

Vermont Department of Labor Economic and Labor Market Information **2018-2028 Long Term Occupational Projections**



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Figures and Tables

Figure 1. Annual Openings by Major Occupational Groups, growth and replacements

Figure 2. Percent Change in Employment by Major Occupational Groups, Vermont and U.S.

Figure 3. Top 25 Occupations by Annual Openings, growth and replacements

Figure 4. Top 25 Occupations by Rate of Growth, with educational requirements

Table 1. Summary of Occupations by Education Level Typically Required for Entry

Figure 5. Share of Vermont Employment in 2018 by Minimum Education Level Required for the Occupation

Table 2. Top 25 Occupations by Education Requirements, Most Openings and Fastest Growing

Vermont 2018-2028 Long Term Occupational Projections

The 2018-2028 Long Term Projections start from the strong base of a full employment economy. Projecting into the future to another period of full employment equilibrium, they estimate where growth in employment will occur based on fundamental changes in the state economy, national and international trends, technological change, and other factors. **Long Term Projections do not account for** business cycles nor the effects of **the current COVID-19 pandemic**. The disruptions it has caused to the economy are assumed to have been resolved by 2028.

Baby Boom workers are going to continue to exit the workforce and require more healthcare services and personal assistance as they age. The Millennial generation, defined as those born between 1981 and 1996, is now the largest cohort in the workforce. In-migrants from outside the state are also expected to partially offset the drop in the workforce due to exiting Boomers. Online purchases are expected to continue to erode employment in retail stores in-state. Jobs in manufacturing are expected to continue a downward trend. Tourism is expected to continue to support the hospitality industries. In all, the state is projected to have an average of 41,732 openings per year in over 500 occupations.

Occupational Projections measure jobs, versus workers, and one worker may hold more than one job. As measured by the Census Bureau, Vermont has a higher rate of multiple jobholders than the U.S. In 2018, the Vermont rate was 6.5% compared to the U.S. at 5.0% of the labor force.

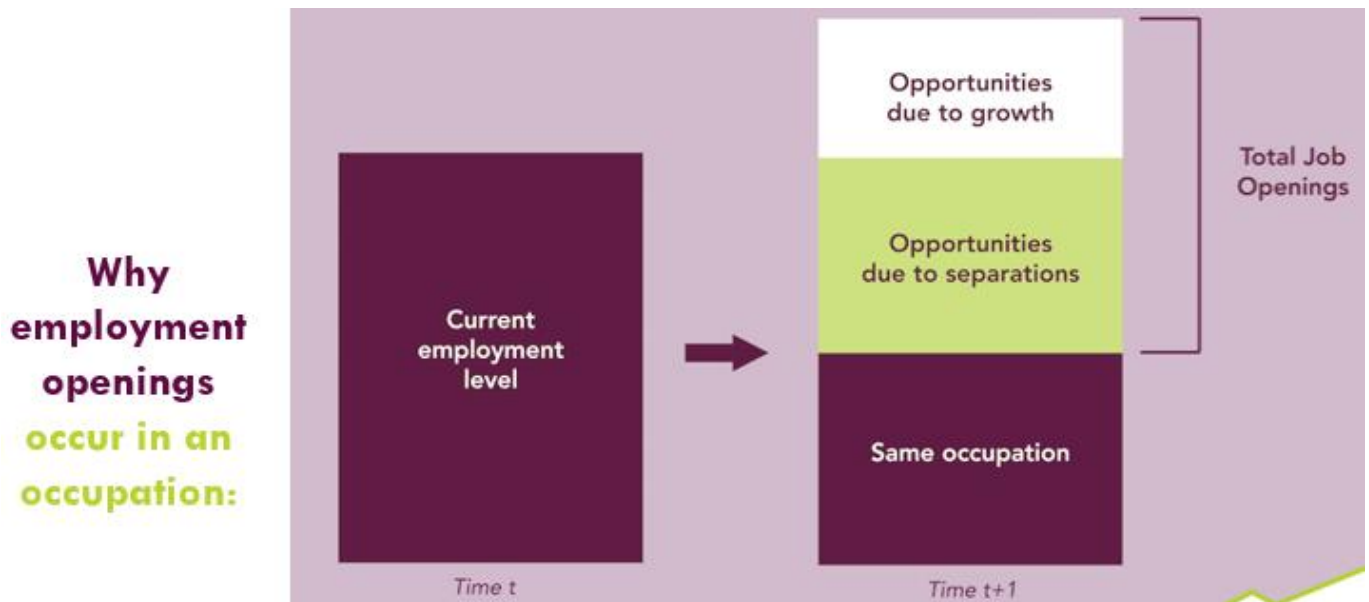
Projections reflect anticipated changes in the mix of occupations as the economy grows and evolves, but one thing the projections do not account for is new and emerging occupations. Only jobs that already exist in sufficient numbers to be coded and counted can be projected. It is partly through collecting new job titles and duties from employers for the data used in projections that new occupations are identified for inclusion. The results provide a general guide for the direction and relative strength of occupational demand and are *not intended to indicate absolute levels of employment in an occupation*.

Separations Methodology

The Projections methodology was updated in 2018 to more accurately capture the way workers change jobs over the course of their careers. Workers once entered the labor force at a young age, working until retirement in the same occupation. New, younger workers would replace them once they retired. Workers today are more likely to work in a number of occupations during their lifetimes. The Separations methodology accounts for this workforce trend, capturing reasons workers leave an occupation other than retirement, such as changing careers, being promoted into management, or completing a retraining program.

