

APPENDIX

EMPLOYER ALIGNMENT

The Employer Alignment indicator reflects the relative balance between supply and demand in each state for a core set of high-wage, high-demand, entry-level jobs. It examines this relative balance from both the perspective of the recent graduate, by examining college-level employment, and employers through an assessment of the number of open positions and graduates in programs that are aligned with preparation for those positions.

Approach

Strada partnered with Lightcast to develop rates of college-level employment and ratios for supply and demand of talent for high- opportunity jobs by state. The methodology is described below, followed by detailed tables of estimates by state and occupational group.

Methodology

College-Level Employment

Underemployment is measured at the bachelor's degree-level for all 50 states and the District of Columbia using the most recent ACS 5-Year survey from the US Census Bureau, accessed via IPUMS.¹ Data is collected on an individual's age, state of residence, highest level of educational attainment, employment status, current occupation, and population weight. To refine the sample to those individuals of interest, the sample is limited to those actively employed and ages 25-34.

When using the Census's SOC-aligned taxonomy for current occupation, it is possible that a single Census occupation maps to multiple BLS 6-digit SOC occupations. When this occurs, Lightcast proportionately distributes census population weight at the individual-level by national staffing patterns for the 6-digit SOC occupations housed within a given OCCSOC. For example, OCCSOC 119070 maps to two 6-digit SOC occupations, 11-9071 and 11-9072. Of these two occupations, 11-9071 has 90% of national employment and 11-9072 has 10% of employment. As such, if an individual is tagged with OCCSOC 119070 and has a population weight of 10 in the 5-year ACS, the individual is assigned a population weight of 9 to SOC-5 11-9071 and a weight of 1 to SOC-5 11-9072.

Once data is mapped from the Census's SOC-aligned taxonomy to the full SOC taxonomy, Lightcast compares each individual's highest level of educational attainment with the typical entry level of education required for the occupation they work in, as outlined by the BLS.² An occupation listed requiring an associate degree or lower is tagged as underemployment.

After tagging individuals as underemployed or not, Lightcast calculates underemployment rates at the degree-level and the overall state-level. Data is then inversed and presented as the rate at which individuals are employed in educationally-aligned occupations.

¹ Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Grace Cooper, Julia A. Rivera Drew, Stephanie Richards, Renae Rodgers, Jonathan Schroeder, and Kari C.W. Williams. IPUMS USA: Version 16.0 [dataset]. Minneapolis, MN: IPUMS, 2025. <https://doi.org/10.18128/D010.V16.0>

² Occupation-level education, experience, and training assignments from the BLS can be found [here](#).

Supply/Demand Ratio

Occupational Group Selection

The high-value jobs on which the supply/demand ratio would be based were determined by factors that include wage potential, upward career mobility potential, job resilience to automation, impact on overall economic growth, industry representativeness, greater representation early in workers' careers, overall employment share, and the representative share of national job demand as defined by job postings. The final occupation groupings included:

- Data Analytics
- Engineers
- Finance and Accounting Professionals
- Finance and Accounting Support
- Health Care Technicians and Technologists
- Information and Cybersecurity
- Nursing
- Software Development and Engineering
- Technicians and Technologists

Supply Calculations

Supply methodology begins by taking completions data from the Lightcast Core LMI dataset. Lightcast data on completions are supported by data published by the National Center for Education Statistics' Integrated Postsecondary Education Data System (IPEDS). Completions are measured at the institution-, program of study-, and degree-level and are assigned to a state based on the institution's brick-and-mortar location. Programs of study are classified using IPEDS' Classification of Instructional Programs (CIP) taxonomy at the two-digit level.

Completions count towards a given state's supply of postsecondary graduates if they come from a non-online institution. An institution is defined as an online institution and removed from state-level analyses if, in fall of 2023, the percent of undergraduate enrollment in distance education courses only who were also residing out-of-state, country, or with an unspecified location was equal to or exceeded 50%.³ This removed a total of 135 institutions from state-level analyses. Importantly, national-level statistics provided in the index do not remove online institutions.

To assign postsecondary supply of graduates to one of 9 occupation groups, Lightcast then created proportionate CIP-SOC crosswalks for each level of award conferred, associate and bachelor's. These crosswalks were created using time series data of individuals' educational and occupational experiences in the profiles dataset. A sub-sample of profiles for associate degree and bachelor's degree completers was created, requiring that profiles did not have missing data on start dates and end dates of educational and occupational experiences listed on the profile, and requiring that the education-to-occupation transition occurred consecutively. Importantly, the occupation transitioned into first after graduation is the education-to-occupation transition that is captured, so long as that job is held for at least 6 months after graduating the postsecondary institution. Profiles were only included if the listed graduation date from the educational experience of interest was in 2010 or later.

