

# Vermont Department of Labor Economic and Labor Market Information 2020-2030 Long Term Occupational Projections



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## Vermont 2020-2030 Long Term Occupational Projections

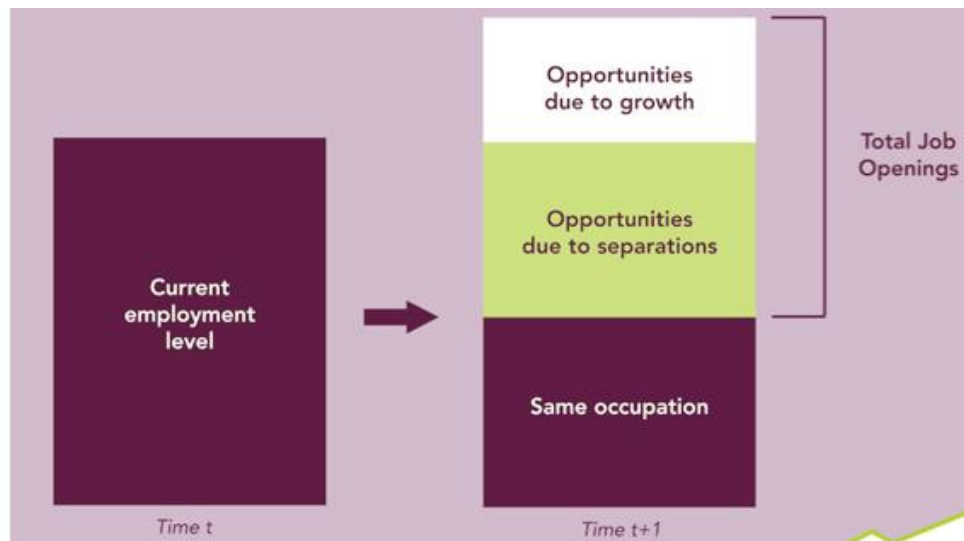
Long Term Projections ordinarily do not take into account business cycles or other short-term shocks to the economy. They estimate where growth and shifts in employment will occur based on underlying fundamentals in the state economy, national and international trends, technological change, and other factors. In the case of the 2020-2030 projections, the base year is the low point of the COVID-19 pandemic, projecting to an equilibrium period of full employment in the future. Many occupations show substantial growth stemming from recovery from the pandemic, rather than from structural growth in the economy. The effects on individual sectors vary widely but overall, we estimate cyclical growth to be approximately 70% of the projected change in employment to 2030 and structural growth to be 30%. Most of the cyclical growth has already occurred.

Growth is only one source of job openings. Most job openings come from exits from the occupation (retirements), or transfers, such as changing careers, being promoted into management, or completing a retraining program. In Vermont, the Labor Force is down about 20,000 from its pre-pandemic high. Many of the workers who left the workforce were at or near retirement age and the situation may have accelerated their exit. In-migration to the state prior to and during the pandemic has offset some of the expected loss of retiring workers. In all, the state is projected to have an average of 41,123 openings per year in over 500 occupations.

## TOTAL JOB OPENINGS

### *Growth and separations*

**Why  
employment  
openings  
occur in an  
occupation:**



The Leisure and Hospitality sector experienced the greatest swing in employment from the pandemic and subsequent easing of measures. Retail employment was already declining due to greater online purchases, a trend that was greatly exacerbated during the pandemic. Some recovery is expected. Manufacturing was less affected by the pandemic, but the downward trend in many Manufacturing industries is projected to continue.

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 2021, the Vermont rate was 6.2% compared to the U.S. at 4.6% 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*.

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.

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, Sales, and Office Support occupations have the largest number of openings.

