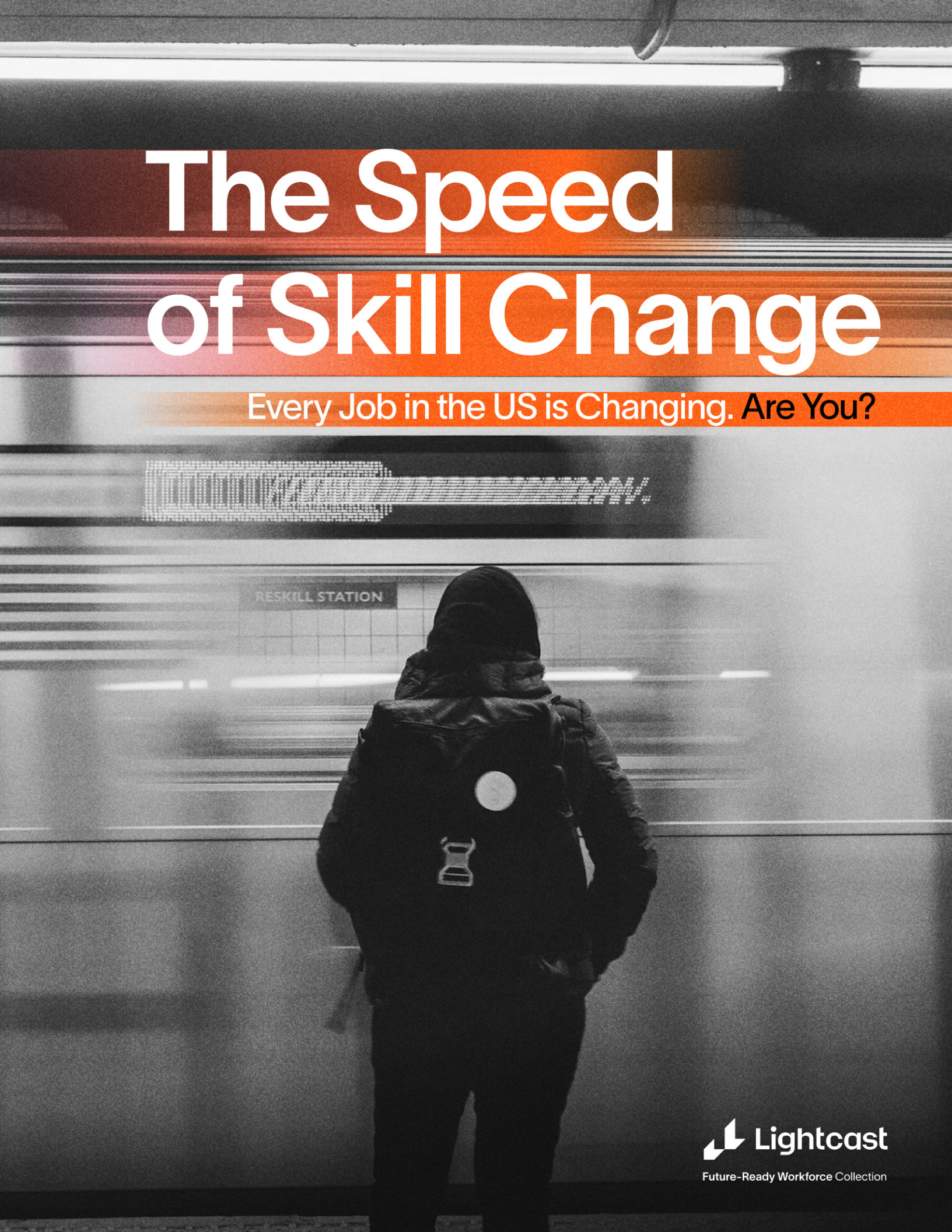
The Speed of Skill Change
Every Job in the US is Changing. Are You?
RESKILL STATION
Lightcast
Future-Ready Workforce Collection

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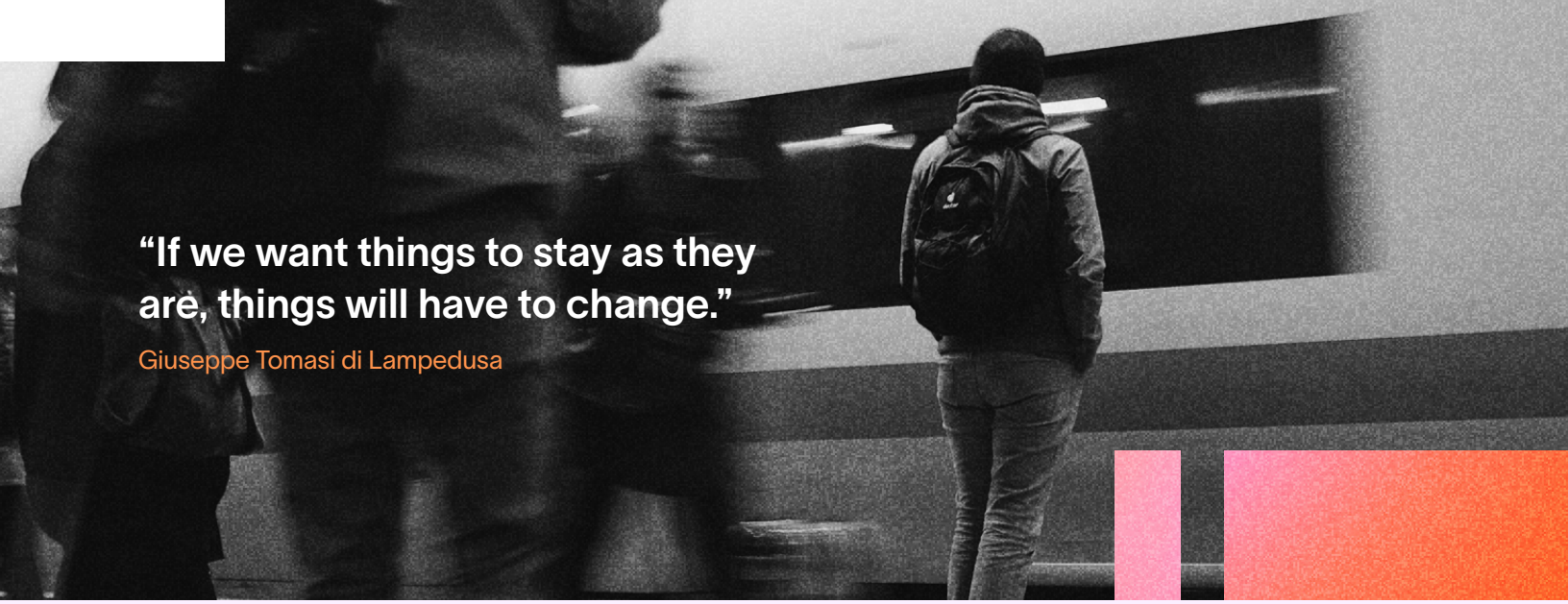


"If we want things to stay as they are, things will have to change."

Giuseppe Tomasi di Lampedusa

Introduction

It's no secret that the US job market has undergone dramatic disruption since the start of the decade. After the COVID-19 pandemic launched a new wave of remote work and sent the unemployment rate soaring, we saw an overcorrection into worker shortages and one of the tightest labor markets on record. The highest inflation in forty years led to a sharp increase in interest rates, meaning that funding dried up across industries and organizations of every size felt the effects. A growing bifurcation in the labor market has developed: college-educated information workers see fewer opportunities available even as demand for workers in hands-on industries grows. Culturally, "The Great Resignation" and "quiet quitting" have reflected workers' changing relationship to their work, particularly as many return-to-office policies remain unresolved.

It's abundantly clear that the labor market today is much different than the labor market of three years ago. Establishing that there is a difference isn't the problem; the problem is quantifying what, exactly, has changed, and identifying who is affected, and by how much.

Change in the labor market is often gauged through job transitions, and jobs created and lost. If a new firm opens and hires hundreds of workers, or if fewer young people are choosing to pursue careers in a given industry, it's clear to see how that reflects a change in the labor market.

But that doesn't tell the whole story. **Even if a job isn't created or lost, it can still change.**

A worker might stay in their job for years, or a company might maintain a consistent staff with the same job titles, but if the tasks and abilities needed to accomplish those jobs are different, then it would be ignorant to say that they're the same as they always were.

Job titles are not a reliable indicator of change in the labor market, **but skills are**. If the skill compositions of work change enough, the jobs themselves can end up being fundamentally different.

> **Over the past three years, the average job has seen one third of its skills change.**

Skills are the base unit of the labor market, and that means they are the shared language that should be used to understand supply, demand, and market trends. At their most basic level, every worker has a skill set, and every job is a set of tasks, knowledge, and abilities that requires those skill sets, and the labor market is about matching the two together.

This can illuminate differences beneath the surface of a shared job title. So if a large employer were to post a job for a "software developer," they might be seeking someone who writes code in C++ and can communicate clearly in Scrum meetings while focusing on specific components of a larger system. Meanwhile, a startup hiring a "software developer" might be looking for a generalist who writes code in Ruby, can handle both front-end and back-end tasks, and is flexible enough to pivot as product needs evolve. The different skills requested in their respective job postings would indicate the differences between the roles, even though the job titles would be the same.

This difference in skills despite a shared job title can also be applied over time: if job postings for a "writer" in 2021 required drafting, editing, and grammar skills, but postings in 2025 require prompt engineering and familiarity with generative AI models, it's clear something has changed—a shift not visible if you only looked at the job title on its own.

Lightcast job postings data can identify the skills required for every occupation on the market, refined and classified by every sector, industry, and employer. By comparing postings in 2024 to postings in 2021, we can quantify the exact degree of difference between them.

In the appendix, you can see a breakdown of every occupation by its "Skill Disruption Index" score, on a scale of 0 to 100.

Taking the average of all occupations on that list is how we found that the average job has experienced turnover for nearly a third of its skills. By using skills to track the trend lines over the past three years, we can identify the overall scope of change throughout the labor market, as well as pull out specific skill trends that have seen exceptional growth over this period, signaling their growing importance in 2025 and beyond. After studying which skills, roles, and industries have been most affected, our key findings reveal the greatest change in three fields: AI, sustainability, and cybersecurity.

Within those three key themes and across the broader market, it's clear that skills have changed dramatically, and the pace of that change is accelerating. Rapid change demands urgent action. This is not a time to wait and see, because by the time you're done waiting, you'll realize that the goalposts have shifted even further. A proactive workforce strategy is the only way to move ahead of the curve. Developing that strategy requires a data-driven understanding of the current state of your workforce, predicting for the future, and setting clear goals to bridge the gaps.

Standing still when labor market disruption is happening so quickly is a sure way to be left behind. And to understand what paths to follow, the first step is to understand the change that's already happening.