TOTAL JOB OPENINGS

Growth and separations



Projections are to be used for relative comparisons for occupations, and to help inform where training for the future workforce should be focused based on trends. Projections from the Separations methodology should not be compared with projections derived from the prior Replacements methodology. Any past projections become outdated when actual employment catches up with them or new projections are released, and are no longer an accurate representation of the workforce.

For more information about the Separations methodology, visit: www.bls.gov/emp/ep_separations.htm.

Figure 1 Ranks the Major Occupational groups by number of annual openings. It shows openings due to both separations and growth. The Food Preparation and Serving, Office Support, and Sales occupations have the largest number of openings.

Figure 1

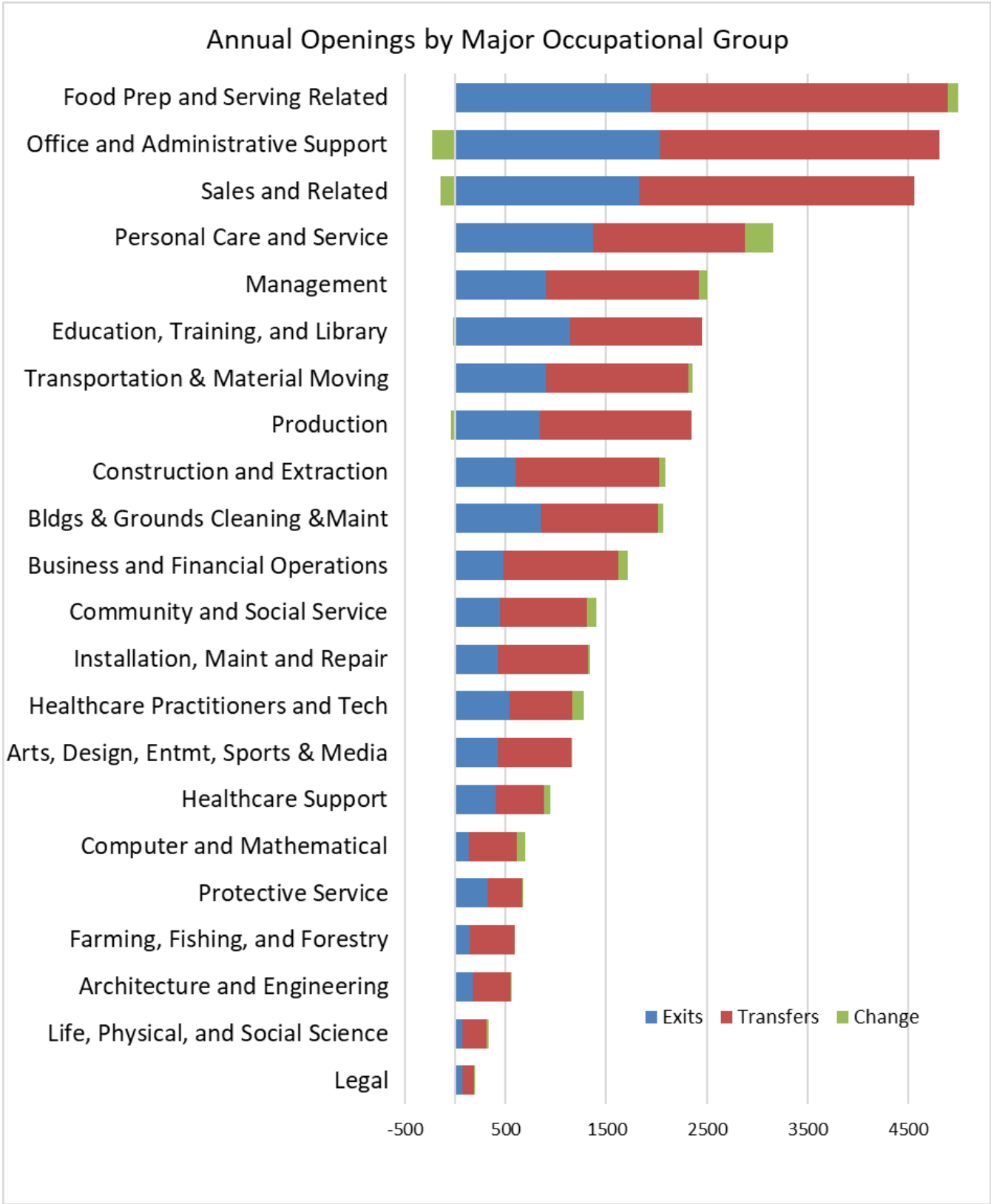
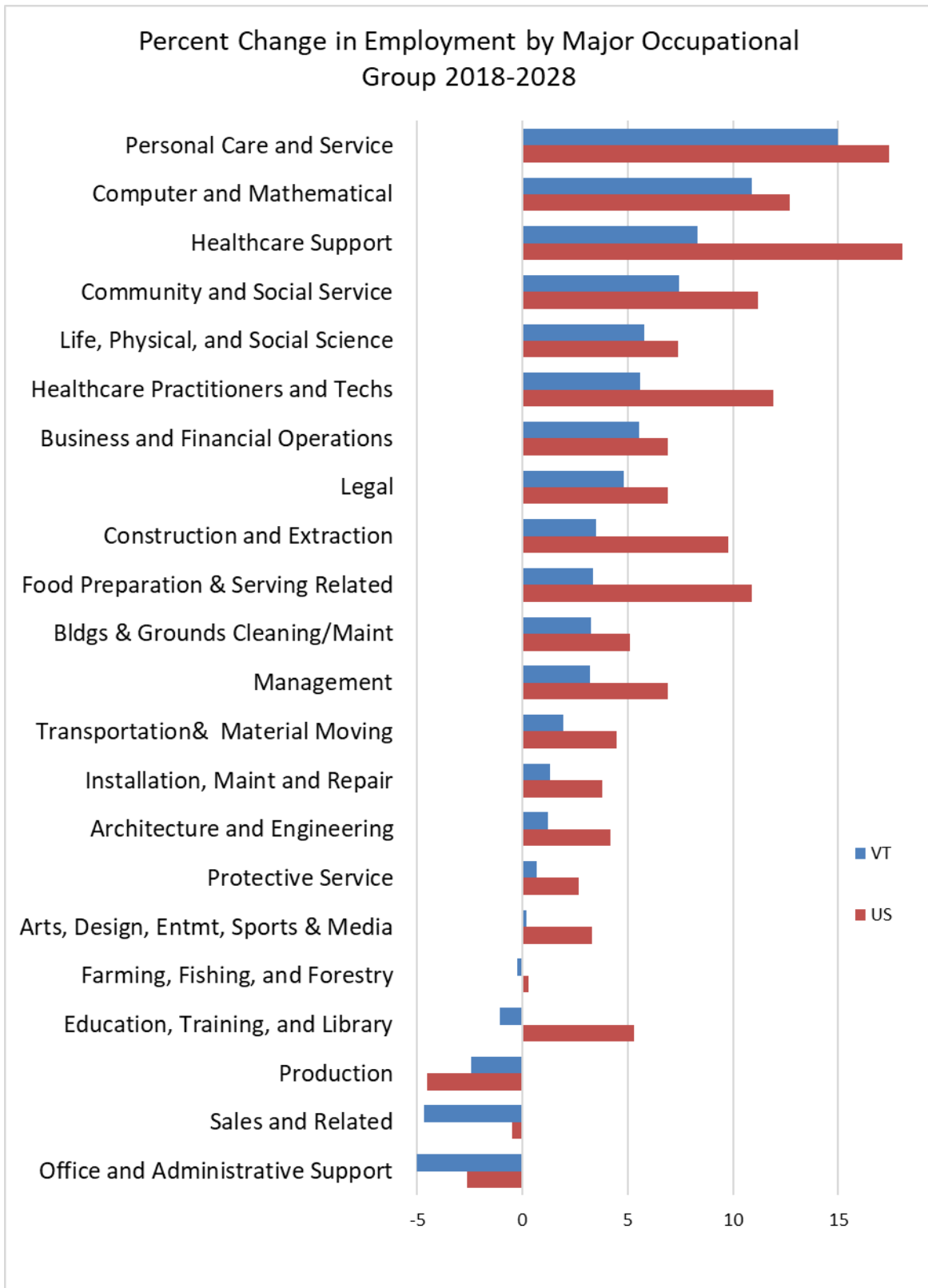