After this, Lightcast estimates the percentage of completers for a given 2-digit CIP code that enter one of the 9 occupation groups analyzed. For example, Lightcast finds that 36% of bachelor's completers within a Computer and Information Sciences and Support Services 2-digit CIP program immediately enter an occupation within the Software Development and Engineering group.

³ Supply data are from the 2023 IPEDS fall enrollment file.

As such, Lightcast assigns 36% of all bachelor's completions within this program to Software Development and Engineering supply.

The final supply calculation for a given occupation group and state, for all CIP programs, is:

$$\text{Supply} = \text{Completions (less online institutions)} \times \text{CIP-SOC Transition Rate}$$

Demand Calculations

Demand methodology begins by leveraging Lightcast's Job Openings data from the Core LMI dataset. Job openings are derived from data in the BLS's Employment Projections data release⁴ and are the combination of two segments of labor market demand. The first is growth, which measures occupation-level increase in the number of new openings from an increase in the number of new workers employed in that occupation. The second segment is replacements, which estimates demand based on workers leaving an occupation. Importantly, replacements data does not capture a worker changing employers but staying within an occupation – i.e., within-occupation turnover or churn. The summation of openings from growth and openings from replacements yields total job openings, the basis of the measure of demand.

In order to estimate the number of job openings that are aligned with the education and work experience profile of recent graduates from associate or bachelor's degree programs, Lightcast leverages 5 years of data⁵ in its job postings database. Each job posting in the database is classified with a minimum level of education required and a minimum number of years of experience required, should employers explicitly list these for a posted vacancy. As such, Lightcast is able to use job postings to estimate, at the occupation-level, the percent of an occupation's vacancies that are relevant for recent postsecondary grads from the perspective of educational history and work experience. In the case of experience requirements, Lightcast considers a job posting as requiring an entry-level amount of experience if it explicitly lists between 0 and 3 years of experience in the vacancy.

If a given posted vacancy for an occupation does not have either educational or experience requirements tagged, Lightcast imputes this information using typical entry-level education and experience requirements as captured in survey data from the BLS.⁶ In the case of imputing experience, typical experience is considered entry-level if it is an occupation with either "Less than 5 years" or "None" as typical entry-level experience in the BLS's dataset. The final demand calculation is:

$$\text{Associate Demand} = \text{Job Openings} \times \text{Associate Posting \%} \times \text{Entry-Level Experience Posting \%}$$

$$\text{Bachelor's Demand} = \text{Job Openings} \times \text{Bachelor's Posting \%} \times \text{Entry-Level Experience Posting \%}$$

⁴ More information on the BLS's Employment Projections dataset can be found [here](#). Occupational demand is the combination of growth and replacements, with growth observed at the state-level in BLS data and replacements rates observed at the national level, applied to occupational data at the state-level. Lightcast's job openings data comes from the BLS Employment Projections dataset, with further modeling applied thereafter to fill any data gaps within the dataset at the SOC-state level.

⁵ Bureau of Labor Statistics job projections are from 2023. All job postings from years 2018, 2019, 2022, 2023, and 2024 were used in this analysis. This encompasses the most recent 5 years of posting data while removing anomalous labor market demand patterns during height of the COVID-19 pandemic in 2020 and 2021.

⁶ Occupation-level education, experience, and training assignments from the BLS can be found [here](#).

Lightcast Proprietary Datasets

Postings

Lightcast maintains a proprietary database of millions of job postings. Lightcast's spidering technology extracts information from more than 40,000 online job boards, newspapers, and employer sites daily and de-duplicates postings for the same job, whether it is posted multiple times on the same site or across multiple sites. Lightcast supplements and contextualizes demand-side data with additional indicators from the Bureau of Labor Statistics and other published sources. Key labor market information such as the level of education requested and the number of years of experience required are classified to enhance the dataset. For the purposes of the Employer Alignment portion of the Strada State Opportunity Index, postings are used to measure the rate of openings that align with a particular educational level (either associate or bachelor's degrees) and a particular experience level (entry-level) for each of the 9 occupation groups.⁷

Profiles

The social profiles database is used to measure the entry-rate of each 2-digit CIP code into one of the 9 occupation groups contains profiles of individual people in the workforce. Each profile contains information unique to each individual, such as occupational and educational attainment.