Key Findings

The average job has seen one-third of its skills change from 2021 to 2024.

One in four jobs (the top quartile) has seen 75% of their skills change in 3 years.

AI is causing more disruption than any other trend, followed by sustainability and cybersecurity.

The pace of skill change is accelerating: the disruption of the past three years is similar to that of the previous five.

When receiving a job offer, filling a role you're hiring for, or graduating a student into the workforce, it can often feel like crossing a finish line: a person has acquired the skills they need to be hired for a job that requires those skills. It's tempting to just think "mission accomplished" and move on to the next task, but in fact, the work has just begun.

If one third of the job's skills will change in three years, then it's already time to start professional development, upskilling, and even reskilling in order to prepare that worker for what their job needs to be in the future. This is all the more true for occupations on the upper end of the disruption scale, which have seen over twice as much skill turnover than the average job.

Looking at the skill disruption scores for specific roles or industries offers interesting individual insights. If your organization employs a large number of computer scientists and developers, two of the most disrupted occupations in the chart on the next page, knowing where the market is moving and how you stack up to your competitors becomes increasingly important.

But as valuable as those specific applications are, the overall picture presents an even stronger narrative: **every job is changing, and in a labor market where everything is in flux, being future-ready means being flexible and anticipating that change will come.** What could that look like?

Matching your internal skill names to industry standards improves efficiency when trying to better understand your workforce or benchmark it against your competitors, regions, or industry.

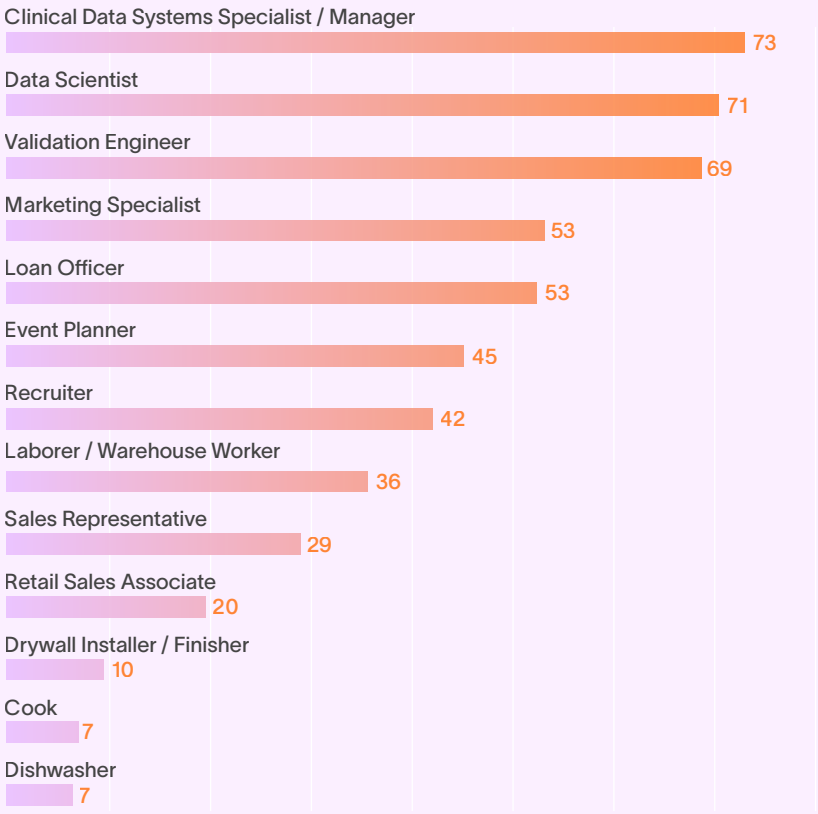
When you connect internal role data with external labor market data, you remain agile as skills change and job markets shift. By knowing what capabilities are already present in your workforce, you can reduce unnecessary outside hiring when new needs arise, which saves money in recruiting and headcount.

Anticipating the future is never easy, but using labor market data to understand the patterns present in the market today, and the trends that led to this current state, will allow for more confident predictions moving forward.

Highlights from the data

Skill disruption varies widely across industries and occupations

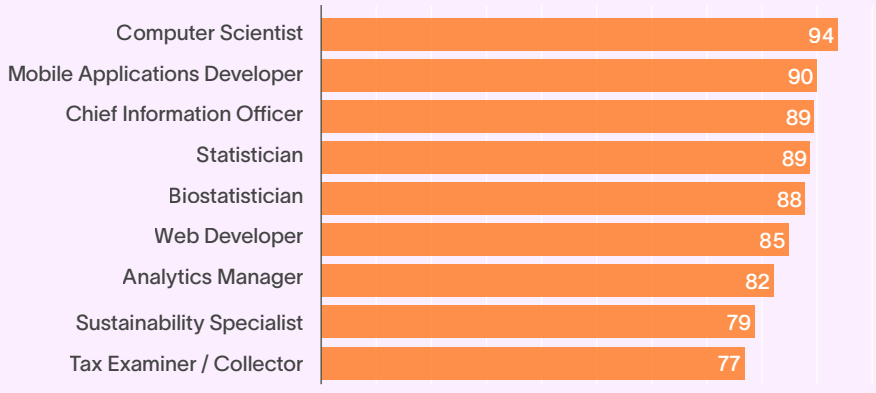
Skill disruption index scores (0-100) for select occupations across the labor market. A higher score means the occupation has experienced more disruption.



Source: Lightcast

The most disrupted occupations are concentrated in STEM fields

Top disrupted occupations by Skill Disruption Index value, 2021–2024



Source: Lightcast

Speeding Up

Not only have skills changed dramatically, they are changing faster and faster.

The speed of skill change was the subject of a previous Lightcast report, published in 2022 and analyzed US job postings between 2016 and 2021. That report—which covered a five-year period—showed similar results to those we've found over the past three years. The previous results showed 37% of the average skills were different over five years (compared to 32% now), with 76% disruption in the top quartile (compared to 75% now).

Comparing 32% of the average job's skill change now to 37% in the previous report means the difference is 13.5% smaller, but the timeframe (three compared to five years) is around 40% smaller. If the degree of change continues to accelerate, what will the job market look like in three years? Or even in one?

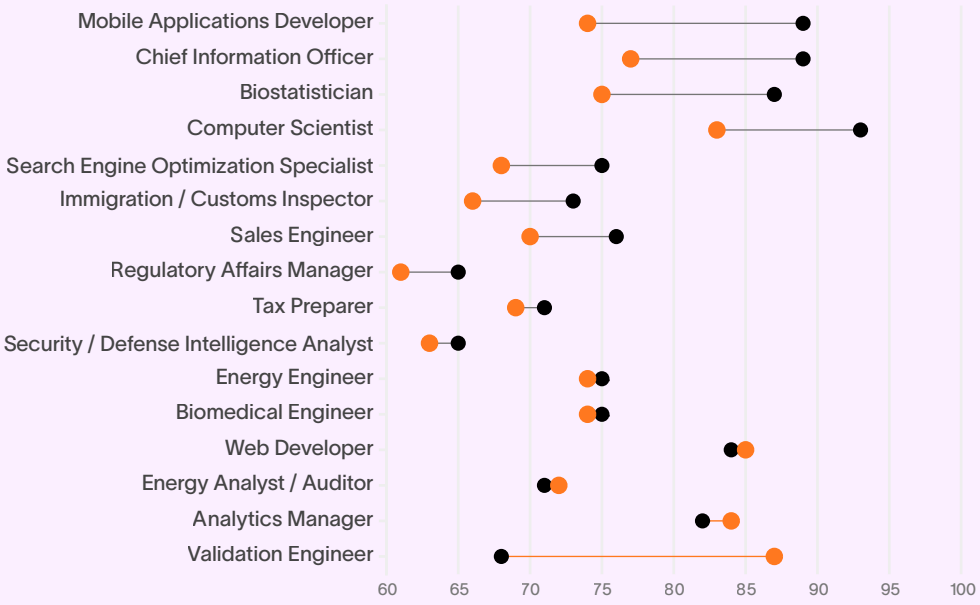
Even within the previous report, the pace of skill change was accelerating. At the time, we wrote that "Nearly three-quarters of jobs changed more from 2019 through 2021 (during which time the compound annual growth rate was 22%) than they did from 2016 through 2018 (19%)."

This trend is shown below, with several occupations seeing similar change from 2024 to 2021 as they saw from 2021 to 2016. In some cases, including Mobile Applications Developer, Solar Engineer, and Security/Defense Intelligence Analyst, the three-year difference was even greater than the five-year difference.

Disruption for tech jobs has increased over the last four years

Difference in Skill Disruption Index scores, 2016–2021 compared to 2021–2024

- 2016-2021
- 2021-2024



Source: Lightcast

A Tale of Two Labor Markets

The bottom quartile of jobs, those that are least disrupted, have seen only an average of 8% of their skills change. Does that mean those industries are stable and thriving? Far from it.

In contrast to highly-disrupted jobs in tech and healthcare that usually require a college degree and extensive training, the least-disrupted jobs have lower educational requirements and are often more physical in nature. This includes the occupations of Dishwasher, Cook, Drywall Installer, Retail Sales Associate, and Laborer/Warehouse Worker. Even though new technologies may soon disrupt these lower-wage jobs, as they increasingly rely on digital tools in warehouses and on the retail floor, our data shows that their core tasks have so far remained similar.

See our breakdown of every occupation by its "Skill Disruption Index," score on a scale of 0 to 100 in the appendix.

According to Lightcast research, there's a storm coming—a demographic and workforce crisis by the end of the decade that will see crucial worker shortages in critical industries, including food service, retail, and construction and the skilled trades—industries that are among the largest in the US for total workers employed.

The Rising Storm, a research release from Lightcast, details how young workers are putting off getting their first job, and the majority are pursuing four-year degrees in hopes of finding a professional, office-centered job. Lightcast data reveals that nine out of the ten occupations with the most job postings in the US do not require a college degree—and several of those (including Retail Sales Associate, Fast Food and Counter Worker, and Laborer/Warehouse Worker) overlap with the jobs least disrupted over the past three years.

Many of these occupations are also those most often filled by older workers, including (once again) Laborer/Warehouse Workers and Retail Sales Associates, as well as Building Cleaning Workers and Truck Drivers—and older workers are quickly dropping out of the workforce as Baby Boomers retire en masse. Out of the five million people in the US who have left the workforce since 2020, four million are over 55.

If we use the analogy of a hurricane (as The Rising Storm does) then a storm is coming for everyone, but the damage will be more severe in some areas than others. Construction, healthcare, retail, and food and hospitality are on high alert, right in the storm's path, while professional fields like tech and finance look safer.

So pick your poison: jobs with the highest skill disruption are those with the most reliable talent pipelines of college-educated workers, but jobs that look safest from a skill-change perspective are at the greatest risk of demographic challenges and worker shortages. From a workforce planning perspective, every occupation has its risks, and a lower skill disruption score doesn't mean clear sailing ahead.

