

Vermont Department of Labor

# 2019 Fringe Benefit Study

2019 Summer Internship Research Series

A report prepared by the Economic and Labor Market Information Division of the Vermont Department of Labor in collaboration with the Vermont Department of Health.



## Contents

|   |    |
|---|----|
| Acknowledgments .....   | 3  |
| Introduction .....  | 3  |
| Background .....  | 3  |
| Highlights.....   | 4  |
| Methods .....   | 4  |
| Figure 1. Supersector representation across sample.....               | 6  |
| Findings .....  | 7  |
| Figure 2. Employees tasked with promoting employee health .....       | 7  |
| Figure 3. Wellness promotion by employers in the last 12 months.....  | 8  |
| Figure 4. Barriers to promoting wellness in the workplace.....        | 9  |
| Figure 5. Breastfeeding support in the workplace .....                | 10 |
| Figure 6. Engagement in preventative care activities.....             | 11 |
| Figure 7. Resources for substance use disorder.....                   | 12 |
| Figure 8. Difficulty filling job vacancies in the past 12 months..... | 13 |
| Figure 9. Fringe benefits offered by employer.....                    | 14 |
| Figure 10. Professional credentials when hiring .....                 | 15 |
| Most difficult credentials to recruit for.....                        | 15 |
| Appendix .....  | 16 |

\*This publication was funded by a grant awarded by the U.S. Department of Labor’s Employment and Training Administration. The publication was created by the Vermont Department of Labor and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This publication is copyrighted by the Vermont Department of Labor. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner.

## **Acknowledgments**

The Vermont Department of Labor's (VDOL) Economic and Labor Market Information (E&LMI) division would like to thank all survey respondents. It was the willingness of employers to complete this survey that allowed for relevant and accurate data to be gathered.

E&LMI would also like to thank Ashwinee Kulkarni, Public Health Specialist, at the Vermont Department of Health for her partnership and collaboration throughout the project.

Special thanks to the Labor Departments of Rhode Island, Oklahoma, Idaho, and Wyoming for sharing their survey instruments. Those instruments were used as a template for the design of this survey.

## **Introduction**

VDOL periodically reports on the fringe benefits offered by Vermont employers. During the summer of 2019 E&LMI conducted a fringe benefits study in collaboration with the Vermont Department of Health's Health Promotion and Disease Prevention Unit. This study consisted of an online survey sent to a sample of Vermont employers. In addition to providing information about fringe benefits and job vacancies, questions were designed to aid the Department of Health in assessing the state of employee wellness offerings in the Vermont workplace.

This research provides the Vermont Department of Health with information that will help create informed, comprehensive, and thorough programs and initiatives. Data from the survey can also provide a better sense of where the Vermont Department of Health may increase its efforts to provide employers and employees with wellness support. Results provide a point-in-time snapshot of wellness support and benefits offered by responding employers in Vermont at the time of survey completion.

Some questions on the 2019 survey were duplicated from E&LMI's 2013 Fringe Benefit Study. This provides an opportunity for comparison of employer responses.

## **Background**

A workplace wellness program is broadly defined as "an employment-based activity or employer sponsored benefit aimed at promoting health related behaviors and disease management."<sup>1</sup> According to a RAND Health Quarterly, workplace wellness programs are becoming increasingly common. In 2009, 92% of US employers with 200 or more employees reported offering some sort of wellness program.<sup>2</sup>

This study does not seek to recognize the presence of a fully established wellness program. Instead, the goal was to understand Vermont's culture of promoting and supporting wellness in the workplace. The focus is on culture rather than formal programs because many

---

<sup>1</sup>Mattke, Soeren et al. "A Review of the U.S. Workplace Wellness Market." *RAND Health Quarterly*, 2013; 2(4):7. 28 Feb. 2013.

<sup>2</sup> Ibid.

businesses may promote, encourage, and organize wellness initiatives within their organization without having an established or formal program.

VDOL also used the 2019 Fringe Benefit Survey as an opportunity to gain additional information about the condition of the labor market. With the unemployment rate at historic lows we often hear of employers struggling to fill positions. Several questions were designed to address job vacancies and the difficulties employers face attempting to fill those vacancies.

### **Highlights**

- ❖ 54.7% of responding employers offer a retirement plan to full time employees
- ❖ Of all size classes, responding employers with 10-19 employees were most likely to offer childcare benefits (10.8% of respondents indicating “yes”, their organization offered child childcare benefits)
- ❖ 18.0% of responding employers indicated that their organization has a written policy or written guidance that communicates the workplace’s support for breastfeeding employees
- ❖ 27.0% of responding employers reported that their organization provides resources or benefits that would support an employee with a substance use disorder
- ❖ 12.4% of responding employers reported that they have employees specifically tasked with promoting employee health
- ❖ 45.5% of responding employers reported having at least one job vacancy
- ❖ 74.8% of responding employers indicated at least slight difficulty in filling job vacancies

### **Methods**

E&LMI and the Vermont Department of Health worked in collaboration to develop an online survey instrument about fringe benefits and wellness support offered by a sample of employers in the state of Vermont. Prior to survey development, the E&LMI division conducted research surrounding workplace wellness support and fringe benefits throughout the United States. Survey instruments from Iowa, Rhode Island, Wyoming, and Idaho were utilized as guiding templates for survey construction. The Vermont Department of Health regularly provided feedback and guidance.

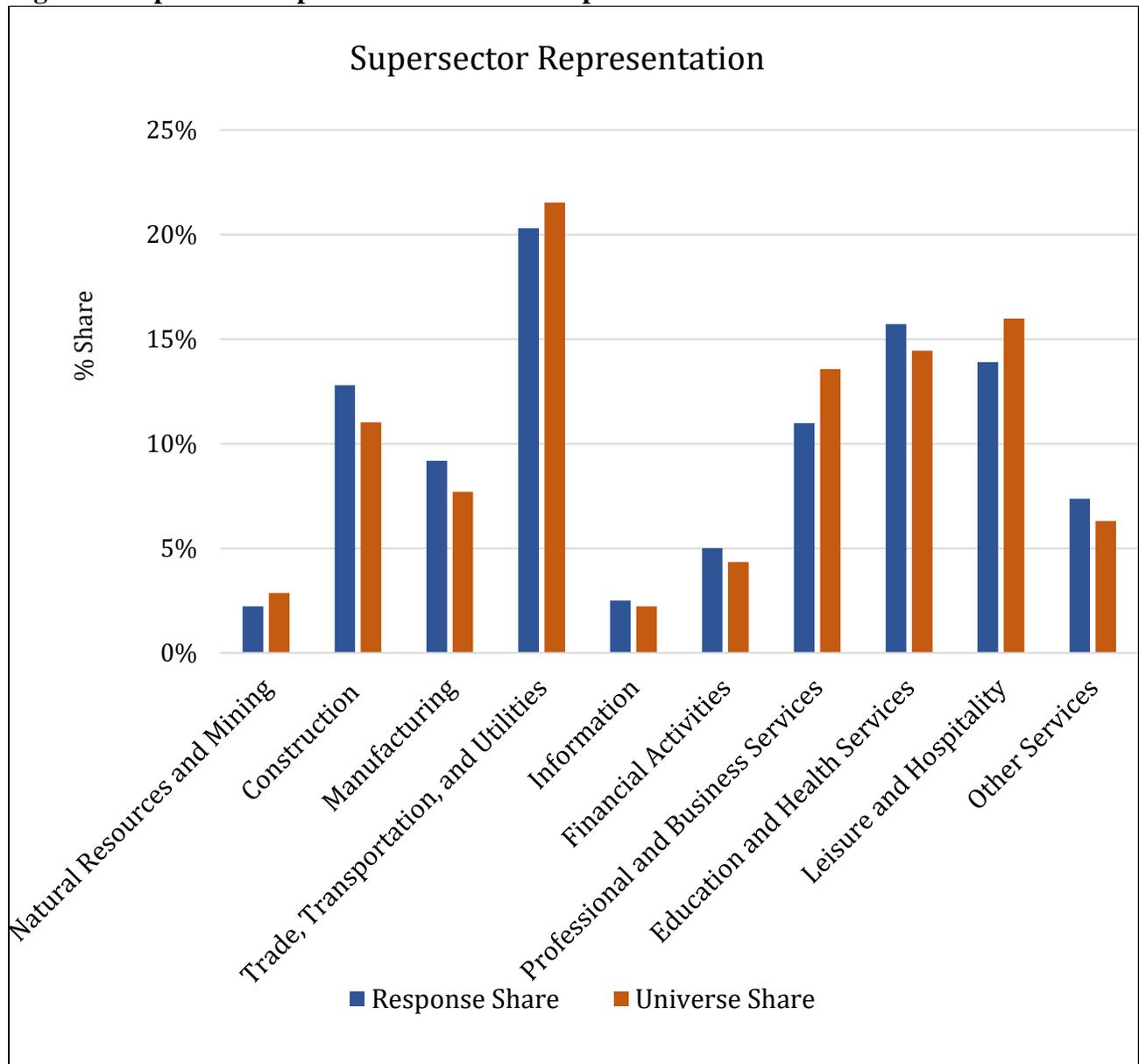
The survey was created using Survey Monkey, a web-based survey development software. It was distributed to 1,918 firms. 719 responses were completed during the 22 days it was available. This resulted in a usable response rate of 37.5%.

The survey recipients included firms covered by Vermont Unemployment Insurance (UI) law. For the purpose of the study, the universe population is private firms with average employment of five or more employees in 2018 that were active in the 4<sup>th</sup> quarter. Only firms with a valid email were included in the sample.

Survey results provide insights into the benefits and wellness practices of 719 Vermont workplaces. Results may not be representative of workplaces throughout the state and should not be generalized to cover all such workplaces.

The industry makeup of responses was broadly similar to the industry makeup of Vermont firms. Construction firms, for example, account for 11.0% of all firms in Vermont and constitute 12.8% of the responding sample. These differences across supersector are shown in figure 1.

