Skills in 2016

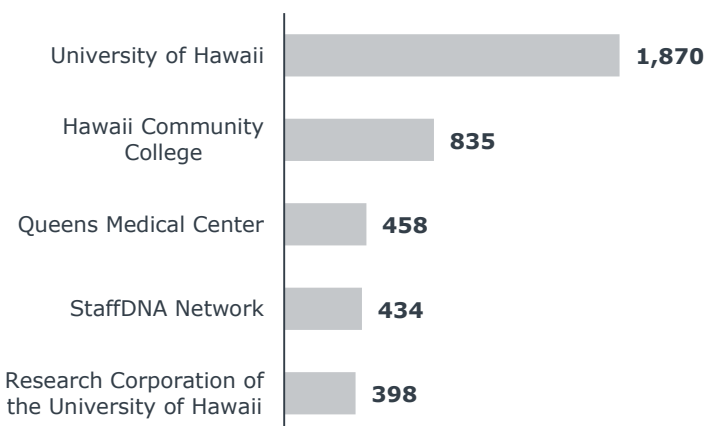
n=20,832 job postings, with 2,503 unspecified job postings



EAB Data Insight: Of the job postings seeking **supervisory skills**, a majority seek candidates with zero to five years of professional experience (i.e., 2,005 out of 3,991 job postings). Even professionals with limited work experience will need to develop supervisory skills.

Employers with Greatest Demand in 2016

n=20,832 job postings, with 4,574 unspecified job postings



Source: Burning Glass Labor/Insight™

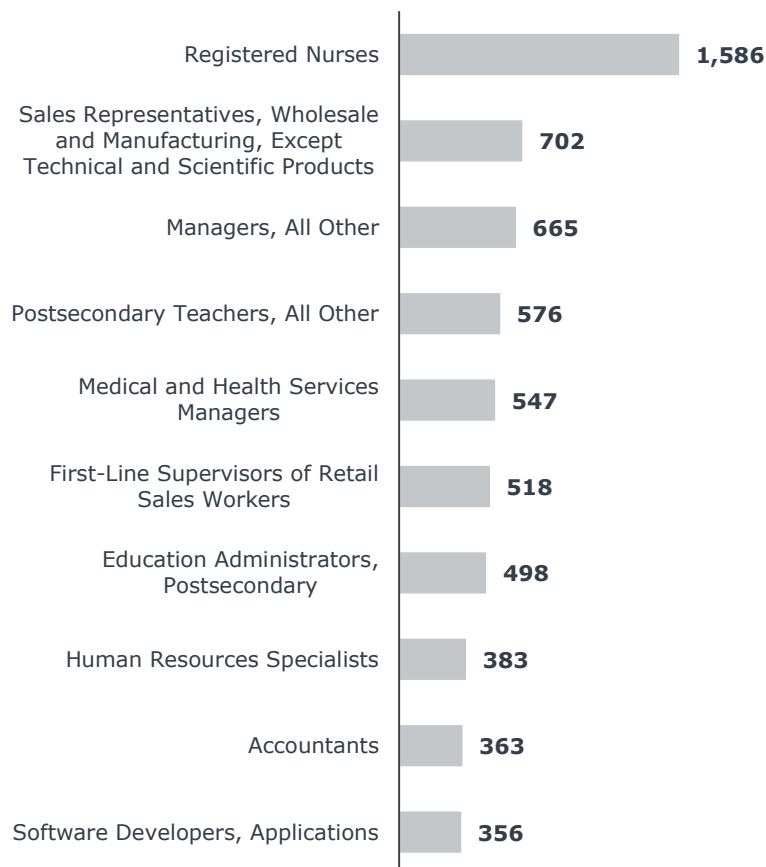
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Most Commonly Sought Occupations in 2016

n=20,832 job postings, with 1,364 unspecified job postings



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Source: Burning Glass Labor/Insight™

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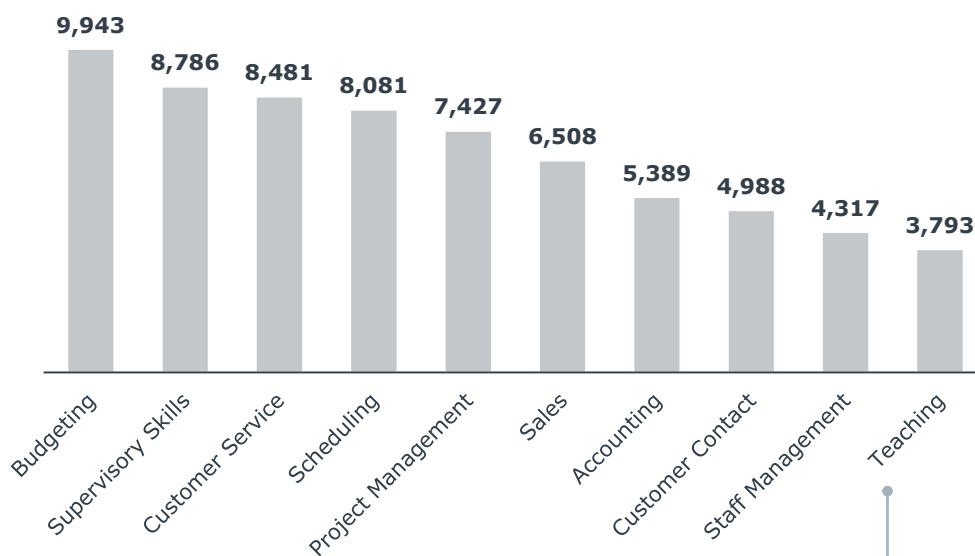
Employers

- How often do our students find jobs with these top employers?
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State in Focus: Iowa

Most Commonly Sought Job Skills in 2016

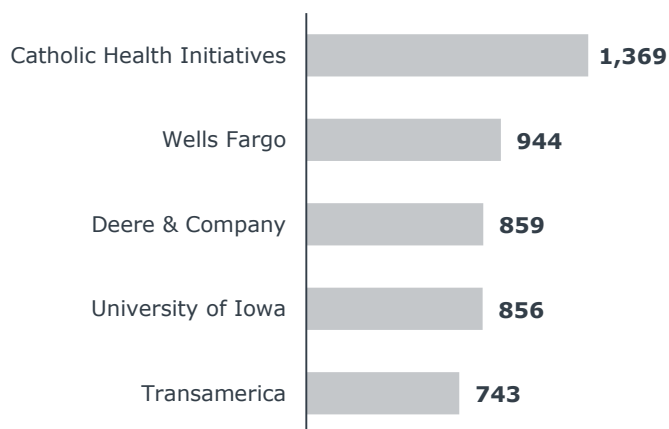
n=78,461 job postings, with 10,674 unspecified job postings



EAB Data Insight: Employers seek **teaching** skills in occupations beyond K-12, special, and postsecondary education, such as in job postings for registered nurses and mental health counselors. Demand for teaching skills in health-related occupations indicates the increasing importance of health education and promotion.

Employers with Greatest Demand in 2016

n=78,461 job postings, with 39,194 unspecified job postings



Source: Burning Glass Labor/Insight™

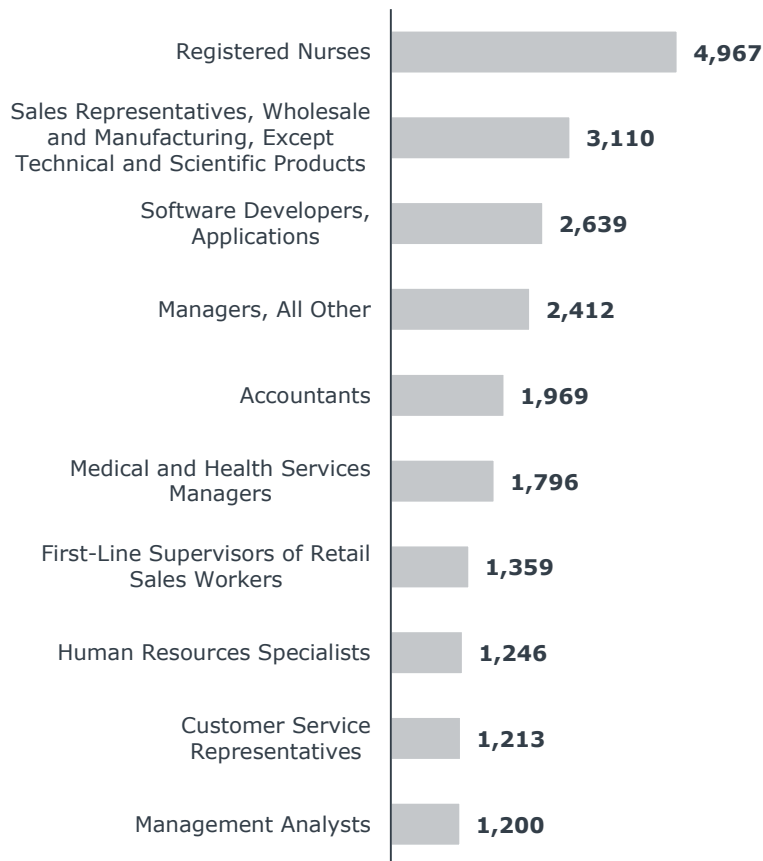
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Most Commonly Sought Occupations in 2016

n=78,461 job postings, with 5,022 unspecified job postings



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Source: Burning Glass Labor/Insight™

State Demand Profile

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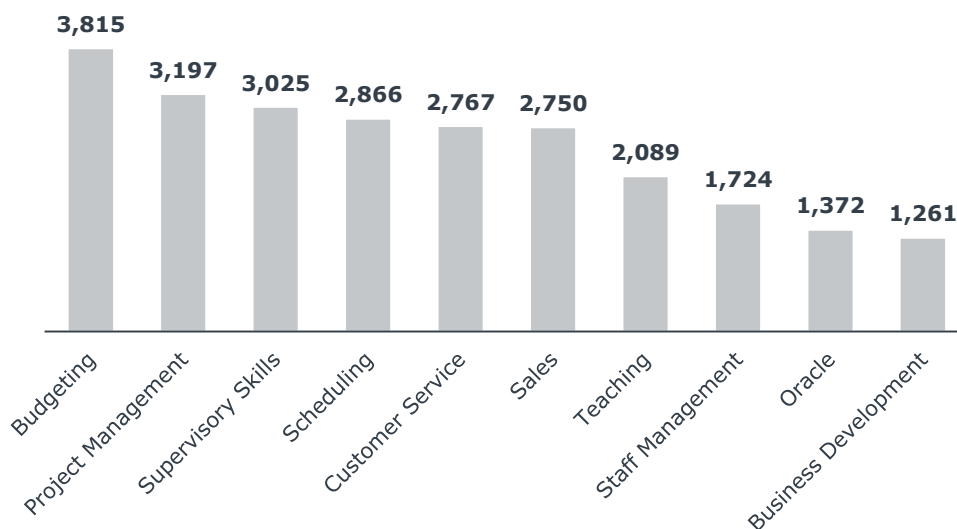
Employers

- How often do our students find jobs with these top employers?
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State in Focus: Idaho

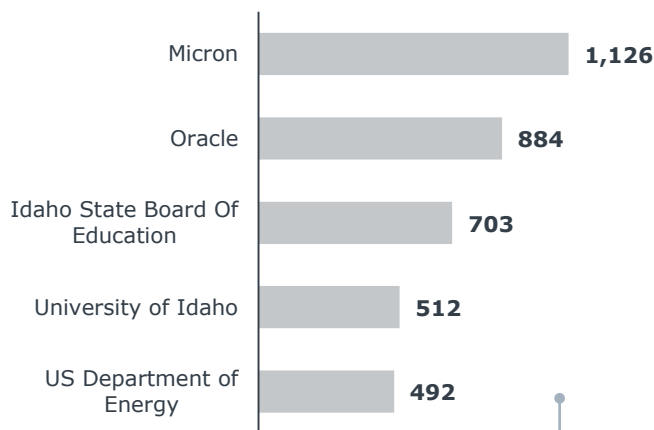
Most Commonly Sought Job Skills in 2016

n=26,736 job postings, with 4,253 unspecified job postings



Employers with Greatest Demand in 2016

n=26,736 job postings, with 5,176 unspecified job postings



EAB Data Insight: Although headquartered in Washington, D.C., the **US Department of Energy** maintains laboratory facilities across the country. The Idaho National Laboratory in Idaho Falls seeks to fill a variety of jobs, including:

- Systems engineer,
- Maintenance manager, and
- Contract specialist,
- Nuclear engineer.

Source: Burning Glass Labor/Insight™

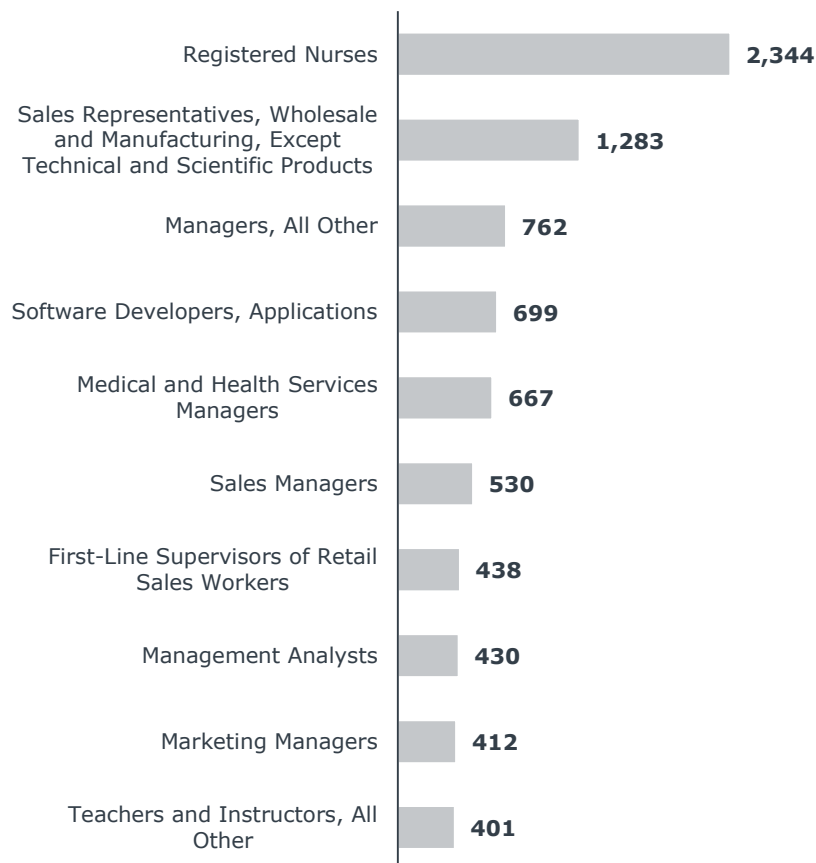
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Most Commonly Sought Occupations in 2016

n=26,736 job postings, with 1,216 unspecified job postings



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Source: Burning Glass Labor/Insight™

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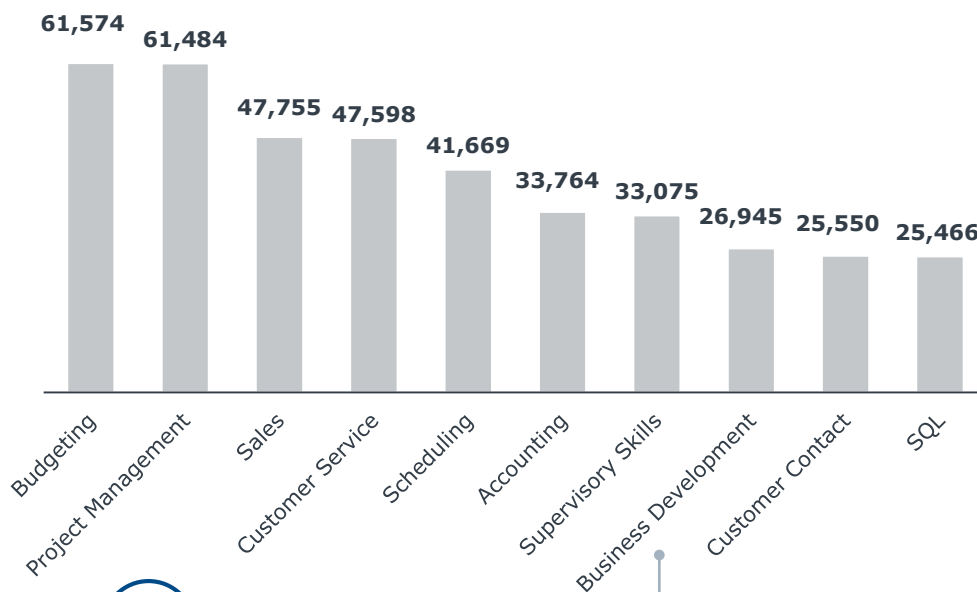
Employers

- How often do our students find jobs with these top employers?
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State in Focus: Illinois

Most Commonly Sought Job Skills in 2016

n=376,328 job postings, with 23,790 unspecified job postings

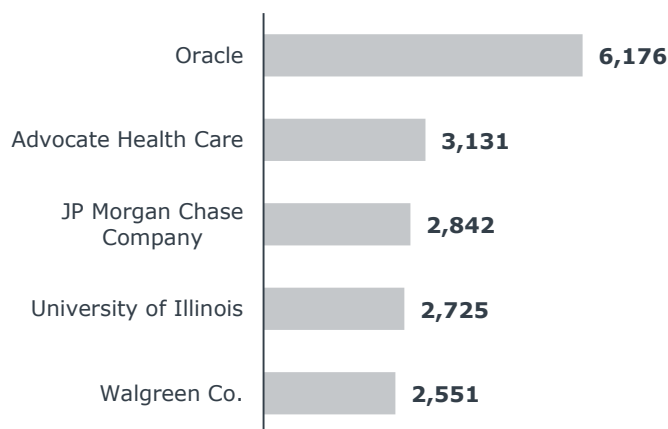


EAB Data Insight: Business development refers to a range of activities to grow a business in line with overall organizational strategy, including:

- Building commercial relationships,
- Tracking competitor offerings,
- Acquiring new customers, and
- Expanding into new markets.

Employers with Greatest Demand in 2016

n=376,328 job postings, with 119,979 unspecified job postings



Source: Burning Glass Labor/Insight™

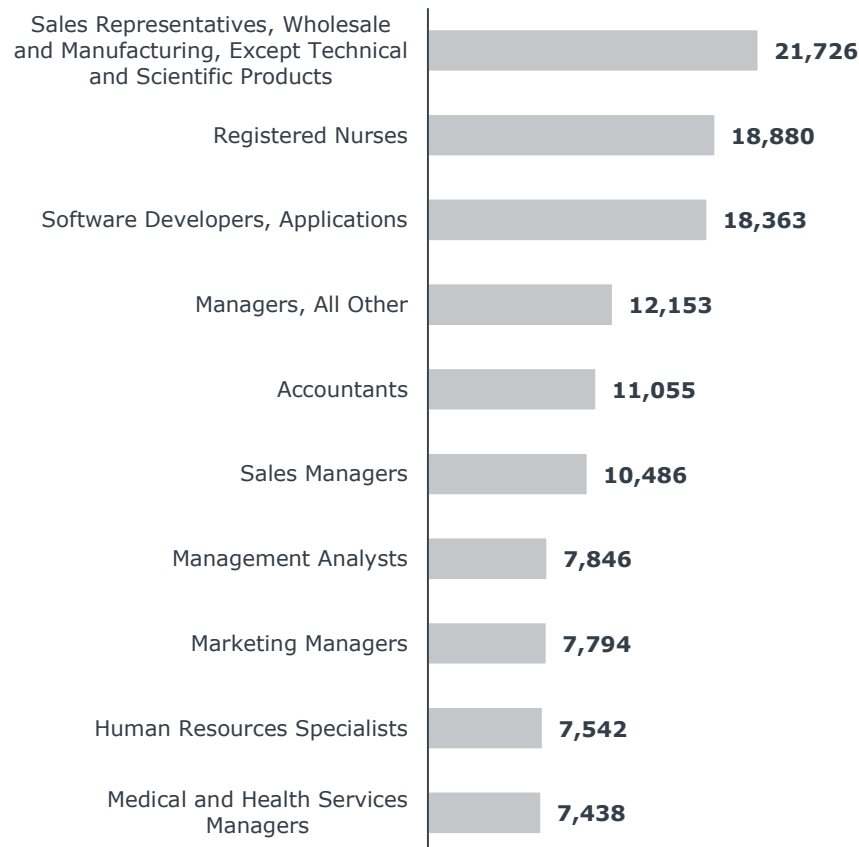
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Most Commonly Sought Occupations in 2016

n=376,328 job postings, with 17,822 unspecified job postings



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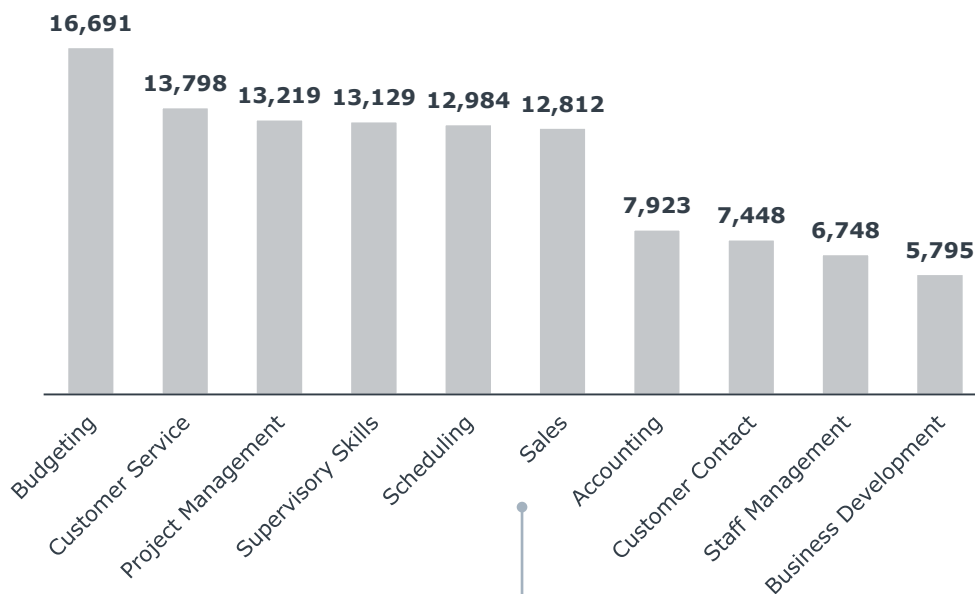
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- How often do our students find jobs with these top employers?
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State in Focus: Indiana

Most Commonly Sought Job Skills in 2016

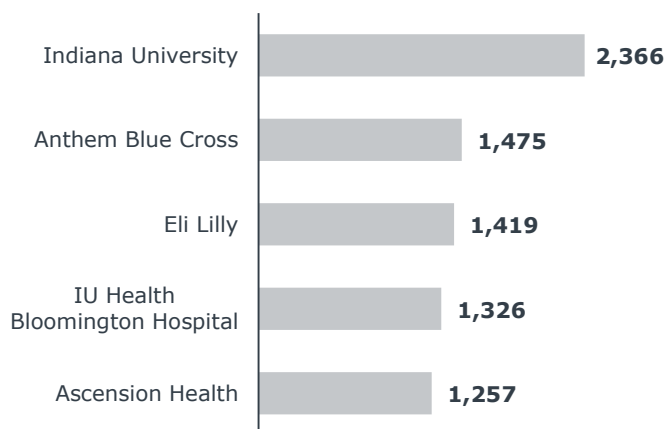
n=110,185 job postings, with 9,501 unspecified job postings



EAB Data Insight: Employers seek **sales** skills in more jobs than those specifically posted for sales roles (e.g., sales representatives or managers). Other jobs for which employers seek sales skills include account manager, business analyst, and insurance agent.

Employers with Greatest Demand in 2016

n=110,185 job postings, with 33,096 unspecified job postings



Source: Burning Glass Labor/Insight™

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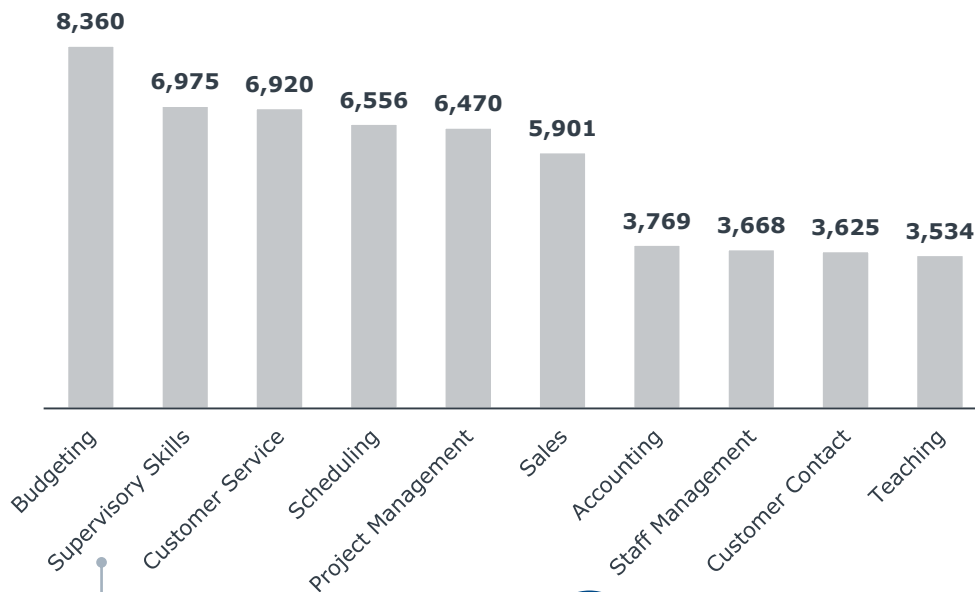
Employers

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State in Focus: Kansas

Most Commonly Sought Job Skills in 2016

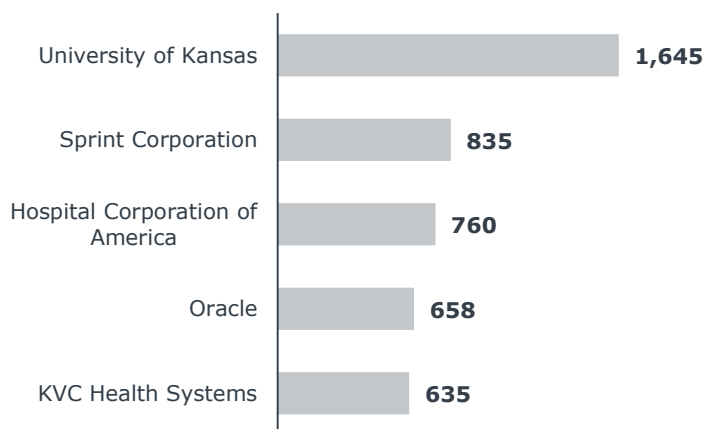
n=58,354 job postings, with 5,737 unspecified job postings



EAB Data Insight: Of the job postings seeking **supervisory skills**, a majority seek candidates with zero to five years of professional experience (i.e., 4,403 out of 6,975 job postings). Even professionals with limited work experience will need to develop supervisory skills.

