Workforce Ready Grant Webinar

June 12, 2025

INTRODUCING

TOP JOBS INDIANA

INDIANA DWD

wrg@dwd.in.gov

AGENDA

- WRG UPDATES
- TOP JOBS OVERVIEW
- Q & A

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WRG UPDATES & CHANGES

wrg@dwd.in.gov

Implementation and Procedures Manual for Regional WorkOne Partners will be sent to you for signature.

Signed Documents will be due back by (Will let you know).

Used as the basis for annual reporting.

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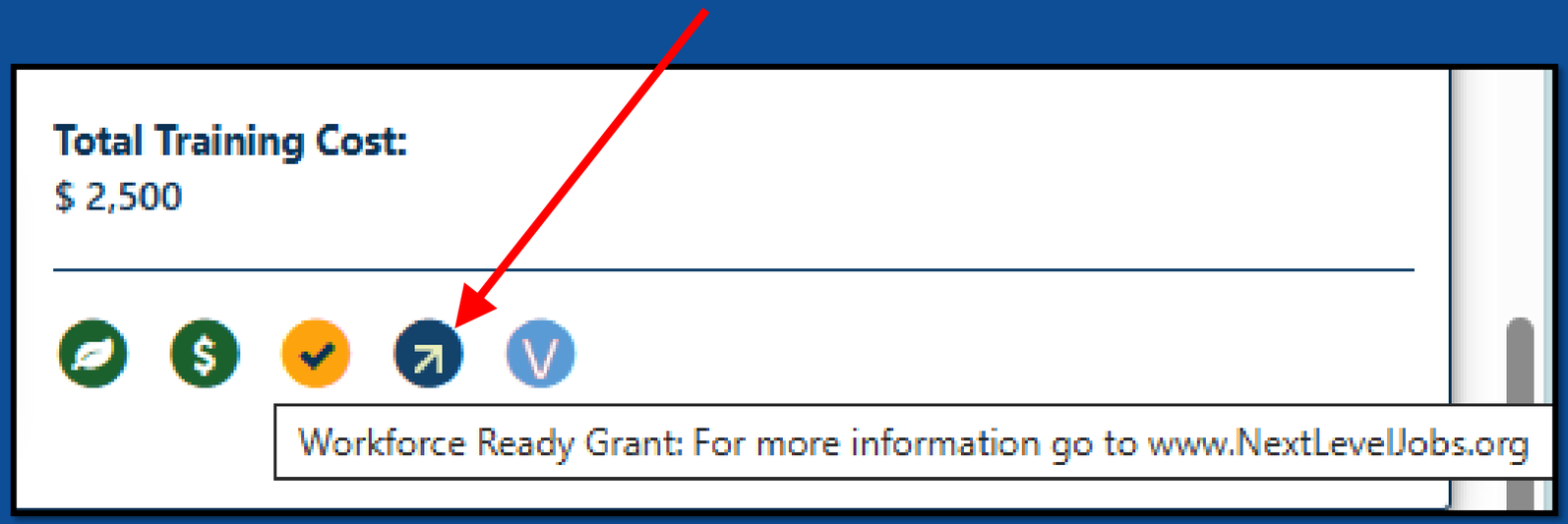
New Workforce Ready Grant Symbol on INTraining



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Redevelopment of Indiana's In-Demand Occupations Methodology

May 2025

TOP JOBS INDIANA

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GOVERNOR'S WORKFORCE CABINET

INDIANA DWD

KELLEY SCHOOL OF BUSINESS
Indiana Business Research Center

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BACKGROUND

- States are **required** to align workforce training funding to in-demand occupations under the Workforce Innovation and Opportunity Act (WIOA)
- Indiana adopted the INDemand Jobs system ("Flames") in 2017 to identify the in-demand occupations by state and region based on demand, growth, and earnings
- HEA 1609 required the Flames methodology to be reviewed and updated by January 1, 2025
- The new in-demand occupation methodology, called **Top Jobs**, will officially go into effect in **July 2025**

Policy Applications & Other Uses

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

Top Jobs is data, not policy.

