

**DATE:** July 1, 2025

**SUBJECT:** 2025 Labor Demand Occupations List Effective July 1, 2025

**RE:** 2025 Labor Demand Occupations List Methodology

The New Jersey Department of Labor (NJDOL) is required by statute (NJ Rev Stat § 34:1A-86) to create a Labor Demand Occupations List and to update it every two years.

Under the Workforce Innovation and Opportunity Act (WIOA), this list identifies occupational skills training programs that are eligible for Individual Training Accounts (ITAs). NJDOL has completed the biennial update of the Labor Demand Occupations List, which will take effect on July 1, 2025. This update reflects changes in our methodology and in the composition of in-demand occupations across the state.

For this update, we have implemented a more straightforward methodology to identify Labor Demand Occupations. An occupation is now considered in-demand if it:

1. Has current employment greater than 2,000 in New Jersey
2. Is projected to grow at a rate at least as fast as the statewide average of 4.8% over the 2022-2032 period

Our analysis has identified 149 occupations that meet both criteria for being in-demand. The complete list with qualifying Curriculum Instruction Program (CIP) codes is attached to this letter as is a list of occupations that are no longer on the in-demand occupations list.

**Impact on Local Waivers:** Five occupations that currently require local waivers will now be on the in-demand list, making those waivers unnecessary as of July 1, 2025: HVAC technicians, Construction Laborers, Machinists, Medical Secretary/Administrative Assistants, and Medical Records Specialists. Fourteen currently waived occupations are still not on the in-demand list, and those waivers will expire on July 1, 2025. If your organization currently receives ITAs for training programs related to one of these occupations, and would like to continue to receive ITAs, your Workforce Development Board must submit new waiver requests. To continue these ITAs seamlessly after July 1, 2025, these waiver requests must be submitted using the procedure outlined below by June 2, 2025.