Employers with Greatest Demand in 2016

n=58,354 job postings, with 15,369 unspecified job postings



Source: Burning Glass Labor/Insight™

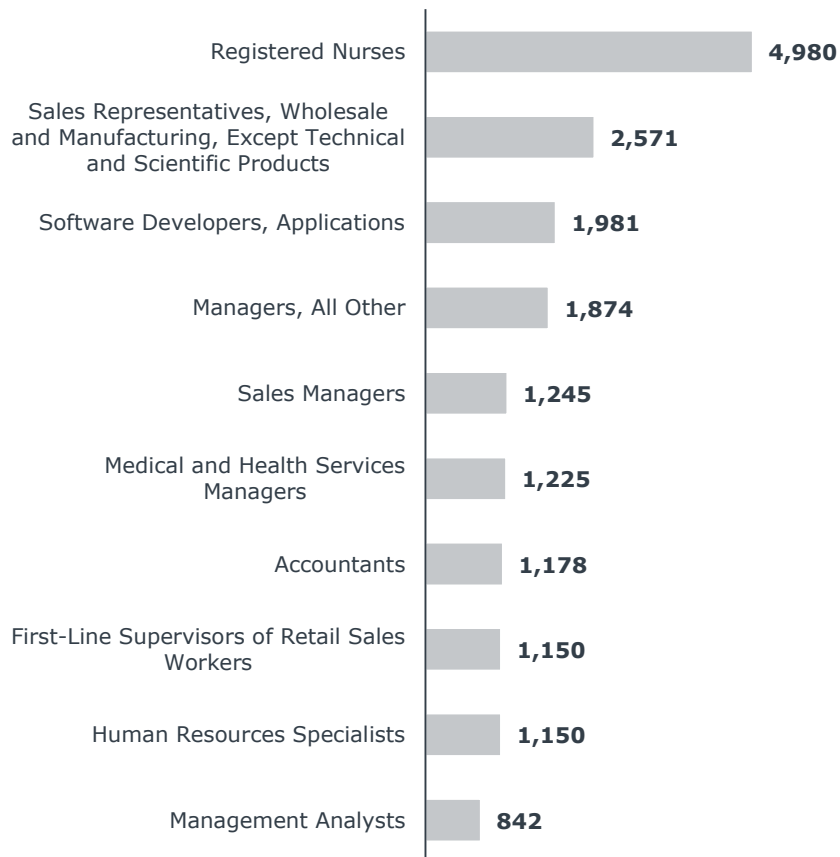
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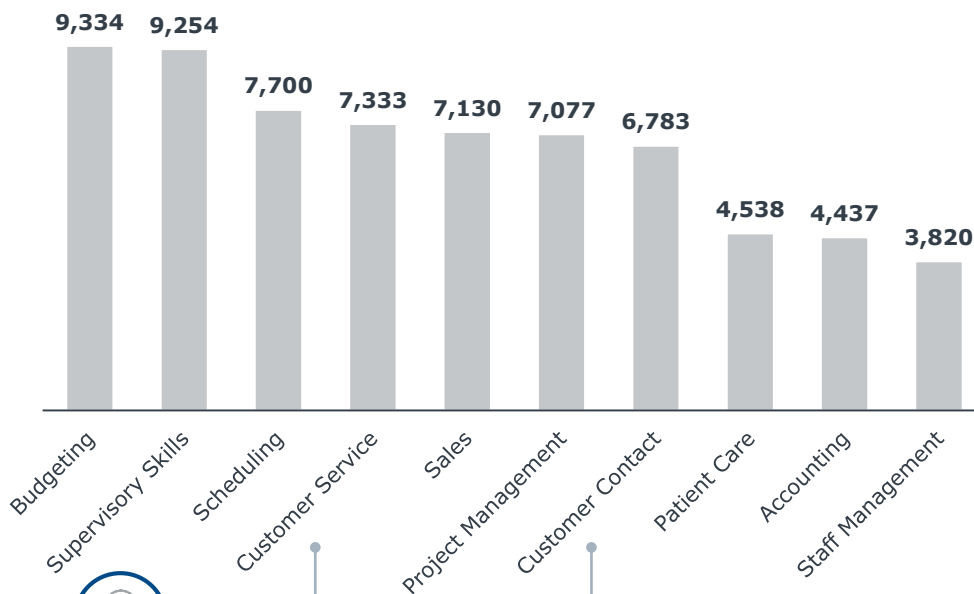
Employers

- How often do our students find jobs with these top employers?
- What existing relationships does our institution have with any of these top employers?
- How many employees of these top employers do we or have we previously served?

State in Focus: Kentucky

Most Commonly Sought Job Skills in 2016

n=65,235 job postings, with 6,774 unspecified job postings

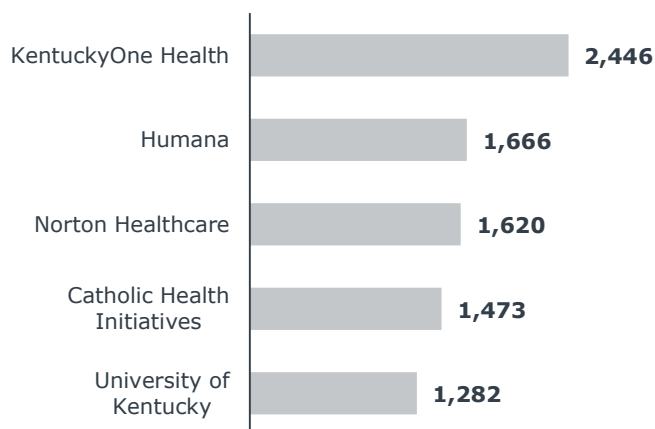


EAB Data Insight: Customer contact refers to one aspect of **customer service** involving direct interaction with a customer. Other elements of customer service may include:

- Relationship management,
- Billing and account management,
- Product or service support, and
- Experience improvement.

Employers with Greatest Demand in 2016

n=65,235 job postings, with 16,008 unspecified job postings



Source: Burning Glass Labor/Insight™

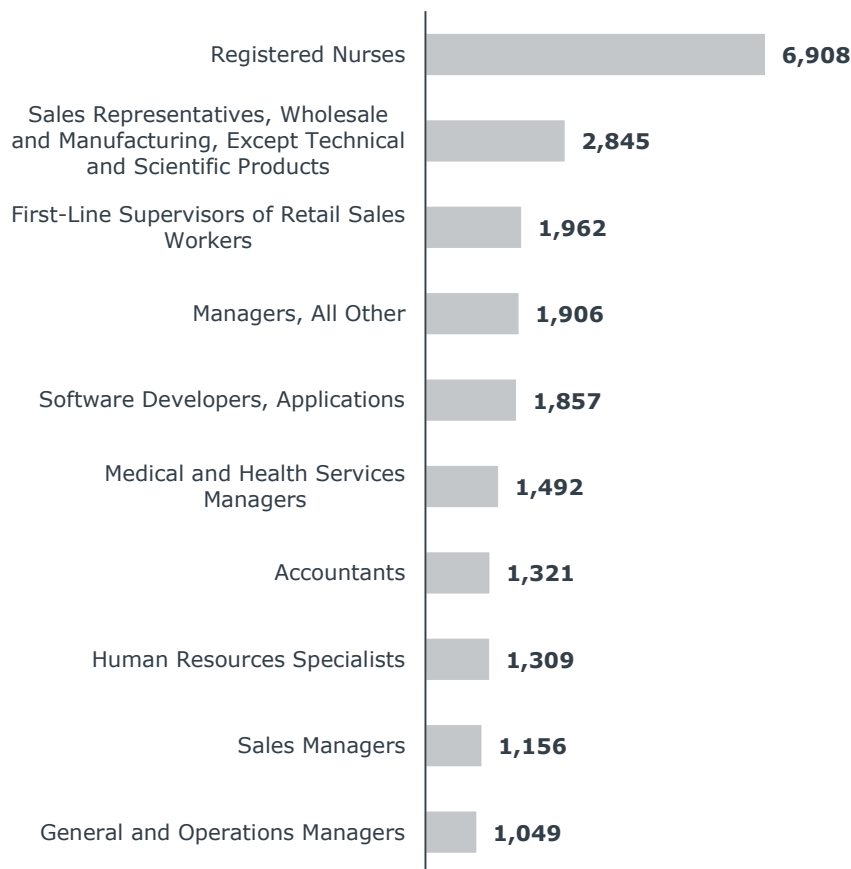
Questions to Inform Initial Program Discussions

Occupations

- What opportunities do we have to expand programs that already prepare students to find jobs in these popular occupations?
- What new programs should we consider launching that align with employer demand for these occupations?
- How can we attract students to our programs to prepare for these roles?
- How often are students inquiring about job opportunities in these occupations?
- What continuing education might professionals in these high-demand occupations require to maintain their qualifications?

Most Commonly Sought Occupations in 2016

n=65,235 job postings, with 2,419 unspecified job postings



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Source: Burning Glass Labor/Insight™

State Demand Profile

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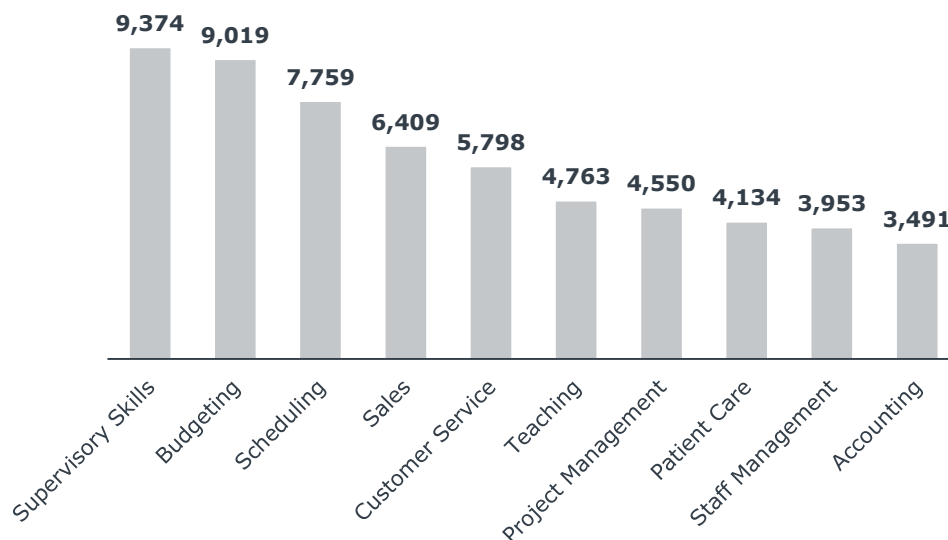
Employers

- How often do our students find jobs with these top employers?
- What existing relationships does our institution have with any of these top employers?
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State in Focus: Louisiana

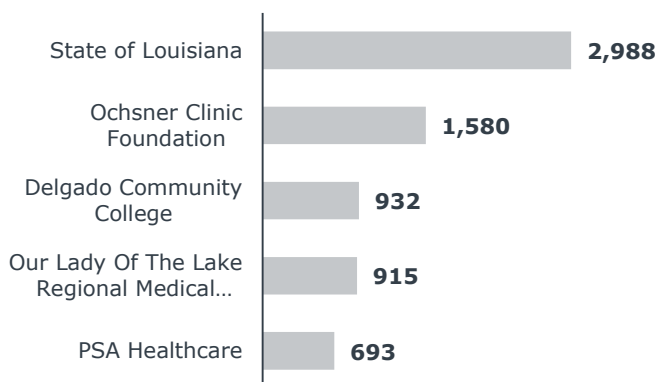
Most Commonly Sought Job Skills in 2016

n=55,109 job postings, with 5,988 unspecified job postings



Employers with Greatest Demand in 2016

n=55,109 job postings, with 11,589 unspecified job postings



EAB Data Insight: The **State of Louisiana** posts the most jobs among statewide employers, seeking a variety of professionals for positions in different state departments. For example:

- The Department of Revenue's Policy Services Division seeks an economist,
- The Department of Natural Resource's Office of Conservation seeks a geologist supervisor for the Injection and Mining division, and
- The Department of Children and Family Services seeks a child welfare manager.

Source: Burning Glass Labor/Insight™

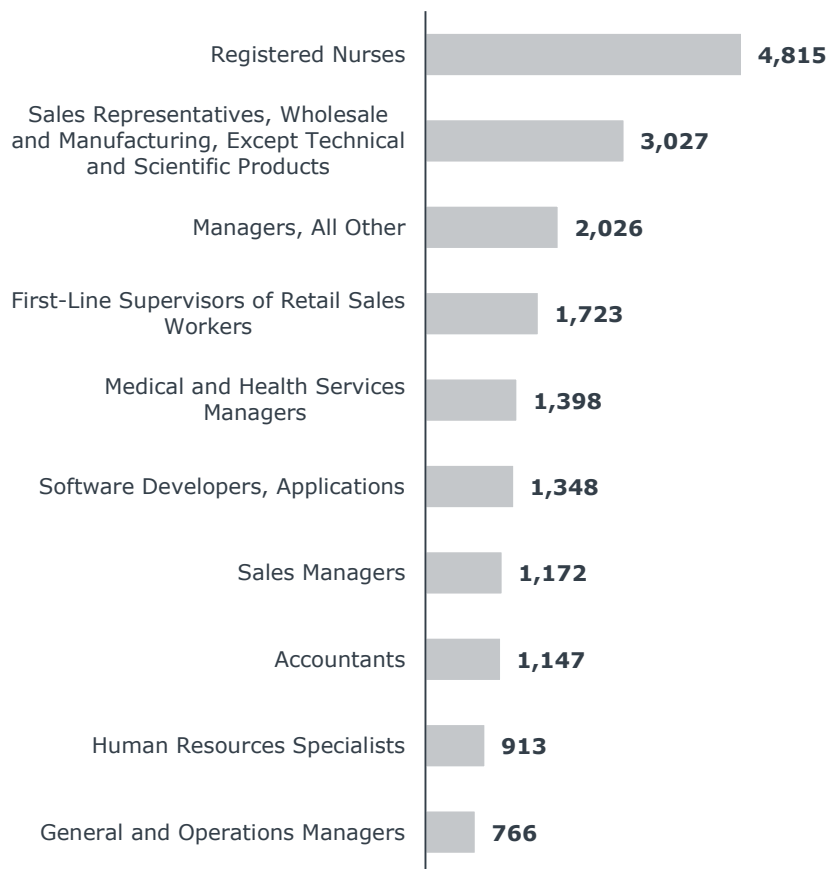
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Most Commonly Sought Occupations in 2016

n=55,109 job postings, with 2,418 unspecified job postings



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Source: Burning Glass Labor/Insight™

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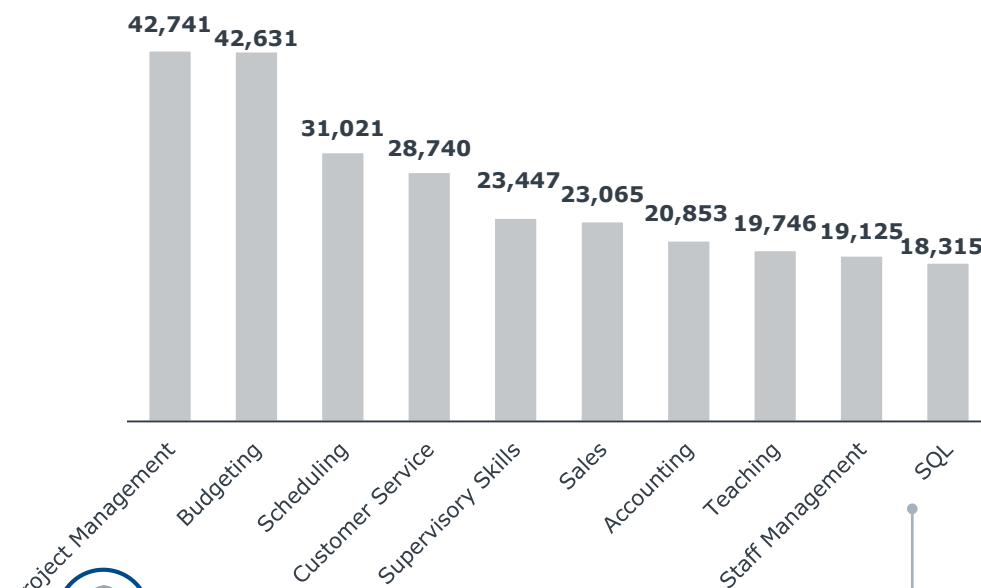
Employers

- How often do our students find jobs with these top employers?
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State in Focus: Massachusetts

Most Commonly Sought Job Skills in 2016

n=291,570 job postings, with 22,075 unspecified job postings



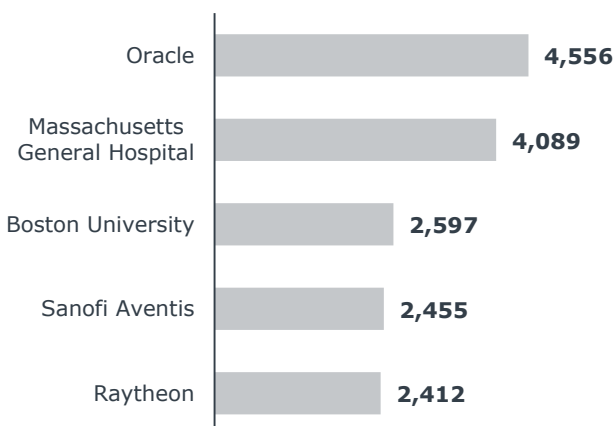
EAB Data Insight: Massachusetts employers most frequently seek **SQL** (Structured Query Language) skills in job postings for:

- Software developers,
- Web developers,
- Database administrators,
- Computer systems analysts,
- Business intelligence analysts, and
- Computer systems engineers/architects.

Insurance carriers and general medical and surgical hospitals demonstrate greater demand for SQL skills than even software publishers in Massachusetts.

Employers with Greatest Demand in 2016

n=291,570 job postings, with 92,572 unspecified job postings



Source: Burning Glass Labor/Insight™

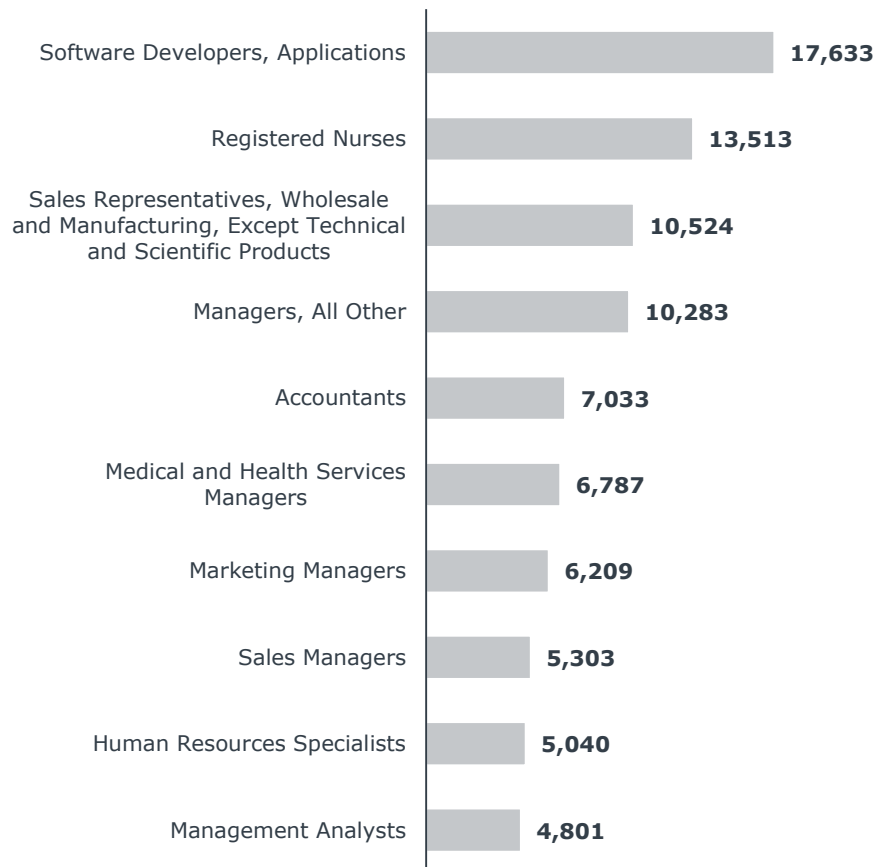
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Most Commonly Sought Occupations in 2016

n=291,570 job postings, with 16,541 unspecified job postings



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Source: Burning Glass Labor/Insight™

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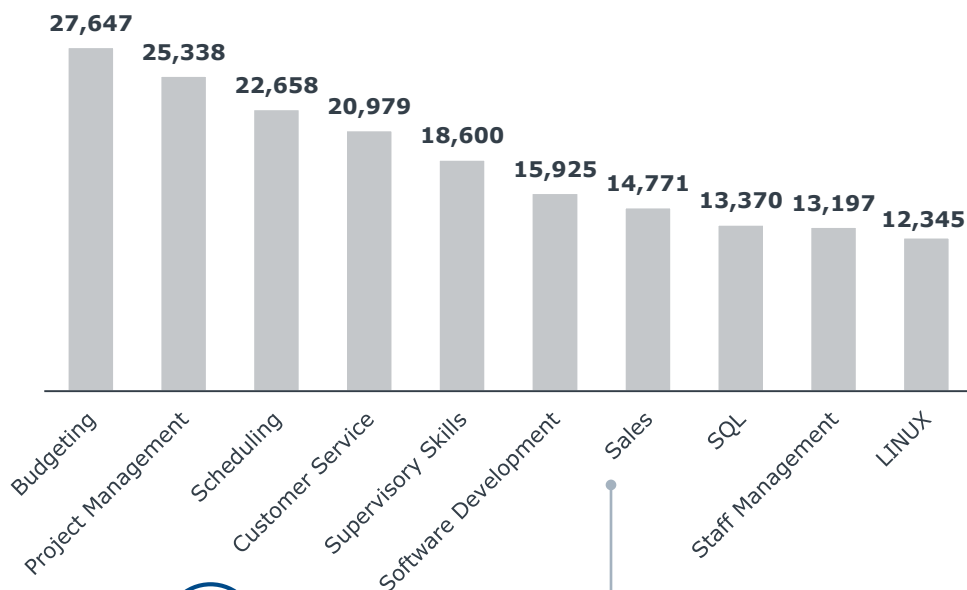
Employers

- How often do our students find jobs with these top employers?
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State in Focus: Maryland

Most Commonly Sought Job Skills in 2016

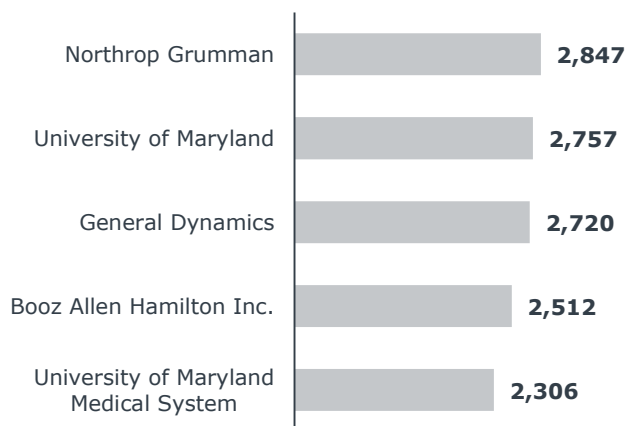
n=189,866 job postings, with 13,923 unspecified job postings



EAB Data Insight: Employers seek **sales** skills in more jobs than those specifically posted for sales roles (e.g., sales representatives or managers). Other jobs for which employers seek sales skills include account manager, financial advisor, and market research analyst.