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

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

This is a departure from how we've used in-demand rankings in the past

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ETPL – 3+ flames
WRG- 4 and 5

KEY CHANGES to Methodology

Increased Emphasis on Wages

$56,488 threshold
v/s
$36,605 threshold

New Weighted Indicator: Retention

New Descriptive Indicators

Provide more context

Have scores but are not part of **STAR** ranking;
provide more context

WEIGHTED INDICATORS

Demand

Signals the likelihood that employment opportunities will be consistently available

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

35% of score

Retention

Indicates an occupation's stability and counteracts churn

- Separations divided by average total employment

28% of score

Growth

Measures how quickly employer demand is growing

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

25% of score

Earnings

Indicates the relative value employers place on an occupation

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

12% of score

DESCRIPTIVE INDICATORS

*** NOT INCLUDED IN THE TOP JOBS SCORE ***

Job Transferability

Indicates an occupation's adaptability across industries

- Occupation's measurable presence across multiple industries

Upward Mobility

Indicates an occupation's potential for advancement

- Career progressions within an occupation group

Job Stability

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

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

Skill Change

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

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

EARNINGS THRESHOLD

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

Star Rating	Wage Rule *	Share of the Average Wage
4/5	$56,488+	$27.16/hr 0%
3	$42,366 - $56,487	$20.37/hr
2	$28,245 - $42,365	$13.58/hr
1	$0 - $28,244	25%

- **Previous Threshold:** an occupation's average wages had to exceed **$36,605** in order to score a 3 or above under the Flames system

- Only 22% of occupations could potentially score below a 3 despite their baseline score indicating otherwise

Indiana's Average Wage: $56,487

Why Focus on Wages?

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

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

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

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

Policy application of Top Jobs **ETPL**

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

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

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Descriptive Indicators

- Job Stability
- Job Transferability
- Upward Mobility

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Data Interpretation Example: CDL

	Weighted Indicators					Descriptive Indicators					Earnings Threshold			FINAL SCORE	
Occupation Name	Demand 35%	Retention 28%	Growth 25%	Earnings 12%	Job Stability	Job Transferability across Industries	Upward Skills Mobility	Skill Change	Normalized Score	Baseline Top Jobs Ranking	State Mean Earnings for this Occupation	State Mean Earnings for all Occupations	Max Top Jobs Ranking	2025Q2 Top Jobs Ranking	Jan 2024 Flames Ranking
Heavy and Tractor-Trailer Truck Drivers	90	50	52	42	67	100	.	15	79	4	$57,699	$56,487	.	**4**	4

Very high; as a **manufacturing** state, this is a critical occupation

All close to average

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

None: this is a terminal occupation

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

Ranking before earnings threshold applied

Very close to hitting the wage threshold

But does not

No change from previous score

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

Data Interpretation Example: Medical Assistant

FINAL SCORE

	Weighted Indicators				Descriptive Indicators						Earnings Threshold				
Occupation Name	Demand 35%	Retention 28%	Growth 25%	Earnings 12%	Job Stability	Job Transferability across Industries	Upward Skills Mobility	Skill Change	Normalized Score	Baseline T	State Mean Earnings for this Occupation	State Mean Earnings for all Occupations	Max Top Jobs Ranking	**2025Q2 Top Jobs Ranking**	Jan 2024 Flames Ranking
Medical Assistants	79	56	61	12	92	80	55	75	74		$42,266	$56,487	2	**2**	4

High demand

Average

Very low

Very [illegible]h: there [illegible]d emp[illegible]t securi[illegible] occupati[illegible] skill set is transferable across many sectors

Average: this occupation has more in common with Admin Assistants than other medical occupations, in terms of skills

Hi[illegible] skills [illegible]sted by [illegible]ployers are changing relatively fast.