**Figure 1. Supersector representation across sample**

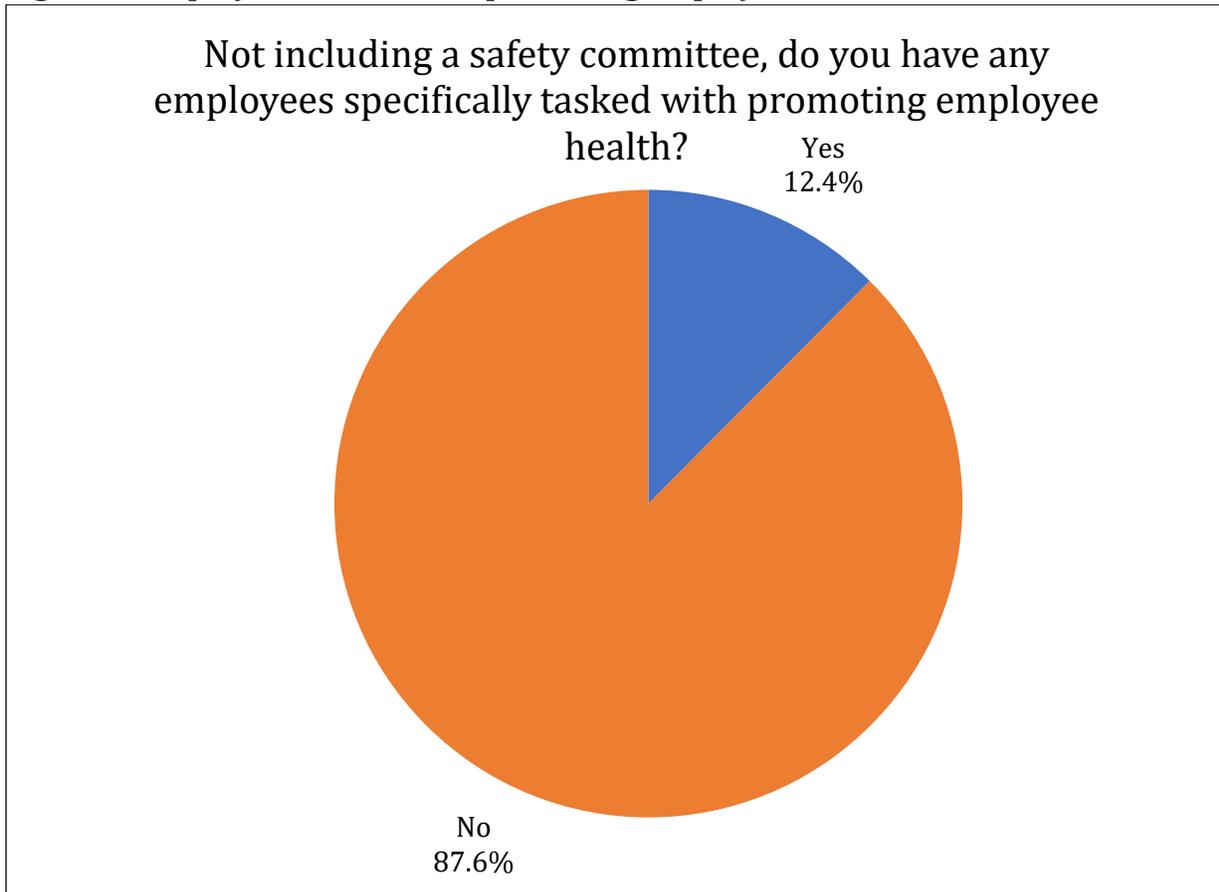


For research purposes firms were divided into size classes based on a combination of 2018 average employment and the size of any affiliated national or multistate company as reported by employers in response to a question contained in the survey. Employers who had an out of state affiliation that would determine benefits were asked to indicate the size of that affiliated corporation as less than 50 employees; 50-249 employees; or 250 or more employees. Where it was indicated that a national or multi-state entity determines the benefit package of the Vermont employees, the employment level of the entire entity was used to determine the size class, rather than the Vermont employment.

## Findings

Data was analyzed in aggregate form as well by size class<sup>3</sup>, supersector<sup>4</sup>, and Occupational Employment Statistics (OES) regional breakdowns<sup>5</sup>. For full tables of the data and survey results please see Appendix A. Key findings gathered from responding employers are presented below.

**Figure 2. Employees tasked with promoting employee health**



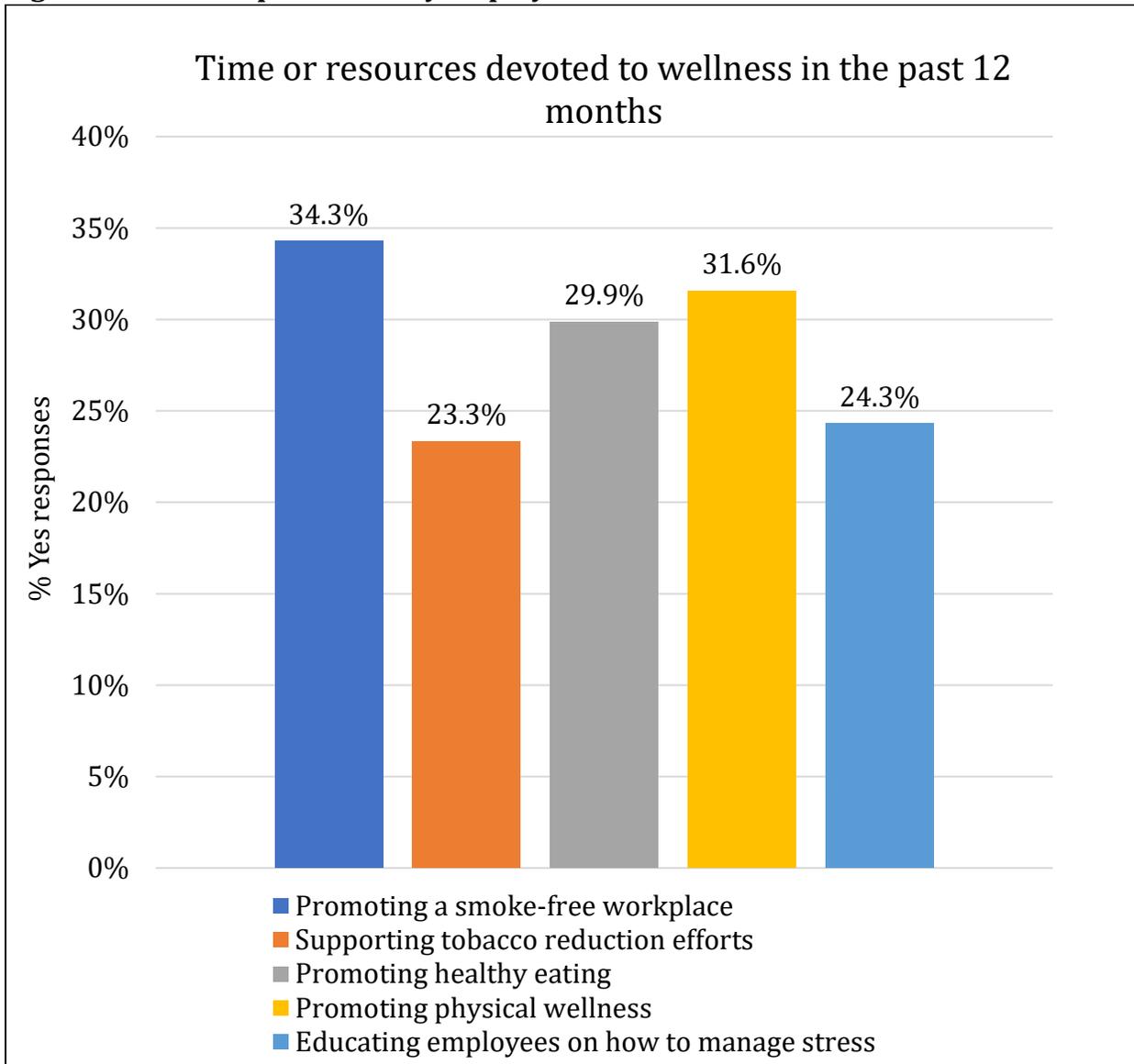
Responding employers were asked if any employees within their organization were specifically tasked with promoting employee health. The majority of respondents (87.6%) answered “no” to this question while 12.4% of respondents answered “yes”, indicating the presence of employees specifically tasked with promoting employee health.

<sup>3</sup> The size class breakdowns are: less than 10, 10-19, 20-49, and 50 or more. Organizations with benefits determined by a larger national entity are categorized by the employment of the national entity.

<sup>4</sup> The ten industry supersector breakdowns include: Natural Resources and Mining; Construction; Manufacturing; Trade; Transportation, and Utilities; Information; Financial Activities; Professional and Business Services; Education and Health Services; Leisure and Hospitality; and Other Services.

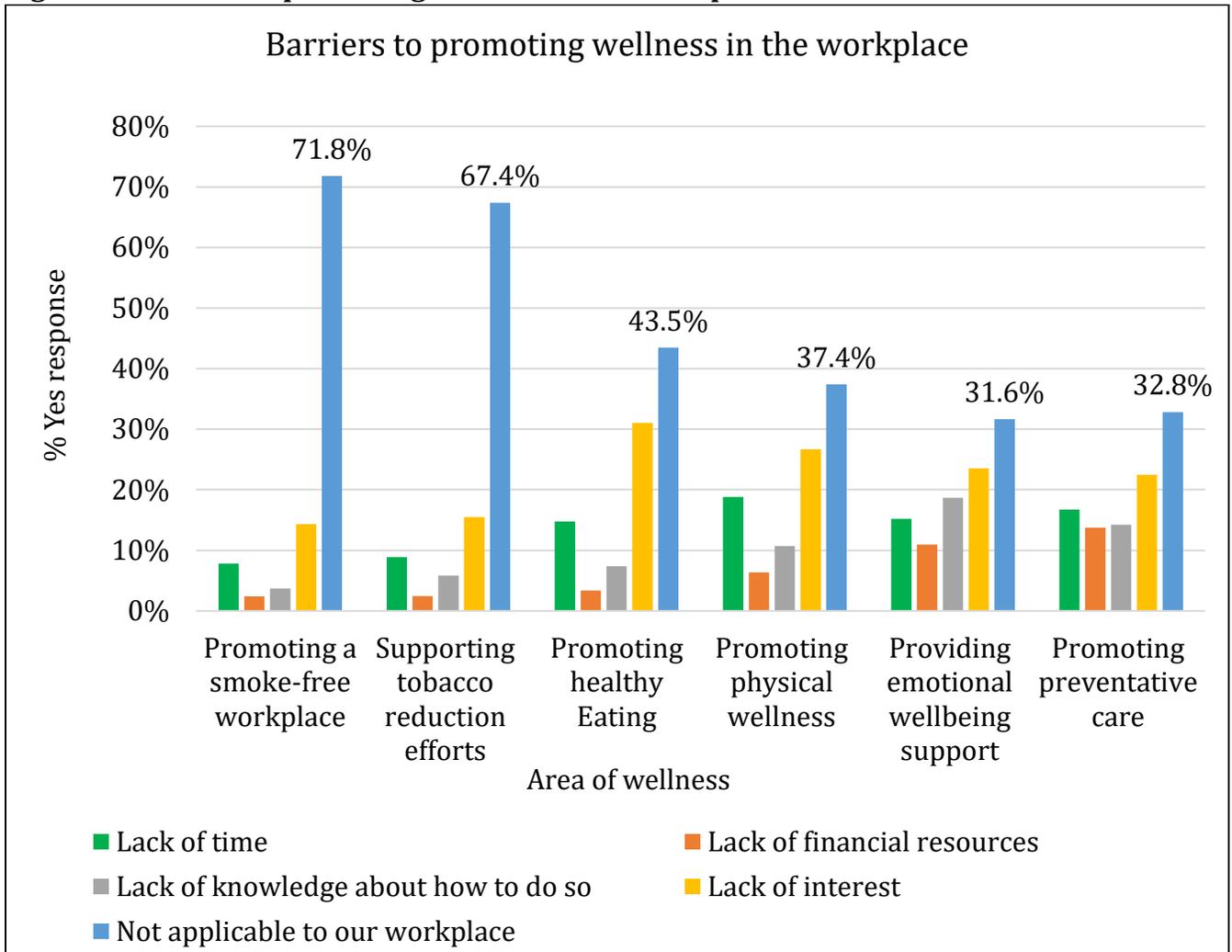
<sup>5</sup> The location breakdown follows the breakdown used by OES. The regions include Burlington- South Burlington VT metropolitan NECTA, Southern Vermont Balance of state, and Northern Vermont Balance of state. The OES regional map is found in Appendix B.