Employers with Greatest Demand in 2016

n=189,866 job postings, with 57,379 unspecified job postings



Source: Burning Glass Labor/Insight™

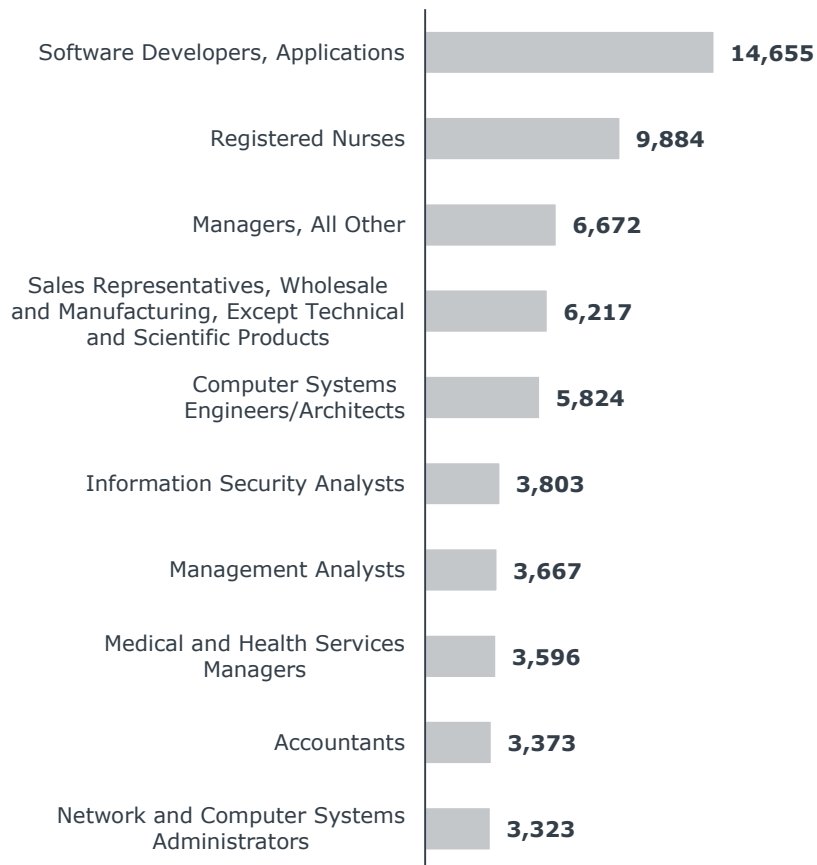
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Occupations

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Most Commonly Sought Occupations in 2016

n=189,866 job postings, with 9,182 unspecified job postings



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Source: Burning Glass Labor/Insight™

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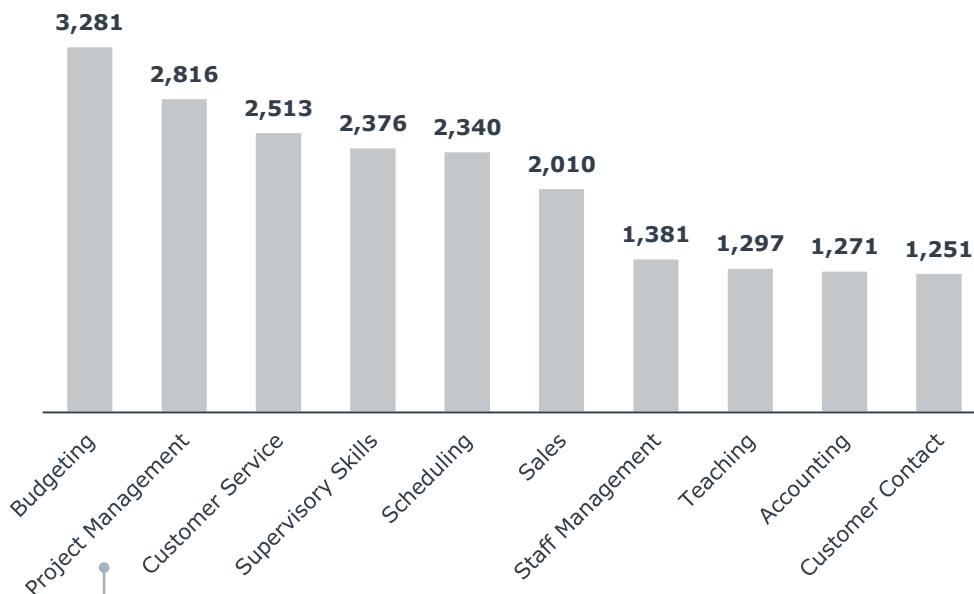
Employers

- How often do our students find jobs with these top employers?
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State in Focus: Maine

Most Commonly Sought Job Skills in 2016

n=23,641 job postings, with 3,905 unspecified job postings

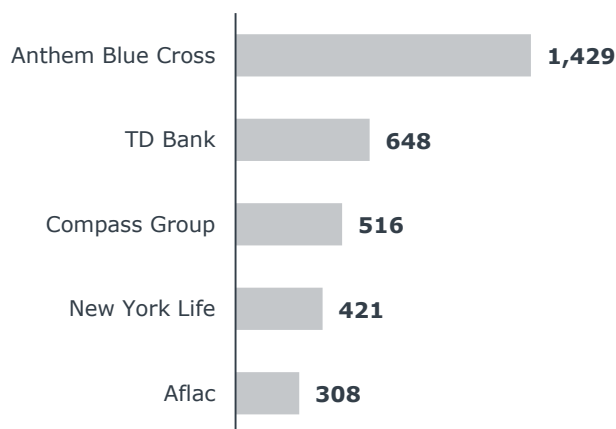


EAB Data Insight: Project management requires overseeing the completion of a specific scope of work to satisfy client or user requirements, within time and budget parameters. Employers may seek project management skills in a variety of professional scenarios, such as:

- Construction of new buildings and facilities,
- Launch of new health or social services programs, and
- Development of technical products or services (e.g., software).

Employers with Greatest Demand in 2016

n=23,641 job postings, with 6,222 unspecified job postings



Source: Burning Glass Labor/Insight™

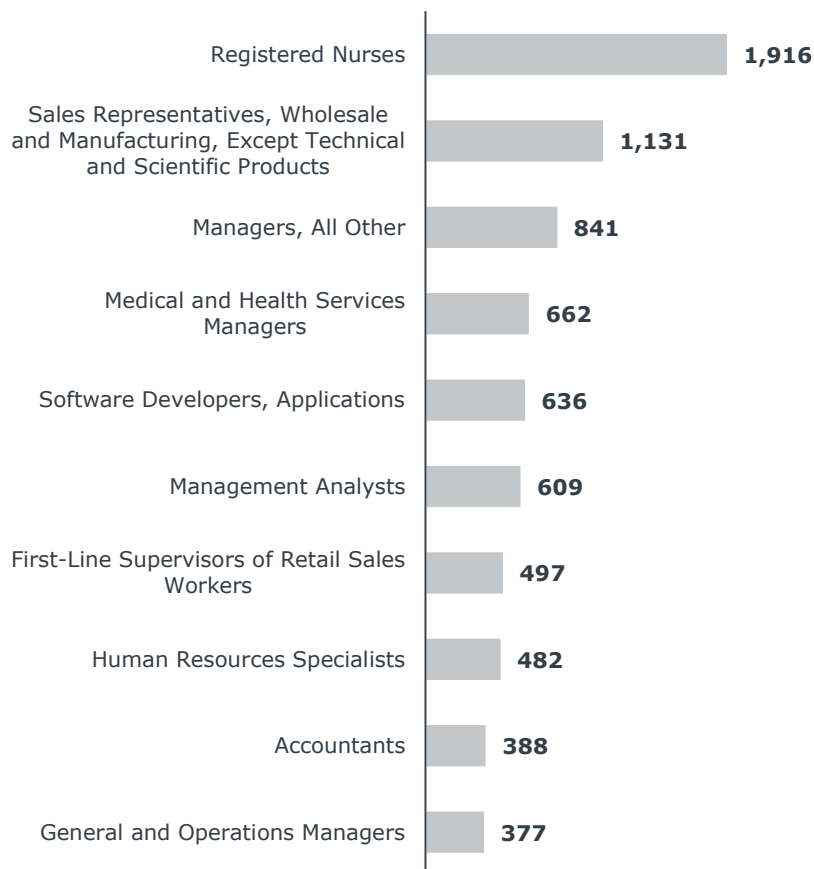
Questions to Inform Initial Program Discussions

Occupations

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Most Commonly Sought Occupations in 2016

n=23,641 job postings, with 1,186 unspecified job postings



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Source: Burning Glass Labor/Insight™

State Demand Profile

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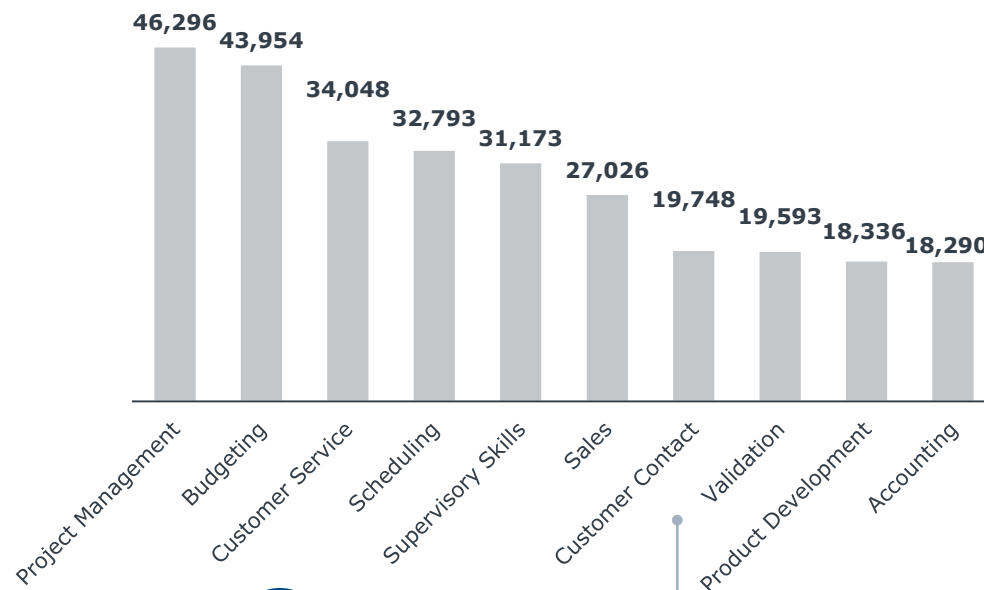
Employers

- How often do our students find jobs with these top employers?
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State in Focus: Michigan

Most Commonly Sought Job Skills in 2016

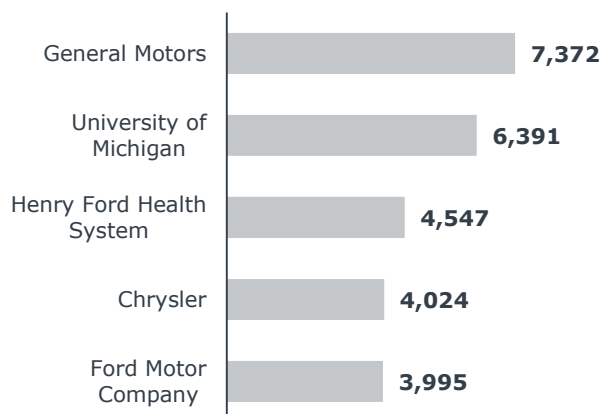
n=317,574 job postings, with 22,977 unspecified job postings



EAB Data Insight: Employers seek engineers with **validation** skills to confirm the functioning of a product or service in line with specifications and user needs; given the top employers, these skills likely described validation of automobiles or software in many roles.

Employers with Greatest Demand in 2016

n=317,574 job postings, with 90,619 unspecified job postings



Source: Burning Glass Labor/Insight™

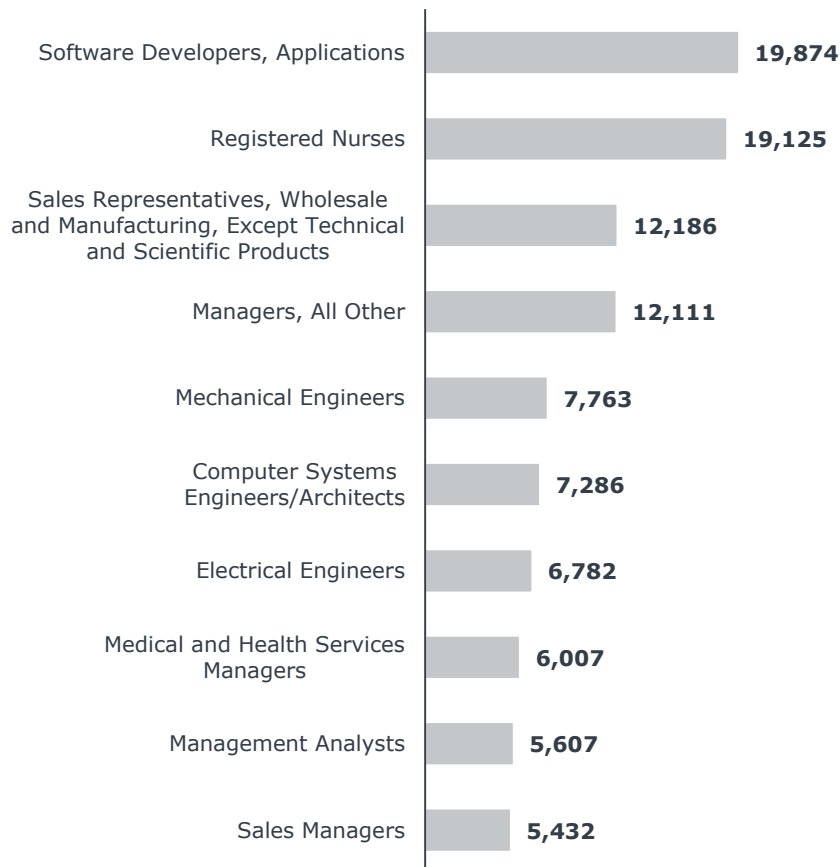
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Most Commonly Sought Occupations in 2016

n=317,574 job postings, with 15,058 unspecified job postings



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Source: Burning Glass Labor/Insight™

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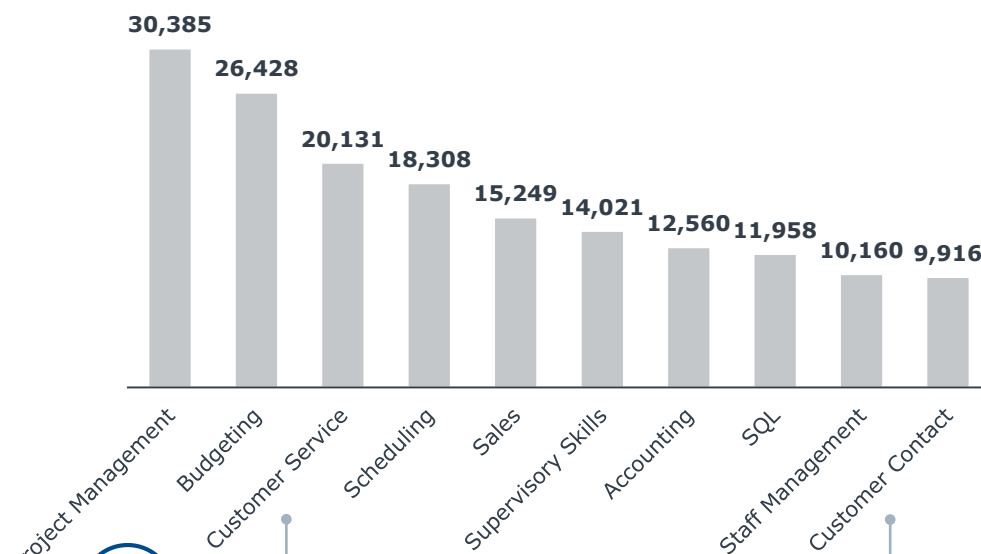
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State in Focus: Minnesota

Most Commonly Sought Job Skills in 2016

n=168,835 job postings, with 11,137 unspecified job postings

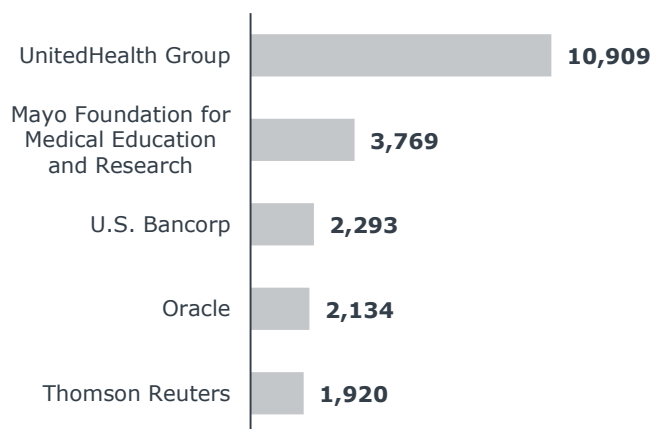


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- Relationship management,
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- Product or service support, and
- Experience improvement.

Employers with Greatest Demand in 2016

n=168,835 job postings, with 48,895 unspecified job postings



Source: Burning Glass Labor/Insight™

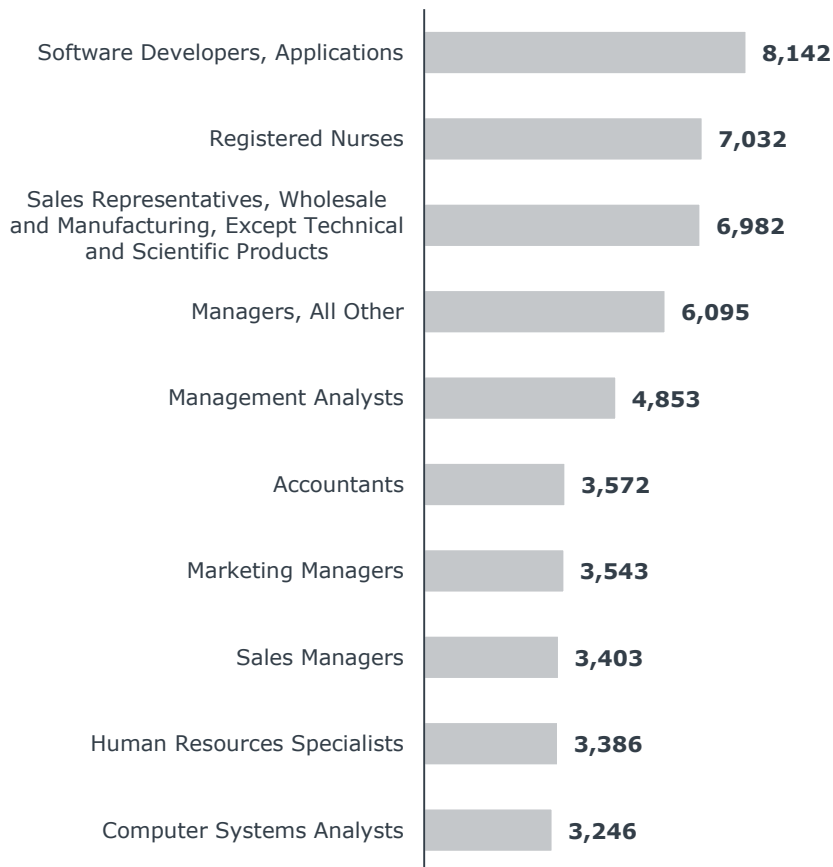
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Most Commonly Sought Occupations in 2016

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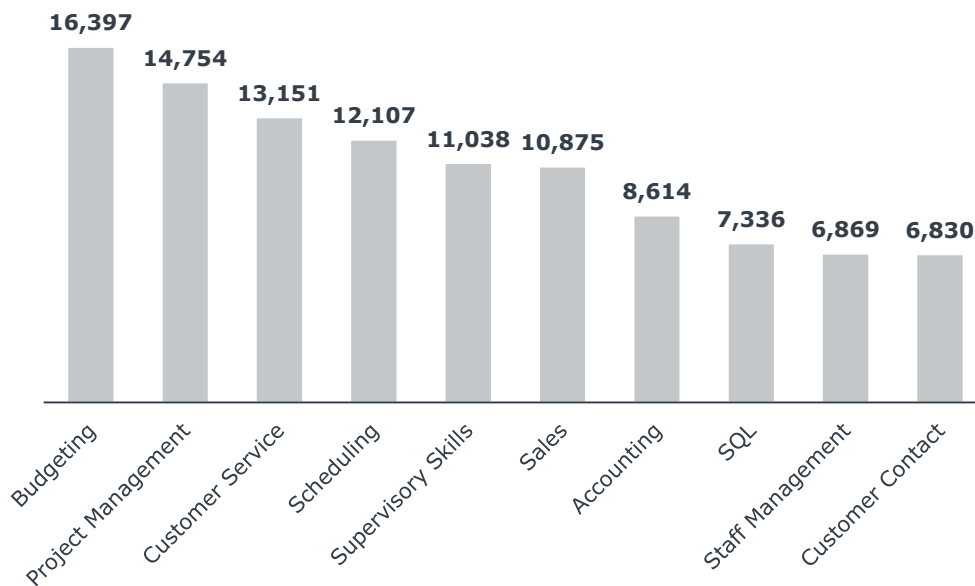
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State in Focus: Missouri

Most Commonly Sought Job Skills in 2016

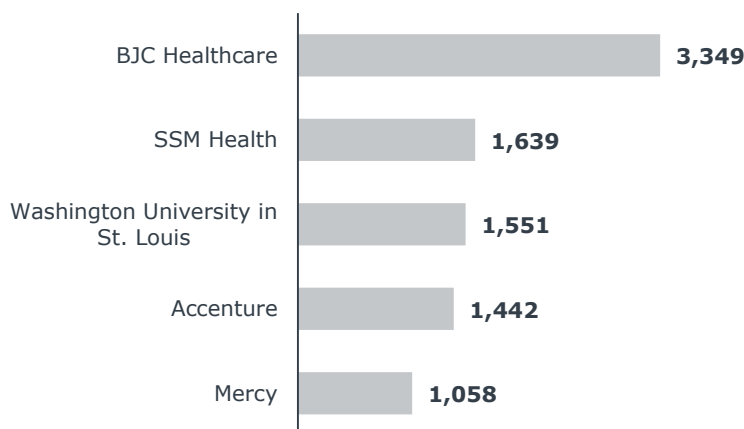
n=114,690 job postings, with 9,387 unspecified job postings



EAB Data Insight: Although health care employers compose three of the top employers (i.e., **BJC Healthcare**, **SSM Health**, and **Mercy**), skills specific to health care (e.g., patient care, treatment planning) do not appear among the most commonly sought job skills in Missouri. Health care employers seek candidates with skills beyond just health care competencies, such as budgeting, customer service, and supervisory skills.

Employers with Greatest Demand in 2016

n=114,690 job postings, with 33,815 unspecified job postings



Source: Burning Glass Labor/Insight™

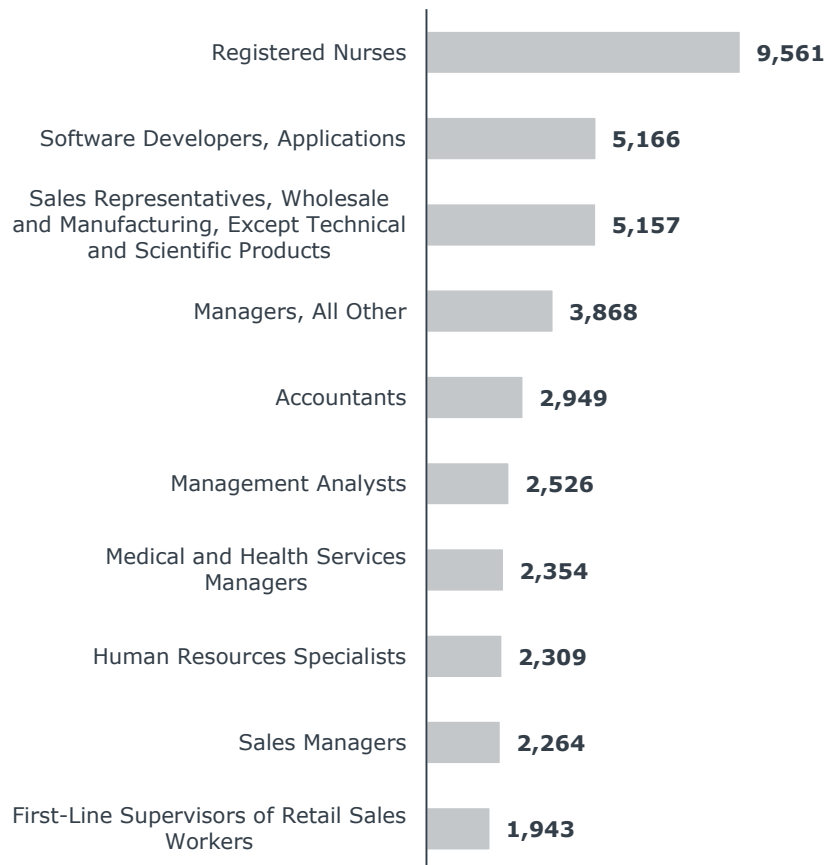
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Most Commonly Sought Occupations in 2016

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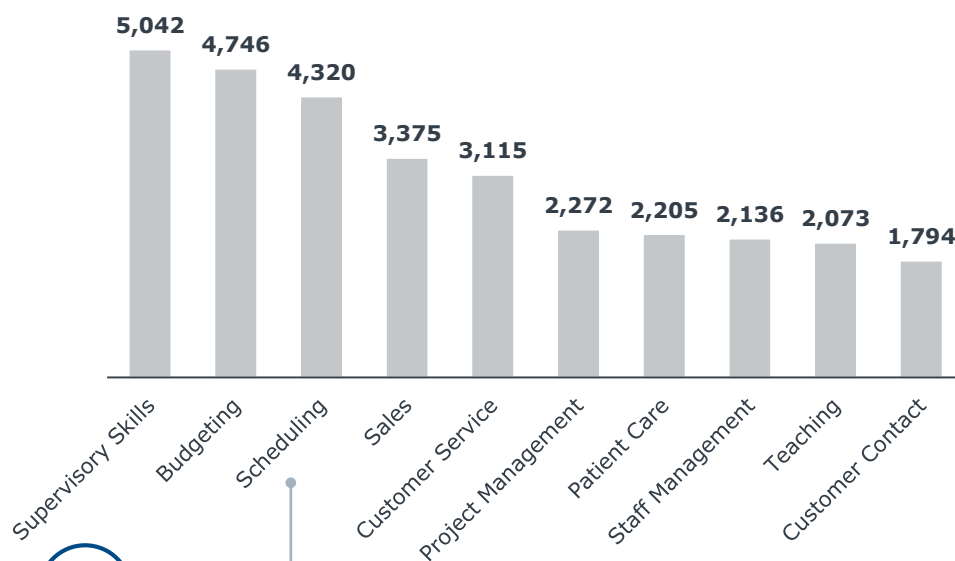
Employers

- How often do our students find jobs with these top employers?
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State in Focus: Mississippi

Most Commonly Sought Job Skills in 2016

n=31,429 job postings, with 3,562 unspecified job postings

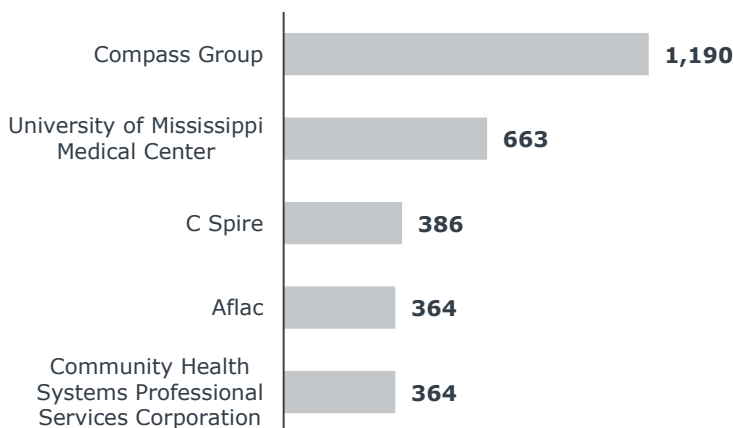


EAB Data Insight: Scheduling refers to a range of skills beyond administrative scheduling of appointments by clerical staff. It can also include:

- Assignment of shifts to staff by managers,
- Production of financial statements on a schedule by accountants, and
- Creation of product development schedules by software developers.