**Figure 1**

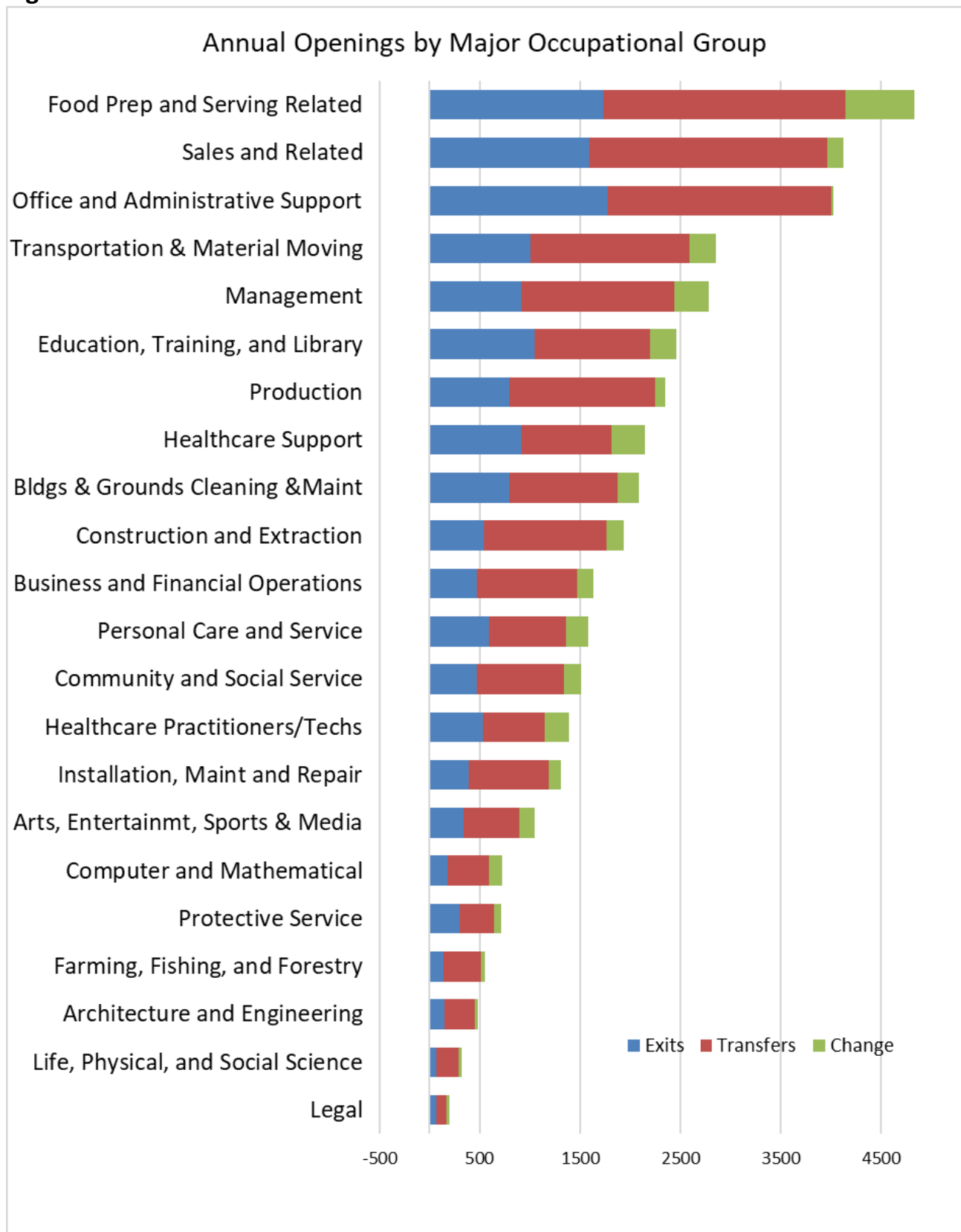
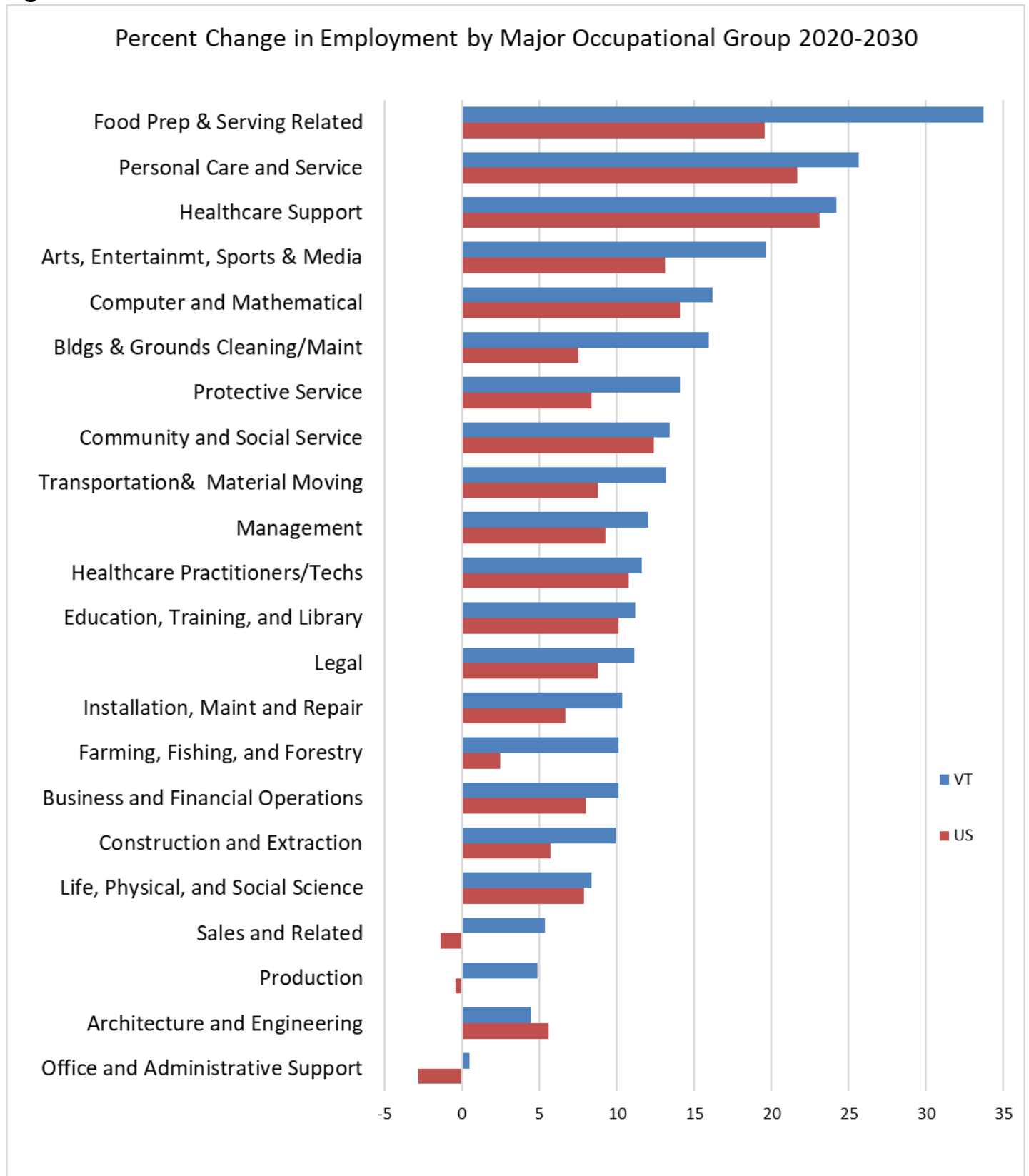