Figure 2 compares percent change in employment in Vermont to the U.S. by Major Occupational Group. The Personal Care and Service group has the largest percent change in openings in Vermont. Office and Administrative Support is declining the most.

Figure 2



The top twenty five occupations by number of openings appear in Figure 3. Different colors represent the educational requirements typically needed to enter the occupation, at a minimum. In a competitive labor market, additional education may be necessary to get hired. Also, individual employers may specify higher levels of education for their positions. For most jobs, the majority of openings come from separations (exits + transfers). In the case of Cashiers, the occupation with the most openings, all openings are due to separations. Growth (orange portion) is actually negative.

Figure 3

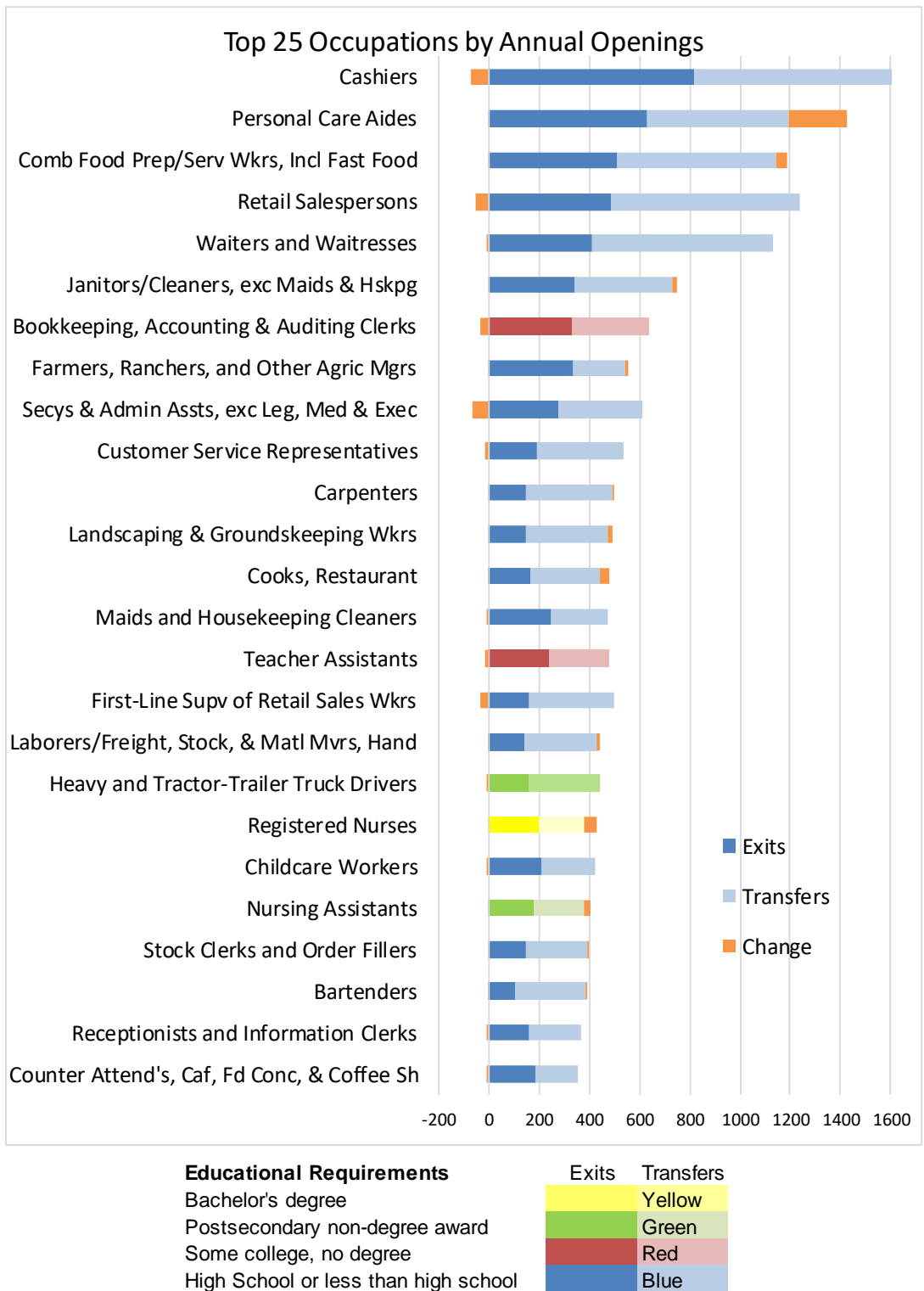
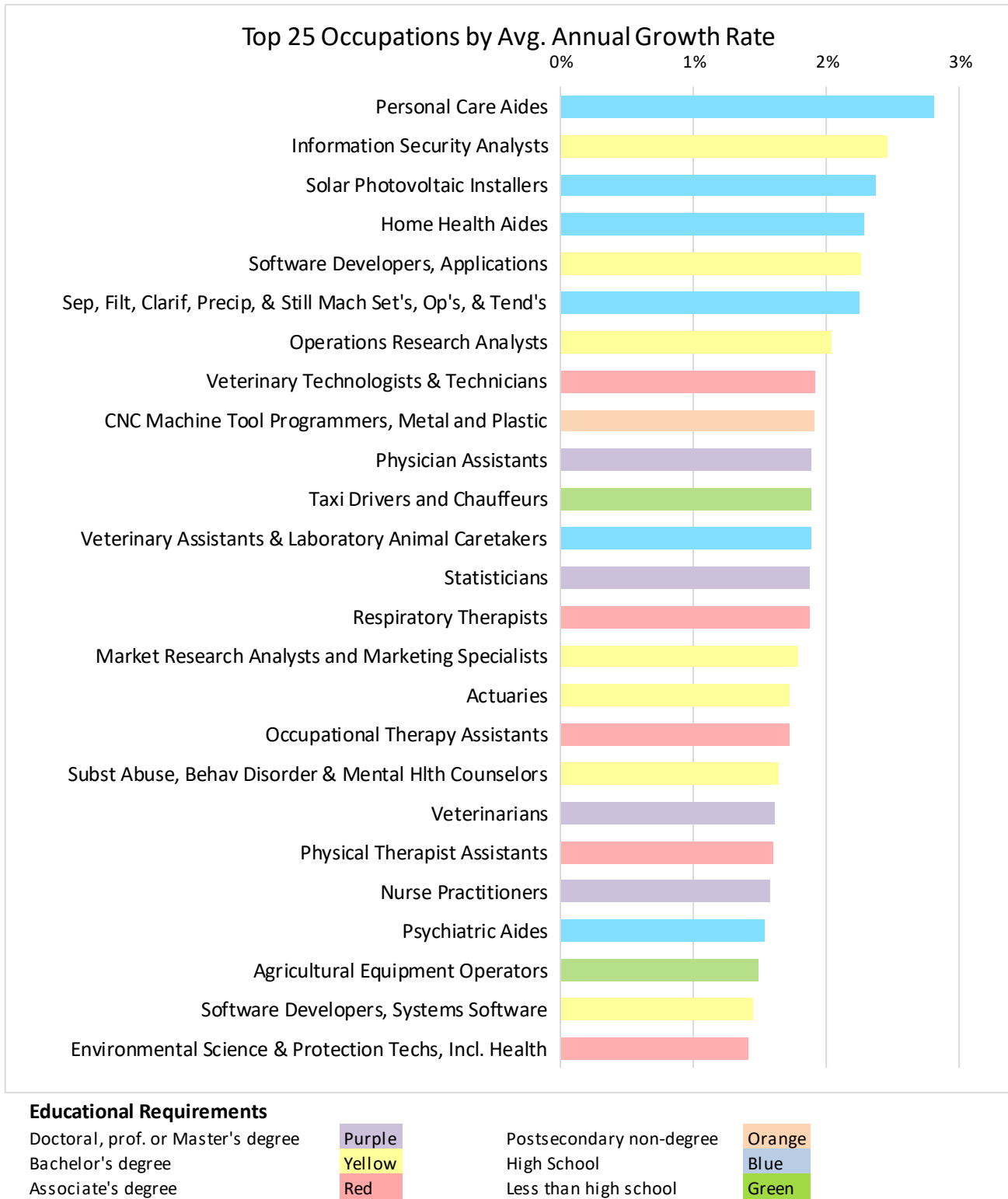


Figure 4 contains the top twenty five occupations by rate of growth. Colors indicate the level of education typically required for entry. Many of the fastest growing occupations are in health care.