Employers with Greatest Demand in 2016

n=31,429 job postings, with 7,165 unspecified job postings



Source: Burning Glass Labor/Insight™

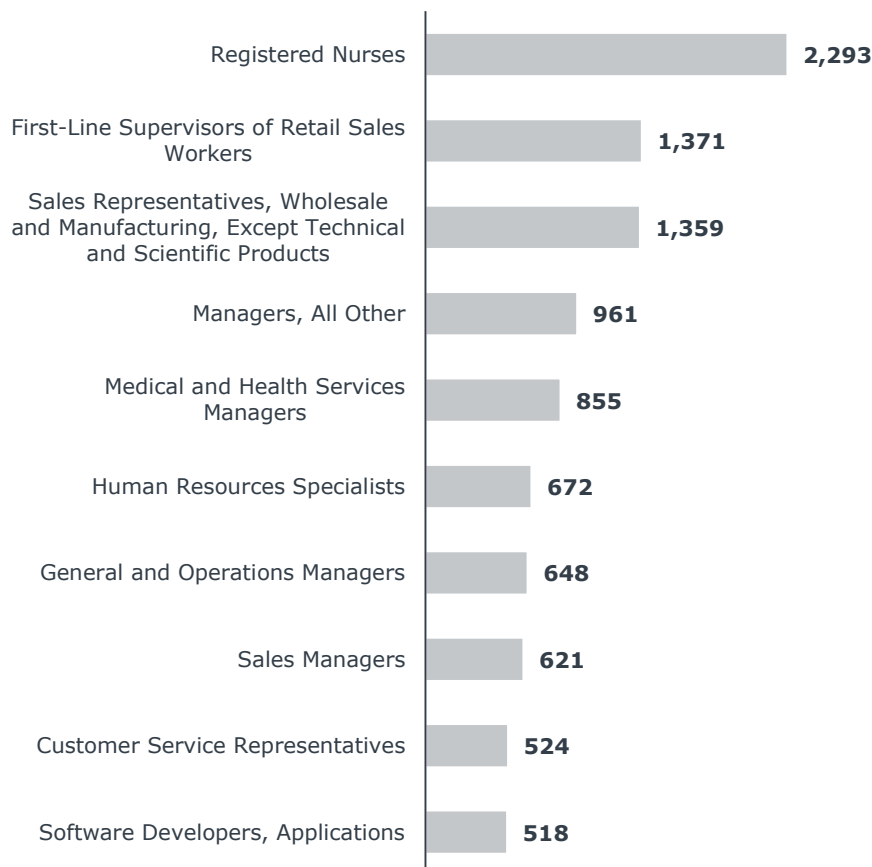
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Most Commonly Sought Occupations in 2016

n=31,429 job postings, with 1,461 unspecified job postings



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Source: Burning Glass Labor/Insight™

State Demand Profile

Supporting Market-Responsive Program Development

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Job Skills

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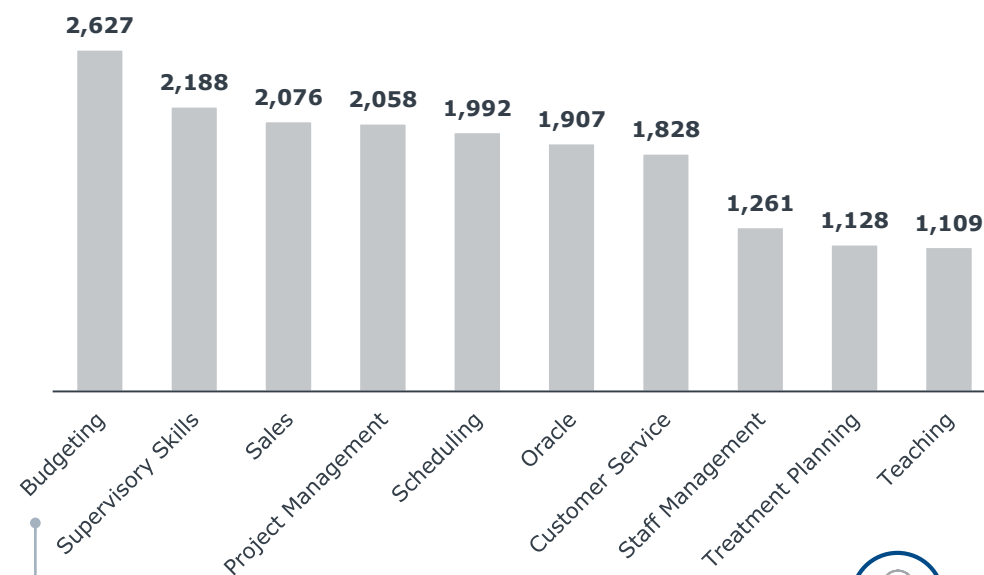
Employers

- How often do our students find jobs with these top employers?
- What existing relationships does our institution have with any of these top employers?
- How many employees of these top employers do we or have we previously served?

State in Focus: Montana

Most Commonly Sought Job Skills in 2016

n=17,504 job postings, with 2,207 unspecified job postings

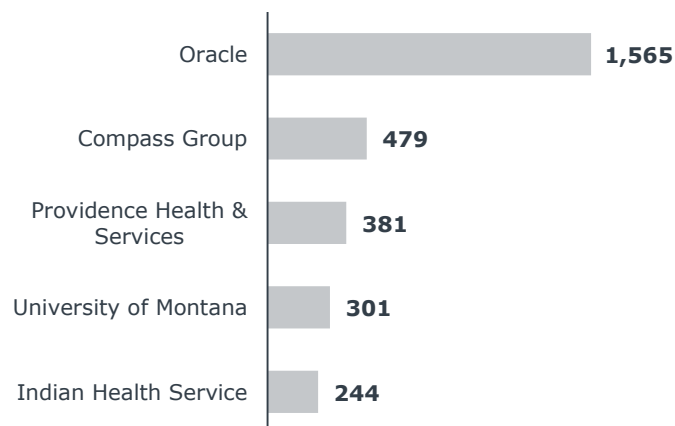


EAB Data Insight: Budgeting skills appear in jobs beyond those for budget office staff or budget-focused roles. In particular, budgeting skills frequently appear in job postings for managerial positions, such as:

- Operations managers who oversee department or unit budget allocations, and
- Project managers in charge of project completion within a set budget.

Employers with Greatest Demand in 2016

n=17,504 job postings, with 6,146 unspecified job postings



Source: Burning Glass Labor/Insight™

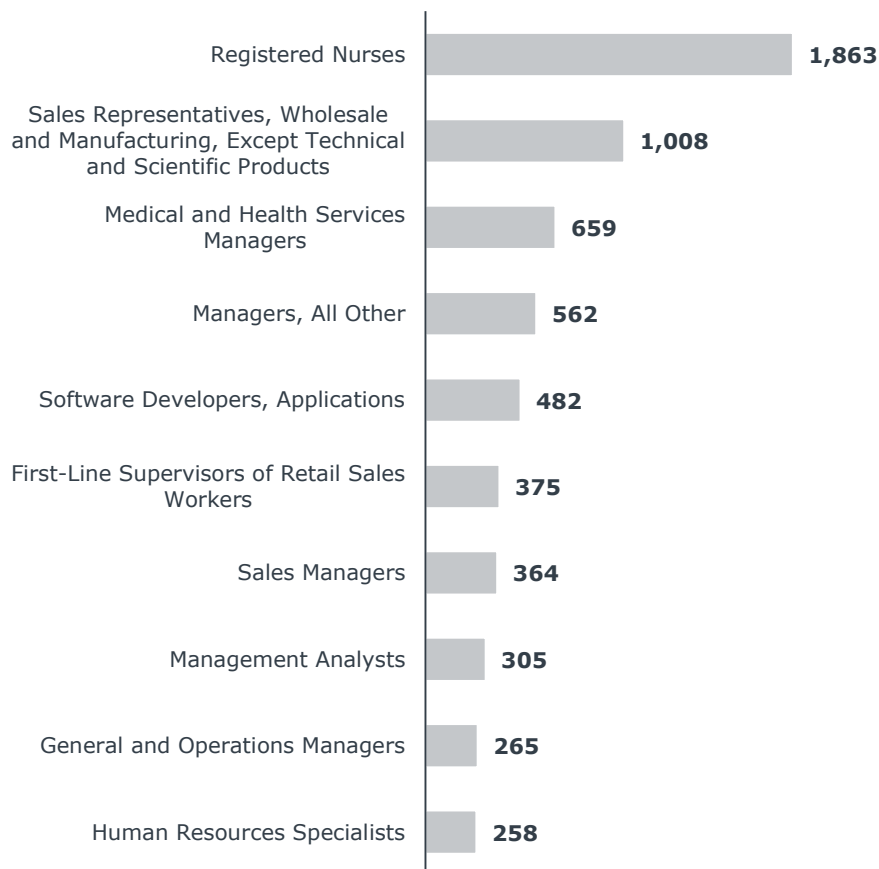
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Occupations

- What opportunities do we have to expand programs that already prepare students to find jobs in these popular occupations?
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Most Commonly Sought Occupations in 2016

n=17,504 job postings, with 614 unspecified job postings



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Source: Burning Glass Labor/Insight™

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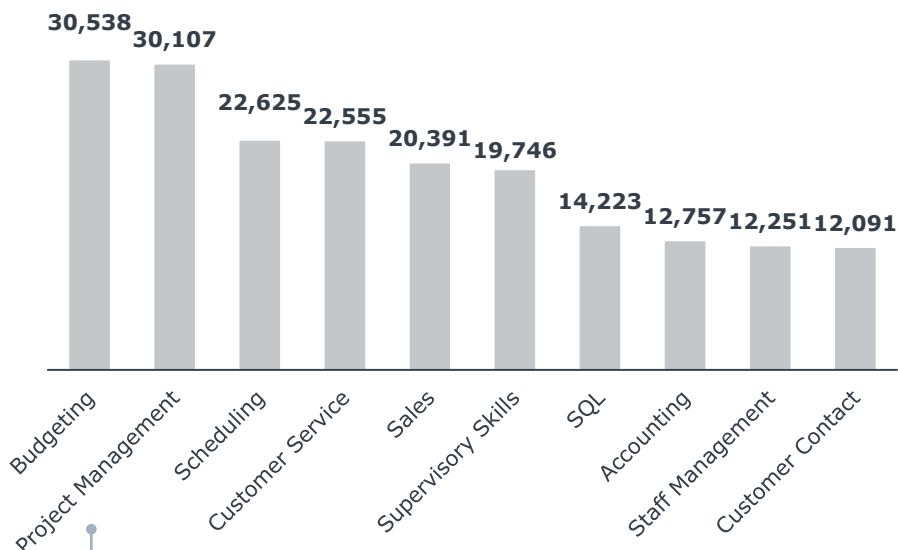
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State in Focus: North Carolina

Most Commonly Sought Job Skills in 2016

n=198,937 job postings, with 12,821 unspecified job postings

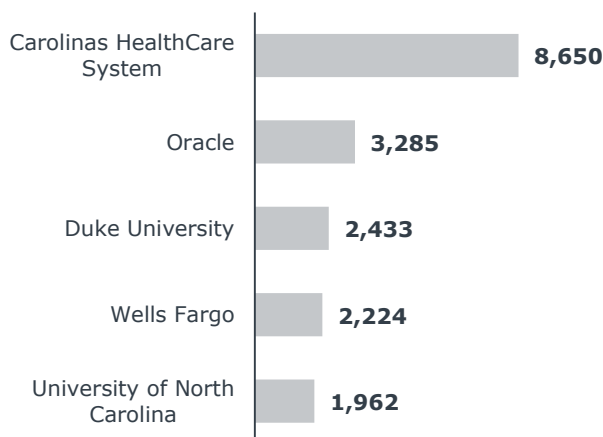


EAB Data Insight: Project management requires overseeing the completion of a specific scope of work to satisfy client or user requirements, within time and budget parameters. Employers may seek project management skills in a variety of professional scenarios, such as:

- Construction of new buildings and facilities,
- Launch of new health or social services programs, and
- Development of technical products or services (e.g., software).

Employers with Greatest Demand in 2016

n=198,937 job postings, with 54,927 unspecified job postings



Source: Burning Glass Labor/Insight™

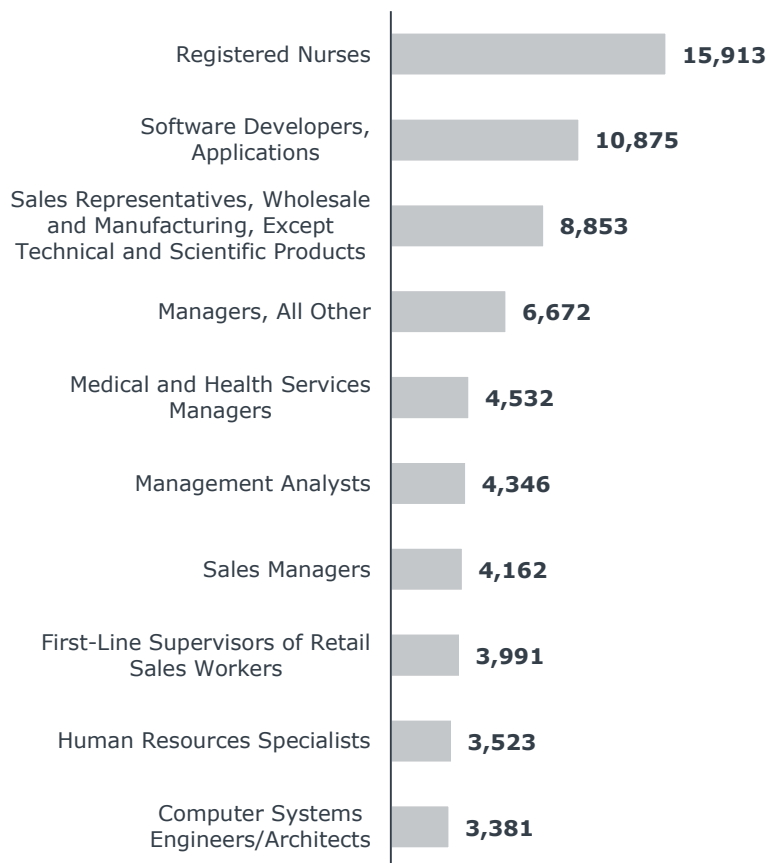
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Most Commonly Sought Occupations in 2016

n=198,937 job postings, with 8,694 unspecified job postings



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Source: Burning Glass Labor/Insight™

State Demand Profile

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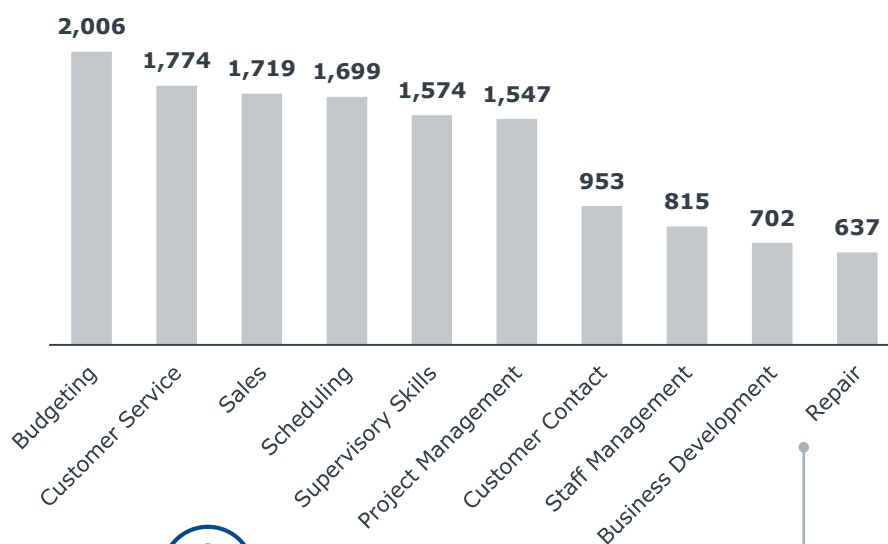
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State in Focus: North Dakota

Most Commonly Sought Job Skills in 2016

n=13,762 job postings, with 2,002 unspecified job postings

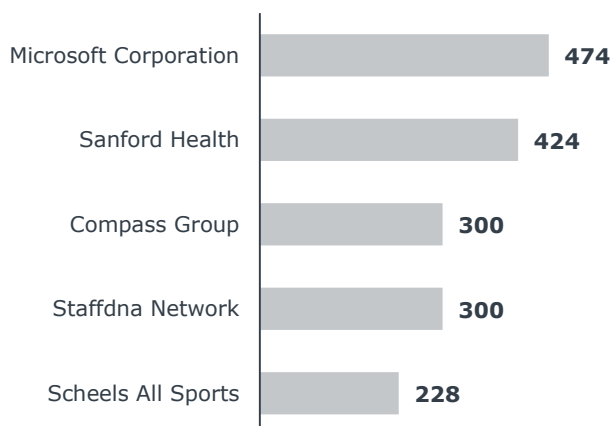


EAB Data Insight: Employers seeking **repair** skills in job postings may be referring to:

- Direct maintenance of equipment (e.g., laboratory, medical, agricultural),
- Providing customer service for repair to damaged products covered under warranty or insurance, or
- Supervising facility repairs in compliance with industry standards (e.g., cleanliness, safety).

Employers with Greatest Demand in 2016

n=13,762 job postings, with 3,526 unspecified job postings



Source: Burning Glass Labor/Insight™

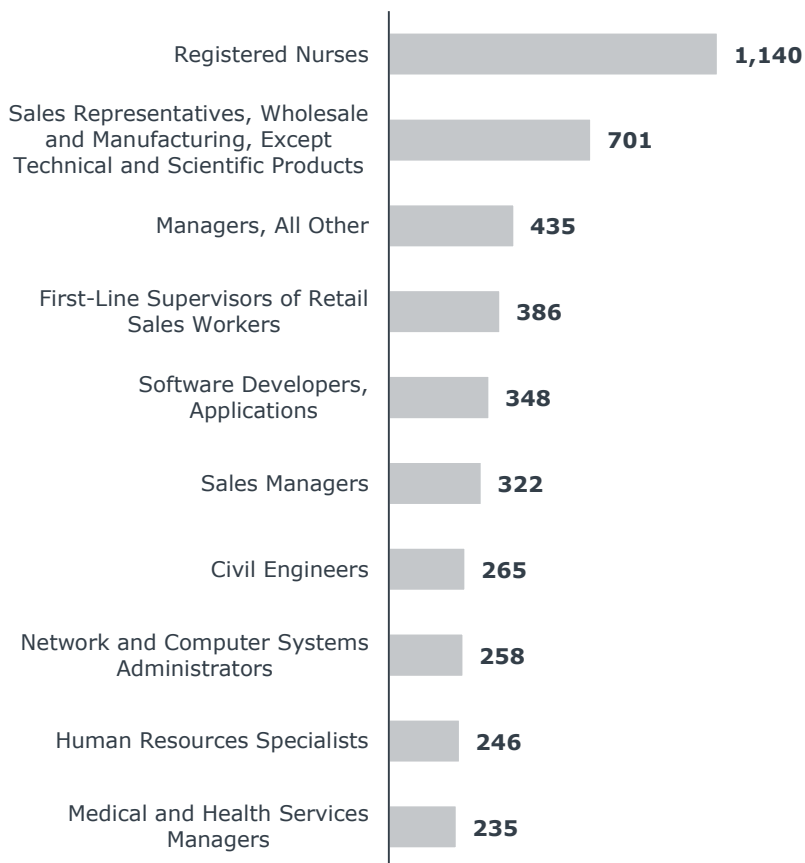
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Most Commonly Sought Occupations in 2016

n=13,762 job postings, with 694 unspecified job postings



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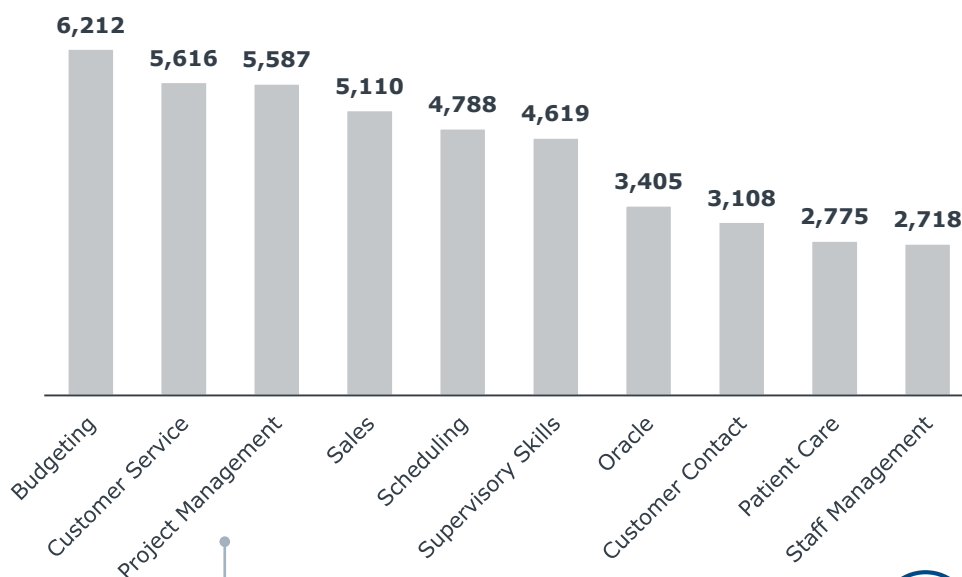
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State in Focus: Nebraska

Most Commonly Sought Job Skills in 2016

n=42,075 job postings, with 3,730 unspecified job postings



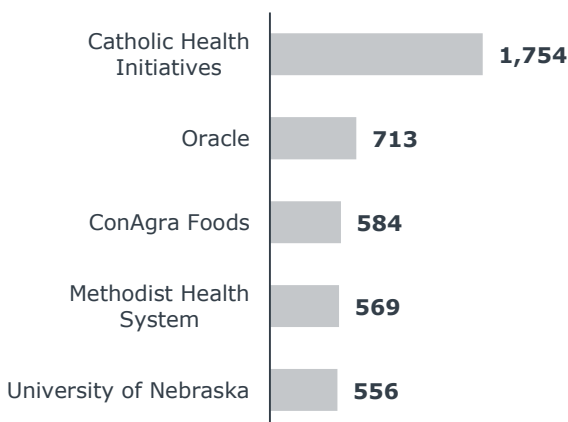
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Employers with Greatest Demand in 2016

n=42,075 job postings, with 14,778 unspecified job postings



Source: Burning Glass Labor/Insight™

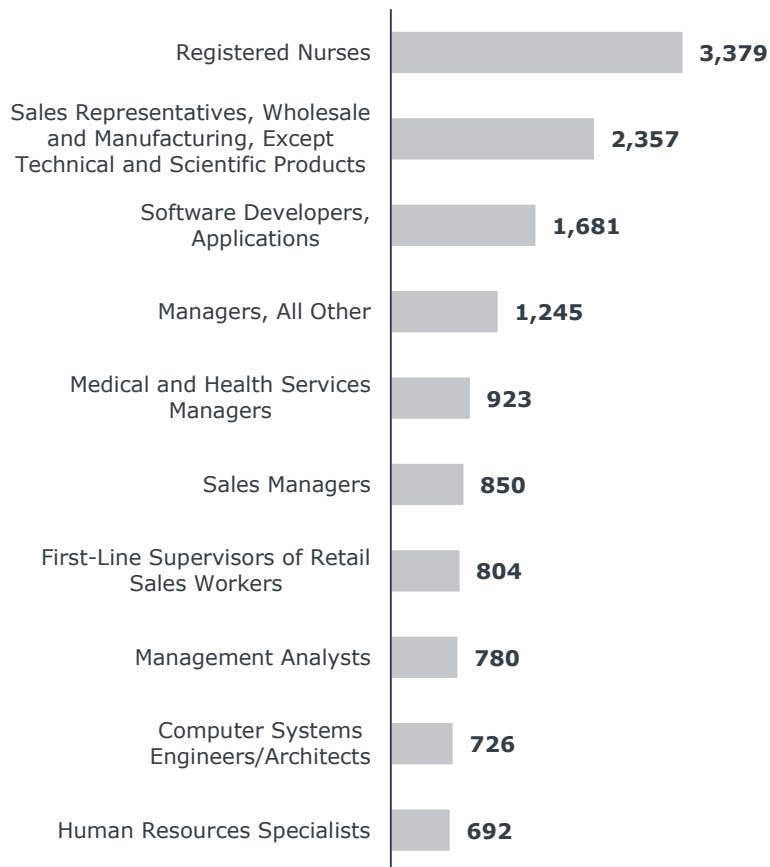
Questions to Inform Initial Program Discussions