Three Big Themes

Adapting to AI

Generative AI has rapidly transformed the job market, impacting tech and non-tech roles alike.

The Growth of Green Skills

The green economy is expanding, driving demand for green skills in both traditional and non-traditional roles.

Cybersecurity Skills Continue Climbing

Cybersecurity has become a critical field in every industry and demand for those skills is gaining traction.

The skills changing within each individual job look different. To take just two examples, top emerging skills for a Barista (skill disruption score: 26.42 out of 100), include interpersonal communications and influencing skills, while for a Biologist (scoring 63.18), the top new skills required include management and mentorship.

But despite the diversity of jobs found throughout the labor market, a few key themes emerge. One in particular comes as no surprise: what's been the greatest change in the labor market since 2021? The introduction and widespread adoption of **artificial intelligence**. We see this at play in both tech and non-tech roles.

The other two themes would also probably be unfamiliar to workers a generation ago: sustainability (green jobs) and cybersecurity. Not only are these emerging industries, they all represent an aspect of modern life that has grown to encompass roles across the labor market. These three themes are also similar in that they began as specific niches, the realm of small groups of specialists, and have grown to affect a wide range of roles.

On a more technical note, they also share the distinction of being Lightcast sectors, a classification system we designed specifically to highlight trends in the labor market that are shared between occupations and industries.

Adapting to AI

It would be difficult to overstate the growth in job postings referencing generative AI, because it's difficult to understand just how small the demand was before the release of ChatGPT in November 2022. But the data can still provide an answer:

Generative AI postings are up 15,625% from 2021 to 2024.

In other words, that enormous percentage means that there were over 156 times as many generative AI postings in 2024 than there were in 2021.

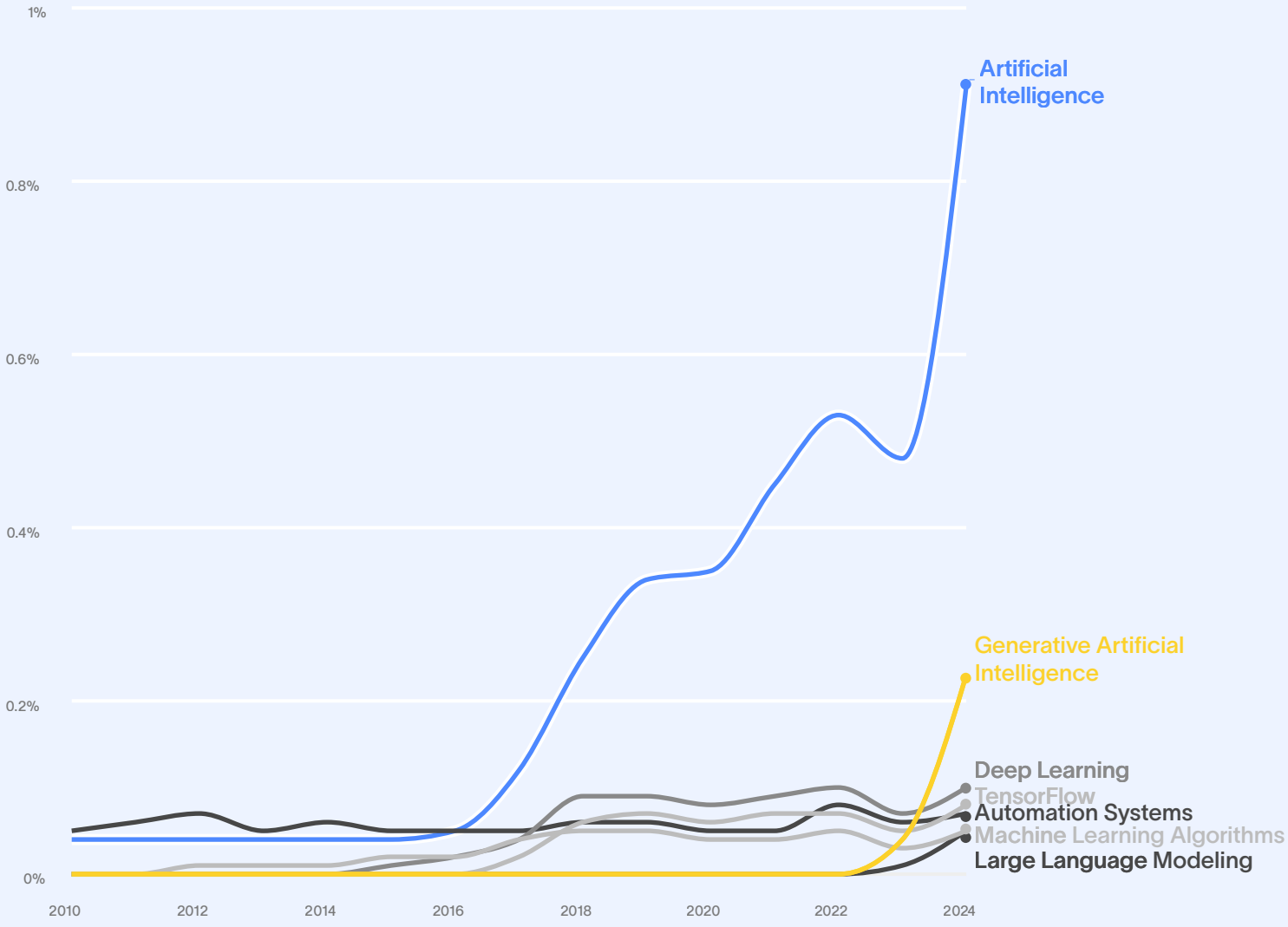
Tech jobs have been notably disrupted by AI skills, including in data roles (like Data Scientists, Analytics Managers, and Data Engineers); programming roles (like Computer Scientists and Software Developers), and designers (including Web Developers, Industrial Designers, and UI / UX Designers). Chatbots are especially adept at generating code relative to other types of text, and copilot programs are prevalent in many situations. Image generation is now also common in popular design programs like Figma and Adobe Photoshop.

But what's unusual about Generative AI is that it has broken containment and spread to other industries that are far less technical. Writing-related occupations (including in education and marketing) are among the most likely to be affected, including the occupations of Technical Writer, SEO Specialist, Curriculum Designer, Digital Content Producer, and Social Media Specialist.

Note: "Artificial Intelligence" as a specific skill in the Lightcast Open Skills Library is defined as "creating intelligent machines that can simulate human intelligence and perform tasks that typically require human intelligence"

The demand for AI skills is skyrocketing

Share of Total Job Postings Requiring AI Skills



Source: Lightcast

This chart shows the proportion of all job postings in the US that request AI skills—so while the percentages on the left are small on their own, they actually represent millions of jobs. More notable is the growth: for "Artificial Intelligence" and "Generative Artificial Intelligence" especially, the share has grown exponentially to many times their size compared to just a few years ago.

Workforce Planning Tips

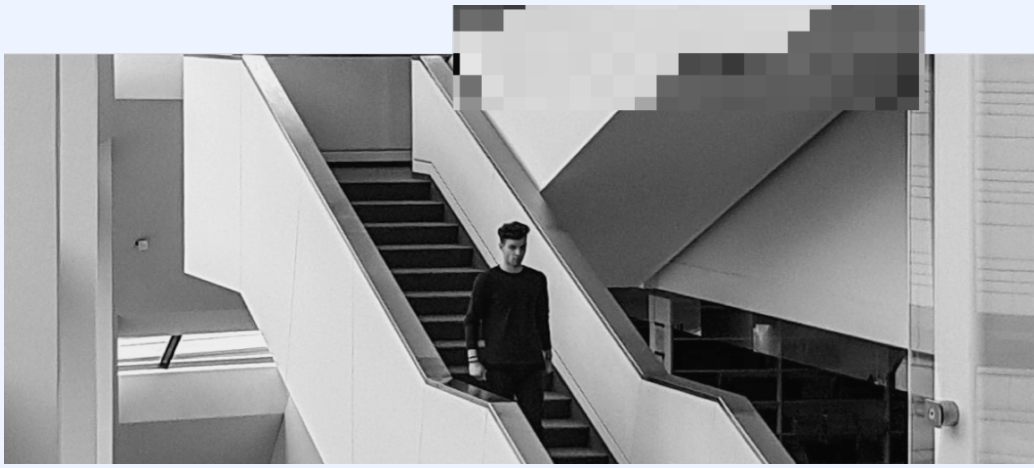
It's one thing to understand that AI is fundamentally reshaping the way everyone works, but knowing what to do about it is something else entirely. Knowing that AI skills have undergone an enormous spike in demand and importance, how does that reshape your workforce strategy? Here are three strategies to consider.

1. Try out the tools. The overarching theme of AI's entry into the workforce is a lot to take in—perhaps even too much. But if you break it down into specific use cases, understanding its value (or lack thereof) becomes much easier. By testing out AI tools and assessing whether they're useful for your workflow or your organization's needs, you'll be better equipped to know whether AI skills are worth including in your own job postings or training programs. Tools you might try could include Midjourney for image generation, ChatGPT or Google Gemini for text generation, Perplexity AI for research and search, GitHub Copilot for coding, or Adobe Firefly for creative design tasks. Approaching AI with blind eagerness is just as unhelpful as approaching it with stubborn reluctance.

2. Identify trends in specific roles and career pathways. At this point, Lightcast analysis shows AI augmenting jobs, not replacing them, and adoption varies by occupation and industry. In HR jobs, for example, AI has the opportunity to help identify internal skill gaps and develop internal talent, increasing the number of well-matched candidates, and planning for employee growth and location needs. (the Lightcast guide "How to Use AI in HR — Intelligently" goes into more detail on these).

Expect AI to become a normal part of most jobs, and to give an edge in efficiency for specific tasks. It's especially important to use real-world data to understand the trends actually happening in the labor market, even if they clash with conventional wisdom. For example, automation has often come for lower-skilled jobs in the past (those that do not require extensive education or training), but in fact, AI has had more of an impact levelling the playing field for entry to mid-level professionals in office settings. Identifying which AI skills help people progress in their careers is key for training, upskilling, and reskilling them to make them more employable, productive, and future-ready.

3. Explore The Map. Even if AI tools are available anywhere there's an internet connection, workers with specific AI skills are still concentrated in different areas around the world. If you're looking to make a bigger AI push in your organization, it would be wise to start by looking at what specialized capabilities are most prevalent among workers in your region. The reverse is also true: in identifying how to best train local workers and learners, you can start by understanding what AI skills local employers want to see developed. (The Lightcast Global AI Skills Outlook provides a useful country-by-country guide to skill demand by country, and Lightcast's contributions to the annual Stanford AI Index also provide a state-by-state analysis of AI demand in the US.)