**Figure 3. Wellness promotion by employers in the last 12 months**



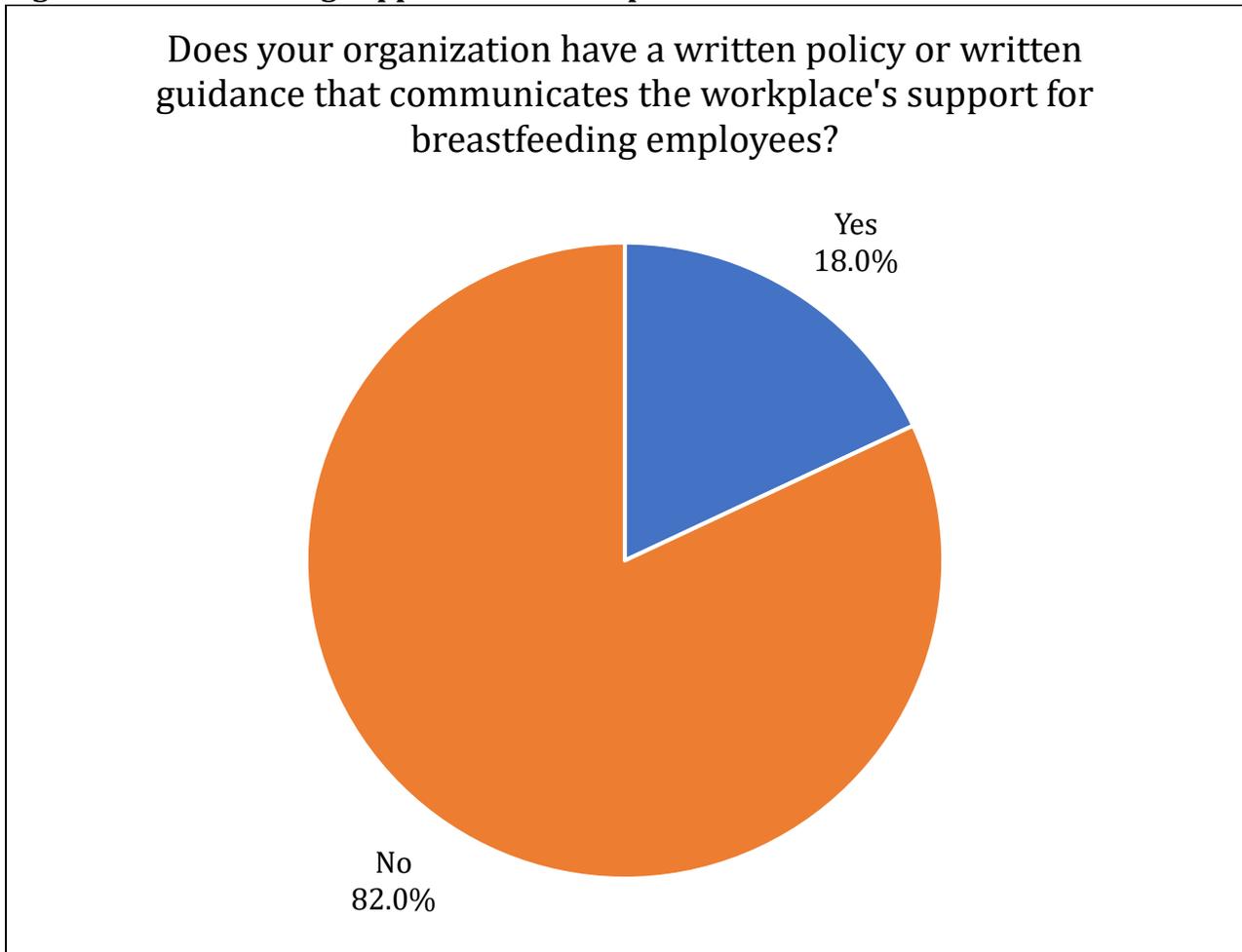
Respondents were asked whether their organization has devoted time or resources to various areas of wellness in the last 12 months. The area of wellness with the most “yes” responses was “promoting a smoke-free workplace” (34.3%) followed by “promoting physical wellness” (31.6%).

**Figure 4. Barriers to promoting wellness in the workplace**



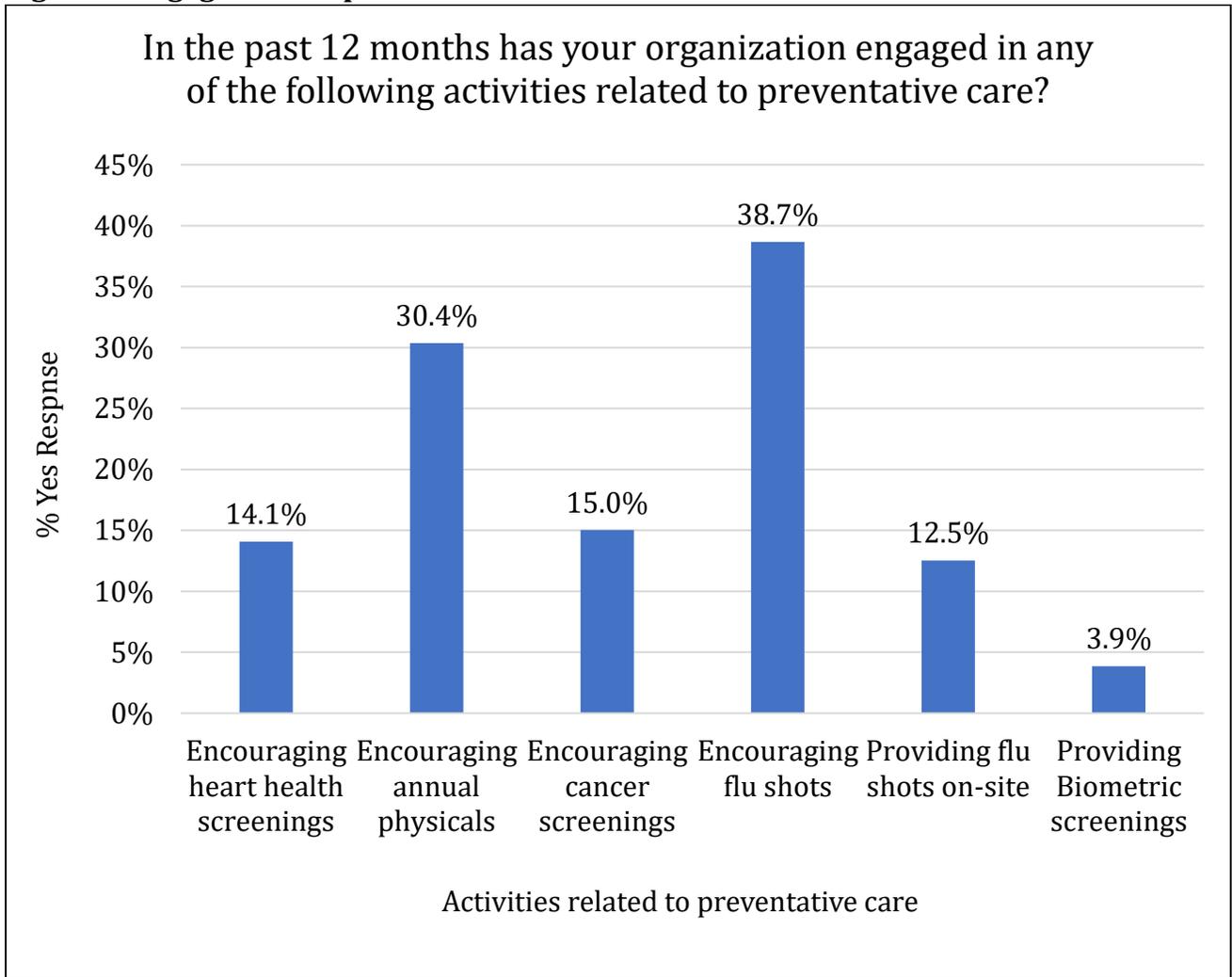
Respondents were asked which of the above factors was the most significant barrier to promoting various areas of wellness in the workplace. Across all areas of wellness, “not applicable to our workplace” was the most prominent barrier followed by “lack of interest.”

**Figure 5. Breastfeeding support in the workplace**



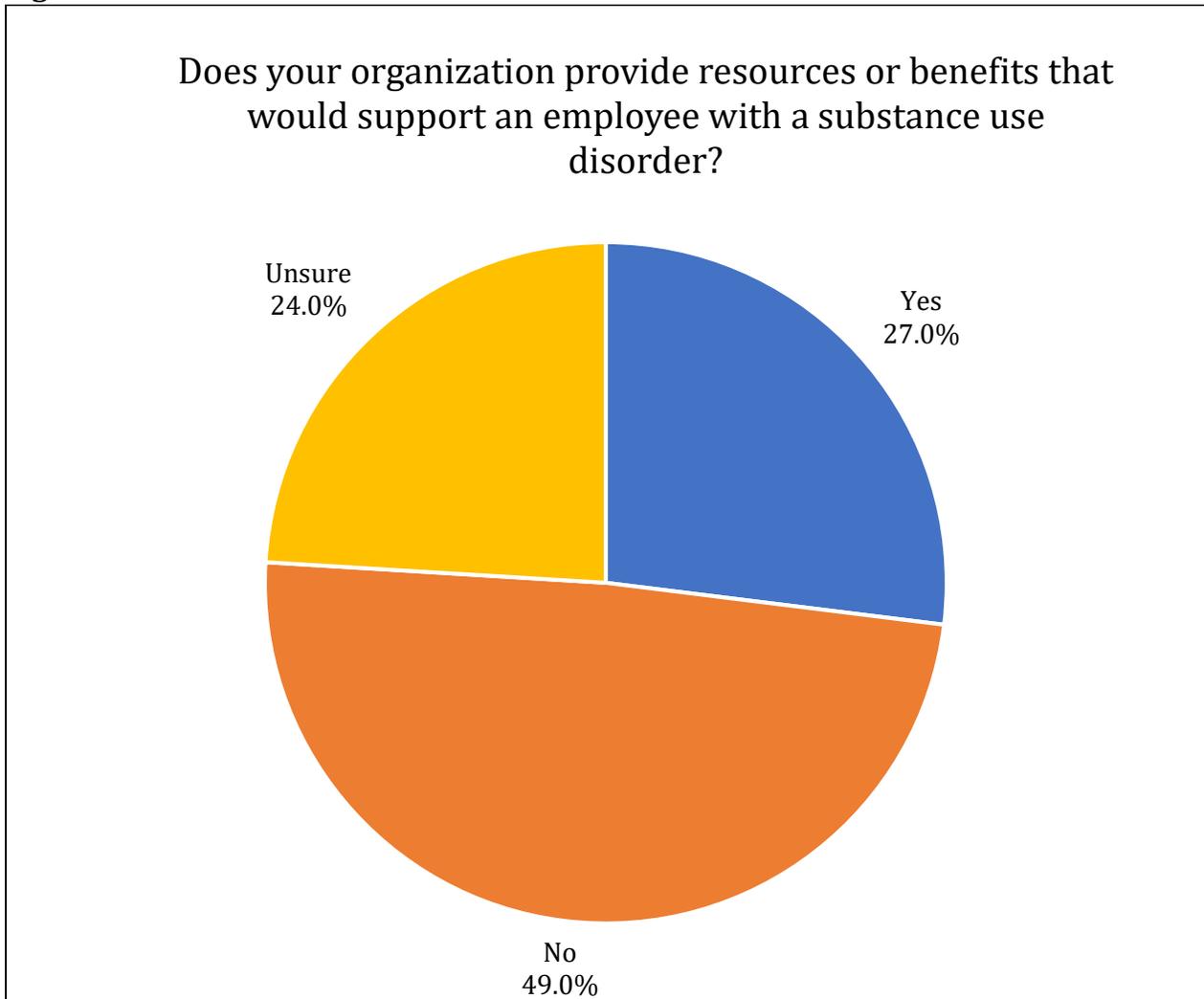
Respondents were asked whether their organization had a written policy or written guidance that communicated the workplace's support for breastfeeding employees. 82.0% of responding employers indicated "no" they did not have written policy or guidance while 18.0% indicated "yes" they did have written policy or guidance which communicated the workplace's support for breastfeeding employees.