Occupations

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Most Commonly Sought Occupations in 2016

n=42,075 job postings, with 1,958 unspecified job postings



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Source: Burning Glass Labor/Insight™

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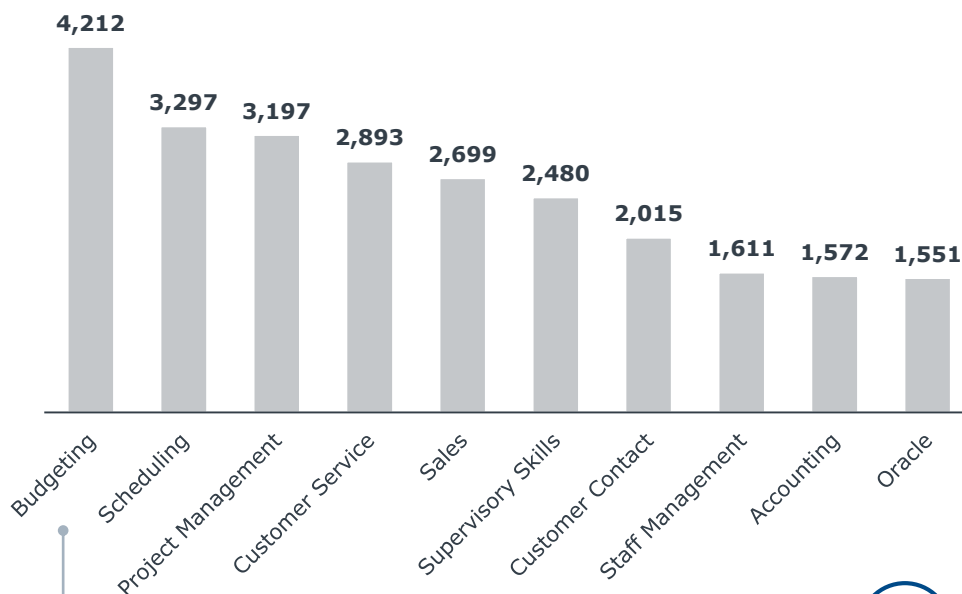
Employers

- How often do our students find jobs with these top employers?
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State in Focus: New Hampshire

Most Commonly Sought Job Skills in 2016

n=27,687 job postings, with 3,561 unspecified job postings

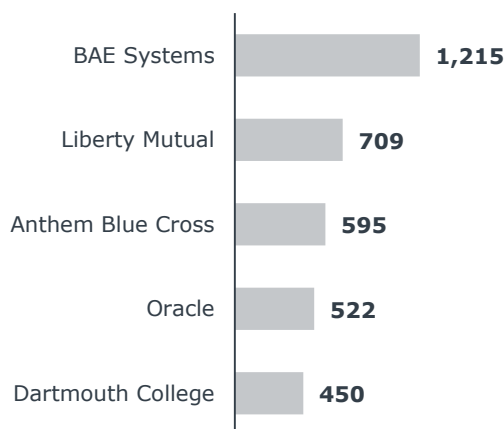


EAB Data Insight: **Budgeting** skills appear in jobs beyond those for budget office staff or budget-focused roles. In particular, budgeting skills frequently appear in job postings for managerial positions, such as:

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Employers with Greatest Demand in 2016

n=27,687 job postings, with 7,506 unspecified job postings



Source: Burning Glass Labor/Insight™

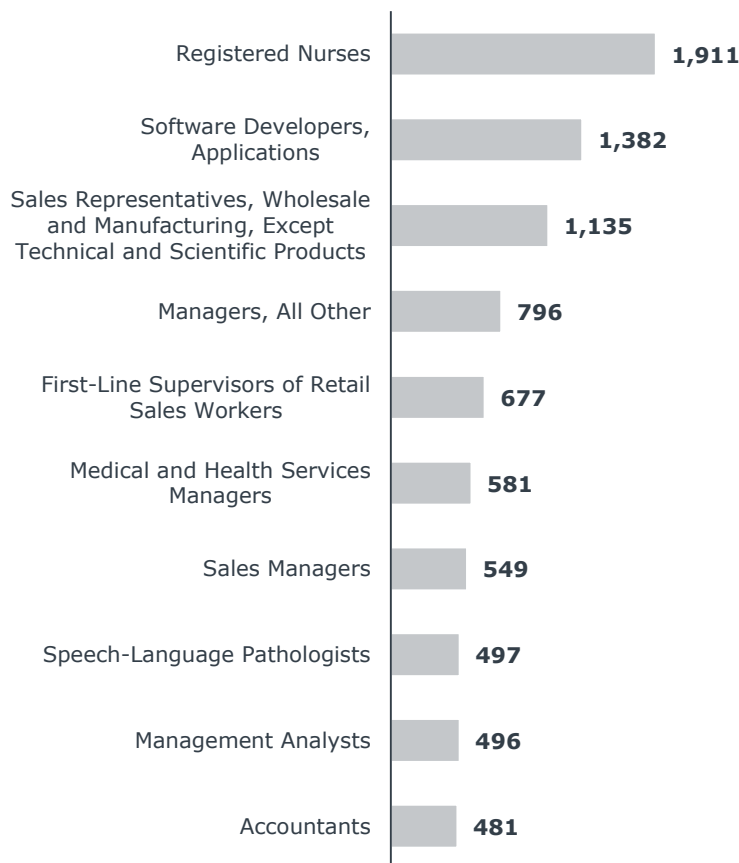
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Occupations

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Most Commonly Sought Occupations in 2016

n=27,687 job postings, with 1,096 unspecified job postings



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Source: Burning Glass Labor/Insight™

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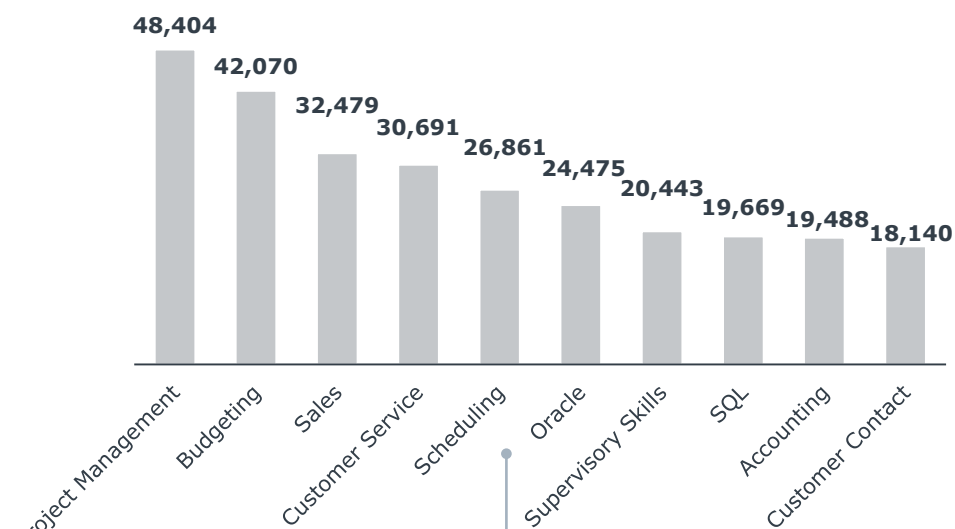
Employers

- How often do our students find jobs with these top employers?
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State in Focus: New Jersey

Most Commonly Sought Job Skills in 2016

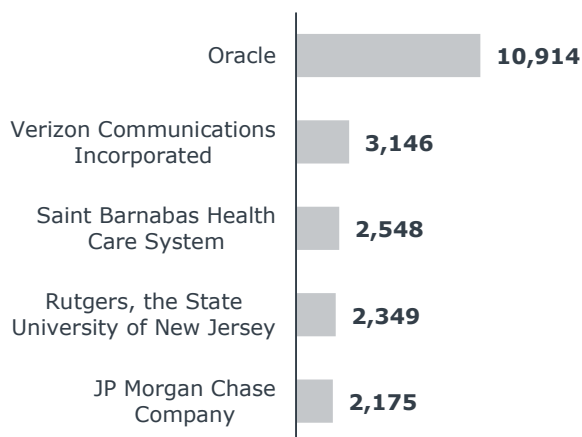
n=270,622 job postings, with 16,538 unspecified job postings



EAB Data Insight: Requests for **Oracle** incorporate dual skill sets. Oracle skills for computer science professionals may refer to the Oracle Application Development Framework, which provides a commercial framework for enterprise applications. Alternatively, employers hiring for business positions seek candidates with experience using Oracle's business software suite.

Employers with Greatest Demand in 2016

n=270,622 job postings, with 81,434 unspecified job postings



Source: Burning Glass Labor/Insight™

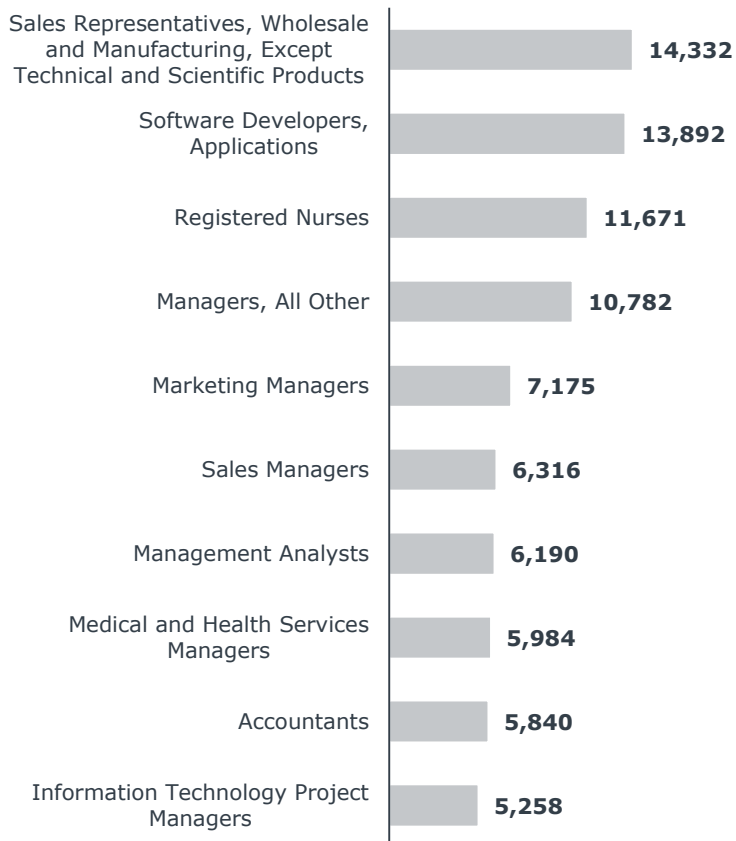
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Most Commonly Sought Occupations in 2016

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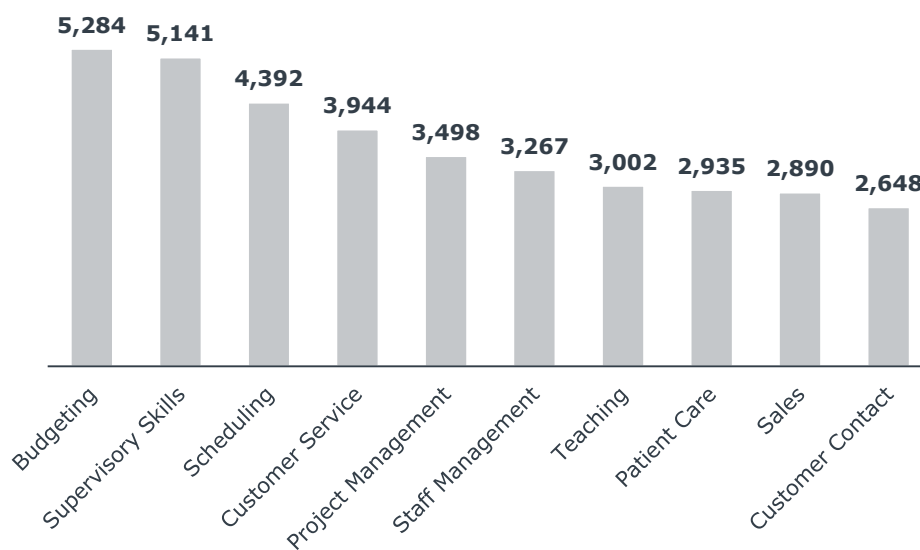
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State in Focus: New Mexico

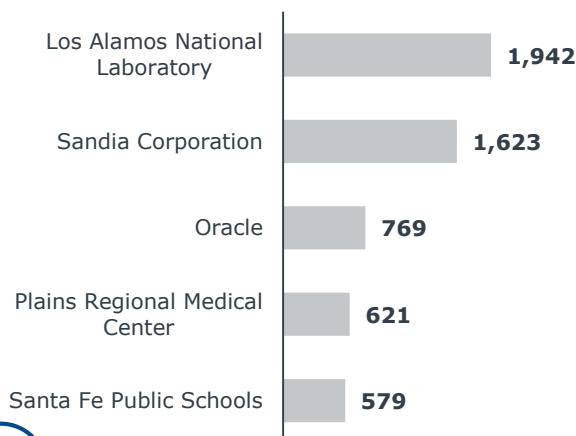
Most Commonly Sought Job Skills in 2016

n=37,744 job postings, with 4,928 unspecified job postings



Employers with Greatest Demand in 2016

n=37,744 job postings, with 9,243 unspecified job postings



EAB Data Insight: Beyond highly technical engineering and scientific positions, **Los Alamos National Laboratory** and **Sandia Corporation** also post jobs titled:

- Mechanic,
- Laboratory technologist, and
- Financial business analyst,
- Technical writer.

Additionally, skills in project management, budgeting, and scheduling remain in high demand for both technical and non-technical roles.

Source: Burning Glass Labor/Insight™

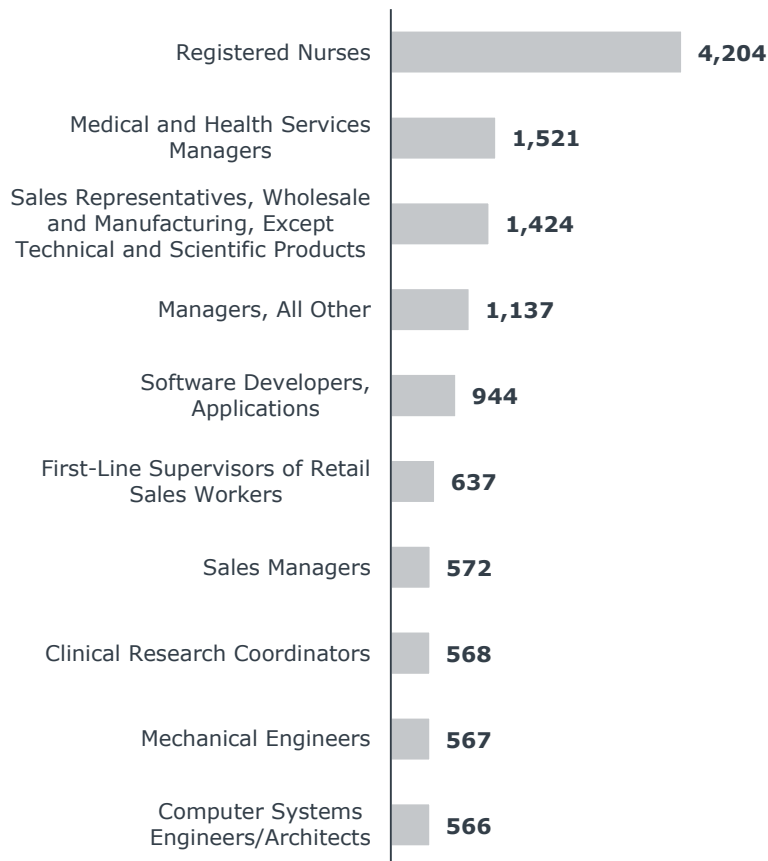
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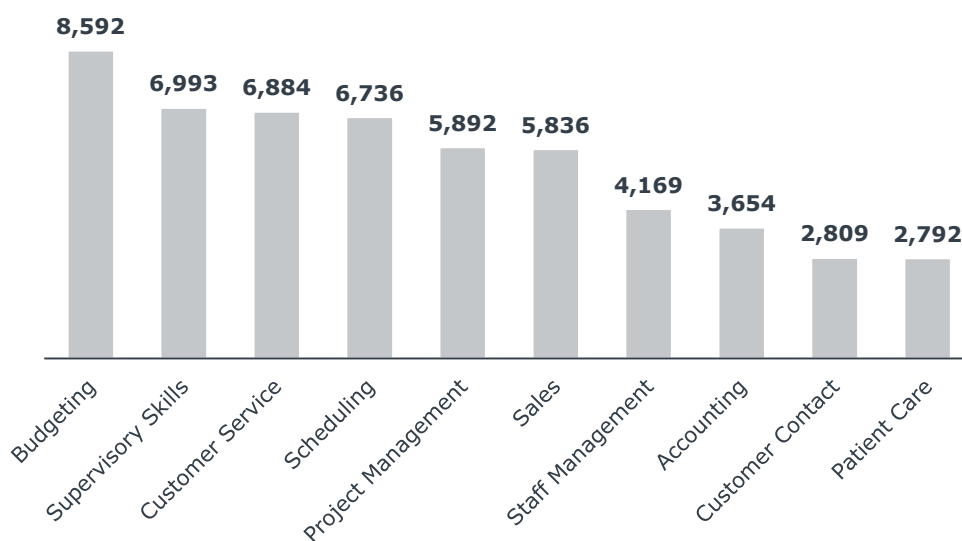
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State in Focus: Nevada

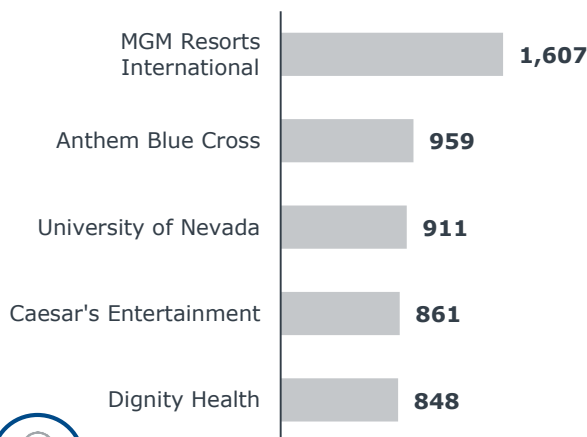
Most Commonly Sought Job Skills in 2016

n=50,680 job postings, with 4,893 unspecified job postings



Employers with Greatest Demand in 2016

n=50,680 job postings, with 15,370 unspecified job postings



EAB Data Insight: Employers in the tourism and gaming industry (e.g., **MGM Resorts International**, **Caesar's Entertainment**) post varied jobs requiring a bachelor's degree or higher, such as:

- Accountant,
- Hotel manager,
- Director of food and beverage,
- Systems analyst,
- Security engineer, and
- Graphic designer.

Source: Burning Glass Labor/Insight™

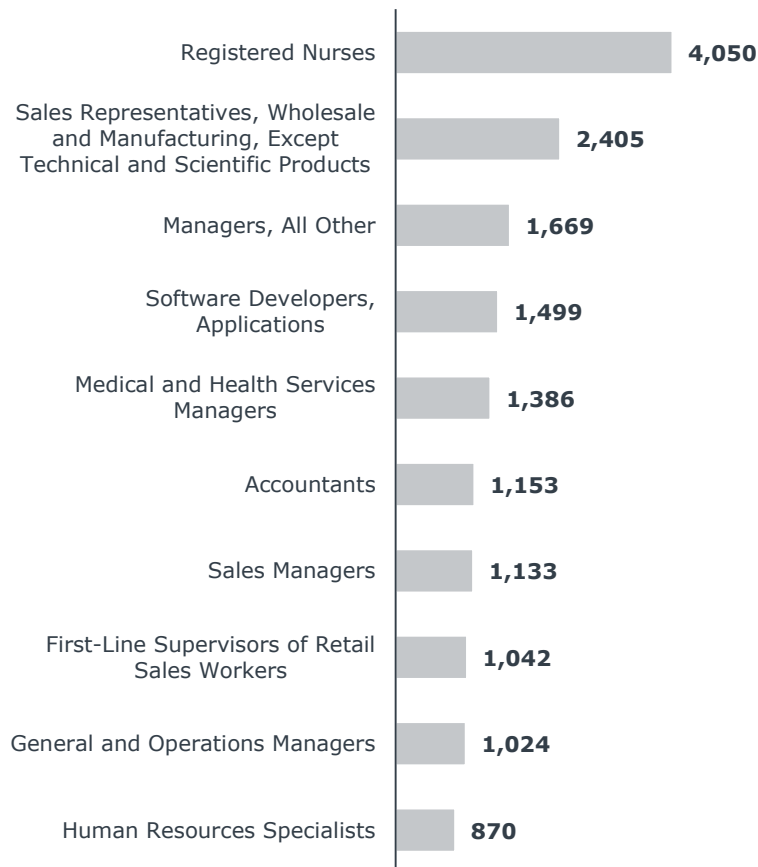
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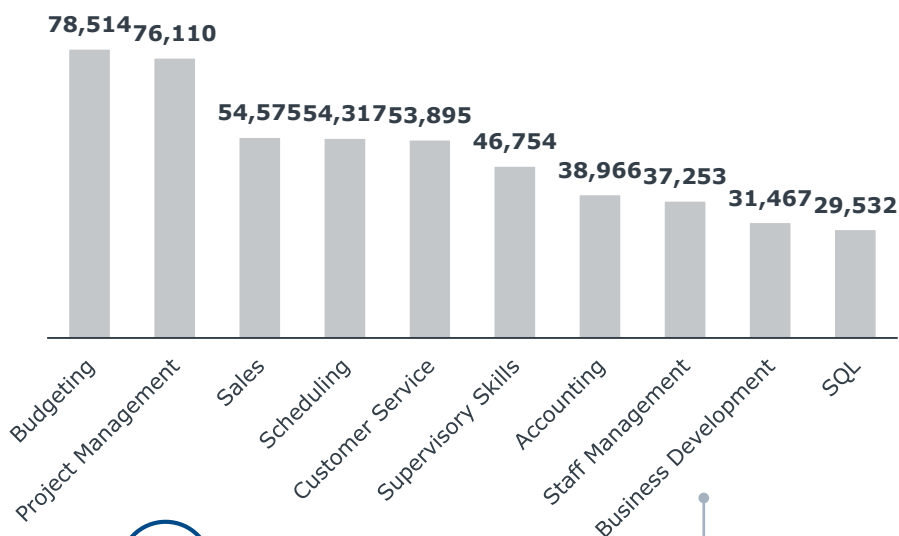
Employers

- How often do our students find jobs with these top employers?
- What existing relationships does our institution have with any of these top employers?
- How many employees of these top employers do we or have we previously served?

State in Focus: New York

Most Commonly Sought Job Skills in 2016

n=511,355 job postings, with 35,457 unspecified job postings



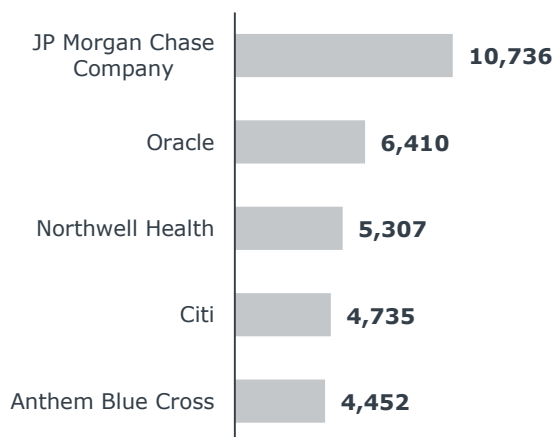
EAB Data Insight: Business development

refers to a range of activities to grow a business in line with overall organizational strategy, including:

- Building commercial relationships,
- Tracking competitor offerings,
- Acquiring new customers, and
- Expanding into new markets.