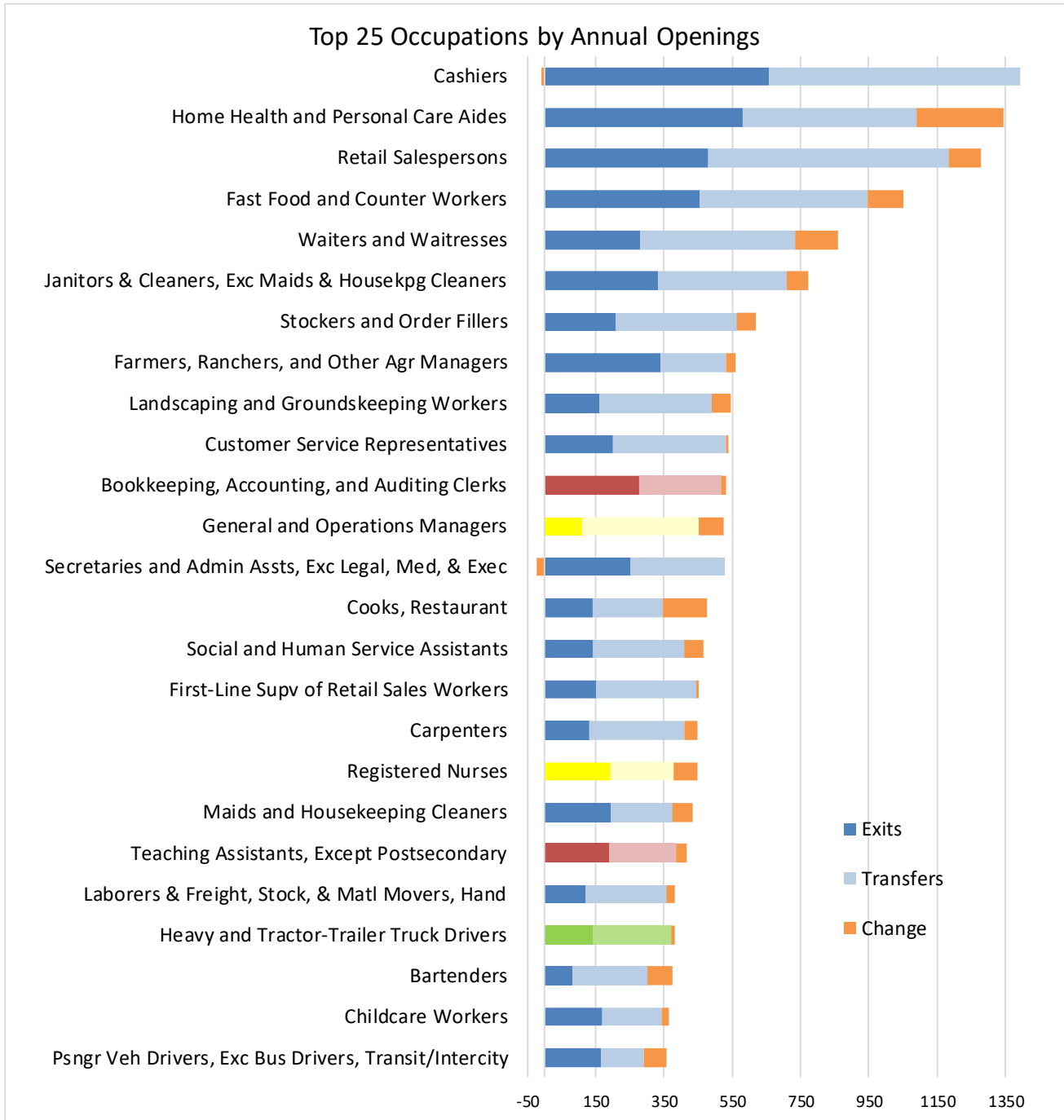
Figure 2 compares percent change in employment in Vermont to the U.S. by Major Occupational Group. The Food Preparation and Serving Related occupations have the largest percent change in Vermont, followed by Personal Care and Service. No major group shows a decline in Vermont, although some do at the national level.

**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. For some occupations, *e.g.*, Cashiers and Secretarial Occupations, growth (orange portion) is negative.