The Growth of Green Skills

The green economy is bigger and more diverse than appears at first glance: it includes not only engineers and laborers designing and installing solar panels, but also corporate roles like finance and marketing in the firms where they work, or HVAC technicians who now also work with new, energy-efficient units.

Overall, green skills (related to clean and renewable energy) have seen 31% growth from 2021 to 2024.

The increase in green skills is coming from green jobs but also from jobs that are becoming green—similar to the way AI has expanded from tech to non-tech. Three years ago, less than 0.5% of Case Worker job postings asked for a green skill; now 53% of them do. Over the same period, the share of Data Scientist postings increased from 10% to 51%, likely because the environmental impact of high computer use is dramatic, and anyone using a lot of processing power needs to be conscious of efficiency.

Nuclear energy has emerged as a critical component of the green economy, particularly given its relevance to powering AI infrastructure and data centers. Amazon, Microsoft, Google, and Oracle have all invested in new nuclear projects to help provide power to data centers. McKinsey estimates that data centers will more than triple their energy demand from 2024 to 2030, from 25 gigawatts to over 80.

The rise of green skills in non-green jobs underscores the importance of looking at skills, rather than titles or industries, to understand the forces shaping our labor market. Assuming that sustainability was limited to specialized tasks like wind turbine manufacturing would lead to an inaccurate view of how many green skills are actually being needed throughout the labor market.

Overall, the landscape of green skills has evolved significantly over the past three years. Environmental data analysis and skills related to electric vehicles (EVs) have shown

remarkable growth, while expertise in policy frameworks, particularly ESG (environmental and social governance) and environmental planning, has become increasingly crucial across many sectors.

Workforce Planning Tips

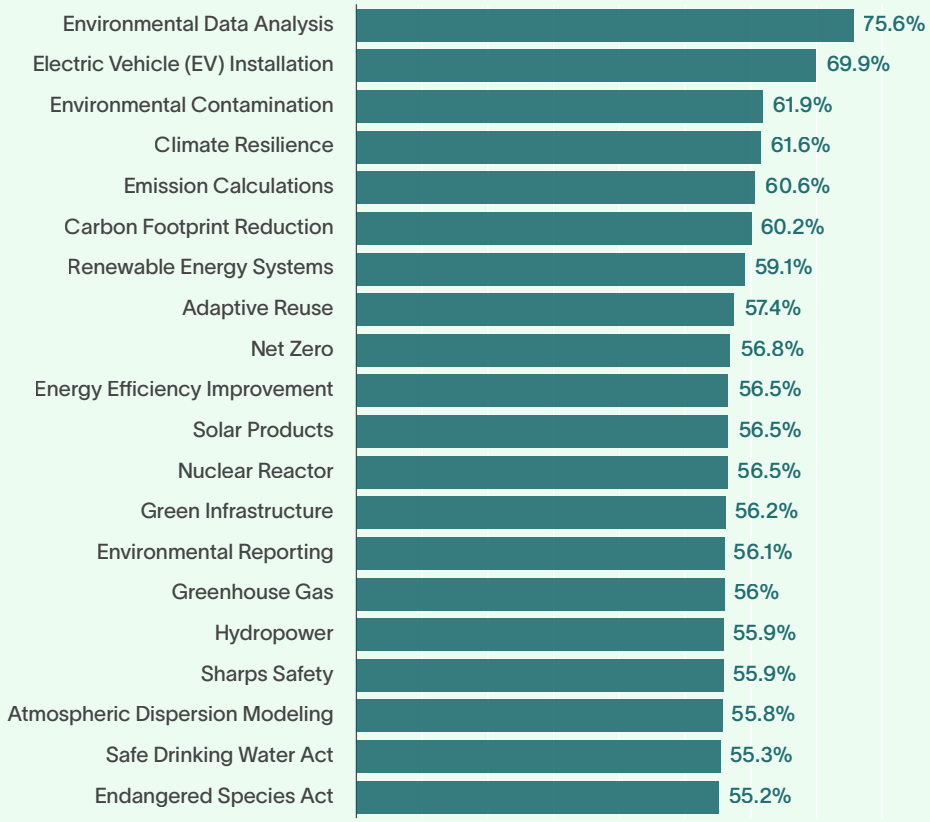
Perhaps it goes without saying that a transition to more sustainable energy and environmental policies will take buy-in from organizations of every size across the economy. But that's not just a rallying cry for the eco-conscious: the green economy is an undeniably massive force in the labor market, creating an increasing need for green skills. The application is clear if you're already building electric vehicles or training workers in nuclear power roles. But what takeaways are there for the rest of the labor market?

1. Refocus on Reskilling: Adjacent skills are vital for workforce development. The growth in what we call "green-enabled jobs"—which are tangential to the green economy but require green skills, like mechanics working on both conventional and electric vehicles—shows a path forward to applying existing workers and their skills toward new ends. If a new technology grows in importance as an old one fades, workers who make the switch between the two have the most to benefit.

2. Expand Your Green Horizon: If the green economy touches more occupations and industries than are apparent on first glance, that also means there are more corresponding opportunities for workers and skills. From infrastructure to supply chain management, green competencies are increasingly valuable across business functions, making them relevant to every organization's future strategy.

The skills of Environmental Data Analysis and EV Installation have both seen huge growth over the past three years. Beyond those, many other green skills have risen at very similar rates.

Growth from 2021 to 2024



Source: Lightcast

Cybersecurity Skills Continue Climbing

Job postings show that the cybersecurity workforce has expanded each year since 2013, and an estimated 1.25 million people work in cybersecurity roles throughout the US: and yet there are only enough workers to fill 83% of the available jobs. Demand for cybersecurity skills is incredibly high across a wide range of occupations across several functions.

Management Roles:

- Scrum Masters, which have seen 214% growth in the specific "Cyber Security" skill, increasingly need to integrate security considerations into agile workflows, ensuring that security testing is built into sprints and that security requirements are properly prioritized.
- Compliance Managers must understand data security regulations, privacy requirements, and security controls, particularly as they handle sensitive business intelligence and ensure regulatory compliance. They've seen an increase in specialized skills including virtual private networks (VPNs), security requirements analysis, and NIST 800-53.
- These roles often serve as bridges between security teams and other departments.

Tech Roles:

- UI/UX Developers have seen a 256% increase in the "Cyber Security" skill. These designers are needing to incorporate security through understanding authentication best practices and secure data handling in user interfaces.
- Data/Mining Analysts need expertise in secure data handling practices, encryption, and data privacy to protect sensitive information during analysis. They have seen an 83% growth in demand for information privacy skills.
- Database Administrators, which have seen an 86% growth in

encryption and data encryption skills, need to use those skills to maintain security, while also implementing access controls and monitoring for unusual patterns that might indicate breaches.

Science/Health Roles:

- Biomedical Equipment Technicians (570% Cyber Security growth) must ensure medical devices are protected against cyber threats, particularly as these devices become more connected.
- Laboratory Technicians (385% Cyber Security growth) work with sensitive patient data and research information, requiring knowledge of data protection protocols and secure laboratory systems.
- This security dimension adds another layer of complexity and responsibility to these growing roles, reflecting how cybersecurity has become integral to virtually every professional function.

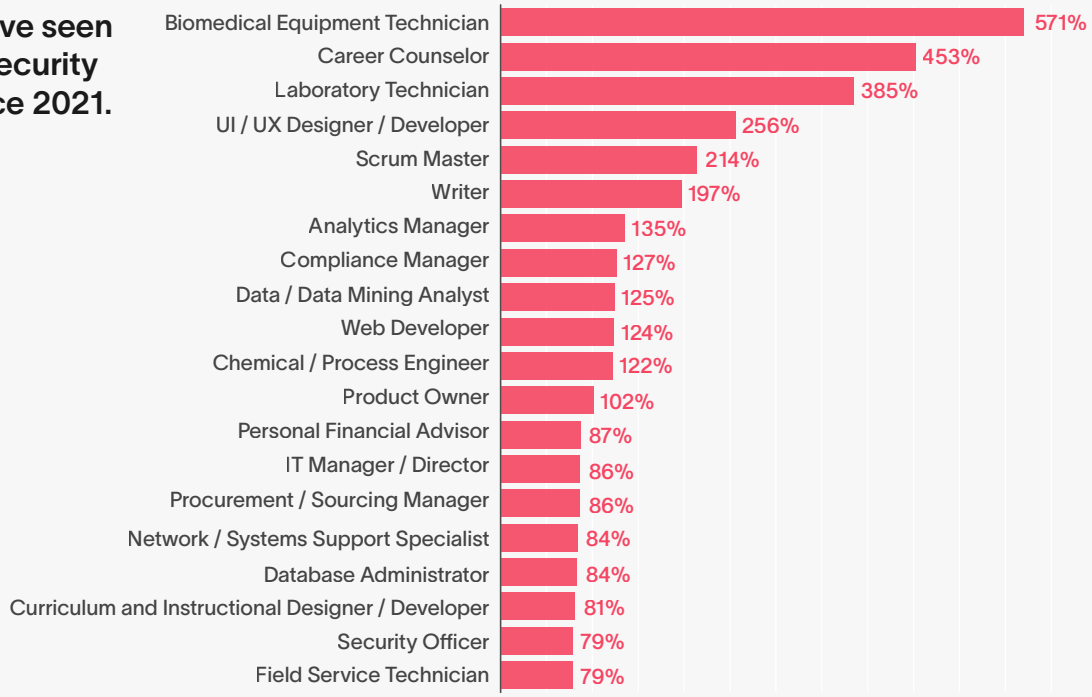
Workforce Planning Tips

1. Hire with Security in Mind. Every new role should incorporate cybersecurity competencies into its core requirements, from a Lab Technician's understanding of data privacy to a Scrum Master's ability to prioritize security features. This isn't just about technical skills; it's about developing security awareness as a fundamental professional competency, similar to communication or problem-solving skills.

2. Make Cybersecurity a Business Priority: In today's interconnected workplace, a security breach in any function can paralyze entire operations, and the message is clear: cybersecurity is essential to business functioning. It's rare for a week to go by without hearing of another major data breach in the public and private sectors. Whether it's compromised patient data in healthcare, leaked business intelligence in analytics, or vulnerable user interfaces in product development, security failures in any role can trigger company-wide shutdowns. This makes cybersecurity not just an IT priority, but a core business imperative that needs to be embedded across all functions.

Many diverse jobs have seen their need for cybersecurity skills rise sharply since 2021.

Growth from 2021 to 2024 in a Cybersecurity Skill



Source: Lightcast

Conclusion

So far, the 2020s have been a decade of rapid change, and the evolution of skills across the labor market has profound implications for businesses, communities, learning institutions, and individuals. This transformation demands a forward-looking approach to prepare for what's next across several functions, including talent acquisition, employee reskilling and upskilling, and job training and development. Moving ahead of the curve as skills shift so quickly isn't easy, but it's necessary.