Lightcast's US profile database currently contains profiles for nearly 140 million distinct individuals. Lightcast profiles data is gathered from publicly available information on the web, third-party resume databases and job boards, the recruiting industry, opt-in data from employers and applicant tracking systems, sales and marketing CRM databases, and various consumer/identity databases.

As with job postings, machine learning algorithms are used to deduplicate profiles and enrich the raw data contained in each profile—occupations and other labor market information are standardized, skills are extracted, and education information is standardized.⁸

Core LMI

Lightcast gathers and integrates economic, labor market, demographic, educational, and more information from dozens of government and private-sector sources, creating a comprehensive and current dataset that includes both published data and detailed estimates with full United States coverage, with levels of geographic granularity spanning as far as the census tract-level. This dataset is referred to as the Core Labor Market Information (LMI) dataset.

In this analysis, Lightcast leveraged data on job openings and educational completions for demand and supply, respectively, from its Core LMI dataset. These data points are explained in further detail in the commensurate methodological sections for demand and supply.

Occupation Groups

Many analyses in the Employer Alignment section of the State Opportunity Index are conducted at an occupation-group level. Occupation groups are built using selected 6-digit occupations from the Standard Occupational Classification (SOC) taxonomy from the Bureau of Labor Statistics.⁹ The 6-digit SOC occupations housed within each of the 9 occupation groups are detailed below.

⁷ More detailed information on Lightcast's postings data is available [here](#).

⁸ More information on Lightcast's profiles data is available [here](#).

⁹ The BLS hosts more detailed information on the Standard Occupational Classification [here](#).

Data Analytics

Database Administrators (15-1242), Database Architects (15-1243), Actuaries (15-2011), Mathematicians (15-2021), Operations Research Analysts (15-2031), Statisticians (15-2041), Data Scientists (15-2051), Mathematical Science Occupations, All Other (15-2099), Statistical Assistants (43-9111)

Engineers

Architectural and Engineering Managers (11-9041), Aerospace Engineers (17-2011), Computer Hardware Engineers (17-2061), Electrical Engineers (17-2071), Electronics Engineers, Except Computer (17-2072), Industrial Engineers (17-2112), Marine Engineers and Naval Architects (17-2121), Mechanical Engineers (17-2141), Engineers, All Other (17-2199), Agricultural Engineers (17-2021), Bioengineers and Biomedical Engineers (17-2031), Chemical Engineers (17-2041), Civil Engineers (17-2051), Environmental Engineers (17-2081), Health and Safety Engineers, Except Mining Safety Engineers and Inspectors (17-2111), Materials Engineers (17-2131), Mining and Geological Engineers, Including Mining Safety Engineers (17-2151), Nuclear Engineers (17-2161), Petroleum Engineers (17-2171)

Finance and Accounting Professionals

Management Analysts (13-1111), Business Operations Specialists, All Other (13-1199), Accountants and Auditors (13-2011), Budget Analysts (13-2031), Credit Analysts (13-2041), Financial and Investment Analysts (13-2051), Personal Financial Advisors (13-2052), Insurance Underwriters (13-2053), Financial Risk Specialists (13-2054), Financial Examiners (13-2061), Tax Examiners and Collectors, and Revenue Agents (13-2081), Financial Specialists, All Other (13-2099), Brokerage Clerks (43-4011)

Finance and Accounting Support

Insurance Appraisers, Auto Damage (13-1032), Property Appraisers and Assessors (13-2020), Appraisers and Assessors of Real Estate (13-2023), Credit Counselors (13-2071), Loan Officers (13-2072), Tax Preparers (13-2082), Bookkeeping, Accounting, and Auditing Clerks (43-3031), Payroll and Timekeeping Clerks (43-3051), Tellers (43-3071), Financial Clerks, All Other (43-3099), Credit Authorizers, Checkers, and Clerks (43-4041), Loan Interviewers and Clerks (43-4131)

