

# Vermont Department of Labor

## Economic and Labor Market Information

### 2014-2024 Long Term Occupational Projections



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## Vermont 2014-2024 Long Term Occupational Projections

As the Vermont economy approaches full employment, the rate of growth in jobs is slowing compared to the years following the Great Recession. We also see a larger number of workers exiting the labor force as they reach retirement age. Younger workers often come in from out of state to fill many of the vacancies and somewhat offset the age-related decline in the workforce. The state is projected to have 104,280 openings over the ten-year period in over 500 occupations. Twenty percent of the openings are due to growth in employment and eighty percent are needed to replace workers leaving an occupation.

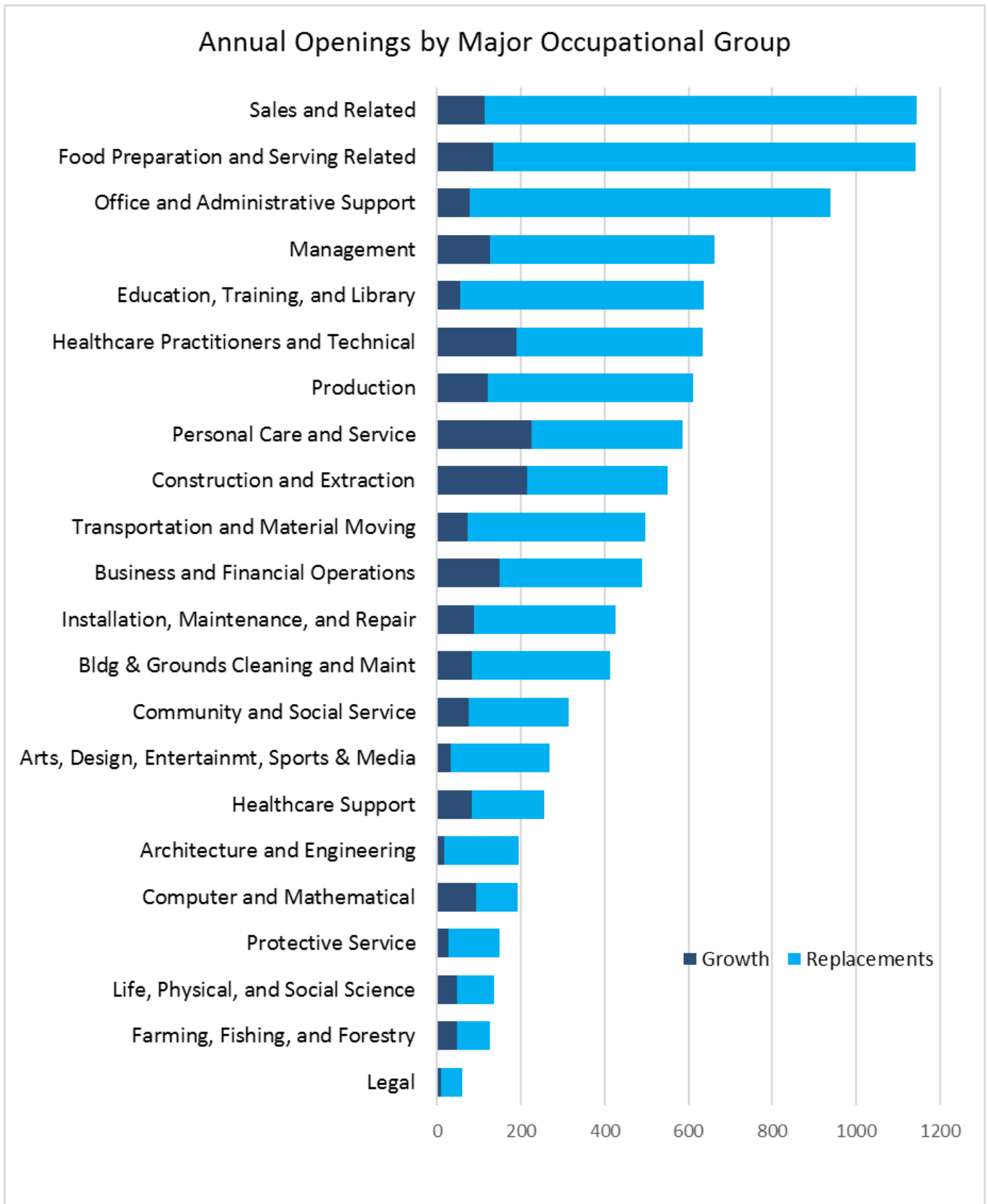
Long Term Occupational Projections estimate where growth in employment will occur based on fundamental changes in the economy of the state, national and international trends, technological change, and other factors. Long Term Projections do not account for temporary downturns caused by business cycles. Population growth for Vermont is expected to be nearly flat, which dampens economic growth and jobs growth. Occupational Projections measure jobs. An individual worker may hold more than one. As measured by the Census Bureau, Vermont has a relatively high rate of multiple jobholders at 8.5% in 2014 compared to the U.S. rate of 4.9%.