Ranking before earnings threshold applied

Ranking relative to all other occupations

Limited by the wage threshold

Cannot score higher than a 2

Significant change from previous score

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

Data Interpretation Example: Pharmacy Technician

FINAL SCORE

	Weighted Indicators				Descri				Earnings Threshold				
Occupation Name	Demand 35%	Retention 28%	Growth 25%	Earnings 12%	Job Stab	Skills Mobility	Skil Change	Baseline Top Jobs nking	State Mean Earnings for this Occupation	State Mean Earnings for all Occupations	Max Top Jobs Ranking	**2025Q2 Top Jobs Ranking**	Jan 2024 Flames Ranking
Pharmacy Technicians	73	54	41	12		5	75	4	$40,643	$56,487	2	**2**	4

High: this occupation is in high demand

Average

Below Average

Very low

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Very

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Ranking relative to all other occupations

Limited by the wage threshold

Cannot score higher than a 2

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

Data Interpretation Example: Pharmacy Technician

Region 1

	Weighted Indicators				Descriptive Indicators						Earnings Threshold				FINAL SCORE
Occupation Name	Demand	Retention	Growth		Job Stability	Job Transferability across Industries	Upward Skills Mobility	Skill Change	Norma… S…	…line …Jobs …anking	Region Mean Earnings for this Occupation	Region Mean Earnings for All Occupations	Max Top Jobs Ranking	2025Q2 Top Jobs Ranking	Jan 2024 Flames Ranking
Pharmacy Technicians	68	54	8	27	49	65	5	75		3	$44,724	$58,931	3	3	4

Limited by the wage threshold

Cannot score higher than a 3

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

Data Interpretation Example: Childcare Worker

	Weighted Indicators				Descriptive Indicators						Earnings Threshold			FINAL SCORE	
Occupation Name	Demand	Retention	Growth	Wages	Job Stability	Job Transferability across Industries	Upward Skills Mobility	Skill Change	Normalized Score	[illegible]ng	Region Mean Earnings for this Occupation	Region Mean Earnings for All Occupations	Max Top Jobs Ranking	2025Q2 Top Jobs Ranking	Jan 2024 Flames Ranking
Childcare Workers	**68**	**41**	**32**	**7**	**34**	**90**	**75**	**25**		**3**	**$30,164**	**$56,487**	**2**	**2**	**4**

Really low wages!

utili[illegible] indu[illegible]

Limited by the wage threshold

Cannot score higher than a 2

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

Policy application of Top Jobs

WRG (non credit-bearing)

To be considered for WRG-eligibility, an occupation must first be fundable and on the ETPL.

Of those eligible programs, any occupation with a Final **Top Jobs STAR** ranking of 4 or 5 qualifies for the **WRG**.

Additionally, any occupation with a baseline **Top Jobs** ranking of 4 or 5 that is reclassified as a **2 or 3** due to the **earnings threshold** may also be eligible for the **WRG** if at least two of the three **descriptive indicators** meet the threshold of 80 or if one meets the threshold of 90.

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Descriptive Indicators

- Job Stability
- Job Transferability
- Upward Mobility

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Data Interpretation Example: CDL

ETPL Eligible

	Weighted Indicators				Descriptive Indicators						Earnings Threshold			FINAL SCORE	
Occupation Name	Demand 35%	Retention 28%	Growth 25%	Earnings 12%	Job Stability	Job Transferability across Industries	Upward Skills Mobility	Skill Change	Normalized Score	Baseline Top Jobs	State Mean Earnings for this Occupation	State Mean Earnings for all Occupations	Max Top Jobs Ranking	2025Q2 Top Jobs Ranking	Jan 2024 Flames Ranking
Heavy and Tractor-Trailer Truck Drivers	90	50	52	42	67	100	.	15	79		$57,699	$56,487	.	**4**	4

Very high; as a **manufacturing** state, this is a critical occupation

All close to average

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

None: this is a terminal occupation

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

Ranking relative to all other occupations

Ranking before earnings threshold applied

Very close to hitting the wage threshold

But does not

No change from previous score

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

Data Interpretation Example: Medical Assistant

ETPL Eligible

	Weighted Indicators				Descriptive Indicators						Earnings Threshold			FINAL SCORE	
Occupation Name	Demand 35%	Retention 28%	Growth 25%	Earnings 12%	Job Stability	Job Transferability across Industries	Upward Skills Mobility	Skill Change	Normalized Score	Ba…	State Mean Earnings for this Occupation	State Mean Earnings for all Occupations	Max Top Jobs Ranking	2025Q2 Top Jobs Ranking	Jan 2024 Flames Ranking
Medical Assistants	79	56	61	12	92	80	55	75	7…	…	$42,266	$56,487	2	**2**	4

High: this occupation is in high demand

Average

Very low

Very … there … employment security … occupation … skill set is transferable across many sectors

Average: this occupation has more in common with Admin Assistants than other medical occupations, in terms of skills

H… skills …ested by …ployers are changing relatively fast.

