



Indiana's ETPL System Improves with the Creation of Top Jobs

In July 2025, the Indiana Department of Workforce Development (DWD) implemented a major update to the state's Eligible Training Provider List (ETPL) to reflect changes in its methodology for evaluating in-demand occupations, called Top Jobs. This shift marks a transformative step in how Indiana connects workforce training investments to real employer demand while ensuring job quality and wage growth remains central to workforce development in the state.

The ETPL is a federally required list under the Workforce Innovation and Opportunity Act (WIOA), used to determine which training programs are eligible for public funding. Every state maintains its own version, but Indiana's new approach stands apart: it's the only one to incorporate more detailed indicators of job quality, such as how long a worker typically stays in the job and a measurement of skill change.

Previously, Indiana relied on the INDemand Jobs system to rank occupations, but the methodology has now been reimagined. The result is Top Jobs, a data-driven, employer-based labor market tool.

"Top Jobs is not government policy, it's pure data," said Josh Richardson, DWD Commissioner. "This shift makes a number of improvements in methodology and transparency, better allowing Hoosiers to make informed choices about how training will impact their earnings and employment"

All training providers listed on Indiana's ETPL, which is accessible through Indiana Career Connect, will now be evaluated using Top Jobs rankings. Occupations with a final Top Jobs score of three or higher are automatically eligible. Even those with a baseline of three that are reclassified as a two due to wage thresholds can still qualify, if they qualify under at least two of three job quality indicators: job stability, transferability, or upward mobility.

The result is a new framework balancing employer demand with job quality, offering a more holistic view of career potential. It also introduces a weighted retention indicator, which accounts for 28% of an occupation's score and reflects its long-term stability.

Additionally, Top Jobs' increased emphasis on wages will help drive household wealth and purchasing power. The new wage thresholds are more ambitious, raising the bar from \$36,605 dollars prior to \$56,488 dollars under Top Jobs for a top-tier ranking.

"With Top Jobs, Indiana is setting a new standard for workforce development, one that's responsive to employer needs and transparent for job seekers, as well as training providers," said Mara Klaunig, DWD Director of Workforce Analytics and Business Intelligence. "This evolution ensures public workforce dollars are invested in programs which lead to stable, high-quality careers."

As Indiana continues to modernize its workforce systems, the ETPL transformation reflects a broader commitment to economic mobility, data transparency, and long-term prosperity for Hoosiers.