Figure 4



Results in the next section are grouped by the education level usually required for entry into the occupation. Higher levels of education largely correlate with increased wages. Roughly two thirds of all jobs may not require a postsecondary degree or award.

Occupational Projections and Wages, by Educational Level, Vermont, 2018-2028

Table 1

Typical Education Level for Entry	% Share of Employment 2018	Change in Employment 2018-2028	% Change in Employment 2018-2028	Annual Openings 2018-2028	Median Annual Occupational Wage, 2017
Professional Degree	6%	743	3.7%	1,479	n/a
Bachelor's Degree	22%	3,170	4.1%	7,057	\$73,341
Associate's Degree	3%	209	2.3%	863	\$48,901
Postsecondary Non-degree Award	6%	444	2.2%	2,195	\$39,880
Some College, No Degree	3%	-353	-2.8%	1,290	\$42,330
High School	39%	1,640	1.2%	16,281	\$41,800
Less Than High School	22%	633	0.8%	12,557	\$30,200
Total	100%	6,486	1.8%	41,732	\$40,920

Figure 5

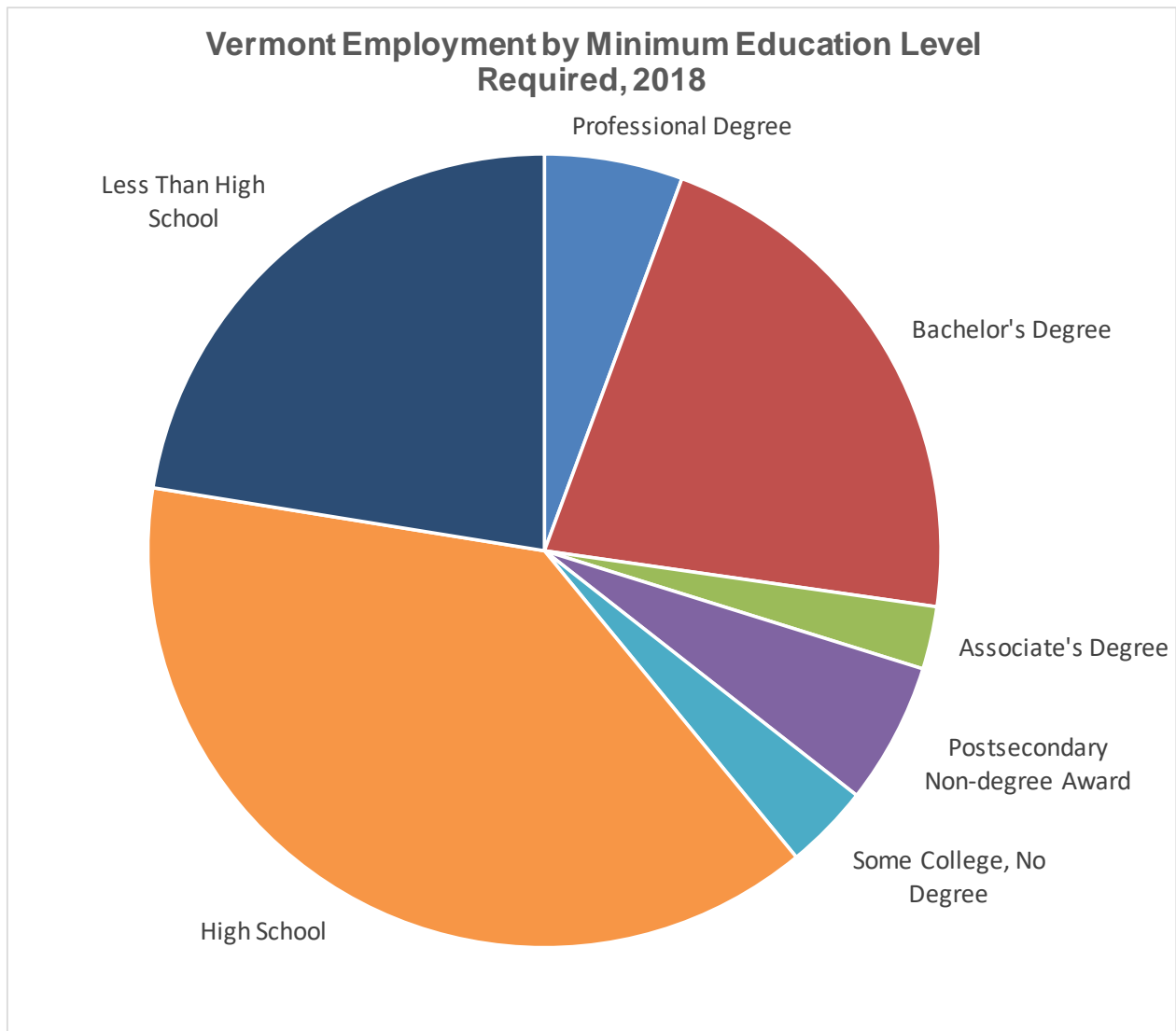


Table 2

On the following pages, Table 2 shows the top twenty five occupations at each level of educational attainment typical for entry, ranked by the number of openings and by rate of growth.