Projections reflect anticipated changes in the mix of occupations as the economy grows, 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. Also please note that 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.*

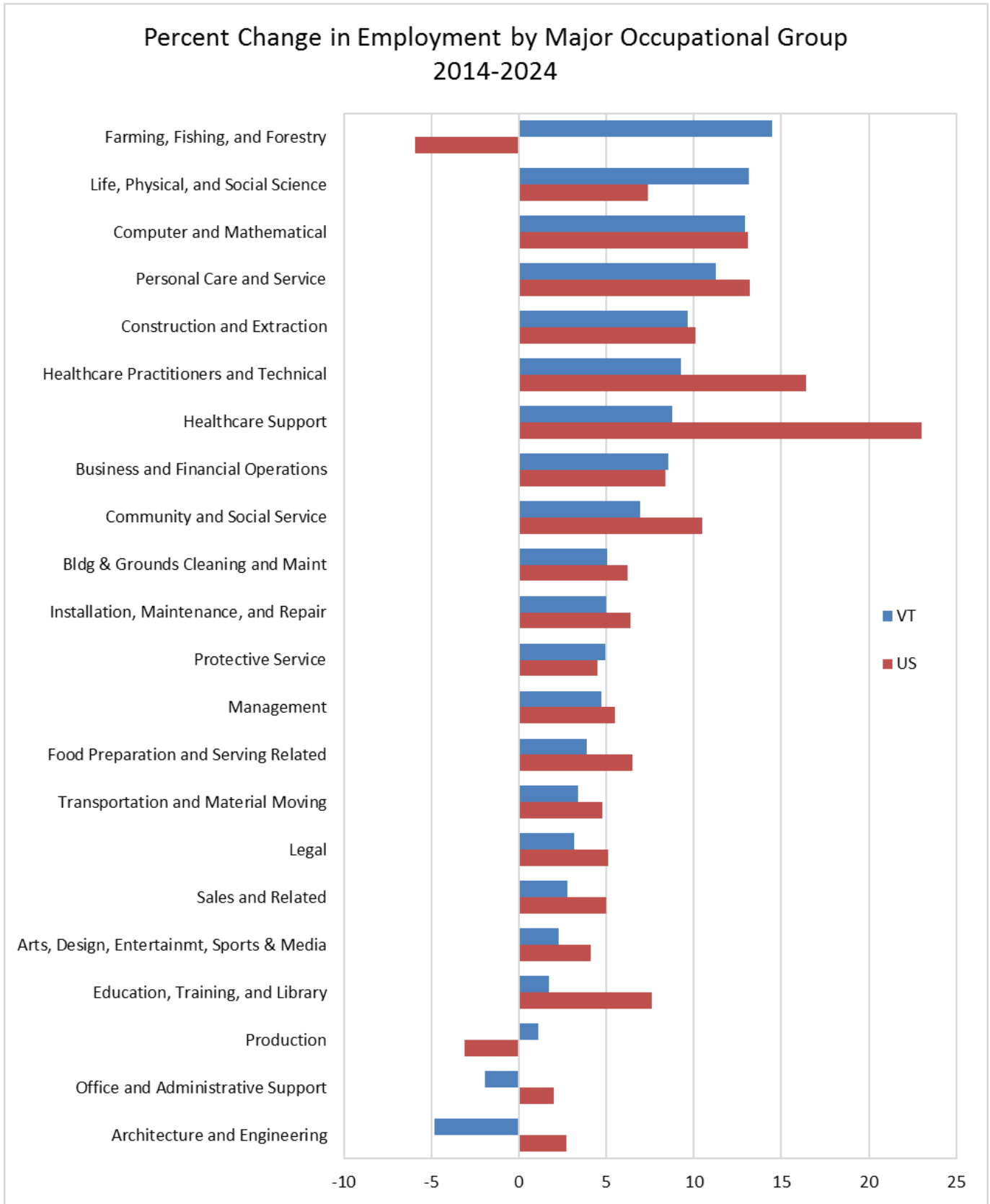
Figure 1 Ranks the Major Occupational groups by number of annual openings. It shows openings due to both replacements and growth. The Personal Care and Service; Construction and Extraction; and Healthcare Practitioners and Technical Occupations groups have the largest number of openings due to growth, but Computer and Math Occupations have the largest percentage of openings due to growth.

Figure 2 compares percent change in employment in Vermont to the U.S. by Major Occupational Group.