Employers with Greatest Demand in 2016

n=511,355 job postings, with 131,810 unspecified job postings



Source: Burning Glass Labor/Insight™

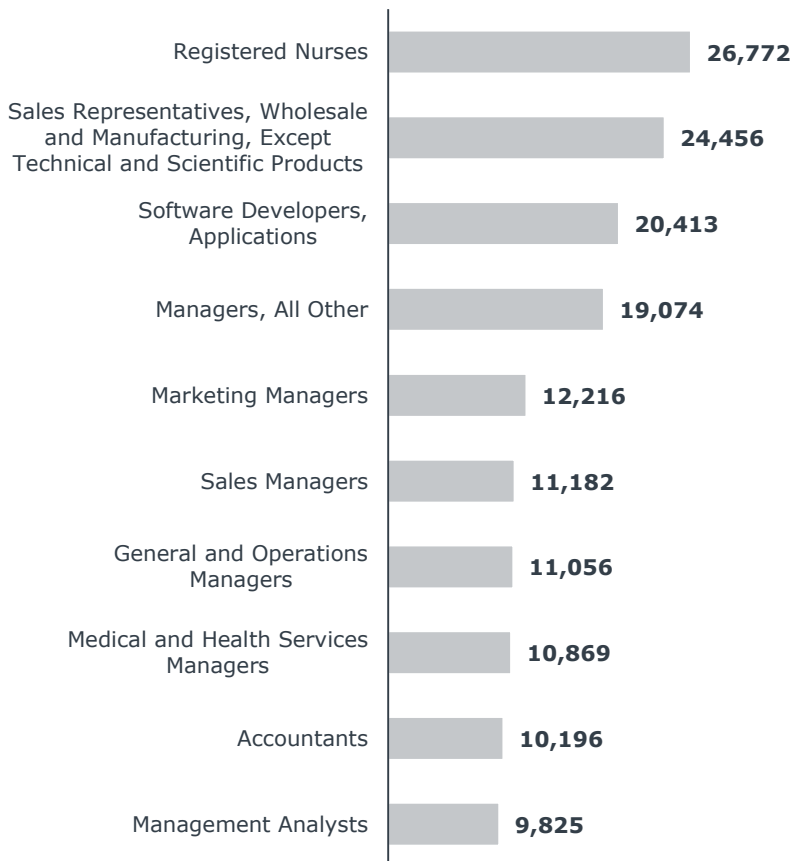
Questions to Inform Initial Program Discussions

Occupations

- What opportunities do we have to expand programs that already prepare students to find jobs in these popular occupations?
- What new programs should we consider launching that align with employer demand for these occupations?
- How can we attract students to our programs to prepare for these roles?
- How often are students inquiring about job opportunities in these occupations?
- What continuing education might professionals in these high-demand occupations require to maintain their qualifications?

Most Commonly Sought Occupations in 2016

n=511,355 job postings, with 31,732 unspecified job postings



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Source: Burning Glass Labor/Insight™

State Demand Profile

Supporting Market-Responsive Program Development

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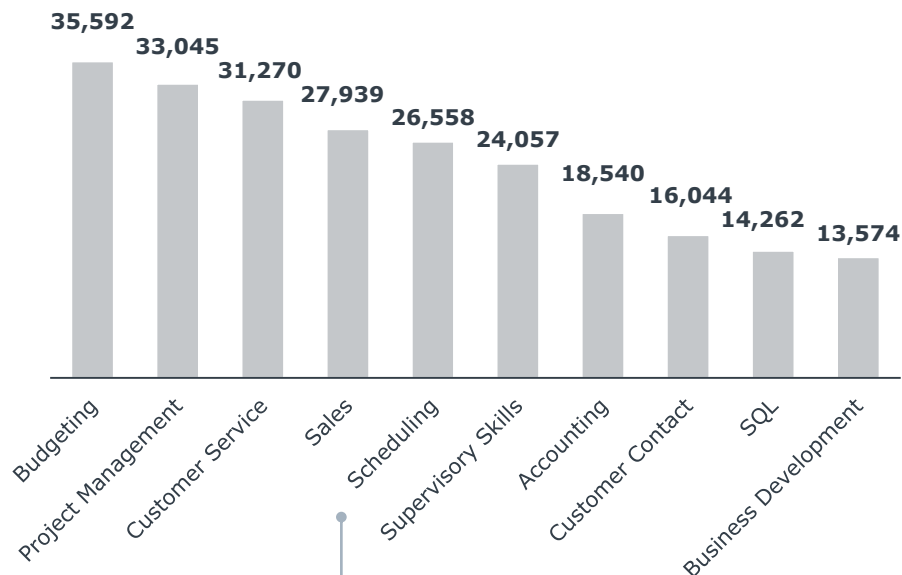
Employers

- How often do our students find jobs with these top employers?
- What existing relationships does our institution have with any of these top employers?
- How many employees of these top employers do we or have we previously served?

State in Focus: Ohio

Most Commonly Sought Job Skills in 2016

n=239,357 job postings, with 19,552 unspecified job postings

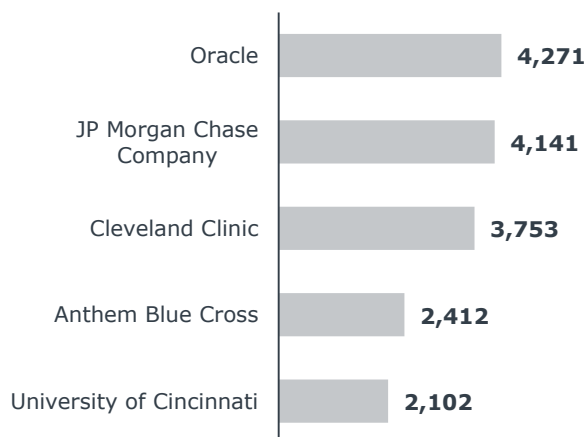


EAB Data Insight: Scheduling refers to a range of skills beyond administrative scheduling of appointments by clerical staff. It can also include:

- Assignment of shifts to staff by managers,
- Production of financial statements on a schedule by accountants, and
- Creation of product development schedules by software developers.

Employers with Greatest Demand in 2016

n=239,357 job postings, with 68,812 unspecified job postings



Source: Burning Glass Labor/Insight™

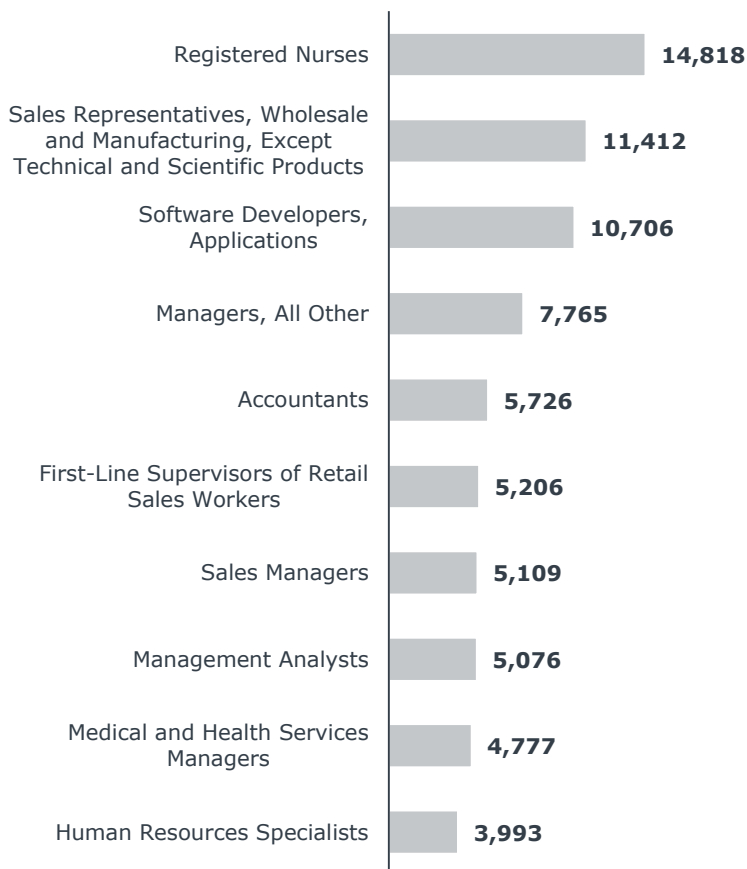
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Occupations

- What opportunities do we have to expand programs that already prepare students to find jobs in these popular occupations?
- What new programs should we consider launching that align with employer demand for these occupations?
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Most Commonly Sought Occupations in 2016

n=239,357 job postings, with 10,797 unspecified job postings



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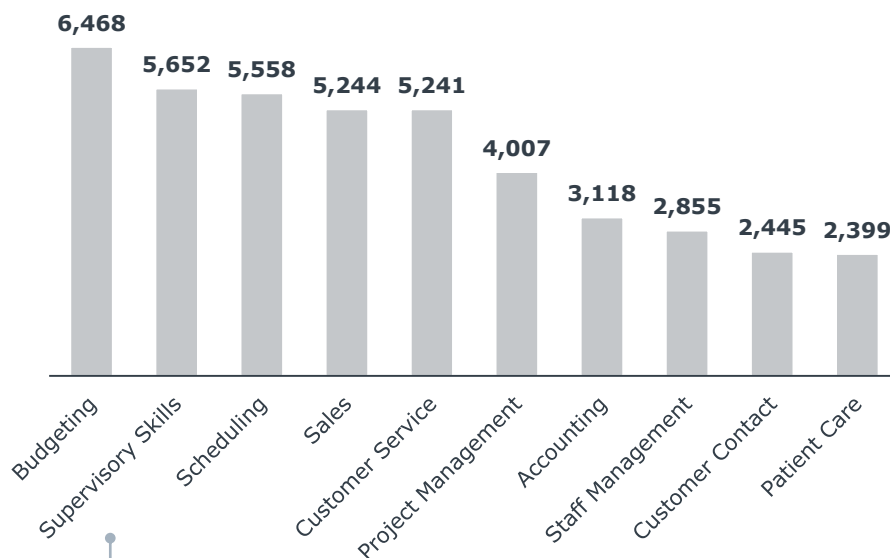
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- How often do our students find jobs with these top employers?
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State in Focus: Oklahoma

Most Commonly Sought Job Skills in 2016

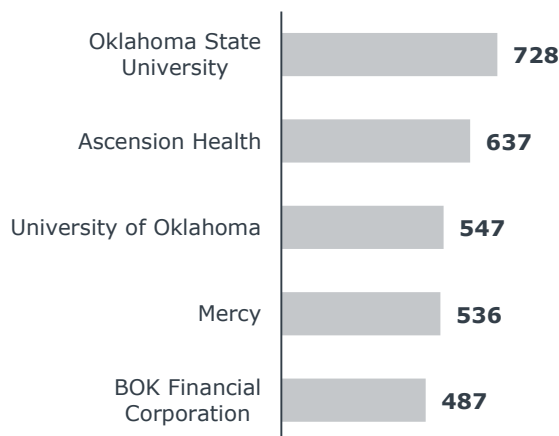
n=44,447 job postings, with 6,005 unspecified job postings



EAB Data Insight: Of the job postings seeking **supervisory skills**, a majority seek candidates with zero to five years of professional experience (i.e., 3,766 out of 5,652 job postings). Even professionals with limited work experience will need to develop supervisory skills.

Employers with Greatest Demand in 2016

n=44,447 job postings, with 11,615 unspecified job postings



Source: Burning Glass Labor/Insight™

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Most Commonly Sought Occupations in 2016

n=44,447 job postings, with 1,830 unspecified job postings



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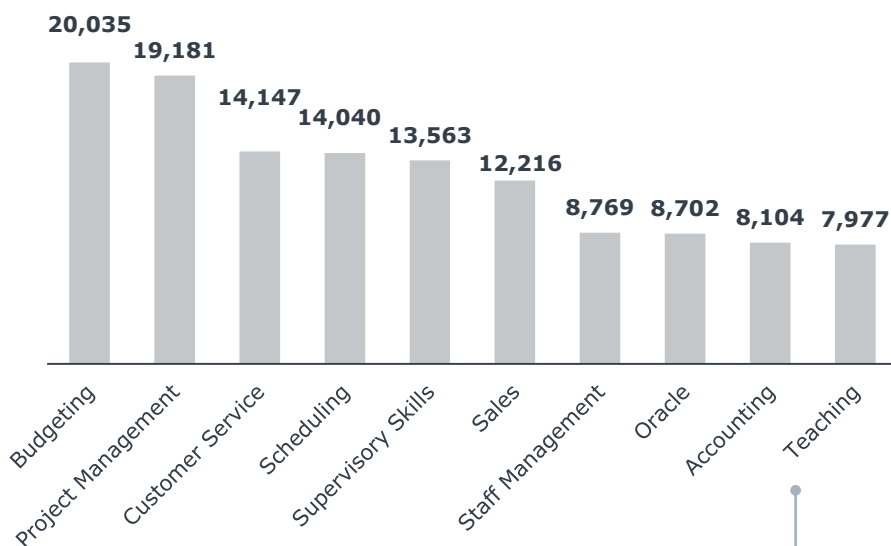
Employers

- How often do our students find jobs with these top employers?
- What existing relationships does our institution have with any of these top employers?
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State in Focus: Oregon

Most Commonly Sought Job Skills in 2016

n=137,513 job postings, with 22,090 unspecified job postings



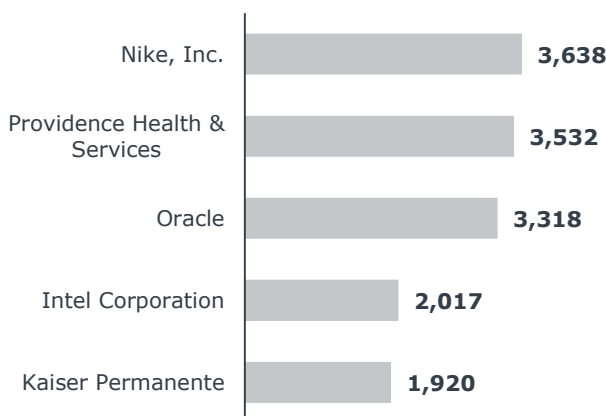
EAB Data Insight: Employers seek **teaching** skills in occupations beyond K-12, special, and postsecondary education, such as in job postings for:

- Registered nurses,
- Critical care nurses, and
- Medical and health services managers.

Demand for teaching skills in health-related occupations indicates the increasing importance of health education and promotion.

Employers with Greatest Demand in 2016

n=137,513 job postings, with 64,128 unspecified job postings



Source: Burning Glass Labor/Insight™

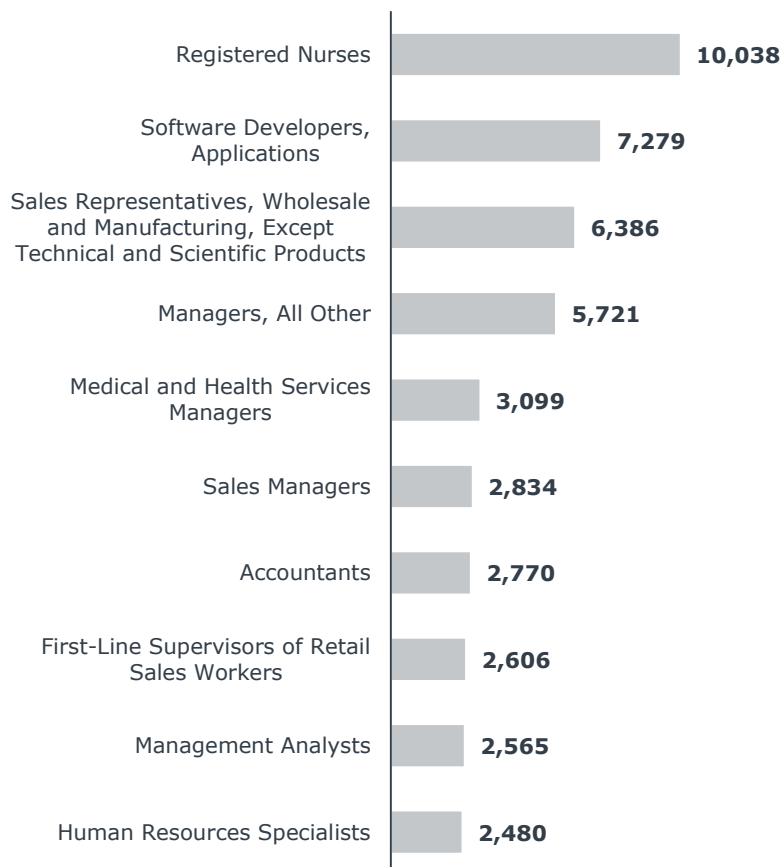
Questions to Inform Initial Program Discussions

Occupations

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Most Commonly Sought Occupations in 2016

n=137,513 job postings, with 6,821 unspecified job postings



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Source: Burning Glass Labor/Insight™

State Demand Profile

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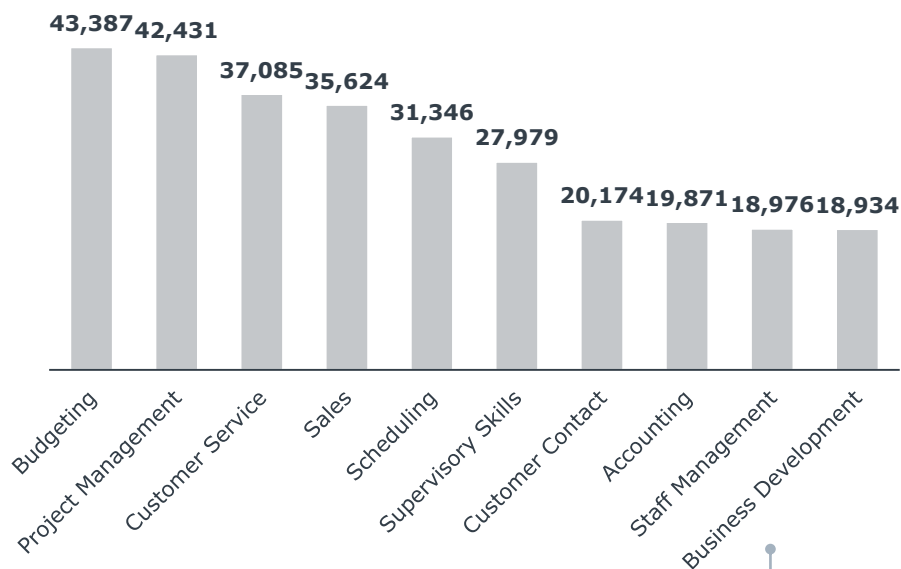
Employers

- How often do our students find jobs with these top employers?
- What existing relationships does our institution have with any of these top employers?
- How many employees of these top employers do we or have we previously served?

State in Focus: Pennsylvania

Most Commonly Sought Job Skills in 2016

n=293,382 job postings, with 22,559 unspecified job postings

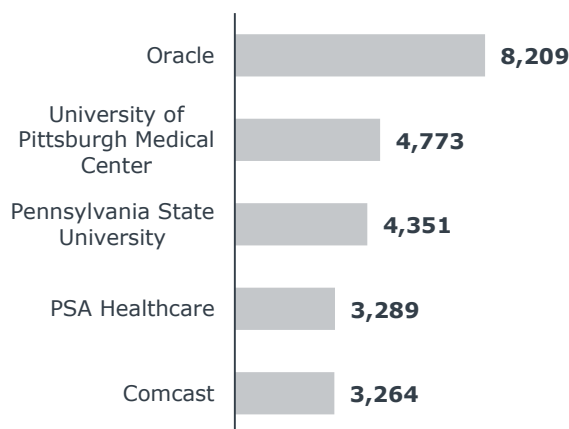


EAB Data Insight: Business development refers to a range of activities to grow a business in line with overall organizational strategy, including:

- Building commercial relationships,
- Tracking competitor offerings,
- Acquiring new customers, and
- Expanding into new markets.

Employers with Greatest Demand in 2016

n=293,382 job postings, with 81,621 unspecified job postings



Source: Burning Glass Labor/Insight™

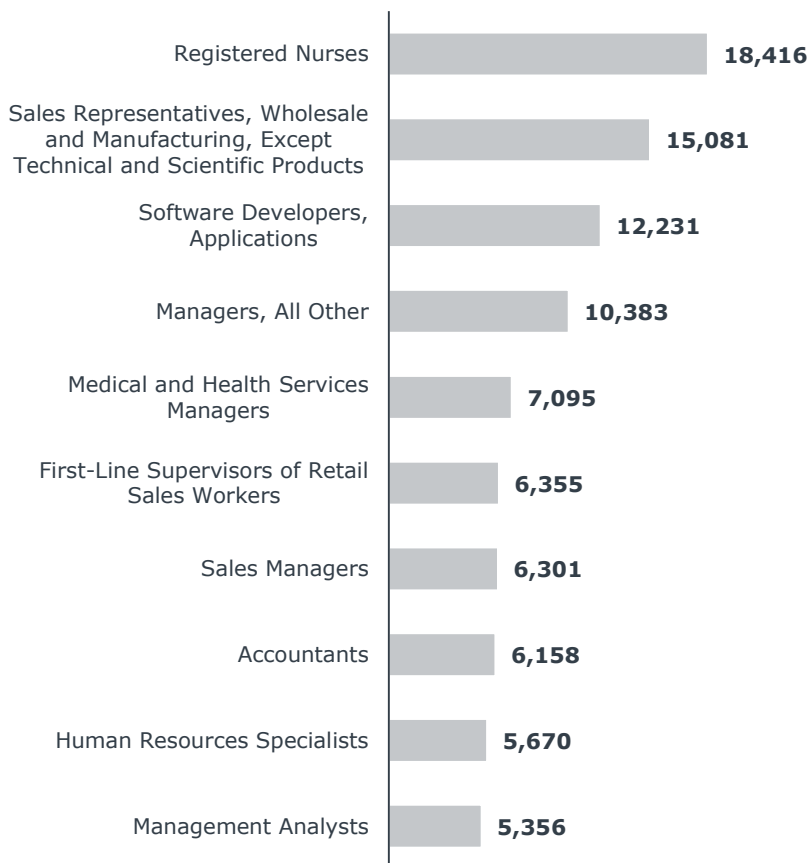
Questions to Inform Initial Program Discussions

Occupations

- What opportunities do we have to expand programs that already prepare students to find jobs in these popular occupations?
- What new programs should we consider launching that align with employer demand for these occupations?
- How can we attract students to our programs to prepare for these roles?
- How often are students inquiring about job opportunities in these occupations?
- What continuing education might professionals in these high-demand occupations require to maintain their qualifications?

Most Commonly Sought Occupations in 2016

n=293,382 job postings, with 13,968 unspecified job postings



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Source: Burning Glass Labor/Insight™

State Demand Profile

Supporting Market-Responsive Program Development

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Job Skills

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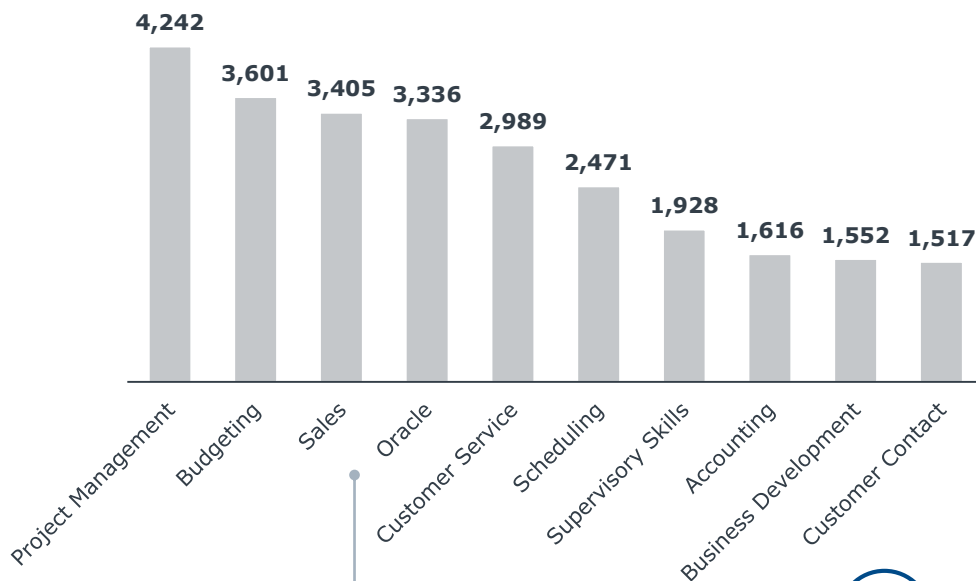

Employers

- How often do our students find jobs with these top employers?
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- How many employees of these top employers do we or have we previously served?

State in Focus: Rhode Island

Most Commonly Sought Job Skills in 2016

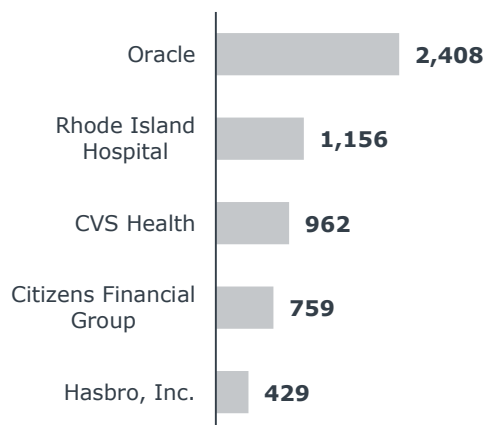
n=26,399 job postings, with 3,118 unspecified job postings

EAB Data Insight: Requests for **Oracle** incorporate dual skill sets. Oracle skills for computer science professionals may refer to the Oracle Application Development Framework, which provides a commercial framework for enterprise applications. Alternatively, employers hiring for business positions seek candidates with experience using Oracle's business software suite.