Professional Degree Most Openings	Growth	Openings	Med. Wage
Mental Health and Substance Abuse Social Workers	1.1%	136	\$20.25
Educational, Guidance, School, and Vocational Counselors	0.3%	114	\$23.42
Lawyers	0.3%	83	\$41.13
Clinical, Counseling, and School Psychologists	0.9%	71	\$27.78
Healthcare Social Workers	1.4%	63	\$27.14
Rehabilitation Counselors	0.7%	61	\$20.83
Education Administrators, Elementary and Secondary School	-0.3%	61	\$92,200/yr
Physical Therapists	1.3%	49	\$37.01
Librarians	0.0%	48	\$22.01
Instructional Coordinators	0.1%	45	\$27.41
Nurse Practitioners	1.6%	41	\$49.00
Physicians and Surgeons, All Other	0.1%	29	n/a
Physician Assistants	1.9%	25	\$53.81
Pharmacists	-0.5%	25	\$67.74
Speech-Language Pathologists	1.1%	20	\$35.16
Postsecondary Teachers, All Other	-0.3%	19	\$85,870/yr
Urban and Regional Planners	0.6%	18	\$27.56
Family and General Practitioners	-0.2%	18	\$92.61
Occupational Therapists	0.8%	17	\$37.45
Veterinarians	1.6%	17	\$44.00
Biological Science Teachers, Postsecondary	0.2%	15	n/a
Medical Scientists, Except Epidemiologists	0.5%	13	\$39.97
Health Diagnosing and Treating Practitioners, All Other	0.8%	12	\$35.14
Statisticians	1.9%	10	\$32.74
Economists	0.8%	7	\$43.81

Professional Degree Fastest Growth	Growth	Openings	Med. Wage
Physician Assistants	1.9%	25	\$53.81
Statisticians	1.9%	10	\$32.74
Veterinarians	1.6%	17	\$44.00
Nurse Practitioners	1.6%	41	\$49.00
Healthcare Social Workers	1.4%	63	\$27.14
Physical Therapists	1.3%	49	\$37.01
Mental Health and Substance Abuse Social Workers	1.1%	136	\$20.25
Curators	1.1%	4	\$25.09
Speech-Language Pathologists	1.1%	20	\$35.16
Clinical, Counseling, and School Psychologists	0.9%	71	\$27.78
Psychologists, All Other	0.8%	3	\$48.93
Economists	0.8%	7	\$43.81
Health Diagnosing and Treating Practitioners, All Other	0.8%	12	\$35.14
Occupational Therapists	0.8%	17	\$37.45
Rehabilitation Counselors	0.7%	61	\$20.83
Urban and Regional Planners	0.6%	18	\$27.56
Medical Scientists, Except Epidemiologists	0.5%	13	\$39.97
Lawyers	0.3%	83	\$41.13
Educational, Guidance, School, and Vocational Counselors	0.3%	114	\$23.42
Psychiatrists	0.2%	5	\$100.00+
Counselors, All Other	0.2%	6	\$18.32
Biological Science Teachers, Postsecondary	0.2%	15	n/a
Instructional Coordinators	0.1%	45	\$27.41
Physicians and Surgeons, All Other	0.1%	29	n/a
Librarians	0.0%	48	\$22.01

*Med. Wage is median hourly wage, except where noted, from May 2019 Occ. Emp. and Wage estimates

Bachelor's Degree Most Openings	Growth	Openings	Med. Wage
Registered Nurses	0.8%	431	\$32.39
General and Operations Managers	0.4%	332	\$35.13
Accountants and Auditors	0.4%	324	\$32.34
Coaches and Scouts	0.3%	311	\$34,910/yr
Elementary School Teachers, Except Special Education	-0.2%	284	\$59,850/yr
Market Research Analysts and Marketing Specialists	1.8%	219	\$26.87
Compliance Officers	0.6%	208	\$35.27
Managers, All Other	0.2%	169	\$48.60
Secondary School Teachers, Except Special and Career/Technical Educa	-0.1%	148	\$64,600/yr
Child, Family, and School Social Workers	0.4%	138	\$24.68
Teachers and Instructors, All Other, Except Substitute Teachers	0.4%	135	\$41,970/yr
Management Analysts	1.2%	133	\$38.34
Human Resources Specialists	0.3%	129	\$27.62
Business Operations Specialists, All Other	0.6%	123	\$31.70
Clergy	0.1%	119	\$23.94
Medical and Health Services Managers	1.1%	116	\$44.57
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1.6%	116	\$18.85
Public Relations Specialists	0.4%	110	\$24.45
Financial Managers	1.0%	101	\$45.58
Community and Social Service Specialists, All Other	0.7%	101	\$18.80
Network and Computer Systems Administrators	0.4%	100	\$34.60
Software Developers, Applications	2.3%	100	\$48.38
Social and Community Service Managers	0.8%	99	\$29.38
Construction Managers	0.3%	96	\$39.13
Graphic Designers	0.3%	92	\$22.82