By using data to quantify the overall scale of skill change and identifying the specific nature of those changes, we can identify emerging skills, pick out key trends, and move toward growth and away from obsolescence.

Here's what that might look like for a few key stakeholders:

Business Leaders

By staying on top of technological advancements, new best practices, and other factors affecting skill change, employers will need to be increasingly specific and focused about their core business functions. Assess how roles must evolve in terms of skills, capacity, and speed to align with strategic direction. Encourage a shift from incrementalism to bold, proactive measures to adapt to industry-wide changes. Skill changes are happening so rapidly that if your business is caught off-guard, your work can be disrupted overnight, making it vital to stay ahead of the curve.

HR Teams

The first step is to focus on your job architecture and assess what skills you need to run your organization—from there, several new opportunities open up. Partner with leadership to develop talent-sourcing strategies that address skill and capacity needs. Leverage learning and development functions to equip workers with essential skills. Foster collaboration between HR departments (L&D, recruiting, talent management, and people analytics) to implement holistic approaches. Empower HR business partners to bridge the gap between business needs and HR capabilities, enabling customization, agile experimentation, and tailored solutions.

Government

The rapidly changing skill landscape means public-sector leaders will need to proactively support their members through this transition. This involves creating support networks, local learning initiatives, and collaborative platforms that enable continuous skill development. Communities should foster an environment of adaptability, where individuals are encouraged to embrace lifelong learning and view skill acquisition as an ongoing journey rather than a one-time achievement. This might include establishing local learning hubs, creating mentorship programs, and developing flexible, accessible learning opportunities that accommodate diverse work and life responsibilities, all while keeping an eye on the future and understanding specific workforce trends for your region.

Individuals

Embrace lifelong learning as a necessity for career longevity. Seek out employers and programs that support skill development and career advancement. Proactively addressing skill challenges and opportunities enables organizations, individuals, and society to navigate the dynamic talent landscape and thrive in the age of constant disruption.

Higher Education

In an evolving labor market, higher ed institutions have a unique opportunity to position both themselves and their students for success by aligning academic offerings with demand for future-ready skills. Labor market insight provides essential guidance by illuminating how macro trends impact the industries and regions most relevant to each institution. With this data, academic leaders can strategically embed future-ready skills into existing programs, design new offerings to meet emerging needs, and explore ways to support lifelong learning through flexible, non-degree credentials for upskilling and reskilling. Strengthening industry partnerships further ensures that education stays closely aligned with shifting workforce requirements. This alignment drives alumni success, reinforces institutional reputation, and attracts prospective students in an increasingly competitive higher education landscape.

Appendix

Methodology

The Skills Disruption Index measures how occupations across the United States have changed in terms of employer skills requirements. To calculate this, we analyzed the change in skill share for every Lightcast occupation between 2021 and 2024, and indexed them from 0-100 according to skills change. The higher the ranking, the higher the level of skills change.

Lightcast scans millions of job postings in the US every day and analyzes them using artificial intelligence technologies. These job postings are gathered by scraping thousands of job boards, online newspapers, and employer websites on a daily basis. They are cleaned and deduplicated to ensure only one posting is counted for each opening–regardless of how many places it is advertised in. Job postings are then classified by location, industry, occupation, skills required and any other type of relevant information that can be extracted from the advertisement, using a combination of official and proprietary taxonomies.

Drawing on data sourced from more than 2.5 billion online job postings from 2021-2024, we examined skill requests as well as their evolution over time. In each year, we looked at the proportion of each job that requires a skill and then tracked that skill to see how the proportion changed over time. To build this version of the Skill Disruption Index, we calculated the absolute value of the difference in proportions from 2021 through the fourth quarter of 2024. We then adjusted these differences based on the salary premium for each skill and a measure of the number of occupations the skill affected. These adjustments increase the weight on skills that command a high premium and that are in demand across a wide range of occupations. Next, we summed the changes for each occupation and normalized them to result in an index between 0 and 100.

We then compared the recent 3-year timeframe from 2021-2024 to the previous period we'd analyzed in a prior report (2016-2021) to draw a comparison between the rates of skill change for the current 3-year period and the previous 5-year period.

Our analysis includes 599 occupations based on Lightcast's proprietary taxonomy of occupations. It also includes more than 32,000 skills developed by Lightcast and tagged in job-posting data.

Appendix

Skill Disruption Index Table

Career Area	Occupation	Skill Disruption Index
1. Information Technology and Computer Science	Computer Scientist	93.7
2. Information Technology and Computer Science	Mobile Applications Developer	89.9
3. Information Technology and Computer Science	Chief Information Officer	89.5
4. Information Technology and Computer Science	Statistician	88.7
5. Information Technology and Computer Science	Biostatistician	87.8
6. Information Technology and Computer Science	Web Developer	84.8
7. Information Technology and Computer Science	Analytics Manager	82.0
8. Engineering	Sustainability Specialist	78.7
9. Finance	Tax Examiner / Collector	76.9
10. Sales	Sales Engineer	76.1
11. Engineering	Biomedical Engineer	76.0
12. Engineering	Energy Engineer	75.8
13. Marketing and Public Relations	Search Engine Optimization Specialist	75.5
14. Marketing and Public Relations	Chief Marketing Officer	75.5
15. Information Technology and Computer Science	Data Engineer	75.2
16. Engineering	Robotics Engineer	74.8

Career Area	Occupation	Skill Disruption Index
17. Engineering	Nuclear Engineer	73.4
18. Healthcare	Clinical Data Systems Specialist / Manager	73.3
19. Law, Compliance, and Public Safety	Immigration / Customs Inspector	73.1
20. Finance	Securities / Commodities Trader	72.5
21. Social Analysis and Planning	Economist	72.1
22. Information Technology and Computer Science	UI / UX Designer / Developer	71.9
23. Information Technology and Computer Science	Product Owner	71.9
24. Finance	Tax Preparer	71.6
25. Engineering	Energy Analyst / Auditor	71.3
26. Engineering	Mining Engineer	71.0
27. Information Technology and Computer Science	Data Scientist	70.7
28. Engineering	Aerospace Engineer	70.5
29. Healthcare	Dialysis Technician	70.5
30. Information Technology and Computer Science	Computer Programmer	70.1
31. Information Technology and Computer Science	Database Architect	70.0
32. Information Technology and Computer Science	Telecommunications Engineering Specialist	69.9
33. Military	Military Specialist	69.2
34. Engineering	Validation Engineer	68.9

Career Area	Occupation	Skill Disruption Index
35. Information Technology and Computer Science	Business Intelligence Architect / Developer	68.9
36. Information Technology and Computer Science	Web Designer	68.8
37. Information Technology and Computer Science	Database Administrator	68.8
38. Information Technology and Computer Science	Software Developer / Engineer	68.2
39. Transportation	Train Rail Service Worker	67.6
40. Information Technology and Computer Science	Computer Systems Engineer / Architect	66.5
41. Engineering	Radio Frequency (RF) Engineer	66.5
42. Engineering	Product Development Engineer	66.5
43. Personal Services	Animal Trainer	66.3
44. Business Management and Operations	Corporate Development Analyst / Manager	66.1
45. Social Analysis and Planning	Security / Defense Intelligence Analyst	65.8
46. Law, Compliance, and Public Safety	Regulatory Affairs Manager	65.6
47. Finance	Fraud Examiner / Analyst	65.6
48. Sales	Technical Sales Representative	65.5
49. Sales	Energy Broker	64.9
50. Marketing and Public Relations	Digital Content Producer / Manager	64.8
51. Engineering	Reservoir / Petroleum Engineer	64.8
52. Design, Media, and Writing	Copywriter	64.4
53. Maintenance, Repair, and Installation	Satellite / Broadband Technician	64.3
54. Social Analysis and Planning	Survey Researcher	64.2
55. Information Technology and Computer Science	Software QA Engineer / Tester	64.1
56. Information Technology and Computer Science	Scrum Master	64.1

Career Area	Occupation	Skill Disruption Index
57. Engineering	Robotics Technician	64.1
58. Information Technology and Computer Science	Network Engineer / Architect	64.0
59. Science and Research	Social Science Researcher	63.4
60. Marketing and Public Relations	Market Research Analyst	63.3
61. Science and Research	Clinical Research Coordinator / Manager	63.3
62. Design, Media, and Writing	Industrial Designer	63.2
63. Science and Research	Biologist	63.2
64. Human Resources	Equal Opportunity Representative / Officer	63.1
65. Healthcare	Clinical Analyst / Clinical Documentation and Improvement Specialist	63.1
66. Information Technology and Computer Science	Technology Consultant	62.7
67. Design, Media, and Writing	Writer	62.5
68. Engineering	Health and Safety Engineer	62.3
69. Business Management and Operations	Chief Operating Officer	62.2
70. Transportation	Ship / Boat Captain	62.1
71. Engineering	Environmental Engineer	61.9
72. Marketing and Public Relations	Advertising / Promotions Manager	61.6
73. Marketing and Public Relations	E-Commerce Analyst	61.4
74. Information Technology and Computer Science	Data Warehousing Specialist	61.4
75. Business Management and Operations	Chief Executive Officer	61.3
76. Law, Compliance, and Public Safety	Environmental Compliance Specialist	61.1

Career Area	Occupation	Skill Disruption Index
77. Information Technology and Computer Science	Cyber / Information Security Engineer / Analyst	61.0
78. Information Technology and Computer Science	Geographer / GIS Specialist	61.0
79. Marketing and Public Relations	Social Media Strategist / Specialist	60.9
80. Maintenance, Repair, and Installation	Television / Satellite Television Installer	60.8
81. Finance	Tax Analyst / Specialist	60.7
82. Maintenance, Repair, and Installation	Wind Turbine Technician	60.6
83. Engineering	Transportation Engineer	60.5
84. Sales	Telemarketer	60.1
85. Healthcare	Clinical Auditor / Utilization Reviewer	60.0
86. Design, Media, and Writing	Creative Director	59.9
87. Design, Media, and Writing	Technical Writer	59.6
88. Marketing and Public Relations	Media Planner / Buyer	59.5
89. Personal Services	Makeup Artist	59.4
90. Finance	Property Appraiser / Assessor	59.3
91. Finance	Chief Financial Officer	59.3
92. Clerical and Administrative	Collections Manager	59.1
93. Sales	Merchandising Manager	59.0
94. Information Technology and Computer Science	Actuary	58.9
95. Finance	Payroll Manager	58.8
96. Information Technology and Computer Science	Business Intelligence Analyst	58.7
97. Sales	Product Demonstrator / Promoter	58.7
98. Sales	Medical / Pharmaceutical Sales Representative	58.7