Figure 1



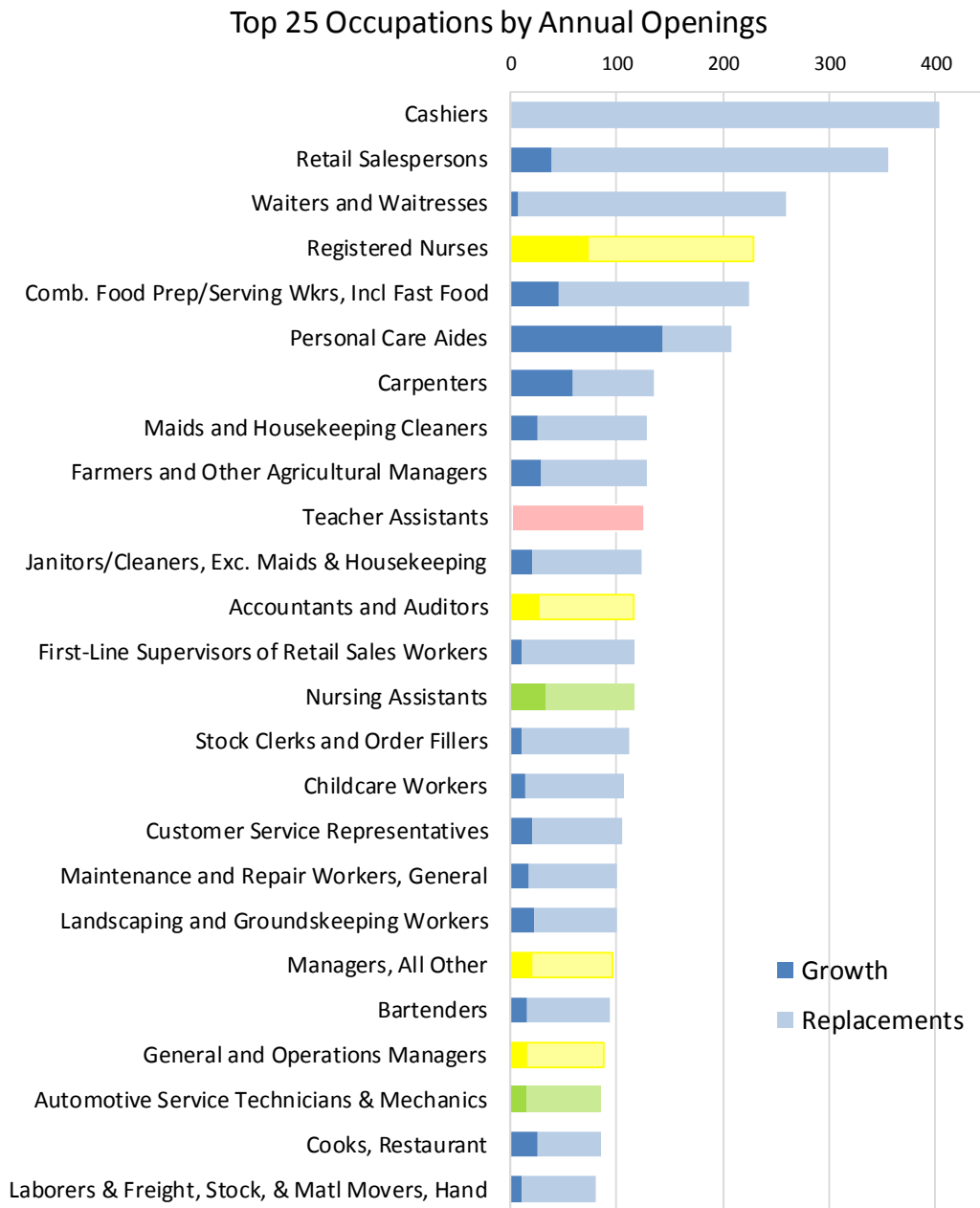
**Figure 2**



The top twenty five occupations by number of openings appear in Figure 3. The dark share of the bar shows the number of openings due to growth, the lighter portion indicates openings due to replacing workers who leave the occupation. 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 replacements. In the case of Cashiers, the occupation with the most openings, total employment is actually decreasing slightly. All the Cashier openings are due to replacements.