**Figure 6. Engagement in preventative care activities**



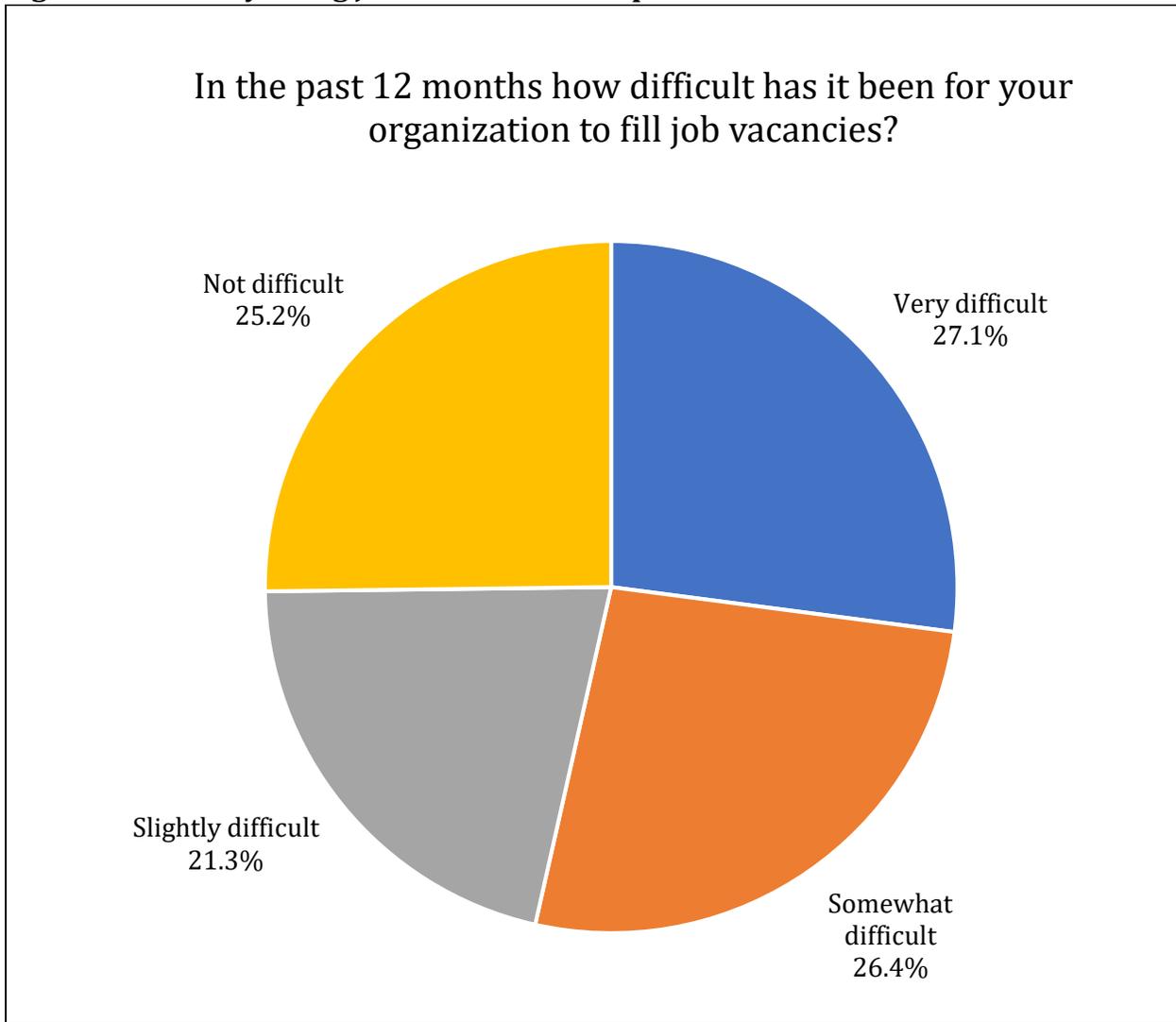
Respondents were asked to indicate whether they have engaged in activities related to preventative care in the past 12 months. The most prominent activity that was indicated among responding employers was encouraging flu shots (38.7%) and encouraging annual physicals (30.4%).

**Figure 7. Resources for substance use disorder**



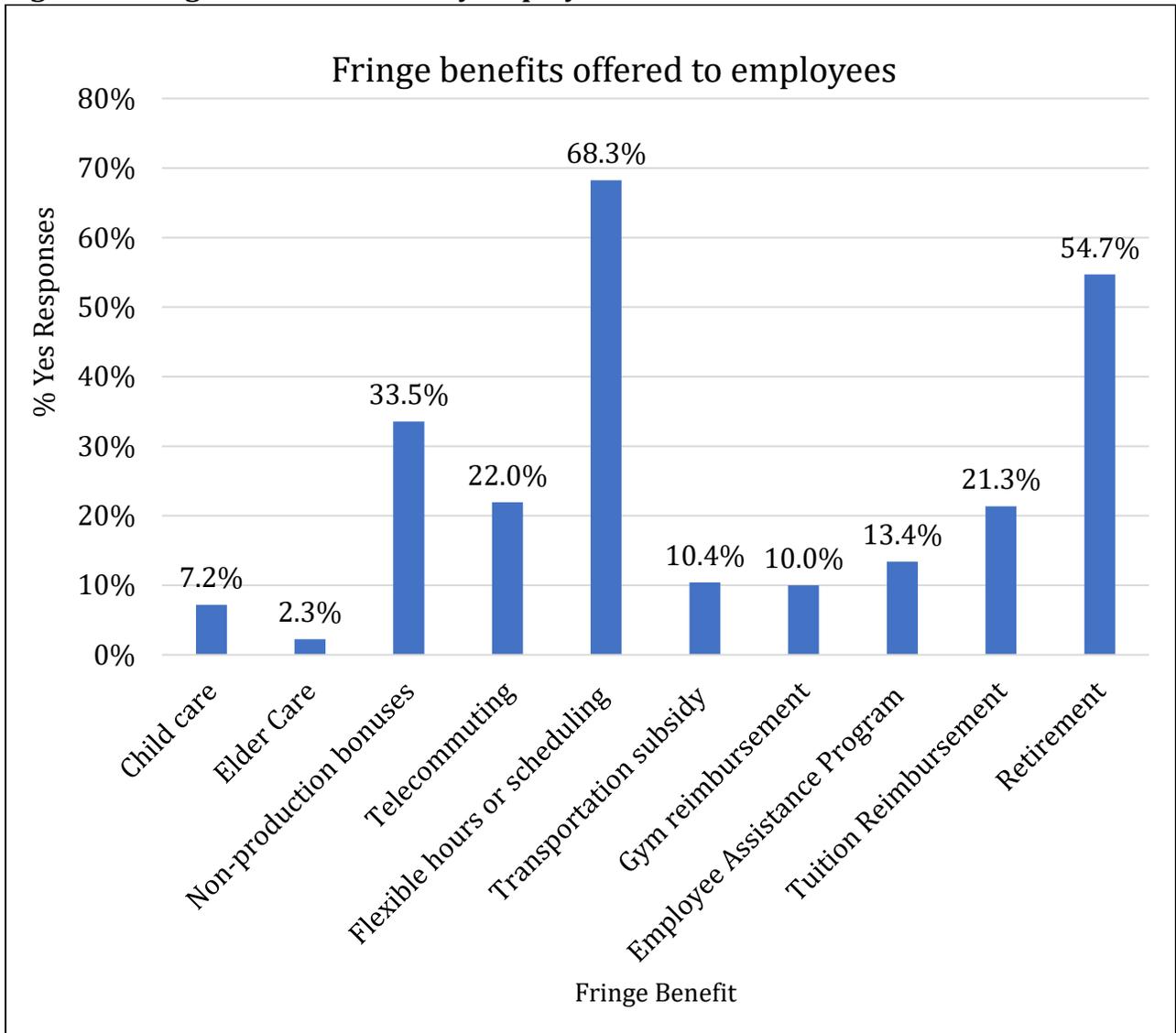
Respondents were asked if their organization provides resources or benefits that would support an employee with a substance use disorder. Out of 649 total responses, 175 (27.0%) responding employers indicated “yes”, 318 (49.0%) indicated “no”, and 156 (24.0%) indicated “unsure.”