Career Area	Occupation	Skill Disruption Index
99. Finance	Pricing Analyst	58.2
100. Engineering	Chemical / Process Engineer	58.2
101. Healthcare	Director of Rehabilitation	58.1
102. Engineering	Engineering Manager	58.0
103. Sales	Counter / Rental Clerk	58.0
104. Sales	Sales Supervisor	57.9
105. Healthcare	Dental Hygienist	57.9
106. Information Technology and Computer Science	IT Project Manager	57.8
107. Engineering	Electronics Engineer	57.8
108. Construction, Extraction, and Architecture	Architect	57.7
109. Science and Research	Physicist	57.6
110. Construction, Extraction, and Architecture	Pipeline Worker / Operator	57.6
111. Finance	Regulatory Affairs Specialist	57.5
112. Sales	Parts Specialist / Salesperson	57.4
113. Finance	Compliance Manager	57.4
114. Transportation	Delivery Person	57.3
115. Finance	Financial Operations Specialist	57.3
116. Marketing and Public Relations	Product Manager	57.1
117. Finance	Risk Manager / Analyst	57.0
118. Healthcare	Medical Coder	56.8
119. Maintenance, Repair, and Installation	Tower Climber / Technician	56.8
120. Information Technology and Computer Science	Multimedia Designer / Animator	56.8
121. Engineering	Electrical Engineer	56.6
122. Finance	Financial Examiner	56.6

Career Area	Occupation	Skill Disruption Index
123. Finance	Personal Banker / Banking Sales Staff	56.6
124. Science and Research	Physical / Geoscience Technician	56.4
125. Design, Media, and Writing	Media / Talent Director	56.4
126. Information Technology and Computer Science	IT Manager / Director	56.4
127. Healthcare	Physical Therapy Aide	56.3
128. Engineering	Industrial Engineer	56.3
129. Information Technology and Computer Science	Data / Data Mining Analyst	56.0
130. Information Technology and Computer Science	Systems Analyst	55.9
131. Manufacturing and Production	Quality Control Analyst	55.8
132. Law, Compliance, and Public Safety	Security Manager	55.7
133. Personal Services	Personal Shopper	55.5
134. Maintenance, Repair, and Installation	Avionics Technician	55.4
135. Engineering	Water / Wastewater Engineer	55.4
136. Science and Research	Chemist	55.3
137. Engineering	Hardware Engineer	55.2
138. Finance	Credit / Loan Counselor	55.0
139. Maintenance, Repair, and Installation	Refrigeration Technician	54.9
140. Design, Media, and Writing	Broadcast Technician	54.6
141. Information Technology and Computer Science	Network / Systems Administrator	54.4
142. Maintenance, Repair, and Installation	Bike Technician	54.4
143. Healthcare	Paramedic	54.2
144. Information Technology and Computer Science	Network / Systems Support Specialist	54.1

Career Area	Occupation	Skill Disruption Index
145. Law, Compliance, and Public Safety	Transportation Security Officer	53.8
146. Education and Training	Curriculum and Instructional Designer / Developer	53.8
147. Finance	Banking Branch Manager	53.7
148. Science and Research	Natural Science Research Manager	53.7
149. Clerical and Administrative	Administrative Supervisor	53.7
150. Science and Research	Zoologist / Wildlife Biologist	53.7
151. Construction, Extraction, and Architecture	Solar Installer	53.6
152. Science and Research	Medical Scientist	53.5
153. Finance	Investment Fund Manager	53.5
154. Finance	Financial Services Sales Agent	53.4
155. Marketing and Public Relations	Marketing Specialist	53.4
156. Science and Research	Biological Technician	53.4
157. Healthcare	Health Information Manager / Director	53.2
158. Construction, Extraction, and Architecture	Oil / Gas Field Service Technician	53.2
159. Law, Compliance, and Public Safety	Crime Scene / Forensic Science Technician	53.0
160. Social Analysis and Planning	Policy Analyst	52.9
161. Business Management and Operations	Operations Analyst	52.7
162. Marketing and Public Relations	Marketing Manager	52.7
163. Manufacturing and Production	Controls / Valve Technician	52.6
164. Performing Arts	Music Director	52.6
165. Finance	Loan Officer	52.6
166. Science and Research	Researcher / Research Associate	52.4
167. Engineering	Materials Engineer	52.4

Career Area	Occupation	Skill Disruption Index
168. Healthcare	Clinical Nurse Specialist	52.3
169. Finance	Credit Checker / Clerk	52.2
170. Science and Research	Geologist	52.1
171. Hospitality, Food, and Tourism	Travel Agent	52.1
172. Law, Compliance, and Public Safety	Loss Prevention / Asset Protection Specialist	52.1
173. Business Management and Operations	Mining Manager / Supervisor	52.1
174. Healthcare	Biomedical Equipment Technician	51.9
175. Design, Media, and Writing	Interpreter / Translator	51.7
176. Personal Services	Funeral Director / Embalmer	51.7
177. Finance	Insurance Underwriter	51.6
178. Law, Compliance, and Public Safety	Criminal Investigator	51.6
179. Construction, Extraction, and Architecture	Iron / Steel Worker	51.6
180. Healthcare	Family / Behavioral Therapist	51.5
181. Design, Media, and Writing	Video Editor	51.2
182. Engineering	Electrical / Electronic Designer	51.1
183. Healthcare	Clinical Case Manager	51.0
184. Customer and Client Support	Call Center Manager	51.0
185. Transportation	Transportation Inspector	50.8
186. Finance	Credit Analyst / Authorizer	50.8
187. Finance	Customs Broker	50.7
188. Engineering	Surveying / Mapping Technician	50.6
189. Engineering	Civil / Architectural Designer / Drafter	50.6
190. Science and Research	Environmental Planner / Scientist	50.4
191. Business Management and Operations	Business / Management Analyst	50.4

Career Area	Occupation	Skill Disruption Index
192. Healthcare	Emergency Medical Technician	50.3
193. Healthcare	Medical Transcriptionist	50.2
194. Finance	Personal Financial Advisor	49.9
195. Finance	Tax Manager	49.7
196. Education and Training	Computer Science Professor	49.7
197. Science and Research	Archeologist	49.6
198. Manufacturing and Production	Power Distributor / Plant Operator	49.5
199. Agriculture, Horticulture, & the Outdoors	Forester	49.4
200. Business Management and Operations	Packager	49.3
201. Science and Research	Food and Agricultural Scientist / Technologist	49.2
202. Manufacturing and Production	Jeweler	49.2
203. Construction, Extraction, and Architecture	Landscape Architect	49.1
204. Design, Media, and Writing	Artist / Illustrator	49.1
205. Community and Social Services	Vocational Rehabilitation Counselor	49.0
206. Finance	Compliance Officer / Analyst	48.8
207. Sales	Merchandiser	48.8
208. Engineering	Mechanical Engineer	48.8
209. Design, Media, and Writing	Graphic Designer	48.7
210. Manufacturing and Production	Quality Control Systems Manager	48.5
211. Business Management and Operations	Procurement / Sourcing Manager	48.3
212. Hospitality, Food, and Tourism	Meat and Seafood Processor / Packager	48.3
213. Healthcare	Nutrition / Dietetic Technician	48.2
214. Science and Research	Chemical Technician	48.2

Career Area	Occupation	Skill Disruption Index
215. Healthcare	Radiation Therapist	47.9
216. Healthcare	Medical Office / Practice Manager	47.9
217. Healthcare	Pharmacist / Pharmacy Director	47.8
218. Marketing and Public Relations	Marketing Assistant / Associate	47.7
219. Finance	Insurance Sales Agent	47.6
220. Finance	Loan Processor / Assistant	47.6
221. Business Management and Operations	Grants Manager / Administrator	47.5
222. Sales	Solar Sales Representative	47.5
223. Engineering	Non-Destructive Testing Specialist	47.5
224. Human Resources	Training and Development Manager	47.3
225. Science and Research	Microbiologist	47.2
226. Engineering	Manufacturing Engineer	47.2
227. Social Analysis and Planning	Urban / Transportation Planner	47.2
228. Business Management and Operations	Emergency Management Director	47.0
229. Healthcare	Occupational Therapy Aide	47.0
230. Transportation	Light Truck Delivery Driver	46.8
231. Maintenance, Repair, and Installation	Cable Technician / Installer	46.8
232. Manufacturing and Production	Operations and Maintenance Specialist	46.8
233. Manufacturing and Production	Hazardous Materials Worker	46.8
234. Design, Media, and Writing	Audio / Visual Technician	46.6
235. Finance	Accounts Payable / Receivable Manager	46.6
236. Business Management and Operations	Inventory Associate	46.2
237. Finance	Financial Manager	46.1

Career Area	Occupation	Skill Disruption Index
238. Healthcare	Clinical Nurse Educator	46.1
239. Human Resources	Talent Acquisition / Recruiting Manager	46.0
240. Clerical and Administrative	Enrollment / Eligibility Specialist	45.9
241. Healthcare	Cytogenetic Technologist / Cytotechnologist	45.9
242. Education and Training	Director of Instruction / Curriculum Specialist	45.8
243. Sales	Sales Assistant	45.7
244. Design, Media, and Writing	Producer	45.4
245. Education and Training	Museum Curator / Director	45.3
246. Hospitality, Food, and Tourism	Event Planner	45.3
247. Sales	Advertising Sales Representative	45.3
248. Design, Media, and Writing	Fashion Designer	45.1
249. Law, Compliance, and Public Safety	Security Officer	45.0
250. Healthcare	Medical Director	45.0
251. Business Management and Operations	Public Administrator	45.0
252. Healthcare	Hearing Screener / Technician	45.0
253. Marketing and Public Relations	Communications / Public Relations Manager	44.9
254. Business Management and Operations	Project Manager	44.8
255. Design, Media, and Writing	Editor	44.7
256. Engineering	Civil Engineering Technician	44.7
257. Maintenance, Repair, and Installation	Alarm / Security System Technician	44.7
258. Sales	Account Executive	44.6
259. Science and Research	Environmental Technician	44.5

Career Area	Occupation	Skill Disruption Index
260. Sales	Business Development / Sales Manager	44.4
261. Agriculture, Horticulture, & the Outdoors	Lawn Care / Pesticide Technician	44.4
262. Community and Social Services	Community / Political Organizer	44.4
263. Business Management and Operations	Logistics / Supply Chain Analyst	44.2
264. Clerical and Administrative	Interviewer	44.0
265. Maintenance, Repair, and Installation	Automotive Glass Installer	44.0
266. Engineering	Industrial / Mechanical Engineering Technician	44.0
267. Marketing and Public Relations	Communications / Public Relations Specialist	43.8
268. Manufacturing and Production	Production Plant Manager	43.8
269. Healthcare	Patient Advocate / Navigator	43.5
270. Design, Media, and Writing	Videographer	43.5
271. Clerical and Administrative	Postal Service / Mail Room Worker	43.5
272. Agriculture, Horticulture, & the Outdoors	Forest / Conservation Technician	43.3
273. Healthcare	Phlebotomist	43.2
274. Engineering	Test Technician	43.1
275. Agriculture, Horticulture, & the Outdoors	Farm / Ranch Manager	43.1
276. Information Technology and Computer Science	Computer Support Specialist	43.0
277. Business Management and Operations	Storage / Distribution Manager	43.0
278. Finance	Treasurer / Controller	42.9
279. Customer and Client Support	Customer Service Manager	42.9
280. Business Management and Operations	Contract Administrator	42.9
281. Healthcare	MRI / CT Technician / Technologist	42.7