**Figure 3**

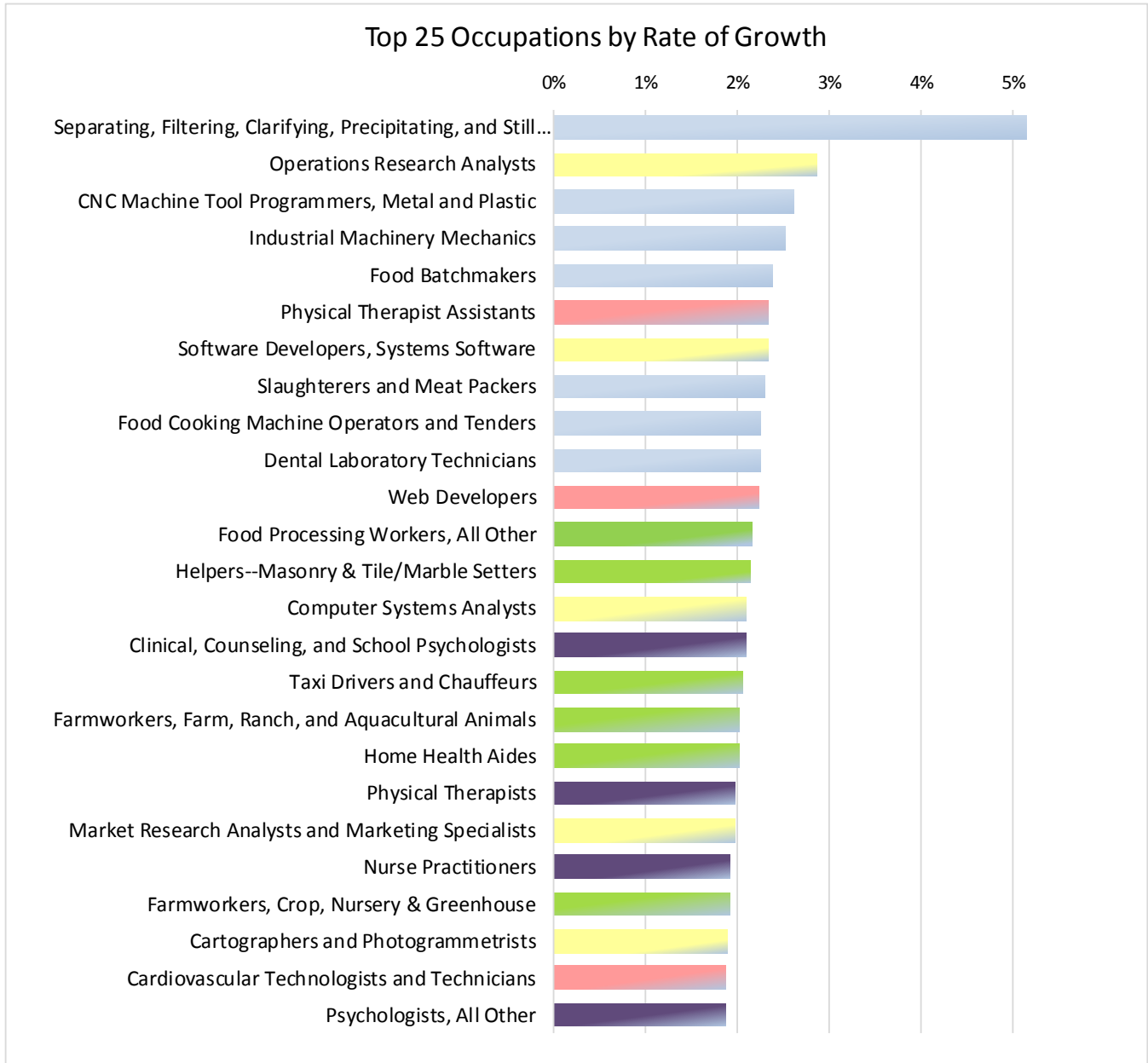


**Educational Requirements**  
 Bachelor's degree  
 Postsecondary non-degree award  
 Some college, no degree  
 High School or less than high school

**Growth Replacements**  
 Yellow  
 Green  
 Red  
 Blue

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 found in manufacturing, especially of food and beverages. Many of the workers in the fastest growing occupation, Separating, Filtering, Clarifying, Precipitating, and Still Machine Tenders and Operators, are Brewmasters.

**Figure 4**



**Educational Requirements**

Doctoral, professional, or Masters's degree	Purple	High School	Blue
Bachelor's degree	Yellow	Less than high school	Green
Associate's degree	Red		