**Figure 8. Difficulty filling job vacancies in the past 12 months**



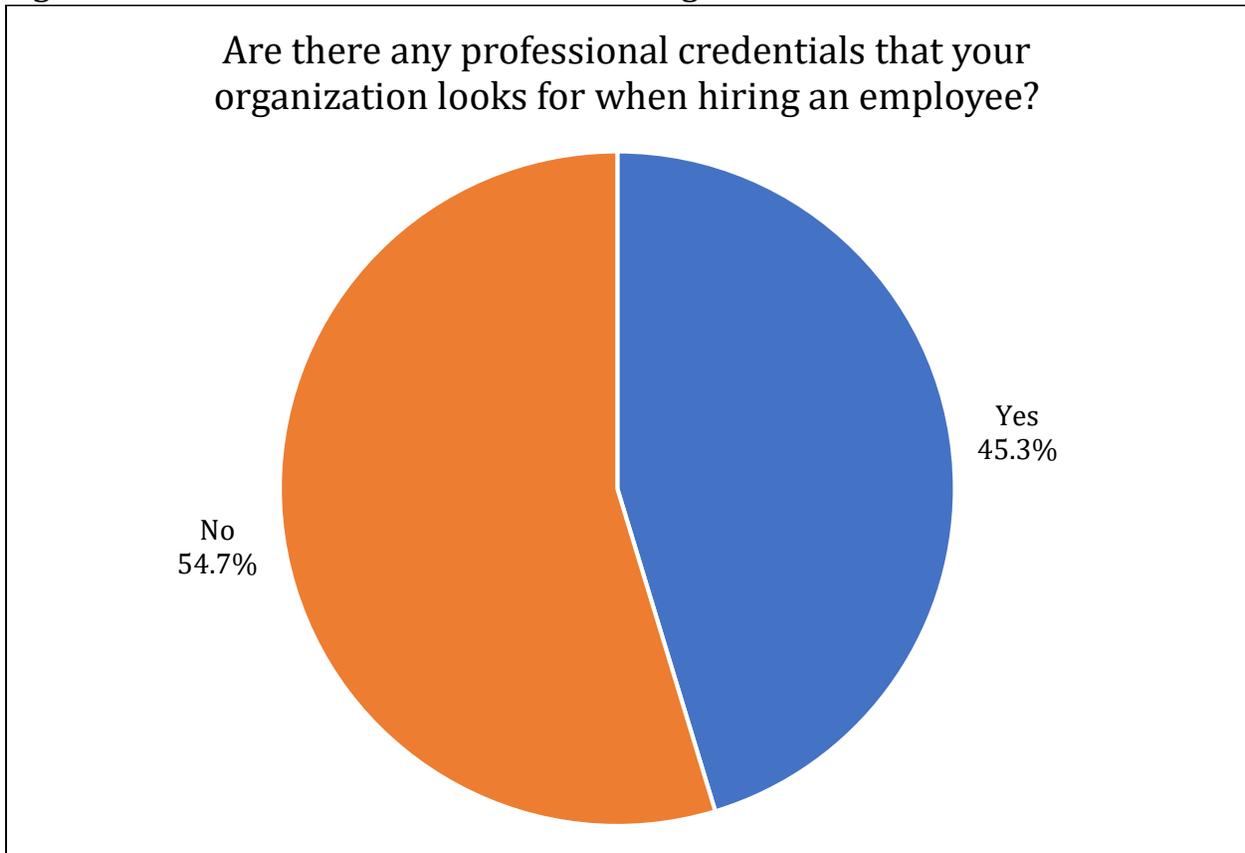
Respondents were asked to rate the difficulty of filling job vacancies at their organization over the past year. 74.8% of responding employers indicated having at least slight difficulty filling job vacancies in the last 12 months while 25.2% of responding employers reported no difficulty filling job vacancies in the last 12 months.

**Figure 9. Fringe benefits offered by employer**



Respondents were asked whether they offered certain fringe benefits to employees. The benefit with the most “yes” responses was “flexible hours and scheduling” (68.3%) followed by retirement (54.7%).

**Figure 10. Professional credentials when hiring**



Respondents were asked whether their organization looks for profession credentials when hiring an employee. 45.3% of respondents reported that they do look for professional credentials.

**Most difficult credentials to recruit for**

Survey respondents were given the opportunity to list up to three credentials that the respondent considered the most difficult to recruit for. As expected, fields with higher demand and need for specific credentials were repeatedly listed by respondents. Some of the most common responses were in the medical field and the trades. A Commercial Driver’s License was the most common response, reported almost three times as frequently as the second most common response, Registered Nurse. Other frequent responses were Licensed Practical Nurse, Licensed Nursing Assistant, and Certified Public Accountant. There were also many professional credentials reported related to bookkeeping, finance, and accounting.

## **Appendix**

### **Appendix A: Full Data Summary**

Vermont 2019 Fringe Benefit Study results by industry, area, and size class

### **Appendix B: Occupational Employment Statistics Areas Map**

A map of the three defined areas used in Appendix A

### **Appendix C: Survey Instrument**

Vermont 2019 Fringe Benefit Study

Vermont Department of Labor

## 2019 Fringe Benefit Study

### Appendix A: Full Data Summary

2019 Summer Internship Research Series

A report prepared by the Economic and Labor Market Information Division of the Vermont Department of Labor in collaboration with the Vermont Department of Health.



Cells marked "C" do not meet confidentiality standards. The data is suppressed to protect the privacy of survey respondents.

| <b>Not including a safety committee, do you have any employees specifically tasked with promoting employee health?</b> | <b>Yes</b> | <b>Number of responses</b> |
|--|------------|----------------------------|
| <b>Total</b>   | 12.4%      | 715                        |
| <b>Supersector</b>   |            |                            |
| Natural Resources and Mining   | C          | 16                         |
| Construction   | C          | 91                         |
| Manufacturing  | C          | 65                         |
| Trade, Transportation, and Utilities   | 15.2%      | 145                        |
| Information  | C          | 18                         |
| Financial Activities   | C          | 36                         |
| Professional and Business Services   | C          | 78                         |
| Education and Health Services  | 18.6%      | 113                        |
| Leisure and Hospitality  | C          | 100                        |
| Other Services   | C          | 53                         |
| <b>Size Class</b>  |            |                            |
| less than 10   | 6.4%       | 328                        |
| 10-19  | 12.0%      | 192                        |
| 20-49  | 12.9%      | 124                        |
| 50 or more   | 40.8%      | 71                         |
| <b>Region</b>  |            |                            |
| Burlington-South Burlington, VT Metropolitan NECTA   | 13.8%      | 254                        |
| Southern Vermont Balance of State  | 14.3%      | 293                        |
| Northern Vermont Balance of State  | 7.1%       | 168                        |

|  |       |                     | Which of the following factors is the most significant barrier to the promotion of a smoke-free workplace? |                             |                                      |                  |                                 |                     |
|--|-------|---------------------|--|-----------------------------|--------------------------------------|------------------|---------------------------------|---------------------|
| In the past 12 months has your organization devoted time or resources to promoting a smoke-free workplace? | Yes   | Number of responses | Lack of time   | Lack of financial resources | Lack of knowledge about how to do so | Lack of interest | Not applicable to our workplace | Number of responses |
| <b>Total</b>   | 34.3% | 709                 | 7.8%   | 2.4%                        | 3.7%                                 | 14.3%            | 71.8%                           | 461                 |
| <b>Supersector</b>   |       |                     |  |                             |                                      |                  |                                 |                     |
| Natural Resources and Mining   | C     | 16                  | 0.0%   | 0.0%                        | 0.0%                                 | C                | C                               | C                   |
| Construction   | 28.6% | 91                  | C  | C                           | C                                    | C                | 64.1%                           | 64                  |
| Manufacturing  | 37.9% | 66                  | C  | C                           | C                                    | C                | 65.9%                           | 41                  |
| Trade, Transportation, and Utilities   | 30.8% | 143                 | C  | C                           | C                                    | 14.4%            | 73.2%                           | 97                  |
| Information  | C     | 18                  | 0.0%   | 0.0%                        | 0.0%                                 | C                | C                               | C                   |
| Financial Activities   | 33.3% | 36                  | C  | C                           | C                                    | C                | C                               | 24                  |
| Professional and Business Services   | 20.5% | 78                  | C  | C                           | C                                    | C                | 79.0%                           | 62                  |
| Education and Health Services  | 38.2% | 110                 | C  | C                           | C                                    | C                | 73.5%                           | 68                  |
| Leisure and Hospitality  | 47.5% | 99                  | C  | C                           | C                                    | C                | 57.1%                           | 49                  |
| Other Services   | 36.5% | 52                  | C  | C                           | C                                    | C                | C                               | 34                  |
| <b>Size Class</b>  |       |                     |  |                             |                                      |                  |                                 |                     |
| less than 10   | 33.1% | 326                 | C  | 0.0%                        | C                                    | 10.7%            | 81.4%                           | 215                 |
| 10-19  | 32.1% | 193                 | 13.3%  | C                           | C                                    | 14.8%            | 70.3%                           | 128                 |
| 20-49  | 34.7% | 121                 | C  | C                           | C                                    | C                | 56.3%                           | 80                  |
| 50 or more   | 44.9% | 69                  | C  | C                           | C                                    | C                | 55.3%                           | 38                  |
| <b>Region</b>  |       |                     |  |                             |                                      |                  |                                 |                     |
| Burlington-South Burlington, VT Metropolitan NECTA   | 34.9% | 252                 | 10.5%  | C                           | C                                    | 12.3%            | 72.2%                           | 162                 |
| Southern Vermont Balance of State  | 37.7% | 289                 | C  | C                           | C                                    | 16.6%            | 73.5%                           | 181                 |
| Northern Vermont Balance of State  | 27.4% | 168                 | C  | C                           | C                                    | 13.6%            | 68.6%                           | 118                 |

| Which of the following factors is the most significant barrier to supporting tobacco reduction efforts?                       |       |                     |              |                             |                                      |                  |                                 |                     |
|---|-------|---------------------|--------------|-----------------------------|--------------------------------------|------------------|---------------------------------|---------------------|
| In the past 12 months has your organization devoted time or resources to supporting employees' efforts to reduce tobacco use? | Yes   | Number of responses | Lack of time | Lack of financial resources | Lack of knowledge about how to do so | Lack of interest | Not applicable to our workplace | Number of responses |
| <b>Total</b>  | 23.3% | 673                 | 8.9%         | 2.5%                        | 5.8%                                 | 15.5%            | 67.4%                           | 530                 |
| <b>Supersector</b>  |       |                     |              |                             |                                      |                  |                                 |                     |
| Natural Resources and Mining  | C     | 16                  | 0.0%         | 0.0%                        | 0.0%                                 | C                | C                               | C                   |
| Construction  | 19.8% | 86                  | C            | C                           | C                                    | 21.1%            | 52.1%                           | 71                  |
| Manufacturing   | 18.8% | 64                  | C            | C                           | C                                    | 25.0%            | 59.6%                           | 52                  |
| Trade, Transportation, and Utilities  | 23.1% | 134                 | C            | C                           | C                                    | 19.4%            | 64.8%                           | 108                 |
| Information   | C     | 16                  | C            | C                           | C                                    | C                | C                               | C                   |
| Financial Activities  | C     | 34                  | C            | C                           | C                                    | C                | C                               | 26                  |
| Professional and Business Services  | 16.4% | 73                  | C            | C                           | C                                    | C                | 74.6%                           | 63                  |
| Education and Health Services   | 22.6% | 106                 | C            | C                           | C                                    | C                | 76.8%                           | 82                  |
| Leisure and Hospitality   | 35.5% | 93                  | C            | C                           | C                                    | C                | 61.3%                           | 62                  |
| Other Services  | C     | 51                  | C            | C                           | C                                    | C                | 78.6%                           | 42                  |
| <b>Size Class</b>   |       |                     |              |                             |                                      |                  |                                 |                     |
| less than 10  | 20.9% | 301                 | C            | C                           | 6.5%                                 | 9.7%             | 76.6%                           | 248                 |
| 10-19   | 19.9% | 186                 | 9.4%         | C                           | C                                    | 18.8%            | 67.8%                           | 149                 |
| 20-49   | 23.9% | 117                 | 11.8%        | C                           | C                                    | 19.4%            | 52.7%                           | 93                  |
| 50 or more  | 42.0% | 69                  | C            | 0.0%                        | C                                    | 30.0%            | 42.5%                           | 40                  |
| <b>Region</b>   |       |                     |              |                             |                                      |                  |                                 |                     |
| Burlington-South Burlington, VT Metropolitan NECTA  | 22.7% | 242                 | 8.1%         | C                           | C                                    | 17.3%            | 67.6%                           | 185                 |
| Southern Vermont Balance of State   | 26.7% | 277                 | 8.1%         | C                           | C                                    | 17.6%            | 66.7%                           | 210                 |
| Northern Vermont Balance of State   | 18.2% | 154                 | 11.1%        | C                           | C                                    | 9.6%             | 68.1%                           | 135                 |