Career Area	Occupation	Skill Disruption Index
282. Finance	Auditor	42.6
283. Clerical and Administrative	Legal Secretary	42.3
284. Law, Compliance, and Public Safety	Surveillance Officer / Investigator	42.3
285. Human Resources	Recruiter	42.3
286. Healthcare	Behavior Analyst	42.3
287. Healthcare	Neurodiagnostic Technician / Technologist	42.1
288. Agriculture, Horticulture, & the Outdoors	Tree Climber / Trimmer	42.1
289. Business Management and Operations	Cargo Coordinator / Freight Forwarder	42.1
290. Finance	Insurance Claims / Policy Clerk	42.0
291. Transportation	Airfield Operations Specialist	41.9
292. Healthcare	Laboratory Manager	41.9
293. Manufacturing and Production	Food / Agricultural Technician	41.9
294. Manufacturing and Production	Stationary Engineer / Boiler Operator	41.9
295. Business Management and Operations	Fundraising / Development Specialist	41.9
296. Finance	Budget Analyst	41.6
297. Engineering	General Engineering Technician / Technologist	41.6
298. Manufacturing and Production	Heat Treating Technician	41.5
299. Maintenance, Repair, and Installation	Home Appliance Repairer	41.5
300. Healthcare	Community Health Worker	41.5
301. Clerical and Administrative	Data Entry Clerk	41.4
302. Agriculture, Horticulture, & the Outdoors	Park Ranger	41.4

Career Area	Occupation	Skill Disruption Index
303. Business Management and Operations	Supply Chain / Logistics Manager	41.3
304. Manufacturing and Production	Pre-Press Technician	41.0
305. Healthcare	Audiologist	41.0
306. Maintenance, Repair, and Installation	Auto Body Technician	40.8
307. Finance	Accounting Supervisor	40.7
308. Hospitality, Food, and Tourism	Concierge	40.7
309. Business Management and Operations	Fundraising Manager	40.6
310. Maintenance, Repair, and Installation	Transportation Maintenance Worker	40.5
311. Maintenance, Repair, and Installation	Handyperson	40.3
312. Finance	Teller	40.3
313. Transportation	Pilot Instructor	39.8
314. Law, Compliance, and Public Safety	Firefighter	39.8
315. Human Resources	Training and Development Specialist	39.7
316. Clerical and Administrative	Administrative Manager	39.6
317. Science and Research	Epidemiologist	39.6
318. Finance	Claims Specialist / Adjuster / Examiner	39.5
319. Healthcare	Dental Laboratory Technician	39.4
320. Construction, Extraction, and Architecture	Pump Worker / Operator	39.4
321. Healthcare	Veterinarian	39.3
322. Personal Services	Veterinary Technician / Technologist	39.1
323. Healthcare	Exercise Physiologist / Specialist	39.1
324. Finance	Accountant	39.0
325. Human Resources	Compensation / Benefits Manager	39.0

Career Area	Occupation	Skill Disruption Index
326. Education and Training	Biology Professor	39.0
327. Manufacturing and Production	Chemical Operator	38.9
328. Healthcare	Medical Records / Health Information Technician	38.9
329. Transportation	Sailor / Deckhand / Marine Oiler	38.8
330. Personal Services	Veterinary Assistant	38.8
331. Law, Compliance, and Public Safety	Safety Manager	38.8
332. Clerical and Administrative	Title Examiner / Clerk	38.8
333. Law, Compliance, and Public Safety	Safety Specialist / Coordinator	38.8
334. Education and Training	Math Teacher	38.6
335. Engineering	Civil Engineer	38.6
336. Healthcare	Histotechnologist / Histotechnician	38.4
337. Maintenance, Repair, and Installation	Repair / Service Technician	38.3
338. Engineering	Surveyor	38.2
339. Law, Compliance, and Public Safety	Police Chief / Sergeant	38.1
340. Law, Compliance, and Public Safety	Lawyer	38.1
341. Maintenance, Repair, and Installation	Field Service Technician	38.1
342. Hospitality, Food, and Tourism	Athlete / Sports Competitor	38.0
343. Education and Training	Art / Music Professor	38.0
344. Healthcare	Nuclear Medicine Technologist	37.8
345. Finance	Financial Analyst	37.7
346. Sales	Membership Sales Representative	37.7
347. Healthcare	Dietitian / Nutritionist	37.7
348. Community and Social Services	Residential Assistant / Advisor	37.7
349. Business Management and Operations	General Manager	37.6

Career Area	Occupation	Skill Disruption Index
350. Business Management and Operations	Order Processor / Order Entry Clerk	37.6
351. Agriculture, Horticulture, & the Outdoors	Arborist / Faller	37.4
352. Community and Social Services	Career Counselor	37.4
353. Business Management and Operations	Transportation Manager	37.3
354. Community and Social Services	Mental / Behavioral Health Counselor	37.1
355. Community and Social Services	Healthcare Social Worker	37.0
356. Sales	Account Manager / Representative	36.7
357. Healthcare	Athletic Trainer	36.7
358. Healthcare	Mental Health Assistant	36.7
359. Education and Training	Business Professor	36.6
360. Transportation	Transportation Traffic Controller	36.6
361. Maintenance, Repair, and Installation	Utility Line Technician	36.4
362. Community and Social Services	Enrollment / Admission Counselor	36.4
363. Healthcare	Surgical Assistant	36.4
364. Construction, Extraction, and Architecture	Construction Manager	36.3
365. Design, Media, and Writing	Interior Designer	36.3
366. Business Management and Operations	Transportation Supervisor	36.3
367. Engineering	Electrical and Electronics Technician	36.2
368. Healthcare	Ophthalmic Technician	36.1
369. Healthcare	Midwife / Nurse Midwife	36.1
370. Business Management and Operations	Operations Manager / Supervisor	36.1
371. Human Resources	Human Resources Manager	35.9

Career Area	Occupation	Skill Disruption Index
372. Engineering	CAD Designer / Drafter	35.9
373. Business Management and Operations	Laborer / Warehouse Worker	35.8
374. Maintenance, Repair, and Installation	Diesel Mechanic	35.8
375. Construction, Extraction, and Architecture	Construction / Building Inspector	35.7
376. Maintenance, Repair, and Installation	Industrial Mechanic	35.6
377. Law, Compliance, and Public Safety	Document Control / Management Specialist	35.6
378. Sales	Real Estate Agent / Broker	35.5
379. Maintenance, Repair, and Installation	Aircraft / A & P Mechanic	35.4
380. Sales	Stocking Clerk	35.4
381. Construction, Extraction, and Architecture	Driller / Drill Operator	35.3
382. Healthcare	Health Educator / Coach	35.2
383. Construction, Extraction, and Architecture	Rigger	35.2
384. Healthcare	Radiologic Technician / Technologist	35.2
385. Business Management and Operations	Buyer / Purchasing Agent	35.2
386. Construction, Extraction, and Architecture	Estimator	35.1
387. Business Management and Operations	Purchasing Assistant	35.1
388. Design, Media, and Writing	Reporter	35.1
389. Manufacturing and Production	Water Treatment Specialist / Waste Water Operator	35.0
390. Clerical and Administrative	Office Manager	35.0
391. Law, Compliance, and Public Safety	Law Clerk	35.0
392. Personal Services	Beautician	34.9

Career Area	Occupation	Skill Disruption Index
393. Clerical and Administrative	Switchboard / Telephone Operator	34.8
394. Sales	Door-to-Door Sales Representative	34.8
395. Manufacturing and Production	CNC Programmer	34.8
396. Healthcare	Laboratory Technologist	34.7
397. Transportation	Pilot	34.7
398. Personal Services	Animal Care Worker / Manager	34.7
399. Finance	Payroll Specialist	34.7
400. Clerical and Administrative	Executive Assistant	34.6
401. Clerical and Administrative	Medical Biller	34.6
402. Manufacturing and Production	Tool and Die Maker	34.5
403. Business Management and Operations	Scheduler / Operations Coordinator	34.4
404. Hospitality, Food, and Tourism	Restaurant / Food Service Supervisor	34.3
405. Healthcare	Medical Records Clerk	34.3
406. Finance	Financial Aid Counselor / Specialist	34.3
407. Design, Media, and Writing	Floral Designer	34.3
408. Hospitality, Food, and Tourism	Gaming Supervisor	34.3
409. Clerical and Administrative	Municipal / License / Court Clerk	34.2
410. Business Management and Operations	Program Manager	34.2
411. Healthcare	Occupational Therapy Assistant	34.1
412. Hospitality, Food, and Tourism	Butcher / Meat Cutter	34.1
413. Healthcare	Health Technician / Technologist (Other)	33.9
414. Healthcare	Physical Therapist	33.8
415. Customer and Client Support	Passenger Service Agent	33.7
416. Agriculture, Horticulture, & the Outdoors	Pest Control Technician	33.7

Career Area	Occupation	Skill Disruption Index
417. Maintenance, Repair, and Installation	HVAC Mechanic / Installer	33.6
418. Maintenance, Repair, and Installation	Tire Changer / Technician	33.6
419. Education and Training	Elementary and Secondary School Administrator	33.5
420. Manufacturing and Production	Quality Inspector / Technician	33.5
421. Healthcare	Massage Therapist	33.4
422. Community and Social Services	Mental / Behavioral Health Social Worker	33.4
423. Construction, Extraction, and Architecture	Construction Foreman	33.4
424. Education and Training	Vocational Education Instructor	33.4
425. Human Resources	Human Resources / Labor Relations Specialist	33.3
426. Healthcare	Nurse Practitioner	33.2
427. Business Management and Operations	Inventory / Supply Specialist	33.2
428. Clerical and Administrative	Bill and Account Collector	33.2
429. Construction, Extraction, and Architecture	Crane Operator	33.1
430. Manufacturing and Production	Printing Press Operator	33.0
431. Community and Social Services	Social / Human Services Manager	32.9
432. Finance	Bookkeeper / Accounting Clerk	32.8
433. Transportation	Courier / Messenger	32.7
434. Hospitality, Food, and Tourism	Food Production Worker	32.6
435. Education and Training	Health Sciences Professor	32.5
436. Hospitality, Food, and Tourism	Entertainment / Recreation Manager	32.5
437. Community and Social Services	Youth Counselor / Worker	32.4