Healthcare Technicians and Technologists

Optometrists (29-1041), Radiation Therapists (29-1124), Audiologists (29-1181), Healthcare Diagnosing or Treating Practitioners, All Other (29-1299), Clinical Laboratory Technologists and Technicians (29-2010), Medical and Clinical Laboratory Technologists (29-2011), Medical and Clinical Laboratory Technicians (29-2012), Cardiovascular Technologists and Technicians (29-2031), Diagnostic Medical Sonographers (29-2032), Nuclear Medicine Technologists (29-2033), Radiologic Technologists and Technicians (29-2034), Magnetic Resonance Imaging Technologists (29-2035), Medical Dosimetrists (29-2036), Emergency Medical Technicians (29-2042), Paramedics (29-2043), Dietetic Technicians (29-2051), Pharmacy Technicians (29-2052), Psychiatric Technicians (29-2053), Surgical Technologists (29-2055), Ophthalmic Medical Technicians (29-2057), Medical Records Specialists (29-2072), Opticians, Dispensing (29-2081), Hearing Aid Specialists (29-2092), Health Technologists and Technicians, All Other (29-2099), Health Information Technologists and Medical Registrars (29-9021), Home Health and Personal Care Aides (31-1120), Home Health Aides (31-1121), Nursing Assistants (31-1131), Orderlies (31-1132), Psychiatric Aides (31-1133), Occupational Therapy Assistants (31-2011), Occupational Therapy Aides (31-2012), Physical Therapist Assistants (31-2021), Physical Therapist Aides (31-2022), Medical Assistants (31-9092), Medical Equipment Preparers (31-9093), Pharmacy Aides (31-9095), Phlebotomists (31-9097), Healthcare Support Workers, All Other (31-9099), Food Servers, Nonrestaurant (35-3041), Exercise Trainers and Group Fitness Instructors (39-9031), Medical Equipment Repairers (49-9062), Dental Laboratory Technicians (51-9081)

Information and Cyber Security

Computer Systems Analysts (15-1211), Information Security Analysts (15-1212), Computer Network Support Specialists (15-1231), Computer Network Architects (15-1241), Computer Occupations, All Other (15-1299)

Nursing

Registered Nurses (29-1141), Licensed Practical and Licensed Vocational Nurses (29-2061)

Software Development and Engineering

Computer and Information Research Scientists (15-1221), Computer Programmers (15-1251), Software Developers (15-1252), Software Quality Assurance Analysts and Testers (15-1253), Web Developers (15-1254), Web and Digital Interface Designers (15-1255), Special Effects Artists and Animators (27-1014)

Technicians and Technologists

Cartographers and Photogrammetrists (17-1021), Surveyors (17-1022), Architectural and Civil Drafters (17-3011), Electrical and Electronics Drafters (17-3012), Mechanical Drafters (17-3013), Drafters, All Other (17-3019), Aerospace Engineering and Operations Technologists and Technicians (17-3021), Civil Engineering Technologists and Technicians (17-3022), Electrical and Electronic Engineering Technologists and Technicians (17-3023), Electro-Mechanical and Mechatronics Technologists and Technicians (17-3024), Environmental Engineering Technologists and Technicians (17-3025), Industrial Engineering Technologists and Technicians (17-3026), Mechanical Engineering Technologists and Technicians (17-3027), Calibration Technologists and Technicians (17-3028), Engineering Technologists and Technicians, Except Drafters, All Other (17-3029), Surveying and Mapping Technicians (17-3031), Agricultural Technicians (19-4012), Food Science Technicians (19-4013), Commercial and Industrial Designers (27-1021), Agricultural Equipment Operators (45-2091), Hazardous Materials Removal Workers (47-4041), Control and Valve Installers and Repairers, Except Mechanical Door (49-9012), Aircraft Structure, Surfaces, Rigging, and Systems Assemblers (51-2011), Coil Winders, Tapers, and Finishers (51-2021), Electrical and Electronic Equipment Assemblers (51-2022), Electromechanical Equipment Assemblers (51-2023), Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers (51-2028), Engine and Other Machine Assemblers (51-2031), Structural Metal Fabricators and Fitters (51-2041), Fiberglass Laminators and Fabricators (51-2051), Timing Device Assemblers and Adjusters (51-2061), Miscellaneous Assemblers and Fabricators (51-2090), Team Assemblers (51-2092), Assemblers and Fabricators, All Other (51-2099), Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic (51-4034), Machinists (51-4041), Pourers and Casters, Metal (51-4052), Model Makers, Metal and Plastic (51-4061), Patternmakers, Metal and Plastic (51-4062), Foundry Mold and Coremakers (51-4071), Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic (51-4191), Layout Workers, Metal and Plastic (51-4192), Prepress Technicians and Workers (51-5111), Pressers, Textile, Garment, and Related Materials (51-6021), Shoe Machine Operators and Tenders (51-6042), Fabric and Apparel Patternmakers (51-6092), Textile, Apparel, and Furnishings Workers, All Other (51-6099), Nuclear Power Reactor Operators (51-8011), Power Distributors and Dispatchers (51-8012), Power Plant Operators (51-8013), Stationary Engineers and Boiler Operators (51-8021), Water and Wastewater Treatment Plant and System Operators (51-8031), Gas Plant Operators (51-8092), Plant and System Operators, All Other (51-8099), Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders (51-9051), Inspectors, Testers, Sorters, Samplers, and Weighers (51-9061), Medical Appliance Technicians (51-9082), Ophthalmic Laboratory Technicians (51-9083), Semiconductor Processing Technicians (51-9141), Computer Numerically Controlled Tool Operators (51-9161), Computer Numerically Controlled Tool Programmers (51-9162), Helpers--Production Workers (51-9198), Production Workers, All Other (51-9199)