| Which of the following factors is the most significant barrier to promoting healthy eating?        |       |                     |              |                             |                                      |                  |                                 |                     |
|--|-------|---------------------|--------------|-----------------------------|--------------------------------------|------------------|---------------------------------|---------------------|
| In the past 12 months has your organization devoted time or resources to promoting healthy eating? | Yes   | Number of responses | Lack of time | Lack of financial resources | Lack of knowledge about how to do so | Lack of interest | Not applicable to our workplace | Number of responses |
| <b>Total</b>   | 29.9% | 663                 | 14.8%        | 3.4%                        | 7.4%                                 | 31.0%            | 43.5%                           | 474                 |
| <b>Supersector</b>   |       |                     |              |                             |                                      |                  |                                 |                     |
| Natural Resources and Mining   | C     | 15                  | 0.0%         | 0.0%                        | 0.0%                                 | C                | C                               | C                   |
| Construction   | C     | 84                  | C            | C                           | C                                    | 32.5%            | 46.8%                           | 77                  |
| Manufacturing  | 27.7% | 65                  | C            | C                           | C                                    | 34.8%            | 41.3%                           | 46                  |
| Trade, Transportation, and Utilities   | 23.8% | 130                 | 13.3%        | C                           | C                                    | 31.4%            | 43.8%                           | 105                 |
| Information  | C     | 16                  | C            | C                           | 0.0%                                 | C                | C                               | C                   |
| Financial Activities   | 30.6% | 36                  | C            | 0.0%                        | C                                    | C                | 56.0%                           | 25                  |
| Professional and Business Services   | 27.8% | 72                  | C            | C                           | C                                    | 35.7%            | 35.7%                           | 56                  |
| Education and Health Services  | 48.1% | 104                 | C            | 0.0%                        | C                                    | C                | 54.9%                           | 51                  |
| Leisure and Hospitality  | 43.5% | 92                  | C            | C                           | C                                    | 32.1%            | 32.1%                           | 53                  |
| Other Services   | 26.5% | 49                  | C            | C                           | C                                    | 36.1%            | 41.7%                           | 36                  |
| <b>Size Class</b>  |       |                     |              |                             |                                      |                  |                                 |                     |
| less than 10   | 27.8% | 295                 | C            | C                           | 7.7%                                 | 29.3%            | 54.1%                           | 222                 |
| 10-19  | 29.3% | 184                 | 15.7%        | C                           | C                                    | 32.3%            | 40.9%                           | 127                 |
| 20-49  | 26.3% | 118                 | 27.3%        | C                           | C                                    | 33.0%            | 26.1%                           | 88                  |
| 50 or more   | 47.0% | 66                  | C            | 0.0%                        | C                                    | 32.4%            | 29.7%                           | 37                  |
| <b>Region</b>  |       |                     |              |                             |                                      |                  |                                 |                     |
| Burlington-South Burlington, VT Metropolitan NECTA   | 29.7% | 229                 | 17.9%        | C                           | C                                    | 28.6%            | 42.3%                           | 168                 |
| Southern Vermont Balance of State  | 31.8% | 274                 | 13.2%        | C                           | C                                    | 32.6%            | 44.7%                           | 190                 |
| Northern Vermont Balance of State  | 26.9% | 160                 | 12.9%        | C                           | C                                    | 31.9%            | 43.1%                           | 116                 |

| Which of the following factors is the most significant barrier to promoting physical wellness?                           |       |                     |              |                             |                                      |                  |                                 |                     |
|--|-------|---------------------|--------------|-----------------------------|--------------------------------------|------------------|---------------------------------|---------------------|
| In the past 12 months has your organization devoted time or resources to promoting physical wellness during the workday? | Yes   | Number of responses | Lack of time | Lack of financial resources | Lack of knowledge about how to do so | Lack of interest | Not applicable to our workplace | Number of responses |
| <b>Total</b>   | 31.6% | 659                 | 18.8%        | 6.3%                        | 10.7%                                | 26.7%            | 37.4%                           | 457                 |
| <b>Supersector</b>   |       |                     |              |                             |                                      |                  |                                 |                     |
| Natural Resources and Mining   | C     | 14                  | 0.0%         | 0.0%                        | 0.0%                                 | C                | C                               | C                   |
| Construction   | 27.7% | 83                  | C            | C                           | C                                    | 26.6%            | 50.0%                           | 64                  |
| Manufacturing  | 26.2% | 61                  | C            | C                           | C                                    | 29.2%            | 33.3%                           | 48                  |
| Trade, Transportation, and Utilities   | 29.4% | 136                 | 16.8%        | C                           | C                                    | 28.4%            | 34.7%                           | 95                  |
| Information  | C     | 17                  | C            | C                           | 0.0%                                 | C                | C                               | C                   |
| Financial Activities   | 31.4% | 35                  | C            | 0.0%                        | C                                    | C                | 52.0%                           | 25                  |
| Professional and Business Services   | 40.3% | 72                  | 25.6%        | C                           | C                                    | 32.6%            | C                               | 43                  |
| Education and Health Services  | 43.6% | 101                 | 25.0%        | C                           | C                                    | 19.6%            | 33.9%                           | 56                  |
| Leisure and Hospitality  | 27.2% | 92                  | 17.9%        | C                           | C                                    | 26.9%            | 31.3%                           | 67                  |
| Other Services   | C     | 48                  | C            | C                           | C                                    | C                | 41.0%                           | 39                  |
| <b>Size Class</b>  |       |                     |              |                             |                                      |                  |                                 |                     |
| less than 10   | 29.3% | 297                 | 14.6%        | 6.6%                        | 9.0%                                 | 23.1%            | 46.7%                           | 212                 |
| 10-19  | 30.3% | 178                 | 20.8%        | C                           | C                                    | 28.0%            | 35.2%                           | 125                 |
| 20-49  | C     | 116                 | C            | C                           | C                                    | 27.5%            | C                               | 91                  |
| 50 or more   | C     | 68                  | C            | 0.0%                        | C                                    | 44.8%            | C                               | 29                  |
| <b>Region</b>  |       |                     |              |                             |                                      |                  |                                 |                     |
| Burlington-South Burlington, VT Metropolitan NECTA   | 35.5% | 231                 | 19.9%        | C                           | C                                    | 28.5%            | 34.4%                           | 151                 |
| Southern Vermont Balance of State  | 32.2% | 273                 | 17.6%        | C                           | C                                    | 26.1%            | 41.0%                           | 188                 |
| Northern Vermont Balance of State  | 24.5% | 155                 | 19.5%        | C                           | C                                    | 25.4%            | 35.6%                           | 118                 |

What barriers, if any, are there to supporting breastfeeding employees?

| Does your organization have a written policy or written guidance that communicates workplace support for breastfeeding employees? | Yes   | Number of responses | Lack of time | Lack of financial resources | Lack of knowledge about how to do so | Not applicable to our workplace | No barriers | Number of responses |
|---|-------|---------------------|--------------|-----------------------------|--------------------------------------|---------------------------------|-------------|---------------------|
| <b>Total</b>  | 18.0% | 649                 | C            | C                           | 2.0%                                 | 42.6%                           | 53.0%       | 662                 |
| <b>Supersector</b>  |       |                     |              |                             |                                      |                                 |             |                     |
| Natural Resources and Mining  | C     | 13                  | 0.0%         | 0.0%                        | C                                    | C                               | C           | 13                  |
| Construction  | C     | 84                  | 0.0%         | C                           | C                                    | 69.0%                           | 29.9%       | 87                  |
| Manufacturing   | C     | 62                  | 0.0%         | C                           | C                                    | 39.1%                           | 56.3%       | 64                  |
| Trade, Transportation, and Utilities  | 15.7% | 134                 | C            | 0.0%                        | C                                    | 44.0%                           | 52.2%       | 134                 |
| Information   | C     | 16                  | 0.0%         | C                           | C                                    | C                               | C           | 17                  |
| Financial Activities  | C     | 35                  | C            | 0.0%                        | C                                    | 50.0%                           | 47.2%       | 36                  |
| Professional and Business Services  | 21.4% | 70                  | C            | C                           | C                                    | 44.4%                           | 48.6%       | 72                  |
| Education and Health Services   | 37.0% | 100                 | C            | C                           | C                                    | 22.0%                           | 74.0%       | 100                 |
| Leisure and Hospitality   | C     | 89                  | C            | C                           | C                                    | 40.7%                           | 54.9%       | 91                  |
| Other Services  | C     | 46                  | C            | C                           | C                                    | 35.4%                           | 56.3%       | 48                  |
| <b>Size Class</b>   |       |                     |              |                             |                                      |                                 |             |                     |
| less than 10  | 9.2%  | 284                 | C            | C                           | C                                    | 53.0%                           | 43.6%       | 298                 |
| 10-19   | 16.2% | 179                 | C            | C                           | C                                    | 45.3%                           | 50.3%       | 179                 |
| 20-49   | 27.7% | 119                 | C            | C                           | C                                    | C                               | 64.4%       | 118                 |
| 50 or more  | 43.3% | 67                  | C            | 0.0%                        | C                                    | C                               | 82.1%       | 67                  |
| <b>Region</b>   |       |                     |              |                             |                                      |                                 |             |                     |
| Burlington-South Burlington, VT Metropolitan NECTA  | 22.9% | 231                 | C            | C                           | C                                    | 41.6%                           | 54.1%       | 233                 |
| Southern Vermont Balance of State   | 13.6% | 264                 | C            | C                           | C                                    | 45.2%                           | 51.1%       | 270                 |
| Northern Vermont Balance of State   | 18.2% | 154                 | C            | C                           | C                                    | 39.6%                           | 54.7%       | 159                 |