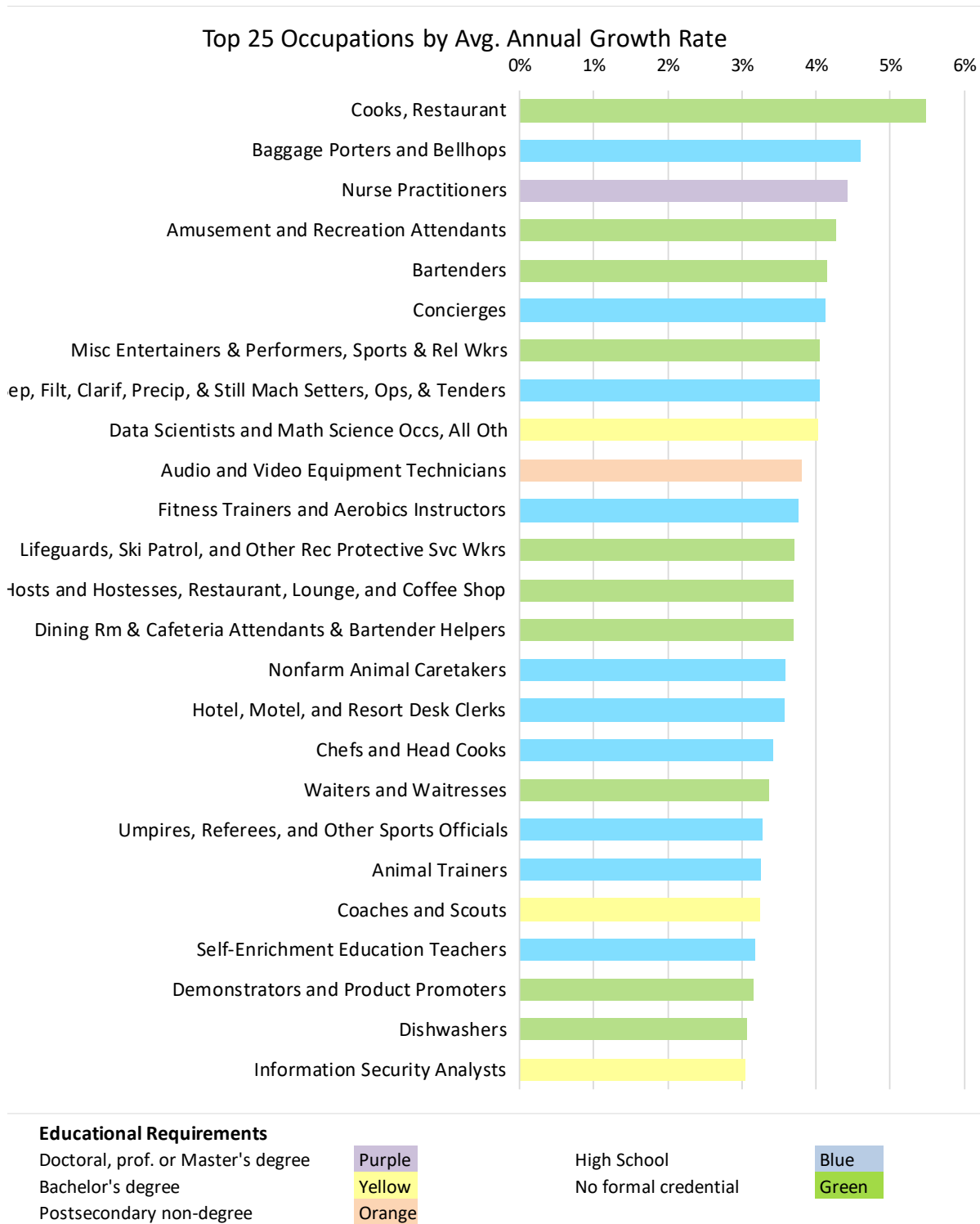
**Figure 3**



Educational Requirements	Exits	Transfers
Bachelor's degree	Yellow	Yellow
Postsecondary non-degree award	Green	Green
Some college, no degree	Red	Red
High School or less than high school	Blue	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 in the Leisure and Hospitality sectors.