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Table 1: Supply and Demand by Occupation Group

Occupation Group	National Supply	National Demand	National Supply/ Demand Ratio
Data Analytics	18,838	21,984	86%
Engineers	87,146	117,934	74%
Finance and Accounting Professionals	149,662	285,894	52%
Finance and Accounting Support	38,287	170,793	22%
Health Care Technicians and Technologists	166,755	351,244	47%
Information and Cybersecurity	44,135	53,725	82%
Nursing	106,120	280,954	38%
Software Development and Engineering	86,658	88,609	98%
Technicians and Technologists	44,871	102,647	44%

Table 2: College-Level Employment and Supply/Demand Ratio by State

State	College-Level Employment, Bachelor's	Supply/Demand Ratio, Weighted by Relative Size of Occupation	Overall Score
Alabama	57%	49%	53%
Alaska	53%	24%	38%
Arizona	60%	44%	52%
Arkansas	57%	49%	53%
California	60%	61%	61%
Colorado	60%	40%	50%
Connecticut	58%	49%	54%
Delaware	55%	40%	48%
District of Columbia	72%	31%	52%
Florida	54%	48%	51%
Georgia	58%	39%	49%
Hawaii	46%	40%	43%
Idaho	57%	36%	47%
Illinois	61%	42%	52%
Indiana	60%	51%	56%
Iowa	59%	52%	55%
Kansas	61%	44%	52%
Kentucky	55%	45%	50%
Louisiana	56%	42%	49%
Maine	55%	41%	48%
Maryland	62%	38%	50%
Massachusetts	62%	54%	58%
Michigan	61%	47%	54%
Minnesota	61%	42%	52%
Mississippi	54%	62%	58%
Missouri	61%	43%	52%
Montana	53%	40%	46%

State	College-Level Employment, Bachelor's	Supply/Demand Ratio, Weighted by Relative Size of Occupation	Overall Score
Nebraska	55%	45%	50%
Nevada	54%	38%	46%
New Hampshire	61%	39%	50%
New Jersey	60%	43%	52%
New Mexico	54%	42%	48%
New York	59%	47%	53%
North Carolina	58%	46%	52%
North Dakota	55%	48%	52%
Ohio	61%	47%	54%
Oklahoma	56%	48%	52%
Oregon	57%	41%	49%
Pennsylvania	60%	49%	55%
Rhode Island	56%	64%	60%
South Carolina	55%	44%	50%
South Dakota	54%	40%	47%
Tennessee	56%	40%	48%
Texas	61%	47%	54%
Utah	63%	67%	65%
Vermont	54%	54%	54%
Virginia	61%	42%	51%
Washington	62%	39%	50%
West Virginia	57%	44%	50%
Wisconsin	60%	48%	54%
Wyoming	51%	45%	48%