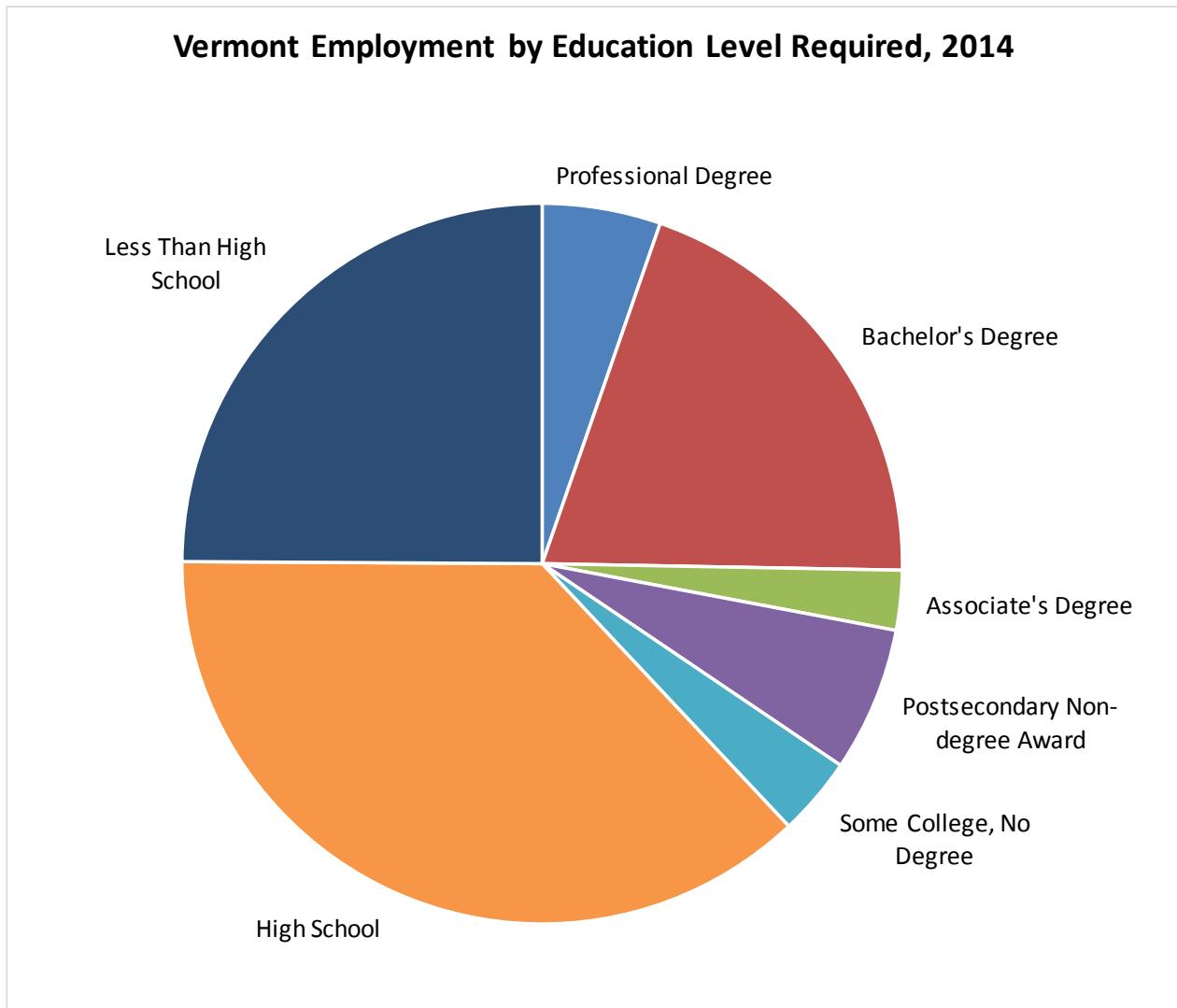
Results in the next section are grouped by the education level usually required for entry into the occupation. Higher levels of education largely correlate with increased wages. Roughly two thirds of all jobs may not require a postsecondary degree or award. The relative share of jobs in each category does not change appreciably over the projection period.

# Occupational Projections and Wages, by Educational Level, Vermont, 2014-2024

**Table 1**

Typical Education Level for Entry	% Share of Employment 2014	Net Change in Employment 2014-2024	% Change in Employment 2014-2024	Annual Openings 2014-2024	Median Annual Occupational Wage, 2015
Professional Degree	5%	1,486	7.6%	547	\$66,700
Bachelor's Degree	20%	4,120	5.6%	2,071	\$62,770
Associate's Degree	3%	89	0.9%	267	\$54,530
Postsecondary Non-degree Award	6%	1,152	4.8%	622	\$36,140
Some College, No Degree	4%	-323	-2.5%	228	\$37,900
High School	37%	4,665	3.4%	3,426	\$35,050
Less Than High School	25%	5,335	5.8%	3,229	\$23,940
<b>Total</b>	<b>100%</b>	<b>16,524</b>	<b>4.4%</b>	<b>10,390</b>	<b>\$37,040</b>

**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.

<b>Professional Degree Most Openings</b>	<b>Growth</b>	<b>Openings</b>	<b>Med. Wage</b>
Clinical, Counseling, and School Psychologists	2.1%	41	26.41
Physical Therapists	2.0%	36	35.78
Lawyers	0.3%	34	44.03
Rehabilitation Counselors	1.1%	25	19.24
Education Administrators, Elementary and Secondary School	0.0%	24	na
Mental Health Counselors	1.1%	25	18.52
Educational, Guidance, School, and Vocational Counselors	0.5%	22	24.88
Nurse Practitioners	1.9%	21	na
Physicians and Surgeons, All Other	1.1%	17	90.00+
Education Administrators, Postsecondary	0.3%	15	36.00
Healthcare Social Workers	1.2%	15	22.16
Family and General Practitioners	0.0%	14	72.19
Speech-Language Pathologists	0.9%	14	32.07
Physician Assistants	1.4%	13	50.38
Librarians	0.1%	13	21.76
Pharmacists	0.0%	12	62.93
English Language and Literature Teachers, Postsecondary	0.4%	10	na
Veterinarians	0.8%	9	41.66
Dentists, General	0.7%	8	79.96
Art, Drama, and Music Teachers, Postsecondary	0.4%	9	na
Pediatricians, General	0.1%	8	na
Health Diagnosing and Treating Practitioners, All Other	1.4%	8	31.04
Instructional Coordinators	0.4%	7	25.13
Surgeons	0.7%	8	90.00+
Occupational Therapists	1.4%	7	34.54