Ranking relative to all other occupations

Ranking before earnings threshold applied

Limited by the wage threshold

Cannot score higher than a 2

Significant change from previous score

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

Data Interpretation Example: Welders, Cutters, Solderers and Brazers

ETPL Eligible

FINAL SCORE

	Weighted Indicators				Descriptive Indicators					Earnings Threshold				
Occupation	Demand	Retention	Growth	Earnings	Job Stability	Job Transferability across Industries	Upward Skills Mobility	Skill Change	No...	...line Top Jobs Ranking	Region Mean Earnings for this Occupation	Region Mean Earnings for All Occupations	Max Top Jobs Ranking	**2025Q2 Top Jobs Ranking**	Jan 2024 Flames Ranking
Welders, Cutters...	68	54	52	32	...	90	50	4...	1	4	$46,633	$58,931	3	**3**	4

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

Data Interpretation Example: Childcare Worker

ETPL Eligible

	Weighted Indicators				Descriptive Indicators					Earnings Threshold				
Occupation Name	Demand	Retention	Growth	Wages	Job Stability	Skills Mobility	Skill Change		Baseline Top Jobs Ranking	Region Mean Earnings for this Occupation	Region Mean Earnings for All Occupations	Max Top Jobs Ranking	FINAL SCORE 2025Q2 Top Jobs Ranking	Jan 2024 Flames Ranking
Childcare Workers	**68**	**41**	**32**	**7**			**25**	**48**		**$30,164**	**$56,487**	**2**	**2**	**4**

Really low wages!

Skills are ed across tries.

Limited by the wage threshold

Cannot score higher than a 2

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

Data Interpretation Example: Dental Assistant

ETPL Eligible

FINAL SCORE

	Weighted Indicators				Descripti				Earnings Threshold				
Occupation Name	Demand	Retention	Growth	Wages	Jo Sta	ward ls	Skill Change	Normali d Score	Region Mean Earnings for this cupation	Region Mean Earnings for All Occupat ions	Max Top Jobs Ranking	2025Q2 Top Jobs Ranking	Jan 2024 Flames Ranking
Dental Assistants	69	53	51	31		65	80	66	47,258	$56,487	3	3	4

Two do NOT meet the threshold of 80; nor does any one meet the 90 threshold

low wages!

ited by e wage reshold

Cannot score higher than a 3

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

WRG-Eligible Occupations

non-credit bearing

- Assemblers
- Book Keepers/ Auditors
- Carpenters
- Computer Network Support
- Computer Network Architect
- Computer Systems Analyst
- Computer User Support
- Construction Laborer
- CNC Programmers
- Customer Service Representatives

WRG-Eligible Occupations

non-credit bearing

- Diesel Mechanics
- Electricians
- Fire fighters
- Food Service Managers
- Heavy Equipment Mechanics
- HVAC technicians
- Industrial Machine Mechanics
- Lab technicians
- LPNs
- Machine Assemblers
- Machinists

WRG-Eligible Occupations

non-credit bearing

- Medical Assistants
- Massage Therapists
- Medical Registrars
- Medical Equipment Repairers
- Plumbers
- Project Management
- Shipping, Receiving and Inventory
- Truck drivers and bus drivers
- Teaching assistants
- Web Developers
- Welders

Next Steps

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- ETPL and WRG ncb(as determined by Top Jobs) go live on July 1 (PY25)
- IN Demand website is temporarily set up to reflect Top Jobs STAR rankings.
- Hope to have a full website built on *Hoosiers by the Numbers* site in a few months
- The WRG website will be updated to reflect Top Jobs changes in the coming weeks.
- Regional data analysts have full data set.

Q&A

CONTACT US

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