**Figure 4**



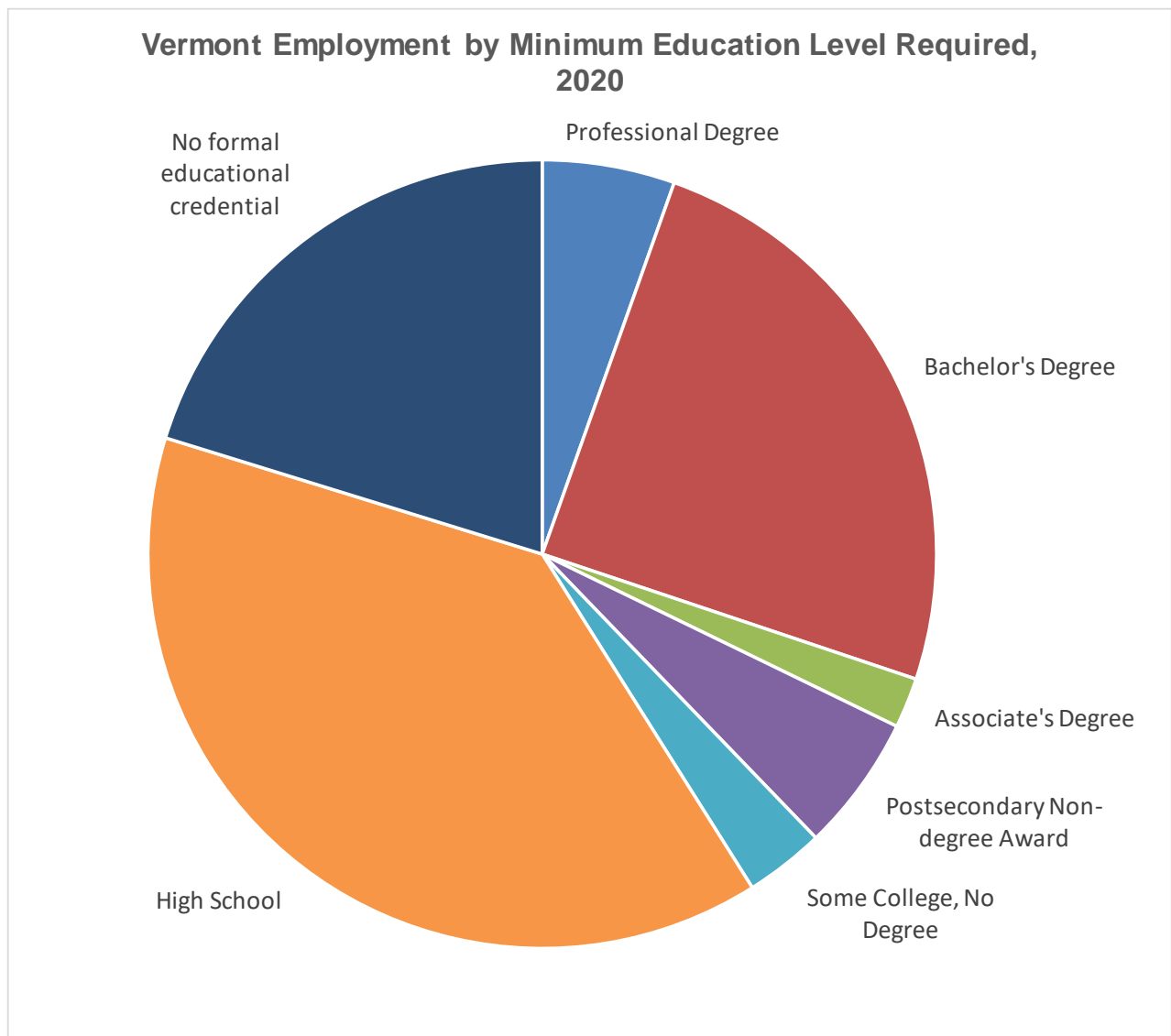
Results in the next section are grouped by the education level usually required for entry into the occupation. Higher levels of education largely correlate with increased wages. Roughly two thirds of all jobs may not require a postsecondary degree or award.

## Occupational Projections and Wages, by Educational Level, Vermont, 2020-2030

**Table 1**

<u>Typical Education Level for Entry</u>	<u>% Share of Employment</u>	<u>Change in Employment</u>	<u>% Change in Employment</u>	<u>Annual Openings</u>	<u>Median Annual Occupational Wage, 2021</u>
	<u>2020</u>	<u>2020-2030</u>	<u>2020-2030</u>	<u>2020-2030</u>	
Professional Degree	5%	2,214	12.4%	1,478	n/a
Bachelor's Degree	25%	9,574	11.8%	7,803	n/a
Associate's Degree	2%	577	8.5%	678	\$49,260
Postsecondary Non-degree Award	6%	1,813	9.9%	2,115	n/a
Some College, No Degree	3%	605	5.6%	1,134	\$47,210
High School	39%	12,255	9.6%	15,847	\$45,720
No formal educational credential	20%	12,293	18.5%	12,047	\$29,850
<b>Total</b>	<b>100%</b>	<b>39,331</b>	<b>12.0%</b>	<b>41,722</b>	<b>\$46,002</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>
Educational, Guidance, School, and Vocational Counselors	1.1%	108	\$28.54
Lawyers	1.1%	97	\$37.73
Postsecondary Teachers, All Other	0.5%	73	\$100,060/yr
Mental Health and Substance Abuse Social Workers	1.4%	72	\$22.96
Education Administrators, Elementary and Secondary School	0.7%	67	\$98,500/yr
Education Administrators, Postsecondary	0.7%	64	\$36.08
Librarians and Media Collections Specialists	1.3%	63	\$27.16
Nurse Practitioners	4.4%	58	\$48.94
Rehabilitation Counselors	1.0%	58	\$18.51
Healthcare Social Workers	1.5%	57	\$23.90
Physical Therapists	2.1%	53	\$37.66
Instructional Coordinators	0.9%	38	\$29.85
Physicians, All Other; and Ophthalmologists, Except Pediatric	0.3%	28	n/a
Speech-Language Pathologists	2.0%	27	\$37.17
Physician Assistants	2.7%	25	\$61.17
English Language and Literature Teachers, Postsecondary	0.6%	22	\$80,710/yr
Pharmacists	0.1%	21	\$61.87
Veterinarians	2.2%	20	\$47.32
Clinical, Counseling, and School Psychologists	0.9%	20	n/a
Counselors, All Other	1.2%	19	\$18.52
Occupational Therapists	1.6%	15	\$37.38
Biological Science Teachers, Postsecondary	1.1%	15	\$81,440/yr
Dentists, General	0.7%	15	\$63.35
Nursing Instructors and Teachers, Postsecondary	2.0%	14	\$63,740/yr
Acupuncturists & Healthcare Diagnosing or Treating Practitioners, All Other	1.0%	14	n/a