Employers with Greatest Demand in 2016

n=26,399 job postings, with 6,647 unspecified job postings



Source: Burning Glass Labor/Insight™

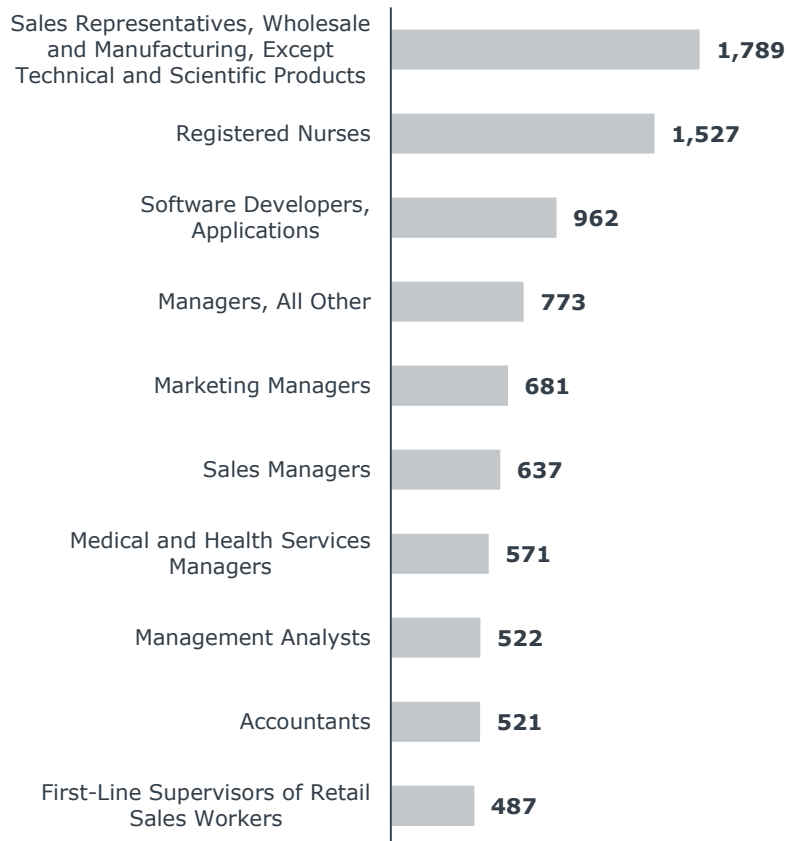
Questions to Inform Initial Program Discussions

Occupations

- What opportunities do we have to expand programs that already prepare students to find jobs in these popular occupations?
- What new programs should we consider launching that align with employer demand for these occupations?
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- How often are students inquiring about job opportunities in these occupations?
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Most Commonly Sought Occupations in 2016

n=26,399 job postings, with 1,115 unspecified job postings



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Source: Burning Glass Labor/Insight™

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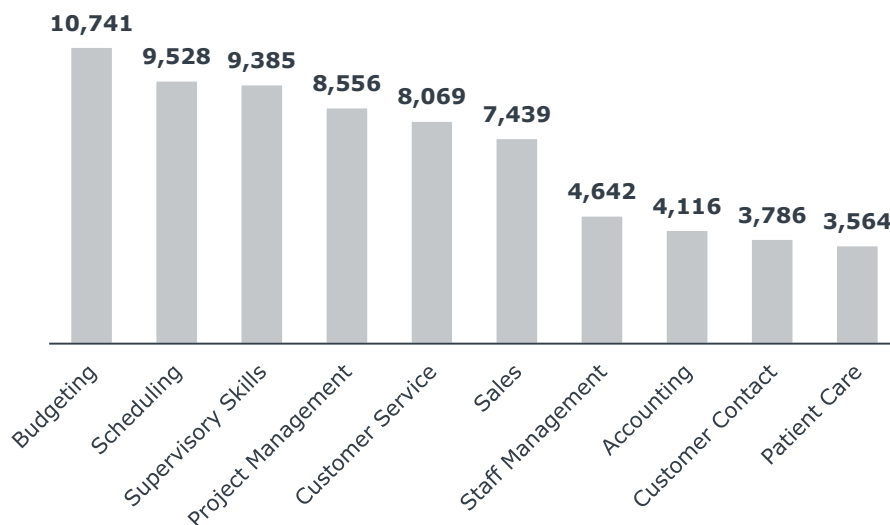
Employers

- How often do our students find jobs with these top employers?
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State in Focus: South Carolina

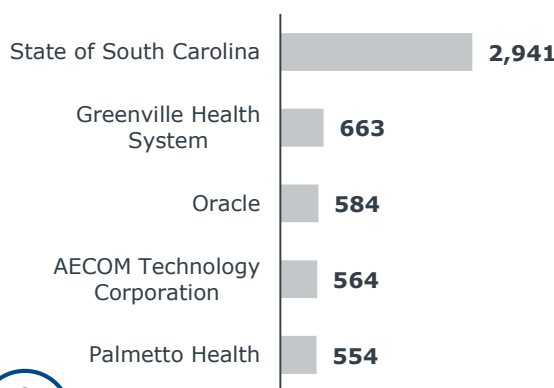
Most Commonly Sought Job Skills in 2016

n=72,270 job postings, with 7,082 unspecified job postings



Employers with Greatest Demand in 2016

n=72,270 job postings, with 21,362 unspecified job postings



EAB Data Insight: The **State of South Carolina** posts jobs for a variety of professionals for positions in different state agencies. For example:

- The Department of Mental Health seeks a registered nurse,
- The Department of Labor, Licensing, and Regulation seeks an attorney for the Office of Disciplinary Counsel, and
- The Department of Health and Environmental Control seeks an environmental health manager for the Food Protection Program.

The State of South Carolina also posts jobs for adjunct instructors in community and technical colleges across the state.

Source: Burning Glass Labor/Insight™

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- What opportunities do we have to expand programs that already prepare students to find jobs in these popular occupations?
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Most Commonly Sought Occupations in 2016

n=72,270 job postings, with 2,678 unspecified job postings



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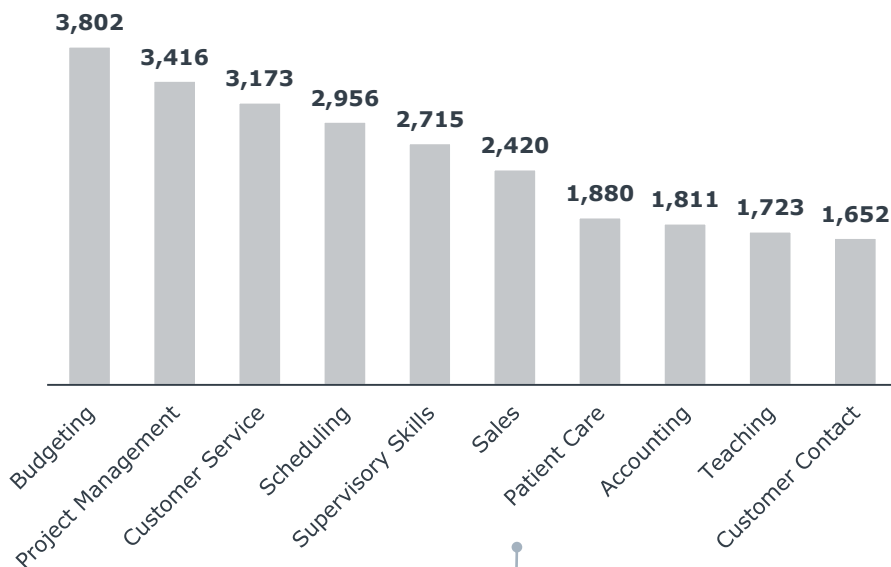
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State in Focus: South Dakota

Most Commonly Sought Job Skills in 2016

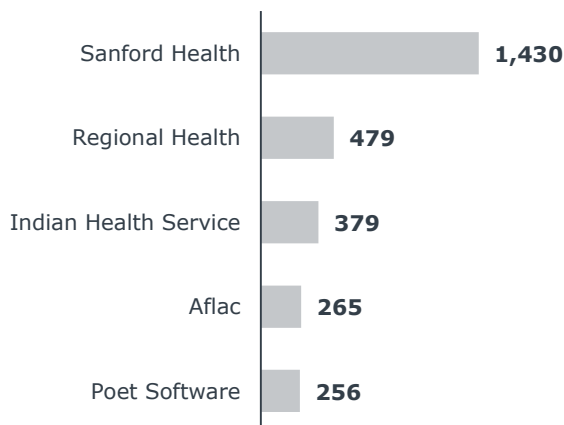
n=27,875 job postings, with 2,743 unspecified job postings



EAB Data Insight: An aging population drives demand for skills in **patient care**. Health care and health services represent three of the top five employers (i.e., Sanford Health, Regional Health, and the Indian Health Service).

Employers with Greatest Demand in 2016

n=27,875 job postings, with 16,273 unspecified job postings



Source: Burning Glass Labor/Insight™

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Most Commonly Sought Occupations in 2016

n=27,875 job postings, with 1,426 unspecified job postings



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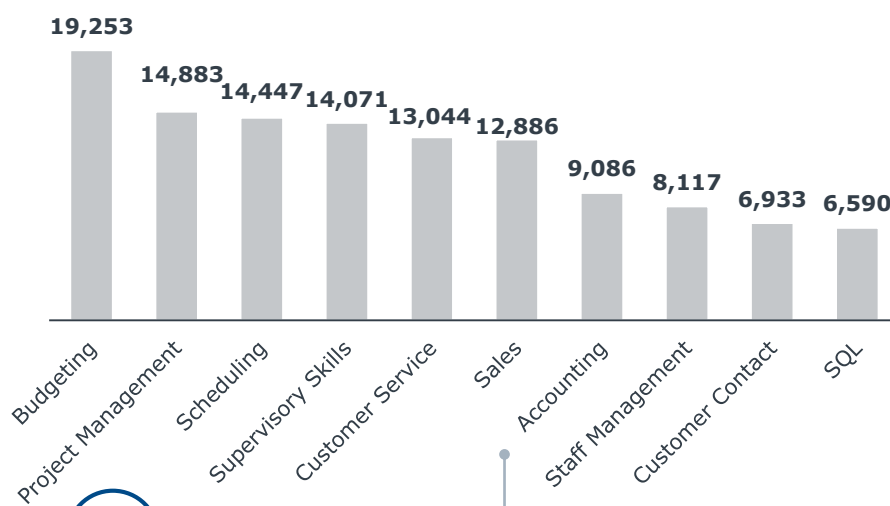
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State in Focus: Tennessee

Most Commonly Sought Job Skills in 2016

n=114,247 job postings, with 8,852 unspecified job postings

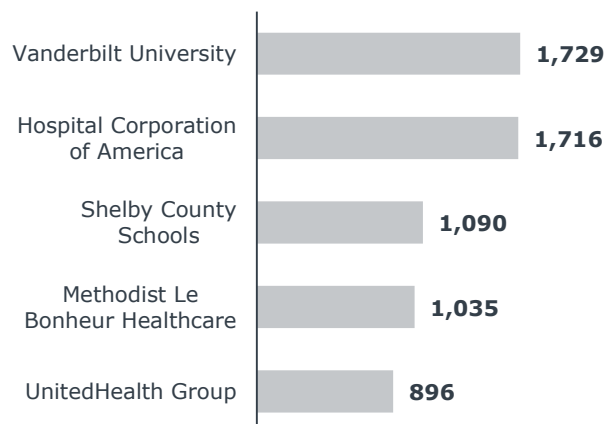


EAB Data Insight: Employers seek **accounting** skills in more than three times as many job postings as the number of jobs specifically posted for accountants. Employers also frequently seek accounting skills for jobs titled:

- Financial analyst,
- Bookkeeper,
- Controller,
- Tax manager, and
- Director of Finance,
- Internal auditor.

Employers with Greatest Demand in 2016

n=114,247 job postings, with 28,778 unspecified job postings



Source: Burning Glass Labor/Insight™

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Occupations

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Most Commonly Sought Occupations in 2016

n=114,247 job postings, with 4,720 unspecified job postings



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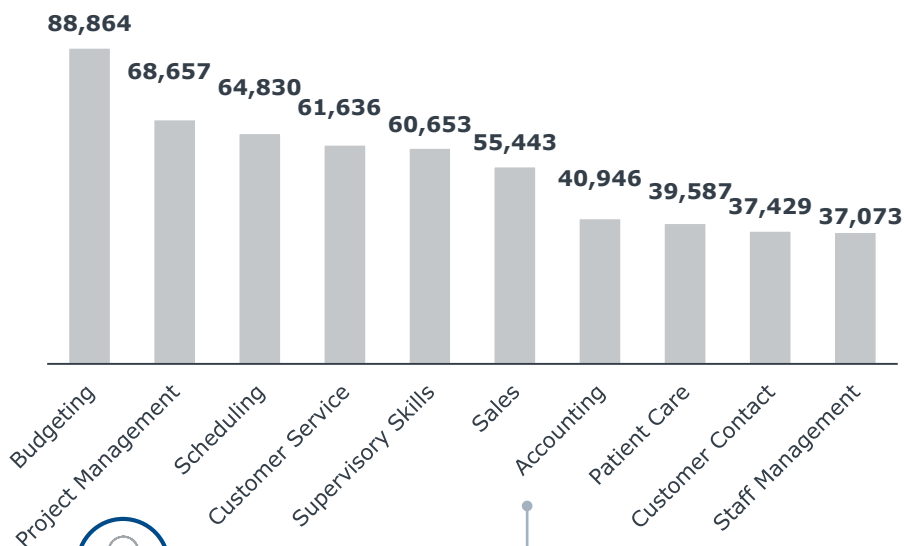
Employers

- How often do our students find jobs with these top employers?
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State in Focus: Texas

Most Commonly Sought Job Skills in 2016

n=536,059 job postings, with 40,173 unspecified job postings

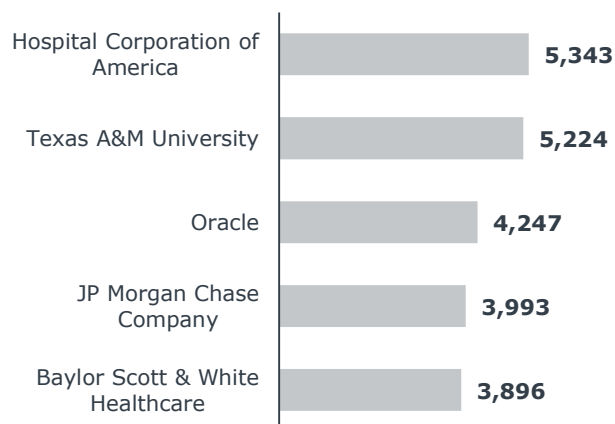


EAB Data Insight: Employers seek **accounting** skills in more than three times as many job postings as the number of jobs specifically posted for accountants. Employers also frequently seek accounting skills for jobs titled:

- Financial analyst,
- Controller,
- Auditor,
- Tax manager,
- Bookkeeper, and
- Director of finance.

Employers with Greatest Demand in 2016

n=536,059 job postings, with 148,613 unspecified job postings



Source: Burning Glass Labor/Insight™

Questions to Inform Initial Program Discussions

Occupations

- What opportunities do we have to expand programs that already prepare students to find jobs in these popular occupations?
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Most Commonly Sought Occupations in 2016

n=536,059 job postings, with 23,336 unspecified job postings



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Source: Burning Glass Labor/Insight™

State Demand Profile

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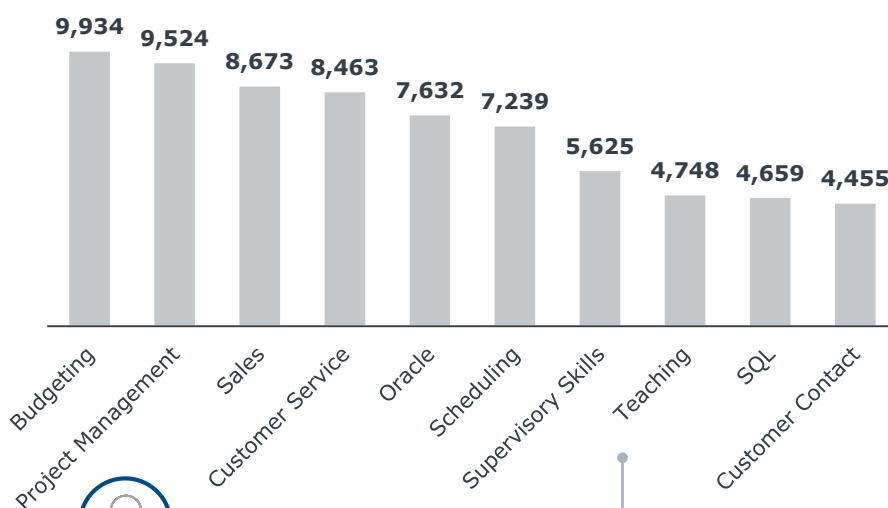
Employers

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State in Focus: Utah

Most Commonly Sought Job Skills in 2016

n=65,708 job postings, with 4,201 unspecified job postings



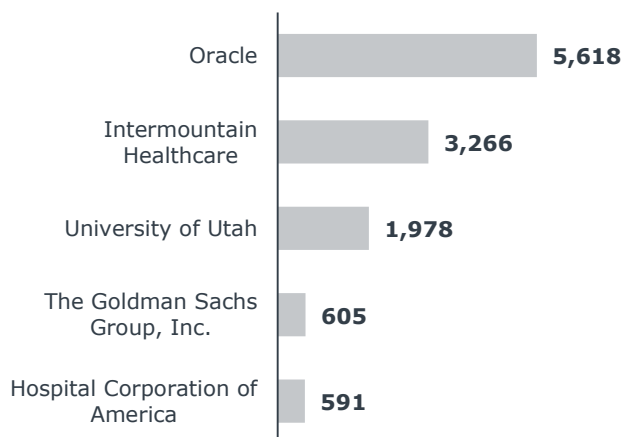
EAB Data Insight: Employers seek **teaching** skills in occupations beyond K-12, special, and postsecondary education, such as in job postings for:

- Registered nurses,
- Nurse practitioners, and
- Critical care nurses.

Demand for teaching skills in health-related occupations indicates the increasing importance of health education and promotion.

Employers with Greatest Demand in 2016

n=65,708 job postings, with 16,398 unspecified job postings



Source: Burning Glass Labor/Insight™

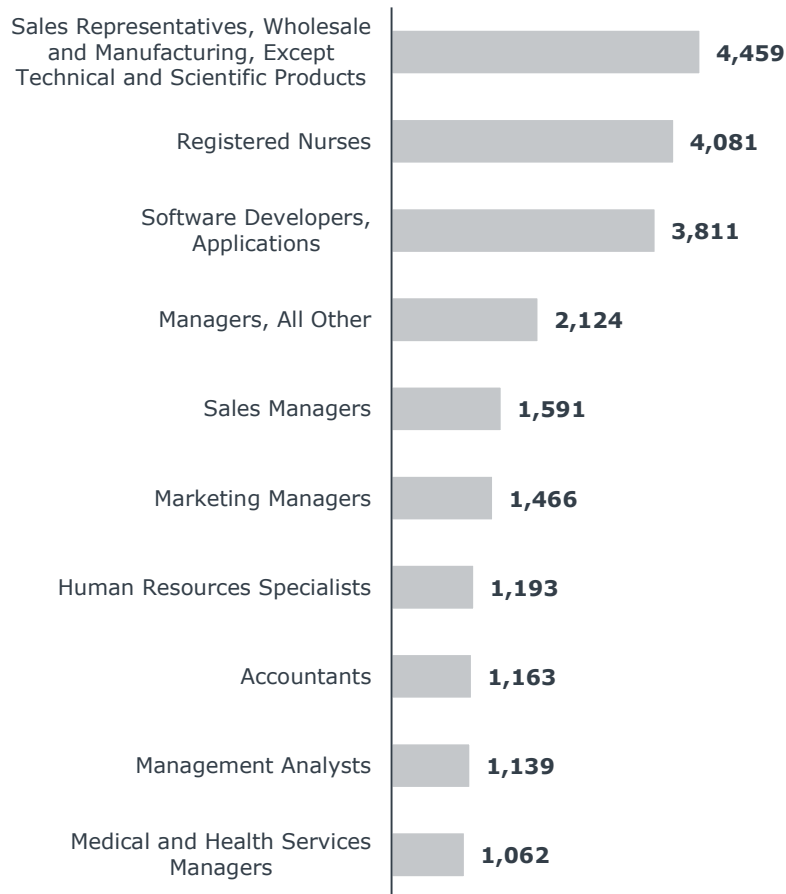
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Most Commonly Sought Occupations in 2016

n=65,708 job postings, with 3,083 unspecified job postings



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Source: Burning Glass Labor/Insight™

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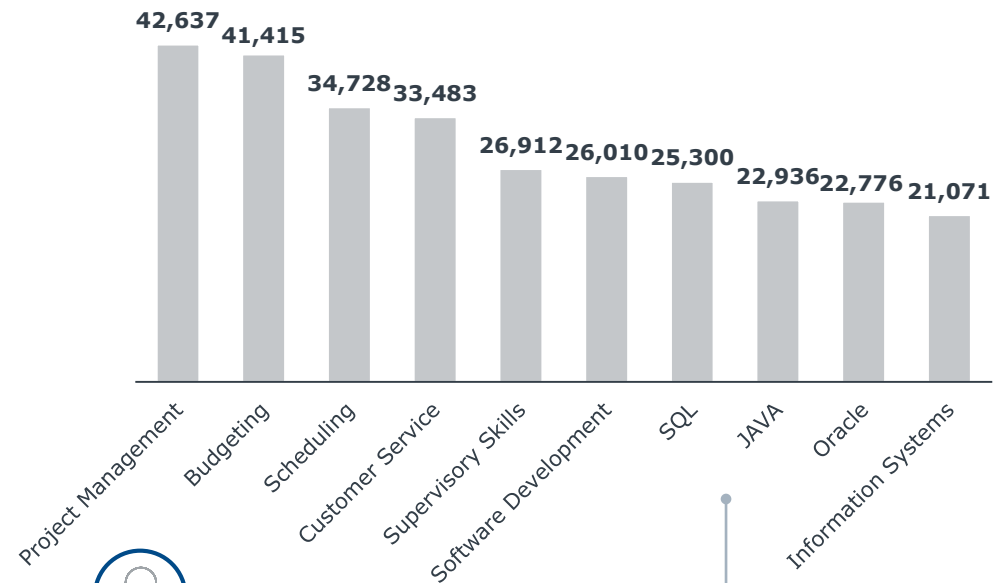
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State in Focus: Virginia

Most Commonly Sought Job Skills in 2016

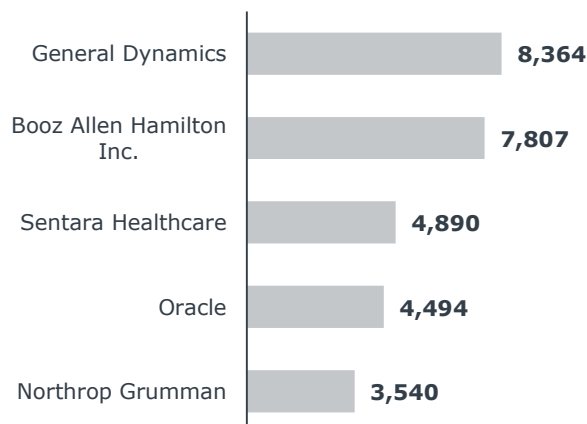
n=304,711 job postings, with 21,028 unspecified job postings



EAB Data Insight: Virginia employers frequently list software and programming skills in job postings (e.g., **software development, SQL, JAVA, Oracle, information systems**). Large government contractors account for most of this demand and job postings remain concentrated in areas with close proximity to Washington, D.C. (e.g., Alexandria, Arlington, and Reston, VA).

Employers with Greatest Demand in 2016

n=304,711 job postings, with 72,087 unspecified job postings



Source: Burning Glass Labor/Insight™

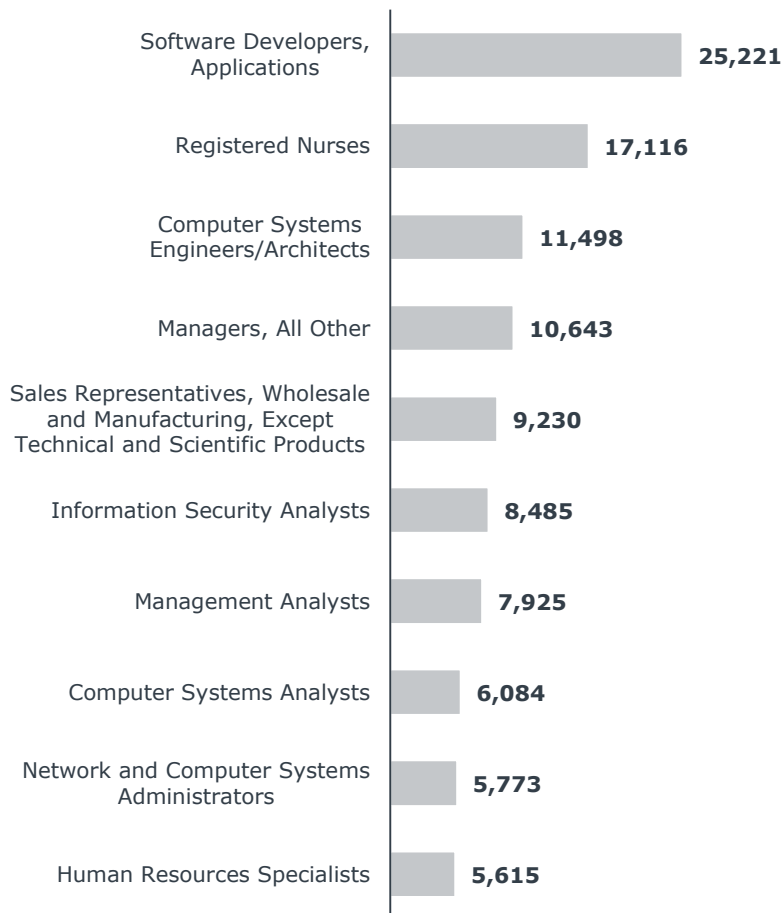
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Most Commonly Sought Occupations in 2016

n=304,711 job postings, with 15,256 unspecified job postings



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Source: Burning Glass Labor/Insight™

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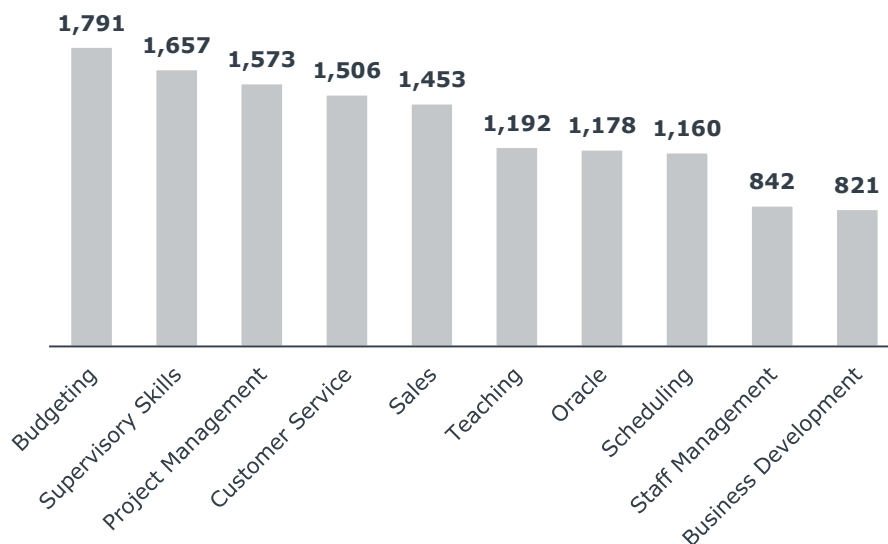
Employers

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State in Focus: Vermont

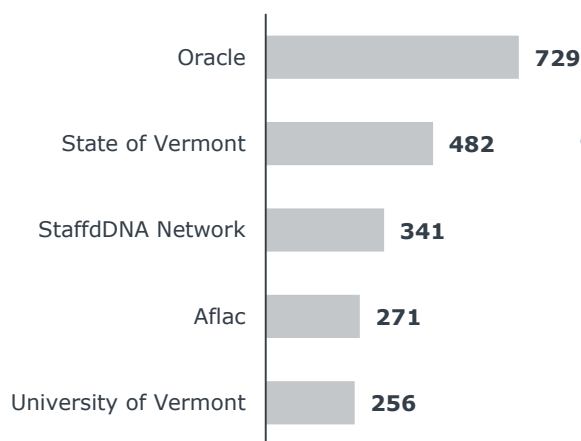
Most Commonly Sought Job Skills in 2016

n=14,594 job postings, with 2,919 unspecified job postings



Employers with Greatest Demand in 2016

n=14,594 job postings, with 3,881 unspecified job postings



EAB Data Insight: The **State of Vermont** posts jobs for a variety of professionals for positions in different state agencies. For example:

- The Agency of Transportation seeks a civil engineer,
- The Department for Children and Families' Family Services Division seeks a social worker, and
- The Department of Environmental Conservation's Vermont Rivers Program seeks an environmental analyst.