<b>Professional Degree Fastest Growth</b>	<b>Growth</b>	<b>Openings</b>	<b>Med. Wage</b>
Clinical, Counseling, and School Psychologists	2.1%	41	26.41
Physical Therapists	2.0%	36	35.78
Nurse Practitioners	1.9%	21	na
Psychologists, All Other	1.9%	3	na
Optometrists	1.5%	6	60.59
Physician Assistants	1.4%	13	50.38
Health Diagnosing and Treating Practitioners, All Other	1.4%	8	31.04
Occupational Therapists	1.4%	7	34.54
Healthcare Social Workers	1.2%	15	22.16
Rehabilitation Counselors	1.1%	25	19.24
Statisticians	1.1%	2	27.70
Mental Health Counselors	1.1%	25	18.52
Physicians and Surgeons, All Other	1.1%	17	90.00+
Medical Scientists, Except Epidemiologists	1.0%	3	na
Anesthesiologists	1.0%	3	90.00+
Nurse Midwives	1.0%	1	45.97
Mathematical Science Teachers, Postsecondary	0.9%	5	na
Speech-Language Pathologists	0.9%	14	32.07
Nurse Anesthetists	0.9%	1	72.70
Economists	0.9%	3	34.54
Psychology Teachers, Postsecondary	0.9%	6	na
Biological Science Teachers, Postsecondary	0.8%	5	na
Sociology Teachers, Postsecondary	0.8%	3	na
Chiropractors	0.8%	6	23.20
Veterinarians	0.8%	9	41.66

\*Med. Wage is median hourly wage from May 2015 Occupational Employment and Wage estimates



<b>Bachelor's Degree Most Openings</b>	<b>Growth</b>	<b>Openings</b>	<b>Med. Wage</b>
Registered Nurses	1.1%	229	30.18
Accountants and Auditors	0.8%	116	31.23
Managers, All Other	0.6%	96	48.72
General and Operations Managers	0.5%	88	45.47
Secondary School Teachers, Except Special & Career/Technical Educ	-0.1%	71	na
Elementary School Teachers, Except Special Education	-0.1%	66	na
Coaches and Scouts	0.4%	61	na
Compliance Officers	1.0%	56	30.25
Market Research Analysts and Marketing Specialists	2.0%	54	23.76
Child, Family, and School Social Workers	0.6%	44	18.66
Management Analysts	1.5%	30	37.76
Network and Computer Systems Administrators	0.6%	30	34.97
Medical and Health Services Managers	1.3%	30	40.53
Construction Managers	0.6%	28	39.97
Software Developers, Applications	1.6%	26	37.31
Human Resources Specialists	0.4%	26	26.86
Middle School Teachers, Except Special & Career/Technical Educ	-0.1%	26	na
Training and Development Specialists	0.4%	26	26.03
Graphic Designers	0.2%	25	19.50
Civil Engineers	0.7%	25	33.98
Mental Health and Substance Abuse Social Workers	1.0%	23	18.75
Software Developers, Systems Software	2.3%	22	46.62
Financial Managers	0.5%	22	51.03
Personal Financial Advisors	1.6%	20	26.43
Social and Community Service Managers	0.6%	20	31.52

<b>Bachelor's Degree Fastest Growth</b>	<b>Growth</b>	<b>Openings</b>	<b>Med. Wage</b>
Operations Research Analysts	2.9%	3	34.90
Software Developers, Systems Software	2.3%	22	46.62
Computer Systems Analysts	2.1%	14	34.35
Market Research Analysts and Marketing Specialists	2.0%	54	23.76
Cartographers and Photogrammetrists	1.9%	2	25.11
Interpreters and Translators	1.8%	6	18.36
Personal Financial Advisors	1.6%	20	26.43
Conservation Scientists	1.6%	7	25.29
Sales Representatives, Wholesale & Manufacturing, Tech & Sci Prods	1.6%	17	39.33
Software Developers, Applications	1.6%	26	37.31
Food Scientists and Technologists	1.5%	7	28.12
Actuaries	1.5%	3	na
Management Analysts	1.5%	30	37.76
Marketing Managers	1.4%	18	51.60
Hydrologists	1.4%	2	36.60
Dietitians and Nutritionists	1.4%	3	na
Biological Technicians	1.3%	5	19.57
Environmental Engineers	1.3%	6	32.51
Chemists	1.3%	5	28.05
Medical and Health Services Managers	1.3%	30	40.53
Technical Writers	1.3%	3	27.48
Social Workers, All Other	1.2%	3	30.97
Information Security Analysts	1.2%	2	35.60
Substance Abuse and Behavioral Disorder Counselors	1.2%	7	24.11
Athletic Trainers	1.2%	5	na