<b>Professional Degree Fastest Growth</b>	<b>Growth</b>	<b>Openings</b>	<b>Med. Wage</b>
Nurse Practitioners	4.4%	58	\$48.94
Statisticians	2.8%	11	\$38.07
Physician Assistants	2.7%	25	\$61.17
Veterinarians	2.2%	20	\$47.32
Physical Therapists	2.1%	53	\$37.66
Curators	2.1%	7	\$12.35
Economists	2.1%	4	\$39.28
Speech-Language Pathologists	2.0%	27	\$37.17
Nursing Instructors and Teachers, Postsecondary	2.0%	14	\$63,740/yr
Occupational Therapists	1.6%	15	\$37.38
Healthcare Social Workers	1.5%	57	\$23.90
Philosophy and Religion Teachers, Postsecondary	1.5%	4	\$81,250/yr
Medical Scientists, Except Epidemiologists	1.4%	6	\$28.91
Mental Health and Substance Abuse Social Workers	1.4%	72	\$22.96
Librarians and Media Collections Specialists	1.3%	63	\$27.16
Engineering Teachers, Postsecondary	1.3%	9	n/a
Counselors, All Other	1.2%	19	\$18.52
Anthropologists and Archeologists	1.2%	8	\$28.41
Biological Science Teachers, Postsecondary	1.1%	15	\$81,440/yr
Educational, Guidance, School, and Vocational Counselors	1.1%	108	\$28.54
Lawyers	1.1%	97	\$37.73
Nurse Anesthetists	1.0%	5	\$80.98
Chiropractors	1.0%	4	\$36.06
Rehabilitation Counselors	1.0%	58	\$18.51
Acupuncturists & Healthcare Diagnosing or Treating Practitioners, All Other	1.0%	14	n/a

\*Med. Wage is median hourly wage, except where noted, from May 2021 Occ. Emp. and Wage estimates

<b>Bachelor's Degree Most Openings</b>	<b>Growth</b>	<b>Openings</b>	<b>Med. Wage</b>
General and Operations Managers	1.3%	524	\$36.85
Registered Nurses	1.0%	446	\$36.24
Elementary School Teachers, Except Special Education	0.6%	307	\$61,220/yr
Software Developers and Software Quality Assurance Analysts and Testers	2.1%	272	n/a
Coaches and Scouts	3.2%	262	\$47,800/yr
Accountants and Auditors	1.0%	254	\$33.43
Secondary School Teachers, Except Special & Career/Technical Education	0.7%	230	\$61,130/yr
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.0%	227	\$22.75
Project Mgmt Specialists and Business Operations Specialists, All Other	0.7%	202	n/a
Compliance Officers	0.6%	194	\$37.60
Management Analysts	1.8%	191	\$43.89
Teachers and Instructors, All Other, Except Substitute Teachers	1.8%	169	n/a
Substitute Teachers, Short-Term	1.3%	169	\$14.00
Medical and Health Services Managers	2.9%	162	\$47.51
Market Research Analysts and Marketing Specialists	2.3%	141	\$29.32
Financial Managers	1.9%	134	\$48.97
Construction Managers	1.5%	133	\$38.54
Child, Family, and School Social Workers	1.3%	130	\$23.72
Human Resources Specialists	1.2%	114	\$29.65
Social and Community Service Managers	1.1%	114	\$29.76
Administrative Services and Facilities Managers	1.0%	94	n/a
Public Relations Specialists	1.4%	93	\$24.06
Middle School Teachers, Except Special and Career/Technical Education	0.7%	90	\$60,340/yr
Writers and Authors	1.3%	84	\$24.42
Buyers and Purchasing Agents	-0.2%	84	\$29.45

<b>Bachelor's Degree Fastest Growth</b>	<b>Growth</b>	<b>Openings</b>	<b>Med. Wage</b>
Data Scientists and Mathematical Science Occupations, All Other	4.0%	5	n/a
Coaches and Scouts	3.2%	262	\$47,800/yr
Information Security Analysts	3.0%	12	n/a
Medical and Health Services Managers	2.9%	162	\$47.51
Interpreters and Translators	2.9%	29	\$23.29
Logisticians	2.8%	23	\$30.75
Meeting, Convention, and Event Planners	2.5%	42	\$22.67
Operations Research Analysts	2.5%	16	\$37.71
Market Research Analysts and Marketing Specialists	2.3%	141	\$29.32
Camera Operators, Television, Video, and Motion Picture	2.2%	19	\$18.91
Multimedia Artists and Animators	2.1%	7	\$30.02
Software Developers and Software Quality Assurance Analysts and Testers	2.1%	272	n/a
Athletic Trainers	2.1%	13	\$59,320/yr
Producers and Directors	2.1%	27	\$23.68
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.0%	227	\$22.75
Financial Managers	1.9%	134	\$48.97
Management Analysts	1.8%	191	\$43.89
Teachers and Instructors, All Other, Except Substitute Teachers	1.8%	169	n/a
Web Developers and Digital Interface Designers	1.7%	42	n/a
Museum Technicians and Conservators	1.6%	5	\$22.89
Art Directors	1.6%	44	\$38.92
Construction Managers	1.5%	133	\$38.54
Education Administrators, All Other	1.5%	24	\$28.87
Advertising and Promotions Managers	1.5%	6	\$45.74
Community and Social Service Specialists, All Other	1.5%	51	\$22.46