**Which of the following factors is the most significant barrier to providing emotional wellbeing support for employees?**

| <b>In the past 12 months has your organization devoted time or resources to educating employees on how to manage stress?</b> | <b>Yes</b> | <b>Number of responses</b> | <b>Lack of time</b> | <b>Lack of financial resources</b> | <b>Lack of knowledge about how to do so</b> | <b>Lack of interest</b> | <b>Not applicable to our workplace</b> | <b>Number of responses</b> |
|--|------------|----------------------------|---------------------|------------------------------------|---|-------------------------|--|----------------------------|
| <b>Total</b>   | 24.3%      | 650                        | 15.2%               | 11.0%                              | 18.7%                                       | 23.5%                   | 31.6%                                  | 493                        |
| <b>Supersector</b>   |            |                            |                     |                                    |   |                         |  |                            |
| Natural Resources and Mining   | C          | 13                         | C                   | C                                  | 0.0%  | C                       | C                                      | C                          |
| Construction   | C          | 85                         | C                   | C                                  | 18.7%                                       | 22.7%                   | 40.0%                                  | 75                         |
| Manufacturing  | 22.6%      | 62                         | C                   | C                                  | C   | C                       | 40.4%                                  | 47                         |
| Trade, Transportation, and Utilities   | 20.6%      | 131                        | C                   | C                                  | 20.8%                                       | 33.0%                   | 27.4%                                  | 106                        |
| Information  | C          | 16                         | 0.0%                | C                                  | C   | C                       | C                                      | C                          |
| Financial Activities   | C          | 36                         | C                   | C                                  | C   | C                       | 48.1%                                  | 27                         |
| Professional and Business Services   | 24.3%      | 70                         | C                   | C                                  | C   | 22.6%                   | 32.1%                                  | 53                         |
| Education and Health Services  | 38.0%      | 100                        | 27.9%               | C                                  | 26.2%                                       | 18.0%                   | C                                      | 61                         |
| Leisure and Hospitality  | 31.8%      | 88                         | C                   | 22.6%                              | C   | 22.6%                   | 30.6%                                  | 62                         |
| Other Services   | C          | 49                         | C                   | C                                  | C   | C                       | 34.1%                                  | 41                         |
| <b>Size Class</b>  |            |                            |                     |                                    |   |                         |  |                            |
| less than 10   | 20.4%      | 289                        | 11.1%               | 9.4%                               | 17.9%                                       | 22.2%                   | 39.3%                                  | 234                        |
| 10-19  | 22.5%      | 178                        | 17.0%               | 10.4%                              | 20.0%                                       | 22.2%                   | 30.4%                                  | 135                        |
| 20-49  | 22.2%      | 117                        | C                   | C                                  | C   | C                       | C                                      | 89                         |
| 50 or more   | 50.0%      | 66                         | C                   | C                                  | C   | C                       | C                                      | 35                         |
| <b>Region</b>  |            |                            |                     |                                    |   |                         |  |                            |
| Burlington-South Burlington, VT Metropolitan NECTA   | 25.0%      | 228                        | 14.6%               | 10.5%                              | 18.7%                                       | 31.0%                   | 25.1%                                  | 171                        |
| Southern Vermont Balance of State  | 26.0%      | 265                        | 17.4%               | 10.0%                              | 17.4%                                       | 20.4%                   | 34.8%                                  | 201                        |
| Northern Vermont Balance of State  | 20.4%      | 157                        | 12.4%               | 13.2%                              | 20.7%                                       | 18.2%                   | 35.5%                                  | 121                        |

| In the past 12 months has your organization engaged in any of the following activities related to preventative care? | Encouraging heart health screenings |                     | Encouraging annual physicals |                     | Encouraging cancer screenings |                     |
|--|-------------------------------------|---------------------|------------------------------|---------------------|-------------------------------|---------------------|
|  | Yes                                 | Number of responses | Yes                          | Number of responses | Yes                           | Number of responses |
| <b>Total</b>   | 14.1%                               | 647                 | 30.4%                        | 652                 | 15.0%                         | 645                 |
| <b>Supersector</b>   |                                     |                     |                              |                     |                               |                     |
| Natural Resources and Mining   | C                                   | 12                  | C                            | 13                  | C                             | 12                  |
| Construction   | 14.5%                               | 83                  | 35.7%                        | 84                  | 16.9%                         | 83                  |
| Manufacturing  | C                                   | 61                  | 32.3%                        | 62                  | C                             | 61                  |
| Trade, Transportation, and Utilities   | 13.5%                               | 133                 | 32.8%                        | 134                 | 14.3%                         | 133                 |
| Information  | C                                   | 16                  | C                            | 16                  | C                             | 16                  |
| Financial Activities   | C                                   | 36                  | 30.6%                        | 36                  | C                             | 36                  |
| Professional and Business Services   | C                                   | 69                  | 30.4%                        | 69                  | C                             | 68                  |
| Education and Health Services  | 17.3%                               | 98                  | 27.3%                        | 99                  | 20.6%                         | 97                  |
| Leisure and Hospitality  | 12.2%                               | 90                  | 26.7%                        | 90                  | C                             | 90                  |
| Other Services   | C                                   | 49                  | 24.5%                        | 49                  | C                             | 49                  |
| <b>Size Class</b>  |                                     |                     |                              |                     |                               |                     |
| less than 10   | 12.8%                               | 289                 | 26.7%                        | 292                 | 13.6%                         | 287                 |
| 10-19  | 11.4%                               | 175                 | 30.7%                        | 176                 | 13.7%                         | 175                 |
| 20-49  | 11.2%                               | 116                 | 29.3%                        | 116                 | 13.8%                         | 116                 |
| 50 or more   | 31.3%                               | 67                  | 47.1%                        | 68                  | 26.9%                         | 67                  |
| <b>Region</b>  |                                     |                     |                              |                     |                               |                     |
| Burlington-South Burlington, VT Metropolitan NECTA   | 11.6%                               | 225                 | 25.4%                        | 228                 | 12.0%                         | 225                 |
| Southern Vermont Balance of State  | 15.6%                               | 269                 | 33.0%                        | 270                 | 17.2%                         | 267                 |
| Northern Vermont Balance of State  | 15.0%                               | 153                 | 33.1%                        | 154                 | 15.7%                         | 153                 |

| In the past 12 months has your organization engaged in any of the following activities related to preventative care? (continued) | Encouraging flu shots |                     | Providing flu shots on-site |                     | Providing biometric screenings |                     |
|--|-----------------------|---------------------|-----------------------------|---------------------|--------------------------------|---------------------|
|  | Yes                   | Number of responses | Yes                         | Number of responses | Yes                            | Number of responses |
| <b>Total</b>   | 38.7%                 | 649                 | 12.5%                       | 646                 | 3.9%                           | 647                 |
| <b>Supersector</b>   |                       |                     |                             |                     |                                |                     |
| Natural Resources and Mining   | C                     | 13                  | C                           | 12                  | C                              | 12                  |
| Construction   | 33.7%                 | 83                  | C                           | 83                  | C                              | 83                  |
| Manufacturing  | 37.1%                 | 62                  | C                           | 61                  | C                              | 61                  |
| Trade, Transportation, and Utilities   | 34.6%                 | 133                 | 10.6%                       | 132                 | C                              | 134                 |
| Information  | C                     | 16                  | C                           | 16                  | C                              | 16                  |
| Financial Activities   | 36.1%                 | 36                  | C                           | 36                  | C                              | 36                  |
| Professional and Business Services   | 30.4%                 | 69                  | C                           | 69                  | C                              | 69                  |
| Education and Health Services  | 61.6%                 | 99                  | 33.3%                       | 99                  | C                              | 98                  |
| Leisure and Hospitality  | 31.5%                 | 89                  | C                           | 90                  | C                              | 90                  |
| Other Services   | 32.7%                 | 49                  | C                           | 48                  | C                              | 48                  |
| <b>Size Class</b>  |                       |                     |                             |                     |                                |                     |
| less than 10   | 32.0%                 | 291                 | 5.2%                        | 290                 | C                              | 289                 |
| 10-19  | 35.1%                 | 174                 | 8.1%                        | 173                 | C                              | 174                 |
| 20-49  | 43.1%                 | 116                 | 19.8%                       | 116                 | C                              | 116                 |
| 50 or more   | 69.1%                 | 68                  | 43.3%                       | 67                  | 19.1%                          | 68                  |
| <b>Region</b>  |                       |                     |                             |                     |                                |                     |
| Burlington-South Burlington, VT Metropolitan NECTA   | 39.6%                 | 227                 | 15.9%                       | 226                 | C                              | 226                 |
| Southern Vermont Balance of State  | 37.4%                 | 270                 | 11.6%                       | 268                 | 4.5%                           | 268                 |
| Northern Vermont Balance of State  | 39.5%                 | 152                 | 9.2%                        | 152                 | C                              | 153                 |

| Which of the following factors is the most significant barrier to promoting preventative care? | Lack of time | Lack of financial resources | Lack of knowledge about how to do so | Not applicable to our workplace | Lack of interest | Number of responses |
|--|--------------|-----------------------------|--------------------------------------|---------------------------------|------------------|---------------------|
| <b>Total</b>   | 16.7%        | 13.8%                       | 14.2%                                | 22.5%                           | 32.8%            | 640                 |
| <b>Supersector</b>   |              |                             |                                      |                                 |                  |                     |
| Natural Resources and Mining   | C            | C                           | C                                    | C                               | C                | C                   |
| Construction   | C            | C                           | 14.3%                                | 25.0%                           | 38.1%            | 84                  |
| Manufacturing  | 22.0%        | C                           | C                                    | 20.3%                           | 27.1%            | 59                  |
| Trade, Transportation, and Utilities   | 14.6%        | 12.3%                       | 17.7%                                | 28.5%                           | 26.9%            | 130                 |
| Information  | C            | C                           | C                                    | C                               | C                | C                   |
| Financial Activities   | C            | C                           | C                                    | C                               | 47.2%            | 36                  |
| Professional and Business Services   | 20.6%        | C                           | C                                    | 30.9%                           | 27.9%            | 68                  |
| Education and Health Services  | 19.6%        | 15.5%                       | 17.5%                                | 11.3%                           | 36.1%            | 97                  |
| Leisure and Hospitality  | C            | 23.3%                       | C                                    | 20.0%                           | 32.2%            | 90                  |
| Other Services   | C            | C                           | C                                    | 27.1%                           | 31.3%            | 48                  |
| <b>Size Class</b>  |              |                             |                                      |                                 |                  |                     |
| less than 10   | 11.2%        | 13.3%                       | 14.3%                                | 20.3%                           | 40.9%            | 286                 |
| 10-19  | 17.8%        | 12.6%                       | 14.4%                                | 24.7%                           | 30.5%            | 174                 |
| 20-49  | 22.8%        | C                           | C                                    | 22.8%                           | 20.2%            | 114                 |
| 50 or more   | 27.3%        | C                           | C                                    | 25.8%                           | 25.8%            | 66                  |
| <b>Region</b>  |              |                             |                                      |                                 |                  |                     |
| Burlington-South Burlington, VT Metropolitan NECTA   | 14.7%        | 16.4%                       | 14.2%                                | 27.1%                           | 27.6%            | 225                 |
| Southern Vermont Balance of State  | 17.7%        | 11.3%                       | 14.7%                                | 20.0%                           | 36.2%            | 265                 |
| Northern Vermont Balance of State  | 18.0%        | 14.0%                       | 13.3%                                | 20.0%                           | 34.7%            | 150                 |