Bachelor's Degree Fastest Growth	Growth	Openings	Med. Wage
Information Security Analysts	2.5%	15	\$39.43
Software Developers, Applications	2.3%	100	\$48.38
Market Research Analysts and Marketing Specialists	1.8%	219	\$26.87
Actuaries	1.7%	8	n/a
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1.6%	116	\$18.85
Software Developers, Systems Software	1.4%	85	\$48.38
Management Analysts	1.2%	133	\$38.34
Athletic Trainers	1.1%	6	\$53,620/yr
Medical and Health Services Managers	1.1%	116	\$44.57
Computer Occupations, All Other	1.1%	47	\$28.77
Financial Managers	1.0%	101	\$45.58
Electrical Engineers	0.9%	52	n/a
Electronics Engineers, Except Computer	0.9%	9	\$51.21
Interpreters and Translators	0.9%	22	\$13.21
Sales Engineers	0.9%	12	n/a
Advertising and Promotions Managers	0.8%	5	\$44.73
Social and Community Service Managers	0.8%	99	\$29.38
Database Administrators	0.8%	14	\$31.29
Registered Nurses	0.8%	431	\$32.39
Computer Systems Analysts	0.7%	47	\$36.22
Logisticians	0.7%	19	\$31.72
Camera Operators, Television, Video, and Motion Picture	0.7%	19	\$17.13
Community and Social Service Specialists, All Other	0.7%	101	\$18.80
Biological Technicians	0.7%	14	\$19.89
Social Workers, All Other	0.7%	10	\$33.35

Some College** Most Openings	Growth	Openings	Med. Wage
Bookkeeping, Accounting, and Auditing Clerks	-0.6%	601	\$20.35
Teacher Assistants	-0.3%	470	\$32,730/yr
Heavy and Tractor-Trailer Truck Drivers	-0.2%	439	\$21.18
Nursing Assistants	0.8%	404	\$14.79
Automotive Service Technicians and Mechanics	-0.2%	217	\$19.17
Hairdressers, Hairstylists, and Cosmetologists	0.1%	205	\$12.90
Computer User Support Specialists	1.1%	138	\$23.73
Preschool Teachers, Except Special Education	0.2%	126	\$16.48
Industrial Engineering Technicians	-0.9%	125	n/a
Medical Assistants	1.0%	111	\$17.22
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	0.0%	111	\$25.70
Massage Therapists	0.4%	109	\$18.35
Licensed Practical and Licensed Vocational Nurses	0.4%	104	\$23.73
Paralegals and Legal Assistants	1.0%	89	\$22.93
Order Clerks	-0.6%	68	\$15.20
Dental Assistants	-0.3%	52	\$21.25
Veterinary Technologists and Technicians	1.9%	52	\$16.16
Medical Records and Health Information Technicians	0.6%	47	\$20.10
Web Developers	0.9%	46	\$23.51
Dental Hygienists	-0.2%	45	\$35.26
Computer Network Support Specialists	1.0%	38	\$23.97
Physical Therapist Assistants	1.6%	32	\$28.07
Phlebotomists	0.7%	30	\$16.23
Civil Engineering Technicians	0.5%	28	\$26.80
Electrical and Electronics Engineering Technicians	-0.6%	27	\$38.49

Some College** Fastest Growth	Growth	Openings	Med. Wage
Veterinary Technologists and Technicians	1.9%	52	\$16.16
Computer Numerically Controlled Machine Tool Programmers, Metal and	1.9%	10	\$27.73
Respiratory Therapists	1.9%	16	\$29.81
Occupational Therapy Assistants	1.7%	12	\$29.00
Physical Therapist Assistants	1.6%	32	\$28.07
Environmental Science and Protection Technicians, Including Health	1.4%	9	\$18.55
Diagnostic Medical Sonographers	1.2%	6	\$38.67
Computer User Support Specialists	1.1%	138	\$23.73
Computer Network Support Specialists	1.0%	38	\$23.97
Actors	1.0%	5	n/a
Paralegals and Legal Assistants	1.0%	89	\$22.93
Medical Assistants	1.0%	111	\$17.22
Web Developers	0.9%	46	\$23.51
Health Technologists and Technicians, All Other	0.8%	18	\$20.10
Environmental Engineering Technicians	0.8%	6	\$24.06
Nursing Assistants	0.8%	404	\$14.79
Phlebotomists	0.7%	30	\$16.23
Audio and Video Equipment Technicians	0.7%	19	\$18.51
Motorcycle Mechanics	0.6%	7	\$15.68
Medical Records and Health Information Technicians	0.6%	47	\$20.10
Psychiatric Technicians	0.6%	27	\$18.71
Magnetic Resonance Imaging Technologists	0.6%	2	\$36.19
Dietetic Technicians	0.5%	9	\$13.73
Electrical and Electronics Drafters	0.5%	6	\$38.33
Civil Engineering Technicians	0.5%	28	\$26.80

***Some College includes an Associate's Degree, a Postsecondary non-degree award, or Some College, No Degree.*

High School Most Openings	Growth	Openings	Med. Wage
Personal Care Aides	2.8%	1,427	\$14.39
Farmers, Ranchers, and Other Agricultural Managers	0.3%	557	\$36.93
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	-1.2%	545	\$17.98
Customer Service Representatives	-0.3%	525	\$17.38
Carpenters	0.2%	501	\$21.59
First-Line Supervisors of Retail Sales Workers	-0.7%	468	\$21.81
Childcare Workers	0.0%	421	\$13.72
Stock Clerks and Order Fillers	0.1%	392	\$13.82
Receptionists and Information Clerks	-0.1%	364	\$15.12
Social and Human Service Assistants	1.0%	323	\$16.27
Substitute Teachers	-0.2%	319	\$13.85
Maintenance and Repair Workers, General	0.4%	303	\$19.03
Light Truck or Delivery Services Drivers	0.0%	288	\$17.16
Recreation Workers	0.6%	262	\$13.55
First-Line Supervisors of Food Preparation and Serving Workers	0.3%	250	\$20.06
Medical Secretaries	0.5%	234	\$18.33
First-Line Supervisors of Office and Administrative Support Workers	-0.3%	220	\$27.19
Fitness Trainers and Aerobics Instructors	0.8%	217	\$21.27
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.0%	210	\$28.53
Food Service Managers	0.4%	184	\$26.24
First-Line Supervisors of Construction Trades and Extraction Workers	0.4%	183	\$30.19
First-Line Supervisors of Production and Operating Workers	0.0%	168	\$29.00
Bus Drivers, School or Special Client	0.1%	163	\$17.65
Insurance Sales Agents	0.7%	158	n/a
Nonfarm Animal Caretakers	0.8%	157	\$12.69