Source: Burning Glass Labor/Insight™

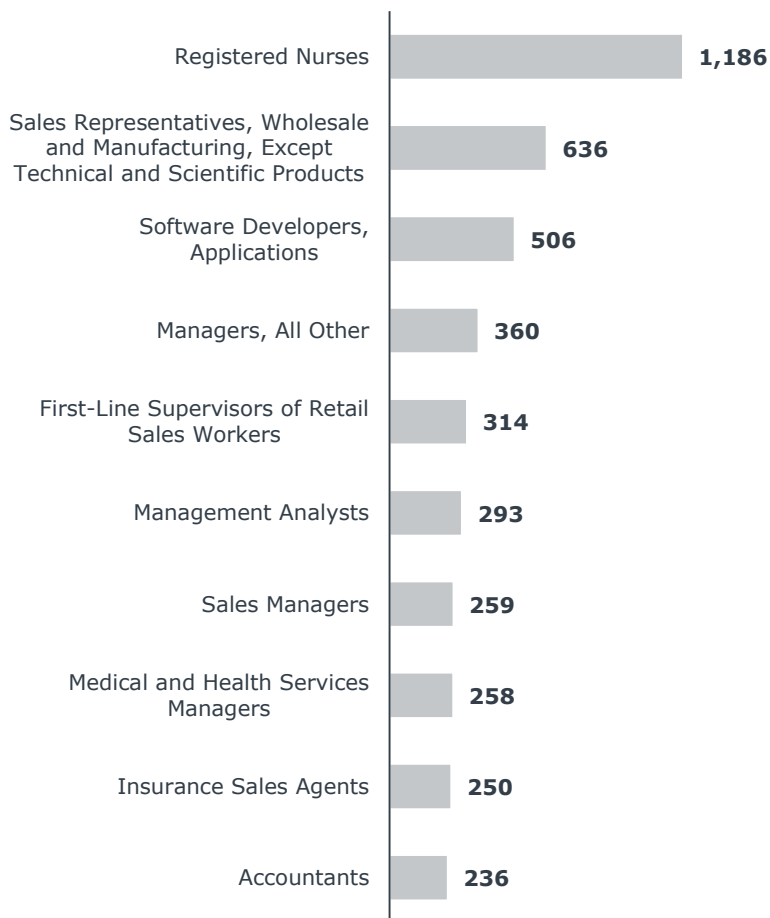
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Most Commonly Sought Occupations in 2016

n=14,594 job postings, with 603 unspecified job postings



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Source: Burning Glass Labor/Insight™

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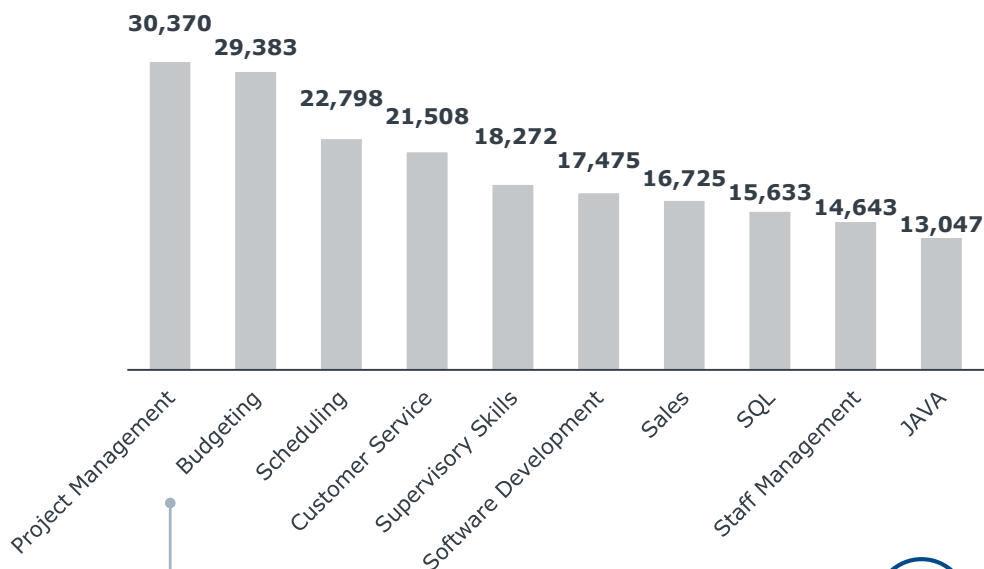
Employers

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State in Focus: Washington

Most Commonly Sought Job Skills in 2016

n=200,632 job postings, with 15,254 unspecified job postings

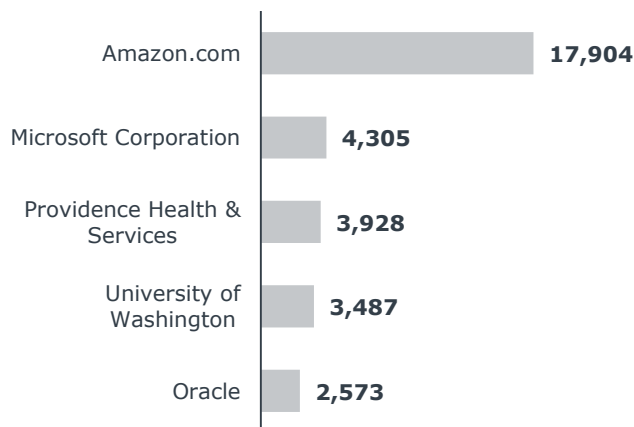


EAB Data Insight: Budgeting skills appear in jobs beyond those for budget office staff or budget-focused roles. In particular, budgeting skills frequently appear in job postings for managerial positions, such as:

- Operations managers who oversee department or unit budget allocations, and
- Project managers in charge of project completion within a set budget.

Employers with Greatest Demand in 2016

n=200,632 job postings, with 49,685 unspecified job postings



Source: Burning Glass Labor/Insight™

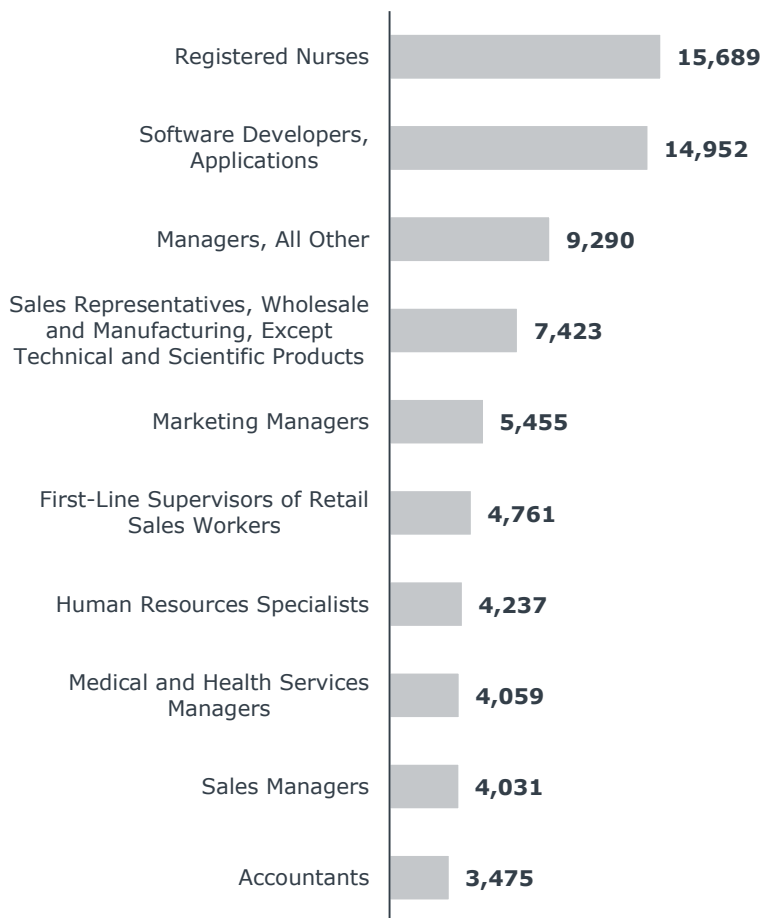
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Most Commonly Sought Occupations in 2016

n=200,632 job postings, with 8,035 unspecified job postings



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Source: Burning Glass Labor/Insight™

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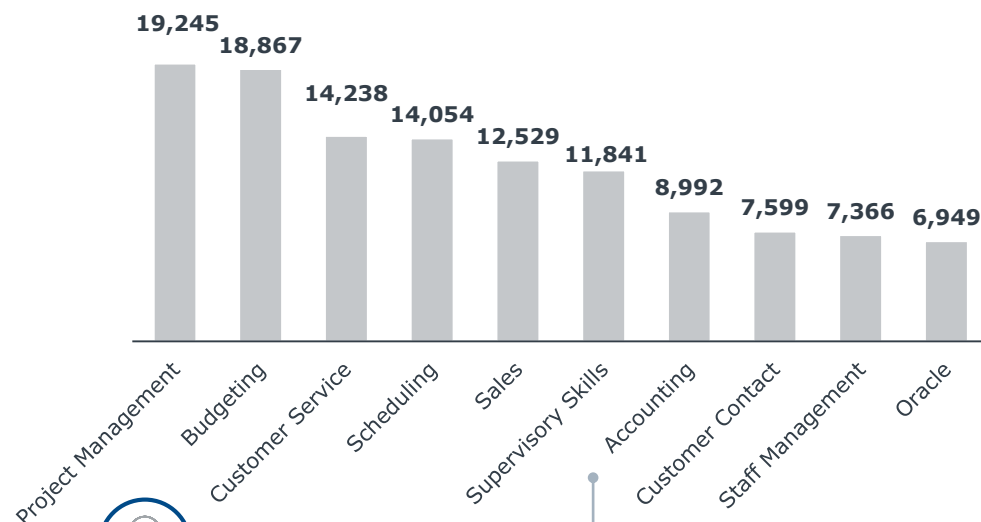
Employers

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State in Focus: Wisconsin

Most Commonly Sought Job Skills in 2016

n=118,504 job postings, with 8,693 unspecified job postings

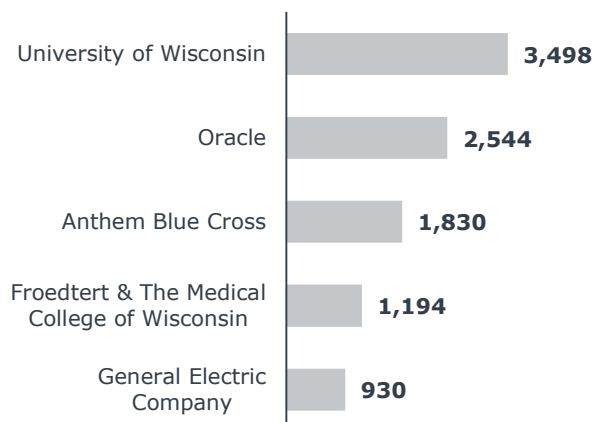


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Employers with Greatest Demand in 2016

n=118,504 job postings, with 33,839 unspecified job postings



Source: Burning Glass Labor/Insight™

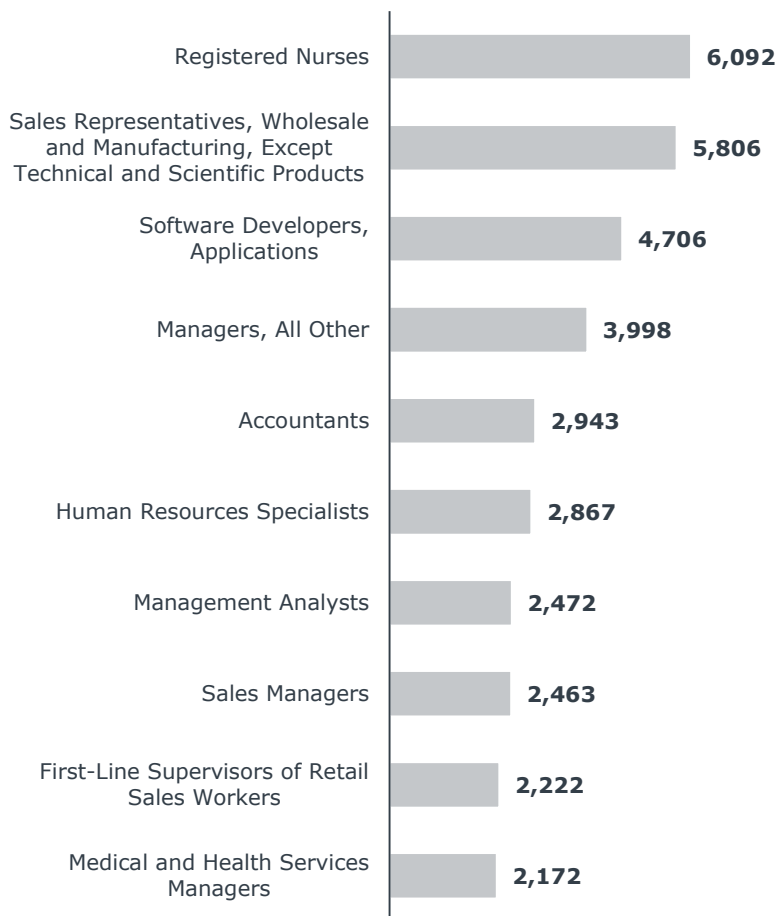
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Most Commonly Sought Occupations in 2016

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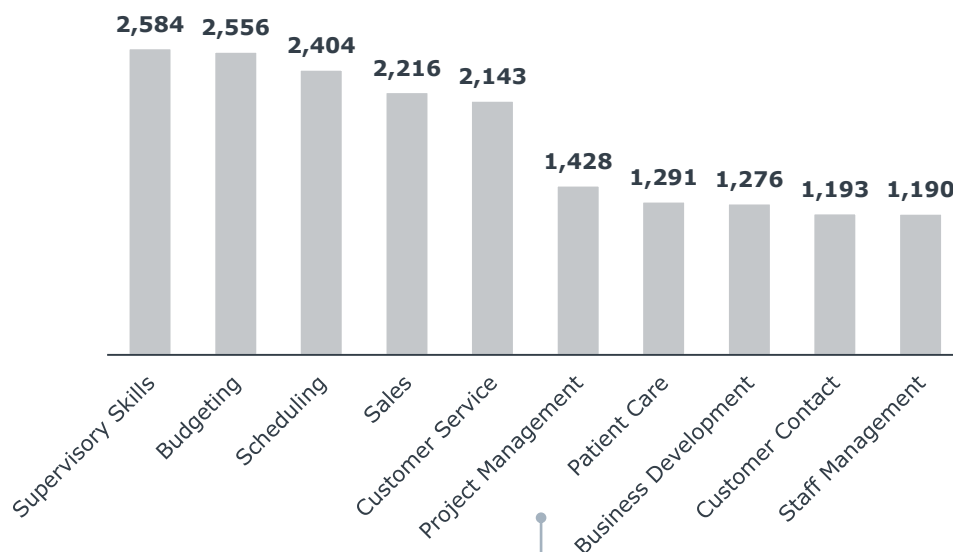
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State in Focus: West Virginia

Most Commonly Sought Job Skills in 2016

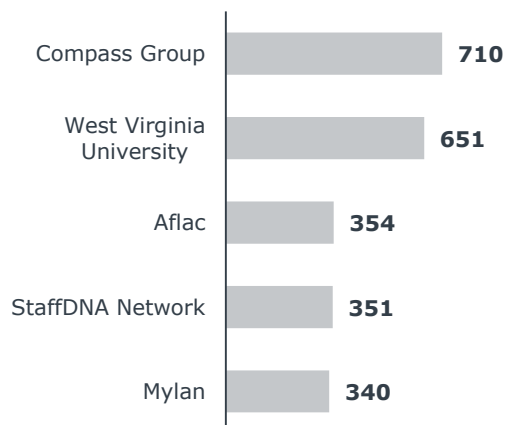
n=20,405 job postings, with 3,403 unspecified job postings



EAB Data Insight: West Virginia's aging population drives demand for skills in **patient care**. Employers post 2,095 jobs for registered nurses, a significantly higher amount than that for other occupations in high demand (i.e., 942 job postings for sales representatives).

Employers with Greatest Demand in 2016

n=20,405 job postings, with 5,264 unspecified job postings



Source: Burning Glass Labor/Insight™

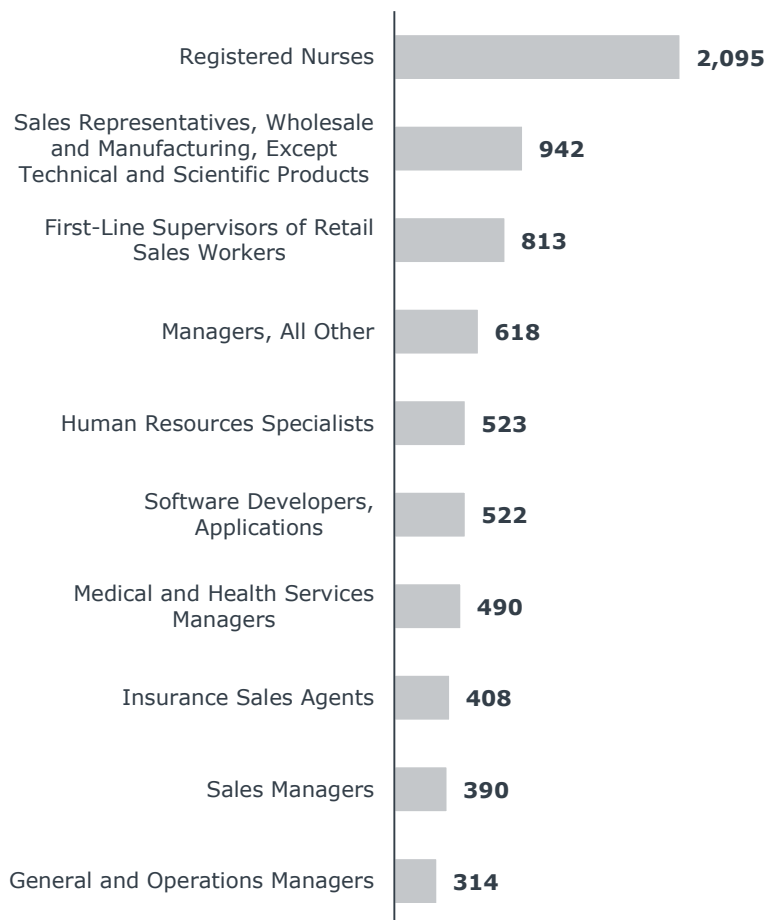
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Most Commonly Sought Occupations in 2016

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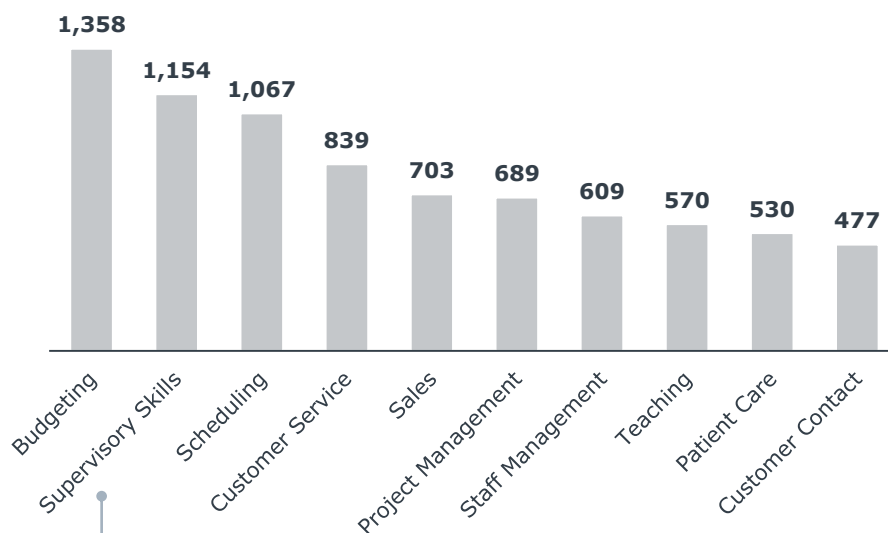
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State in Focus: Wyoming

Most Commonly Sought Job Skills in 2016

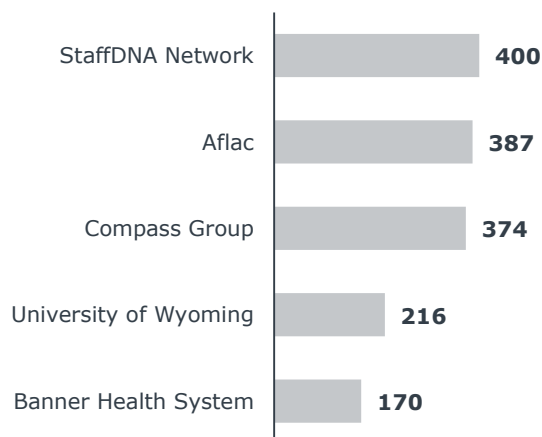
n=8,314 job postings, with 1,823 unspecified job postings



EAB Data Insight: Supervision and staff management both refer to activities involving oversight of more junior employees. The difference is supervision ensures employees perform distinct work duties to meet certain standards, whereas staff management entails longer term employee performance review and professional development.

Employers with Greatest Demand in 2016

n=8,314 job postings, with 1,960 unspecified job postings



Source: Burning Glass Labor/Insight™

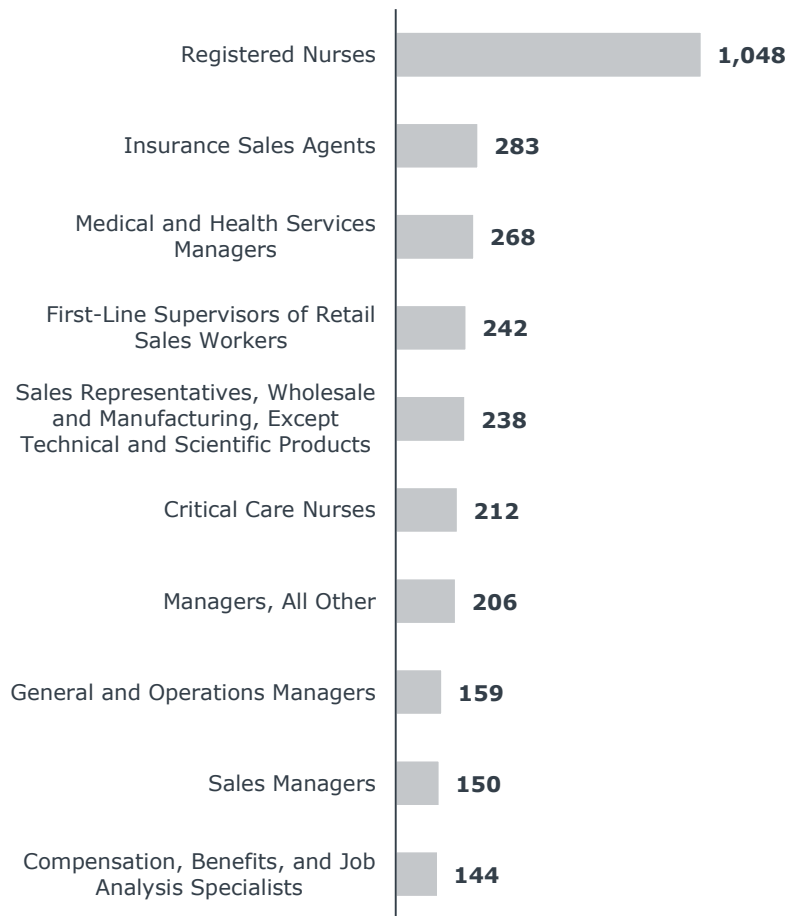
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Most Commonly Sought Occupations in 2016

n=8,314 job postings, with 292 unspecified job postings



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