

Employer Demand Profile

Enabling Market-Responsive Program Development

Real-time employer demand data 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

Skills

- Which of our current programs integrate 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?
- How many employees of these top employers do we or have we previously served?

Region in Focus: Delaware

Most Commonly Sought Job Skills in 2025

n = 60,717 job postings

Skill	Number of Job Postings
Project Management	10,480
Marketing	7,397
Finance	7,331
Auditing	6,358
Computer Science	6,073
Data Analysis	5,699
Process Improvement	5,082
Continuous Improvement Process	5,029
Accounting	5,015
Workflow Management	4,948

Employers with Greatest Demand in 2025

n = 60,717 job postings

Employer	Number of Job Postings
Soliant Health	1,498
JPMorgan Chase	1,473
Capital One	1,280
Nemours	1,260
Humana	1,214
CVS Health	1,080
Cardinal Health	1,025
Lumen Technologies	941
Christianacare Health Systems	911
CDM Smith	858

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 education and 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 2025

n = 60,717 job postings

Occupation	Number of Job Postings
Software Developers	2,859
Registered Nurses	2,451
Marketing Managers	1,580
Speech-Language Pathologists	1,552
Medical and Health Services Managers	1,456
General and Operations Managers	1,314
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,253
Project Management Specialists	1,125
Financial and Investment Analysts	1,119
Accountants and Auditors	1,067

Additional EAB Resources to Support Market-Responsive Program Development



Market Intelligence Resources

- [Executive Guide to Certify Market Risks and Opportunities](#)
- [Understand the needs and motivations of working professional student segments](#)



Program Launch Resources

- [New Program Launch Guidebook](#)
- [Adult Program Innovation Launch Guide](#)



Program Design Resources

- [Design Credentials to Meet Adult Student Needs](#) roadmap
- [3 tips for innovative and successful program design](#)



Program Revitalization Resources

- [Revitalizing the Program Portfolio](#)
- [Choosing the right undergraduate programs for revitalization](#)
- [Revitalizing Academic Program Performance](#) webinar