High School Fastest Growth	Growth	Openings	Med. Wage
Personal Care Aides	2.8%	1,427	\$14.39
Solar Photovoltaic Installers	2.4%	71	\$20.17
Home Health Aides	2.3%	95	\$14.39
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders, Manufacturing and Construction	2.2%	32	\$19.55
Veterinary Assistants and Laboratory Animal Caretakers	1.9%	17	\$14.60
Psychiatric Aides	1.5%	26	\$16.99
Coin, Vending, and Amusement Machine Servicers and Repairers	1.3%	7	\$17.22
Security and Fire Alarm Systems Installers	1.1%	11	\$22.82
Media and Communication Workers, All Other	1.0%	27	\$23.00
Social and Human Service Assistants	1.0%	323	\$16.27
Animal Trainers	1.0%	11	\$16.63
Tour and Travel Guides	0.9%	17	\$17.51
Bicycle Repairers	0.9%	24	\$12.26
Tree Trimmers and Pruners	0.9%	89	\$20.16
Community Health Workers	0.8%	46	\$14.83
Nonfarm Animal Caretakers	0.8%	157	\$12.69
Industrial Machinery Mechanics	0.8%	66	\$25.28
Fitness Trainers and Aerobics Instructors	0.8%	217	\$21.27
Plumbers, Pipefitters, and Steamfitters	0.7%	92	\$25.27
Packaging and Filling Machine Operators and Tenders	0.7%	108	\$16.10
Insurance Sales Agents	0.7%	158	n/a
Self-Enrichment Education Teachers	0.7%	139	\$21.40
Residential Advisors	0.7%	60	\$16.60
Recreation Workers	0.6%	262	\$13.55
Animal Control Workers	0.6%	3	\$20.56

No Formal Educational Credential Most Openings	Growth	Openings	Med. Wage
Cashiers	-0.8%	1,661	\$11.98
Combined Food Preparation and Serving Workers, Including Fast Food	0.7%	1,185	\$12.24
Retail Salespersons	-0.6%	1,184	\$13.52
Waiters and Waitresses	0.0%	1,132	\$14.88
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	0.3%	751	\$14.89
Landscaping and Groundskeeping Workers	0.6%	495	\$16.82
Cooks, Restaurant	1.3%	481	\$15.09
Maids and Housekeeping Cleaners	-0.1%	470	\$12.61
Laborers and Freight, Stock, and Material Movers, Hand	0.2%	441	\$14.72
Bartenders	0.1%	389	\$16.51
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	-0.2%	355	\$12.24
Construction Laborers	0.4%	318	\$17.66
Food Preparation Workers	0.4%	229	\$12.98
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1.4%	219	\$16.19
Taxi Drivers and Chauffeurs	1.9%	190	\$17.65
Amusement and Recreation Attendants	0.4%	185	\$12.31
Farmworkers, Farm, Ranch, and Aquacultural Animals	-1.1%	176	\$14.52
Dishwashers	-0.3%	175	\$12.94
Bakers	0.3%	164	\$15.05
Dining Room and Cafeteria Attendants and Bartender Helpers	0.3%	163	\$12.48
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	0.3%	162	\$11.87
Counter and Rental Clerks	0.2%	144	\$16.17
Cooks, Institution and Cafeteria	0.3%	141	\$15.23
Painters, Construction and Maintenance	0.1%	133	\$19.34
Cleaners of Vehicles and Equipment	0.3%	128	\$13.54

No Formal Educational Credential Fastest Growth	Growth	Openings	Med. Wage
Cooks, Institution and Cafeteria	0.4%	165	14.40
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble	0.4%	21	15.90
Bakers	0.4%	111	13.81
Food Servers, Nonrestaurant	0.4%	56	12.15
Packers and Packagers, Hand	0.4%	120	12.32
Maids and Housekeeping Cleaners	0.4%	545	11.70
Meat, Poultry, and Fish Cutters and Trimmers	0.4%	30	15.94
Food Preparation Workers	0.4%	308	11.80
Laborers and Freight, Stock, and Material Movers, Hand	0.3%	407	12.88
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	0.3%	142	11.97
Cement Masons and Concrete Finishers	0.3%	30	17.84
Industrial Truck and Tractor Operators	0.3%	98	17.54
Food Preparation and Serving Related Workers, All Other	0.3%	13	11.93
Roofers	0.2%	49	17.23
Dining Room and Cafeteria Attendants and Bartender Helpers	0.2%	184	11.61
Counter and Rental Clerks	0.2%	120	15.15
Demonstrators and Product Promoters	0.1%	15	13.32
Construction Laborers	0.1%	268	15.98
Bartenders	0.1%	324	13.58
Dishwashers	0.0%	222	11.24
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	0.0%	245	10.93
Food Processing Workers, All Other	0.0%	6	16.78
Slaughterers and Meat Packers	0.0%	5	na
Graders and Sorters, Agricultural Products	0.0%	49	11.89
Parts Salespersons	-0.1%	72	16.70