<b>Some College** Most Openings</b>	<b>Growth</b>	<b>Openings</b>	<b>Med. Wage</b>
Teacher Assistants	0.0%	126	na
Nursing Assistants	0.9%	116	13.13
Automotive Service Technicians and Mechanics	0.6%	86	17.38
Hairdressers, Hairstylists, and Cosmetologists	0.9%	80	12.49
Heavy and Tractor-Trailer Truck Drivers	-0.1%	80	19.25
Bookkeeping, Accounting, and Auditing Clerks	-0.8%	61	18.22
Licensed Practical Nurses	0.4%	49	21.88
Preschool Teachers, Except Special Education	0.4%	42	14.13
Computer User Support Specialists	1.2%	33	23.71
Massage Therapists	1.2%	32	26.32
Web Developers	2.2%	26	28.89
Library Technicians	0.6%	24	14.06
Medical Assistants	0.6%	19	16.34
Paralegals and Legal Assistants	0.5%	18	23.56
Emergency Medical Technicians and Paramedics	1.3%	17	14.87
Dental Assistants	0.0%	13	18.63
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	0.0%	13	22.83
Dental Hygienists	0.5%	13	31.86
Medical Records and Health Information Technicians	0.8%	11	17.47
Veterinary Technologists and Technicians	1.6%	11	16.26
Phlebotomists	1.2%	10	15.50
Medical and Clinical Laboratory Technicians	0.8%	9	26.65
Civil Engineering Technicians	0.3%	9	22.77
Medical Transcriptionists	-1.3%	9	17.86
Radiologic Technologists	0.3%	9	27.56

<b>Some College** Fastest Growth</b>	<b>Growth</b>	<b>Openings</b>	<b>Med. Wage</b>
Physical Therapist Assistants	2.3%	7	25.06
Web Developers	2.2%	26	28.89
Cardiovascular Technologists and Technicians	1.9%	2	24.81
Occupational Therapy Assistants	1.8%	2	25.55
Diagnostic Medical Sonographers	1.6%	4	34.78
Veterinary Technologists and Technicians	1.6%	11	16.26
Forest and Conservation Technicians	1.4%	3	15.61
Emergency Medical Technicians and Paramedics	1.3%	17	14.87
Computer User Support Specialists	1.2%	33	23.71
Massage Therapists	1.2%	32	26.32
Phlebotomists	1.2%	10	15.50
Dietetic Technicians	1.1%	0	16.12
Electrical and Electronics Drafters	1.0%	1	36.71
Healthcare Practitioners and Technical Workers, All Other	1.0%	1	20.65
Nursing Assistants	0.9%	116	13.13
Skincare Specialists	0.9%	4	26.89
Hairdressers, Hairstylists, and Cosmetologists	0.9%	80	12.49
Audio and Video Equipment Technicians	0.9%	3	14.66
Manicurists and Pedicurists	0.9%	3	16.51
Surgical Technologists	0.8%	2	18.78
Chemical Technicians	0.8%	4	23.02
Medical and Clinical Laboratory Technicians	0.8%	9	26.65
Respiratory Therapists	0.8%	7	28.33
Medical Records and Health Information Technicians	0.8%	11	17.47
Firefighters	0.7%	8	18.28

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

<b>High School Most Openings</b>	<b>Growth</b>	<b>Openings</b>	<b>Med. Wage</b>
Carpenters	0.9%	135	20.11
Farmers, Ranchers, and Other Agricultural Managers	0.5%	128	na
First-Line Supervisors of Retail Sales Workers	0.2%	116	20.59
Childcare Workers	0.5%	106	11.25
Customer Service Representatives	0.6%	105	15.43
Maintenance and Repair Workers, General	0.5%	101	17.62
Substitute Teachers	0.2%	75	11.57
Packaging and Filling Machine Operators and Tenders	1.2%	71	14.84
First-Line Supervisors of Food Preparation and Serving Workers	0.7%	70	17.22
Social and Human Service Assistants	0.8%	69	15.07
Sales Representatives, Wholesale and Mfg, Exc Tech & Sci Products	0.8%	66	27.56
Hotel, Motel, and Resort Desk Clerks	0.8%	65	11.42
Receptionists and Information Clerks	-0.1%	64	14.01
Secretaries & Admin. Assistants, Except Legal, Medical & Executive	0.0%	62	16.17
Police and Sheriff's Patrol Officers	0.7%	53	22.13
Highway Maintenance Workers	0.8%	50	18.90
Tellers	-1.6%	46	13.16
Computer-Controlled Machine Tool Operators, Metal and Plastic	1.2%	46	26.53
Insurance Sales Agents	0.7%	45	22.43
Office Clerks, General	0.0%	44	14.85
Light Truck or Delivery Services Drivers	0.4%	43	15.29
First-Line Supervisors of Office and Administrative Support Workers	0.4%	41	25.51
Electricians	1.3%	40	21.84
Recreation Workers	0.8%	38	14.15
First-Line Supervisors of Construction Trades and Extraction Workers	0.9%	35	27.46