<b>Some College** Most Openings</b>	<b>Growth</b>	<b>Openings</b>	<b>Med. Wage</b>
Bookkeeping, Accounting, and Auditing Clerks	0.3%	532	\$22.70
Teaching Assistants, Except Postsecondary	0.8%	417	\$36,360/yr
Heavy and Tractor-Trailer Truck Drivers	0.3%	382	\$23.52
Nursing Assistants	0.8%	338	\$17.59
Automotive Service Technicians and Mechanics	0.3%	200	\$22.43
Medical Assistants	1.6%	164	\$17.88
Hairdressers, Hairstylists, and Cosmetologists	2.3%	151	\$11.79
Computer User Support Specialists	1.3%	120	\$28.90
Massage Therapists	2.7%	102	\$23.00
Preschool Teachers, Except Special Education	1.5%	100	\$17.54
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	0.5%	100	\$28.55
Licensed Practical and Licensed Vocational Nurses	1.0%	90	\$28.27
Paralegals and Legal Assistants	1.3%	87	\$23.68
Medical Dosimetrists, Medical Records Specialists, and Health Technologists	1.1%	74	n/a
Emergency Medical Technicians and Paramedics	1.0%	68	n/a
Order Clerks	-1.3%	52	\$14.32
Veterinary Technologists and Technicians	1.7%	44	\$17.61
Dental Assistants	0.9%	39	\$22.55
Dental Hygienists	0.9%	39	\$36.74
Radiologic Technologists	0.8%	37	\$29.62
Phlebotomists	1.4%	31	\$17.59
Computer Network Support Specialists	1.2%	26	\$29.71
Psychiatric Technicians	1.0%	26	\$17.87
Library Technicians	-0.1%	26	\$18.18
Audio and Video Equipment Technicians	3.8%	25	\$18.48

<b>Some College** Fastest Growth</b>	<b>Growth</b>	<b>Openings</b>	<b>Med. Wage</b>
Audio and Video Equipment Technicians	3.8%	25	\$18.48
Physical Therapist Assistants	2.9%	19	\$29.44
Massage Therapists	2.7%	102	\$23.00
Respiratory Therapists	2.3%	13	\$29.30
Hairdressers, Hairstylists, and Cosmetologists	2.3%	151	\$11.79
Computer Numerically Controlled Tool Programmers	2.2%	12	\$29.40
Motorcycle Mechanics	1.8%	8	\$22.45
Veterinary Technologists and Technicians	1.7%	44	\$17.61
Medical Assistants	1.6%	164	\$17.88
Diagnostic Medical Sonographers	1.6%	10	\$38.16
Preschool Teachers, Except Special Education	1.5%	100	\$17.54
Phlebotomists	1.4%	31	\$17.59
Computer User Support Specialists	1.3%	120	\$28.90
Paralegals and Legal Assistants	1.3%	87	\$23.68
Computer Network Support Specialists	1.2%	26	\$29.71
Health Information Technologists, Medical Registrars, Surgical Assistants, &	1.1%	6	n/a
Ophthalmic Medical Technicians	1.1%	15	\$21.98
Medical Dosimetrists, Medical Records Specialists, and Health Technologists	1.1%	74	n/a
Emergency Medical Technicians and Paramedics	1.0%	68	n/a
Psychiatric Technicians	1.0%	26	\$17.87
Dietetic Technicians	1.0%	15	\$14.02
Licensed Practical and Licensed Vocational Nurses	1.0%	90	\$28.27
Surgical Technologists	0.9%	6	\$22.42
Dental Assistants	0.9%	39	\$22.55
Dental Hygienists	0.9%	39	\$36.74

\*\*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>
Home Health and Personal Care Aides	2.9%	1,345	\$14.44
Stockers and Order Fillers	1.5%	617	\$14.23
Farmers, Ranchers, and Other Agricultural Managers	0.5%	559	n/a
Customer Service Representatives	0.2%	540	\$18.13
Secretaries & Administrative Assistants, Except Legal, Medical, and Execut	-0.4%	507	\$18.21
Social and Human Service Assistants	1.7%	466	\$17.71
First-Line Supervisors of Retail Sales Workers	0.1%	451	\$22.60
Carpenters	0.8%	446	\$22.94
Childcare Workers	0.9%	364	\$14.07
Light Truck or Delivery Services Drivers	1.0%	333	\$18.14
Maintenance and Repair Workers, General	1.6%	320	\$22.30
Office Clerks, General	0.0%	318	\$18.26
Receptionists and Information Clerks	0.7%	292	\$17.22
First-Line Supervisors of Food Preparation and Serving Workers	2.7%	267	\$21.54
Self-Enrichment Education Teachers	3.2%	240	\$22.42
Sales Representatives, Wholesale & Mfg, Except Technical/Scientific Prodi	0.6%	233	\$29.00
First-Line Supervisors of Office and Administrative Support Workers	0.2%	210	\$29.19
Medical Secretaries	0.9%	209	\$18.01
Recreation Workers	1.9%	206	\$14.77
Miscellaneous Assemblers and Fabricators	-0.2%	204	\$17.18
Hotel, Motel, and Resort Desk Clerks	3.6%	195	\$14.02
Fitness Trainers and Aerobics Instructors	3.8%	188	\$28.47
Security Guards	2.5%	169	\$16.03
Chefs and Head Cooks	3.4%	163	\$23.09
Driver/Sales Workers	2.0%	163	\$14.58