Career Area	Occupation	Skill Disruption Index
438. Maintenance, Repair, and Installation	Millwright	32.4
439. Healthcare	Pharmacy Technician	32.0
440. Hospitality, Food, and Tourism	Hotel Manager	32.0
441. Manufacturing and Production	Coating / Industrial Painter	32.0
442. Clerical and Administrative	File Clerk	31.9
443. Transportation	Motor Vehicle Operator / Transporter	31.8
444. Community and Social Services	Academic / Guidance Counselor	31.8
445. Law, Compliance, and Public Safety	Paralegal / Legal Assistant	31.8
446. Healthcare	Dental Assistant	31.8
447. Clerical and Administrative	Office Technician / Typist	31.7
448. Healthcare	Psychologist	31.6
449. Education and Training	Librarian	31.5
450. Maintenance, Repair, and Installation	Heavy Equipment Mechanic	31.4
451. Healthcare	Physical Therapy Assistant	31.4
452. Maintenance, Repair, and Installation	Maintenance / Service Supervisor	31.2
453. Hospitality, Food, and Tourism	Travel / Tour Guide	31.1
454. Healthcare	Optometrist	31.1
455. Healthcare	Telemetry Technician	31.1
456. Maintenance, Repair, and Installation	Small Engine Mechanic	30.9
457. Business Management and Operations	Logistician / Supply Chain Specialist	30.7
458. Engineering	Manufacturing / Production Technician	30.7
459. Law, Compliance, and Public Safety	Probation Officer / Correctional Treatment Specialist	30.7

Career Area	Occupation	Skill Disruption Index
460. Sales	Model	30.7
461. Construction, Extraction, and Architecture	Insulation Worker	30.6
462. Healthcare	Chiropractor	30.4
463. Human Resources	Compensation / Benefits Analyst	30.1
464. Education and Training	Preschool / Childcare Director	30.1
465. Hospitality, Food, and Tourism	Housekeeping / Environmental Services Supervisor	29.9
466. Sales	Fuel Service Attendant	29.8
467. Healthcare	Physician Assistant	29.8
468. Education and Training	Music Teacher	29.7
469. Healthcare	Anesthesia Technician	29.7
470. Construction, Extraction, and Architecture	Asphalt / Screed Worker / Paver	29.7
471. Hospitality, Food, and Tourism	Kitchen Staff	29.7
472. Education and Training	Special Education Teacher	29.6
473. Healthcare	EKG Technician	29.3
474. Education and Training	Self-Enrichment Teacher	29.3
475. Business Management and Operations	Facilities Manager	29.2
476. Hospitality, Food, and Tourism	Reservation / Ticket Agent	29.2
477. Agriculture, Horticulture, & the Outdoors	Landscaping / Grounds Supervisor	29.2
478. Business Management and Operations	Property / Real Estate / Community Manager	29.1
479. Sales	Sales Representative	29.1
480. Law, Compliance, and Public Safety	Correctional Officer	28.9
481. Human Resources	Human Resources Assistant	28.8

Career Area	Occupation	Skill Disruption Index
482. Healthcare	Nursing Home / Home Health Administrator	28.7
483. Construction, Extraction, and Architecture	Concrete Finisher	28.5
484. Healthcare	Emergency Room / Department Technician	28.4
485. Manufacturing and Production	Grinder / Sharpener	28.2
486. Healthcare	Occupational Therapist	28.2
487. Community and Social Services	Substance Abuse Counselor	28.1
488. Education and Training	Driving Instructor	28.0
489. Healthcare	Medical Assistant	28.0
490. Finance	Night Auditor	27.9
491. Healthcare	Cardiovascular Technician / Technologist	27.9
492. Education and Training	English / Language Arts Teacher	27.8
493. Customer and Client Support	Hotel Desk Clerk	27.7
494. Sales	Cashier	27.5
495. Education and Training	Adult Basic Education / Literacy Instructor	27.5
496. Education and Training	Mathematics Professor	27.4
497. Healthcare	Healthcare Administrator	27.4
498. Personal Services	Salon / Spa Manager	27.4
499. Clerical and Administrative	Billing Clerk / Specialist	27.3
500. Healthcare	Nursing Instructor / Professor	27.1
501. Manufacturing and Production	Engine and Machine Fabricator / Assembler	27.1
502. Community and Social Services	Social / Human Services Specialist	27.1

Career Area	Occupation	Skill Disruption Index
503. Healthcare	Registrar / Patient Service Representative	27.0
504. Healthcare	Dentist / Orthodontist / Prosthodontist	27.0
505. Education and Training	College / University Administrator	26.9
506. Construction, Extraction, and Architecture	Glazier / Window Installer	26.7
507. Performing Arts	Actor / Entertainer	26.5
508. Hospitality, Food, and Tourism	Barista	26.4
509. Healthcare	Optician	26.3
510. Healthcare	Recreational Therapist	26.3
511. Healthcare	Endoscopy Technician	26.3
512. Construction, Extraction, and Architecture	Pipe Fitter	26.3
513. Manufacturing and Production	Production Fabricator / Assembler	26.3
514. Not Employed	Volunteer	26.2
515. Manufacturing and Production	Production Supervisor	26.1
516. Healthcare	Ultrasound Technologist / Sonographer	26.1
517. Construction, Extraction, and Architecture	Sheet Metal Fabricator / Mechanic	26.1
518. Business Management and Operations	Warehouse / Distribution Supervisor	26.1
519. Law, Compliance, and Public Safety	Police Officer	26.0
520. Construction, Extraction, and Architecture	Brick / Stone Mason	25.8
521. Manufacturing and Production	Locksmith	25.7
522. Hospitality, Food, and Tourism	Entertainment / Recreation Supervisor	25.3
523. Healthcare	Medical Secretary	25.3

Career Area	Occupation	Skill Disruption Index
524. Education and Training	Art Teacher	25.3
525. Healthcare	Medication Aide / Technician	25.3
526. Manufacturing and Production	Furniture Finisher	25.1
527. Healthcare	Patient Transporter / Orderly	25.1
528. Personal Services	Laundry Worker	25.0
529. Personal Services	Tailor / Seamstress	24.9
530. Healthcare	Director of Nursing	24.7
531. Construction, Extraction, and Architecture	Electrician	24.5
532. Education and Training	College Professor (Other)	24.4
533. Healthcare	Speech Language Pathology Assistant	24.4
534. Customer and Client Support	Customer Service Representative	24.3
535. Education and Training	Science Teacher	24.2
536. Healthcare	Mental Health / Psychiatric Technician	23.9
537. Education and Training	Bilingual / ESL / Foreign Language Teacher	23.9
538. Hospitality, Food, and Tourism	Chef	23.8
539. Healthcare	Respiratory Therapist	23.5
540. Education and Training	Physical Education Teacher	23.5
541. Manufacturing and Production	Electronic / Electrical Assembler	23.4
542. Education and Training	Psychology Professor	23.4
543. Manufacturing and Production	Machinist	23.3
544. Community and Social Services	Case Worker	23.3
545. Manufacturing and Production	Press / Press Brake Operator	23.1
546. Community and Social Services	Social / Human Service Assistant	23.0

Career Area	Occupation	Skill Disruption Index
547. Education and Training	Reading Teacher	22.8
548. Healthcare	Laboratory Technician	22.8
549. Design, Media, and Writing	Photographer	22.5
550. Maintenance, Repair, and Installation	Maintenance Helper / Assistant	22.4
551. Hospitality, Food, and Tourism	Baker	22.4
552. Business Managemenwt and Operations	Shipping / Receiving Clerk	22.4
553. Education and Training	Drama Teacher	22.3
554. Transportation	Private Driver	22.2
555. Education and Training	History / Social Studies Teacher	22.1
556. Sales	Retail Store Manager / Supervisor	22.0
557. Manufacturing and Production	Cabinetmaker / Installer	22.0
558. Healthcare	Personal Trainer / Fitness Instructor	21.6
559. Education and Training	Tutor	21.3
560. Healthcare	Speech Language Pathologist	21.3
561. Business Management and Operations	Dispatcher	20.9
562. Clerical and Administrative	Receptionist	20.8
563. Healthcare	Nursing Manager / Supervisor	20.8
564. Manufacturing and Production	Finisher / Polisher / Buffer	20.5
565. Healthcare	Nurse Anesthetist	20.5
566. Construction, Extraction, and Architecture	Electrician's Assistant	20.4
567. Education and Training	Library Assistant / Technician	20.2
568. Business Management and Operations	Recycling / Sanitation Worker	20.2
569. Hospitality, Food, and Tourism	Restaurant / Food Service Manager	20.1
570. Personal Services	Barber / Hair Stylist / Cosmetologist	20.0
571. Manufacturing and Production	CNC Operator	19.9

Career Area	Occupation	Skill Disruption Index
572. Construction, Extraction, and Architecture	Flooring Installer	19.9
573. Sales	Retail Sales Associate	19.8
574. Construction, Extraction, and Architecture	Tile / Granite Worker	19.7
575. Manufacturing and Production	Sewing Machine Operator	19.6
576. Manufacturing and Production	Production Worker	19.6
577. Education and Training	Elementary School Teacher	19.5
578. Manufacturing and Production	Molding / Casting Worker	19.3
579. Education and Training	Dance Teacher	19.1
580. Performing Arts	Musician / Singer	19.0
581. Education and Training	Middle / High School Teacher (Other)	18.6
582. Agriculture, Horticulture, & the Outdoors	Farm / Nursery / Greenhouse Worker	18.5
583. Clerical and Administrative	Office / Administrative Assistant	18.1
584. Hospitality, Food, and Tourism	Fast Food / Counter Worker	17.6
585. Maintenance, Repair, and Installation	Automotive Service Technician / Mechanic	17.4
586. Community and Social Services	Nanny / Babysitter	17.3
587. Healthcare	Home Health Aide	17.2
588. Construction, Extraction, and Architecture	Plumber	17.1
589. Healthcare	Registered Nurse	16.9
590. Hospitality, Food, and Tourism	Bartender	16.9
591. Hospitality, Food, and Tourism	Bell Person / Baggage Attendant	16.5
592. Healthcare	Licensed Practical / Vocational Nurse	16.4
593. Healthcare	Sterile Processing Technician	16.3

Career Area	Occupation	Skill Disruption Index
594. Hospitality, Food, and Tourism	Busser / Banquet Worker / Cafeteria Attendant	16.3
595. Hospitality, Food, and Tourism	Casino Dealer	16.1
596. Maintenance, Repair, and Installation	Building and General Maintenance Technician	15.9
597. Construction, Extraction, and Architecture	Roofing / Siding Worker	15.6
598. Manufacturing and Production	Welder / Solderer	15.5
599. Healthcare	Surgical Technician / Technologist	15.4

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