<b>High School Fastest Growth</b>	<b>Growth</b>	<b>Openings</b>	<b>Med. Wage</b>
Separating, Filtering, Clarifying, Precipitating & Still Mach Setters/Operate	5.2%	12	18.01
CNC Machine Tool Programmers, Metal and Plastic	2.6%	6	20.95
Industrial Machinery Mechanics	2.5%	35	24.10
Food Batchmakers	2.4%	29	15.89
Food Cooking Machine Operators and Tenders	2.3%	2	13.75
Dental Laboratory Technicians	2.3%	2	21.84
Physical Therapist Aides	1.8%	4	na
Helpers--Electricians	1.8%	8	13.92
Health Technologists and Technicians, All Other	1.7%	3	25.50
Security and Fire Alarm Systems Installers	1.6%	3	22.40
Maintenance Workers, Machinery	1.6%	4	20.31
Brickmasons and Blockmasons	1.5%	5	25.81
Stonemasons	1.4%	5	18.94
Electricians	1.3%	40	21.84
Mechanical Door Repairers	1.2%	4	na
Packaging and Filling Machine Operators and Tenders	1.2%	71	14.84
Bus and Truck Mechanics and Diesel Engine Specialists	1.2%	20	20.52
Computer-Controlled Machine Tool Operators, Metal and Plastic	1.2%	46	26.53
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	1.1%	2	14.01
Plumbers, Pipefitters, and Steamfitters	1.1%	28	23.47
Detectives and Criminal Investigators	1.1%	9	37.12
Machinists	1.0%	29	19.05
Information and Record Clerks, All Other	1.0%	11	17.12
Healthcare Support Workers, All Other	1.0%	6	16.78
Self-Enrichment Education Teachers	1.0%	28	20.57

<b>Less than High School Most Openings</b>	<b>Growth</b>	<b>Openings</b>	<b>Med. Wage</b>
Cashiers	-0.2%	404	10.07
Retail Salespersons	0.4%	356	11.51
Waiters and Waitresses	0.1%	259	13.25
Combined Food Prep & Serving Workers, Including Fast Food	0.8%	224	10.13
Personal Care Aides	1.7%	208	na
Maids and Housekeeping Cleaners	0.6%	129	11.23
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	0.4%	123	13.17
Stock Clerks and Order Fillers	0.3%	112	11.58
Landscaping and Groundskeeping Workers	0.5%	100	13.95
Bartenders	0.7%	94	11.87
Cooks, Restaurant	1.1%	85	13.12
Laborers and Freight, Stock, and Material Movers, Hand	0.5%	81	12.80
Construction Laborers	1.0%	76	14.47
Dishwashers	-0.6%	66	10.03
Food Preparation Workers	0.3%	66	10.75
Farmworkers, Farm, Ranch, and Aquacultural Animals	2.0%	58	14.05
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	0.6%	56	9.58
Dining Room and Cafeteria Attendants and Bartender Helpers	0.3%	55	9.94
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	0.5%	55	10.79
Painters, Construction and Maintenance	0.7%	41	17.08
Cooks, Institution and Cafeteria	0.4%	41	13.72
Taxi Drivers and Chauffeurs	2.1%	36	11.00
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1.9%	30	12.94
Packers and Packagers, Hand	0.1%	27	11.25
Industrial Truck and Tractor Operators	0.6%	27	16.68

<b>Less than High School Fastest Growth</b>	<b>Growth</b>	<b>Openings</b>	<b>Med. Wage</b>
Slaughterers and Meat Packers	2.3%	2	12.89
Food Processing Workers, All Other	2.2%	6	14.64
Helpers--Masonry & Tile/Marble Setters	2.1%	3	17.26
Taxi Drivers and Chauffeurs	2.1%	36	11.00
Farmworkers, Farm, Ranch, and Aquacultural Animals	2.0%	58	14.05
Home Health Aides	2.0%	22	12.73
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1.9%	30	12.94
Personal Care Aides	1.7%	208	na
Helpers--Roofers	1.5%	0	11.71
Septic Tank Servicers and Sewer Pipe Cleaners	1.5%	3	15.73
Cleaning, Washing & Metal Pickling Equipment Operators/Tenders	1.5%	1	11.85
Cement Masons and Concrete Finishers	1.3%	5	17.29
Helpers--Carpenters	1.3%	6	14.87
Food & Tobacco Roasting, Baking & Drying Mach Operators/Tenders	1.3%	8	18.20
Bakers	1.3%	26	12.38
Roofers	1.2%	12	17.32
Cooks, Restaurant	1.1%	85	13.12
Construction Laborers	1.0%	76	14.47
Pipelayers	0.9%	2	17.17
Cleaners of Vehicles and Equipment	0.9%	24	11.54
Rock Splitters, Quarry	0.8%	1	21.25
Combined Food Prep and Serving Workers, Incl. Fast Food	0.8%	224	10.13
Insulation Workers, Floor, Ceiling, and Wall	0.8%	5	15.77
Painters, Construction and Maintenance	0.7%	41	17.08
Bartenders	0.7%	94	11.87