Table 3: Supply/Demand Ratio by State and Occupational Group

State	Data Analytics	Engineers	Finance and Accounting Professionals	Finance and Accounting Support	Healthcare Technicians and Technologists	Information and Cyber Security	Nursing	Software Development and Engineering	Technicians and Technologists
Alabama	100%	61%	61%	23%	44%	100%	37%	100%	35%
Alaska	65%	25%	25%	6%	24%	42%	27%	100%	11%
Arizona	80%	73%	42%	16%	40%	79%	33%	100%	38%
Arkansas	100%	86%	64%	25%	44%	100%	36%	100%	35%
California	100%	87%	68%	29%	58%	100%	33%	100%	65%
Colorado	58%	72%	27%	17%	42%	56%	29%	80%	53%
Connecticut	100%	53%	58%	22%	42%	100%	39%	100%	43%
Delaware	57%	78%	39%	16%	35%	61%	30%	100%	43%
District of Columbia	36%	60%	20%	52%	49%	23%	26%	71%	59%
Florida	91%	70%	41%	20%	47%	85%	42%	100%	54%
Georgia	64%	87%	32%	20%	35%	71%	23%	100%	34%
Hawaii	100%	70%	46%	19%	36%	62%	23%	100%	37%
Idaho	88%	28%	45%	13%	37%	84%	38%	100%	19%
Illinois	92%	84%	39%	19%	38%	80%	26%	100%	44%
Indiana	100%	100%	73%	22%	42%	100%	38%	100%	31%
Iowa	95%	100%	60%	24%	46%	100%	35%	100%	37%
Kansas	100%	68%	53%	18%	38%	90%	35%	100%	31%
Kentucky	86%	82%	67%	19%	41%	92%	34%	100%	28%

State	Data Analytics	Engineers	Finance and Accounting Professionals	Finance and Accounting Support	Healthcare Technicians and Technologists	Information and Cyber Security	Nursing	Software Development and Engineering	Technicians and Technologists
Louisiana	100%	67%	52%	17%	39%	100%	32%	100%	31%
Maine	87%	56%	47%	14%	35%	81%	41%	100%	30%
Maryland	63%	48%	31%	20%	35%	38%	30%	100%	36%
Massachusetts	89%	83%	55%	24%	45%	100%	34%	100%	53%
Michigan	100%	51%	60%	21%	44%	100%	35%	100%	32%
Minnesota	100%	62%	42%	17%	41%	79%	31%	100%	25%
Mississippi	100%	100%	89%	27%	63%	100%	50%	100%	48%
Missouri	61%	79%	45%	21%	40%	72%	33%	100%	35%
Montana	100%	71%	36%	10%	37%	85%	34%	100%	39%
Nebraska	65%	91%	54%	18%	36%	66%	33%	98%	40%
Nevada	64%	56%	35%	13%	42%	66%	38%	94%	22%
New Hampshire	84%	53%	46%	14%	37%	72%	33%	66%	24%
New Jersey	70%	100%	37%	17%	39%	70%	31%	99%	45%
New Mexico	68%	36%	40%	18%	49%	58%	47%	88%	25%
New York	88%	100%	47%	23%	40%	100%	28%	100%	67%
North Carolina	80%	62%	47%	20%	42%	71%	32%	100%	47%
North Dakota	100%	85%	63%	21%	38%	100%	43%	100%	33%
Ohio	100%	68%	53%	21%	41%	91%	35%	100%	37%
Oklahoma	81%	84%	62%	18%	42%	100%	37%	100%	39%

State	Data Analytics	Engineers	Finance and Accounting Professionals	Finance and Accounting Support	Healthcare Technicians and Technologists	Information and Cyber Security	Nursing	Software Development and Engineering	Technicians and Technologists
Oregon	84%	47%	46%	15%	43%	100%	28%	100%	26%
Pennsylvania	100%	100%	60%	21%	40%	100%	34%	100%	42%
Rhode Island	100%	100%	79%	36%	47%	100%	53%	100%	66%
South Carolina	92%	53%	61%	22%	41%	79%	28%	100%	28%
South Dakota	100%	100%	44%	8%	42%	100%	32%	100%	31%
Tennessee	74%	53%	44%	13%	44%	61%	32%	100%	31%
Texas	69%	63%	46%	19%	50%	63%	35%	100%	42%
Utah	83%	81%	59%	28%	72%	100%	76%	100%	51%
Vermont	100%	100%	69%	19%	54%	100%	32%	100%	43%
Virginia	58%	64%	32%	19%	39%	51%	32%	90%	36%
Washington	64%	45%	33%	20%	37%	56%	32%	59%	44%
West Virginia	100%	70%	65%	21%	40%	81%	32%	100%	29%
Wisconsin	91%	79%	60%	18%	41%	100%	37%	100%	29%
Wyoming	100%	54%	45%	14%	51%	100%	49%	100%	32%

¹⁰Ratios above 100% are capped at 100%.