<b>High School Fastest Growth</b>	<b>Growth</b>	<b>Openings</b>	<b>Med. Wage</b>
Baggage Porters and Bellhops	4.6%	13	\$12.42
Concierges	4.1%	9	\$14.57
Separating, Filtering, Clarifying, Precipitating, & Still Machine Setters, Ope	4.1%	63	\$23.24
Fitness Trainers and Aerobics Instructors	3.8%	188	\$28.47
Nonfarm Animal Caretakers	3.6%	158	\$14.24
Hotel, Motel, and Resort Desk Clerks	3.6%	195	\$14.02
Chefs and Head Cooks	3.4%	163	\$23.09
Umpires, Referees, and Other Sports Officials	3.3%	10	\$38,120/yr
Animal Trainers	3.3%	6	\$17.71
Self-Enrichment Education Teachers	3.2%	240	\$22.42
Home Health and Personal Care Aides	2.9%	1,345	\$14.44
Tour and Travel Guides	2.8%	24	\$16.93
First-Line Supervisors of Personal Service & Entertainment & Recreation V	2.7%	83	n/a
First-Line Supervisors of Food Preparation and Serving Workers	2.7%	267	\$21.54
Crematory Operators and Personal Care and Service Workers, All Other	2.7%	9	n/a
Photographers	2.5%	61	\$23.59
Security Guards	2.5%	169	\$16.03
Bicycle Repairers	2.2%	31	\$17.56
Industrial Machinery Mechanics	2.2%	72	\$26.69
Molders, Shapers, and Casters, Except Metal and Plastic	2.1%	64	\$18.09
Food Service Managers	2.0%	128	\$29.02
Driver/Sales Workers	2.0%	163	\$14.58
Reservation and Transportation Ticket Agents and Travel Clerks	2.0%	33	\$14.24
Motorboat Mechanics and Service Technicians	2.0%	8	\$23.19
Farm Equipment Mechanics and Service Technicians	1.9%	12	\$22.47

<b>No Formal Educational Credential Most Openings</b>	<b>Growth</b>	<b>Openings</b>	<b>Med. Wage</b>
Cashiers	-0.1%	1,384	\$13.74
Retail Salespersons	1.1%	1,279	\$14.23
Fast Food and Counter Workers	2.3%	1,051	\$13.78
Waiters and Waitresses	3.4%	860	\$13.79
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1.2%	771	\$15.37
Landscaping and Groundskeeping Workers	1.6%	546	\$18.21
Cooks, Restaurant	5.5%	474	\$17.73
Maids and Housekeeping Cleaners	2.1%	435	\$14.54
Laborers and Freight, Stock, and Material Movers, Hand	1.0%	383	\$17.53
Bartenders	4.2%	373	\$13.11
Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	2.8%	358	n/a
Construction Laborers	1.3%	326	\$18.12
Dishwashers	3.1%	233	\$13.55
Dining Room and Cafeteria Attendants and Bartender Helpers	3.7%	221	\$13.73
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	2.0%	211	\$17.56
Cooks, Institution and Cafeteria	1.3%	193	\$17.77
Amusement and Recreation Attendants	4.3%	191	\$13.42
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	3.7%	171	\$13.84
Bakers	2.1%	137	\$17.45
Packers and Packagers, Hand	0.8%	131	\$14.22
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	3.7%	113	\$14.34
Painters, Construction and Maintenance	1.1%	109	\$22.80
Food Servers, Nonrestaurant	1.7%	99	\$14.37
Counter and Rental Clerks	1.8%	95	\$17.83
Cleaners of Vehicles and Equipment	1.3%	93	\$14.35

<b>No Formal Educational Credential Fastest Growth</b>	<b>Growth</b>	<b>Openings</b>	<b>Med. Wage</b>
Cooks, Restaurant	5.5%	474	\$17.73
Amusement and Recreation Attendants	4.3%	191	\$13.42
Bartenders	4.2%	373	\$13.11
Miscellaneous Entertainers and Performers, Sports and Related Workers	4.1%	20	n/a
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	3.7%	113	\$14.34
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	3.7%	171	\$13.84
Dining Room and Cafeteria Attendants and Bartender Helpers	3.7%	221	\$13.73
Waiters and Waitresses	3.4%	860	\$13.79
Demonstrators and Product Promoters	3.2%	25	\$17.59
Dishwashers	3.1%	233	\$13.55
Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	2.8%	358	n/a
Crossing Guards	2.6%	78	\$17.48
Cooks, All Other	2.5%	7	\$14.99
Musicians and Singers	2.3%	18	\$29.22
Motor Vehicle Operators, All Other	2.3%	18	\$11.75
Fast Food and Counter Workers	2.3%	1,051	\$13.78
Parking Lot Attendants	2.1%	18	\$14.19
Bakers	2.1%	137	\$17.45
Maids and Housekeeping Cleaners	2.1%	435	\$14.54
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	2.0%	211	\$17.56
Counter and Rental Clerks	1.8%	95	\$17.83
Food Servers, Nonrestaurant	1.7%	99	\$14.37
Laundry and Dry-Cleaning Workers	1.7%	44	\$14.38
Landscaping and Groundskeeping Workers	1.6%	546	\$18.21
Cleaners of Vehicles and Equipment	1.3%	93	\$14.35