| <b>Does your organization provide resources or benefits that would support an employee with a substance use disorder?</b> | <b>Yes</b> | <b>Number of responses</b> |
|---|------------|----------------------------|
| <b>Total</b>  | 27.0%      | 649                        |
| <b>Supersector</b>  |            |                            |
| Natural Resources and Mining  | C          | 13                         |
| Construction  | 21.2%      | 85                         |
| Manufacturing   | 32.3%      | 62                         |
| Trade, Transportation, and Utilities  | 30.6%      | 134                        |
| Information   | C          | 15                         |
| Financial Activities  | 30.6%      | 36                         |
| Professional and Business Services  | 29.4%      | 68                         |
| Education and Health Services   | 31.3%      | 99                         |
| Leisure and Hospitality   | 16.9%      | 89                         |
| Other Services  | C          | 48                         |
| <b>Size Class</b>   |            |                            |
| less than 10  | 16.2%      | 291                        |
| 10-19   | 21.0%      | 176                        |
| 20-49   | 39.1%      | 115                        |
| 50 or more  | 68.7%      | 67                         |
| <b>Region</b>   |            |                            |
| Burlington-South Burlington, VT Metropolitan NECTA  | 26.9%      | 227                        |
| Southern Vermont Balance of State   | 28.6%      | 269                        |
| Northern Vermont Balance of State   | 24.2%      | 153                        |

|  | How many job vacancies does your organization currently have at its Vermont establishments? (best estimate) |                  |                     | In the past 12 months, how difficult has it been for your organization to fill job vacancies? (best estimate) |                    |                    |               |                     |
|--|---|------------------|---------------------|---|--------------------|--------------------|---------------|---------------------|
|  | Vacancy present   | Median vacancies | Number of responses | Very difficult  | Somewhat difficult | Slightly difficult | Not difficult | Number of responses |
| <b>Total</b>                                       | 45.5%   | 2                | 618                 | 27.1%   | 26.4%              | 21.3%              | 25.2%         | 639                 |
| <b>Supersector</b>                                 |   |                  |                     |   |                    |                    |               |                     |
| Natural Resources and Mining                       | C   | 1                | 12                  | C   | C                  | C                  | C             | 13                  |
| Construction                                       | 40.2%   | 2                | 82                  | 35.4%   | 25.6%              | 15.9%              | 23.2%         | 82                  |
| Manufacturing                                      | 55.9%   | 2                | 59                  | 30.6%   | 30.6%              | C                  | C             | 62                  |
| Trade, Transportation, and Utilities               | 48.4%   | 2                | 128                 | 25.2%   | 30.5%              | 22.1%              | 22.1%         | 131                 |
| Information  | C   | 2                | 15                  | 0.0%  | C                  | C                  | C             | 15                  |
| Financial Activities                               | 40.6%   | 2                | 32                  | C   | C                  | C                  | 35.3%         | 34                  |
| Professional and Business Services                 | 43.8%   | 2                | 64                  | 28.4%   | 19.4%              | 20.9%              | 31.3%         | 67                  |
| Education and Health Services                      | 52.1%   | 2                | 96                  | 29.9%   | 25.8%              | 18.6%              | 25.8%         | 97                  |
| Leisure and Hospitality                            | 42.9%   | 2                | 84                  | 29.2%   | 22.5%              | 25.8%              | 22.5%         | 89                  |
| Other Services                                     | 30.4%   | 1.5              | 46                  | C   | 30.6%              | C                  | 34.7%         | 49                  |
| <b>Size Class</b>                                  |   |                  |                     |   |                    |                    |               |                     |
| less than 10                                       | 28.2%   | 1                | 277                 | 24.3%   | 20.8%              | 19.0%              | 35.9%         | 284                 |
| 10-19  | 44.8%   | 2                | 165                 | 30.7%   | 29.5%              | 22.2%              | 17.6%         | 176                 |
| 20-49  | 70.5%   | 2                | 112                 | 28.6%   | 28.6%              | C                  | C             | 112                 |
| 50 or more   | 78.1%   | 4                | 64                  | 26.9%   | 38.8%              | C                  | C             | 67                  |
| <b>Region</b>                                      |   |                  |                     |   |                    |                    |               |                     |
| Burlington-South Burlington, VT Metropolitan NECTA | 46.8%   | 2                | 218                 | 25.7%   | 27.9%              | 21.7%              | 24.8%         | 226                 |
| Southern Vermont Balance of State                  | 43.7%   | 2                | 252                 | 27.7%   | 26.5%              | 21.6%              | 24.2%         | 264                 |
| Northern Vermont Balance of State                  | 46.6%   | 2                | 148                 | 28.2%   | 24.2%              | 20.1%              | 27.5%         | 149                 |

| <b>Are there any professional credentials that your organization looks for when hiring an employee? (e.g. occupational licenses, industry recognized certificates, registered apprenticeships)</b> | <b>Yes</b> | <b>Number of responses</b> |
|--|------------|----------------------------|
| <b>Total</b>   | 45.3%      | 651                        |
| <b>Supersector</b>   |            |                            |
| Natural Resources and Mining   | C          | 13                         |
| Construction   | 50.0%      | 84                         |
| Manufacturing  | 25.4%      | 63                         |
| Trade, Transportation, and Utilities   | 36.1%      | 133                        |
| Information  | C          | 16                         |
| Financial Activities   | 55.6%      | 36                         |
| Professional and Business Services   | 55.2%      | 67                         |
| Education and Health Services  | 75.8%      | 99                         |
| Leisure and Hospitality  | 29.7%      | 91                         |
| Other Services   | 42.9%      | 49                         |
| <b>Size Class</b>  |            |                            |
| less than 10   | 44.0%      | 291                        |
| 10-19  | 45.2%      | 177                        |
| 20-49  | 44.0%      | 116                        |
| 50 or more   | 53.7%      | 67                         |
| <b>Region</b>  |            |                            |
| Burlington-South Burlington, VT Metropolitan NECTA   | 48.9%      | 227                        |
| Southern Vermont Balance of State  | 43.2%      | 271                        |
| Northern Vermont Balance of State  | 43.8%      | 153                        |

| Does your organization offer any of the following benefits? | Child care? (e.g. on- or off-site reimbursements, daycare) |                     | Elder care? (e.g. placement assistance) |                     | Non-production bonuses? (e.g. hiring, signing, year-end, attendance) |                     | Telecommuting? |                     | Flexible hours or scheduling? |                     |
|---|--|---------------------|---|---------------------|--|---------------------|----------------|---------------------|-------------------------------|---------------------|
|   | Yes  | Number of responses | Yes                                     | Number of responses | Yes  | Number of responses | Yes            | Number of responses | Yes                           | Number of responses |
| Total   | 7.2%   | 625                 | 2.3%                                    | 622                 | 33.5%  | 623                 | 22.0%          | 615                 | 68.3%                         | 627                 |
| Supersector   |  |                     |   |                     |  |                     |                |                     |                               |                     |
| Natural Resources and Mining                                | C  | 11                  | C                                       | 11                  | C  | 11                  | C              | 11                  | C                             | 12                  |
| Construction  | C  | 81                  | C                                       | 79                  | 36.7%  | 79                  | 22.5%          | 80                  | 50.6%                         | 81                  |
| Manufacturing   | C  | 60                  | C                                       | 60                  | 33.3%  | 60                  | C              | 60                  | 65.0%                         | 60                  |
| Trade, Transportation, and Utilities                        | C  | 128                 | C                                       | 127                 | 28.9%  | 128                 | 15.2%          | 125                 | 62.5%                         | 128                 |
| Information   | C  | 15                  | C                                       | 15                  | C  | 14                  | C              | 14                  | C                             | 15                  |
| Financial Activities  | C  | 35                  | C                                       | 35                  | 40.0%  | 35                  | 31.4%          | 35                  | C                             | 35                  |
| Professional and Business Services                          | C  | 65                  | C                                       | 65                  | 50.0%  | 66                  | 44.6%          | 65                  | 76.9%                         | 65                  |
| Education and Health Services                               | 21.3%  | 94                  | C                                       | 94                  | 41.5%  | 94                  | 26.1%          | 92                  | 74.5%                         | 94                  |
| Leisure and Hospitality                                     | C  | 88                  | C                                       | 88                  | 23.9%  | 88                  | C              | 86                  | 75.0%                         | 88                  |
| Other Services  | C  | 48                  | C                                       | 48                  | 22.9%  | 48                  | 23.4%          | 47                  | 77.6%                         | 49                  |
| Size Class  |  |                     |   |                     |  |                     |                |                     |                               |                     |
| less than 10  | 5.7%   | 283                 | C                                       | 283                 | 27.2%  | 283                 | 19.7%          | 279                 | 71.4%                         | 283                 |
| 10-19   | 10.8%  | 167                 | C                                       | 165                 | 34.3%  | 166                 | 25.2%          | 163                 | 64.9%                         | 168                 |
| 20-49   | C  | 112                 | C                                       | 111                 | 36.9%  | 111                 | 18.9%          | 111                 | 68.1%                         | 113                 |
| 50 or more  | C  | 63                  | C                                       | 63                  | 54.0%  | 63                  | 29.0%          | 62                  | 63.5%                         | 63                  |
| Region  |  |                     |   |                     |  |                     |                |                     |                               |                     |
| Burlington-South Burlington, VT Metropolitan NECTA          | 8.9%   | 214                 | C                                       | 212                 | 39.7%  | 214                 | 27.3%          | 209                 | 68.8%                         | 215                 |
| Southern Vermont Balance of State                           | C  | 264                 | C                                       | 264                 | 29.5%  | 264                 | 19.2%          | 261                 | 66.0%                         | 265                 |
| Northern Vermont Balance of State                           | C  | 147                 | C                                       | 146                 | 31.7%  | 145                 | 19.3%          | 145                 | 71.4%                         | 147                 |

| Does your organization offer any of the following benefits?<br>(continued) | Transportation subsidy?<br>(bus, carpool, etc.) |                     | Gym reimbursement? |                     | Employee Assistance Program (EAP) services? |                     | Tuition reimbursement? |                     |
|--|---|---------------------|--------------------|---------------------|---|---------------------|------------------------|---------------------|
|  | Yes   | Number of responses | Yes                | Number of responses | Yes   | Number of responses | Yes                    | Number of responses |
| <b>Total</b>   | 10.4%   | 623                 | 10.0%              | 621                 | 13.4%                                       | 620                 | 21.3%                  | 623                 |
| <b>Supersector</b>   |   |                     |                    |                     |   |                     |                        |                     |
| Natural Resources and Mining   | C   | 11                  | C                  | 11                  | C   | 11                  | C                      | 11                  |
| Construction   | 31.3%   | 80                  | C                  | 80                  | C   | 79                  | 21.0%                  | 81                  |
| Manufacturing  | C   | 60                  | C                  | 60                  | 20.0%                                       | 60                  | 23.3%                  | 60                  |
| Trade, Transportation, and Utilities                                       | 8.6%  | 128                 | 10.2%              | 128                 | 13.3%                                       | 128                 | 11.7%                  | 128                 |
| Information  | C   | 15                  | C                  | 15                  | C   | 15                  | C                      | 15                  |
| Financial Activities   | C   | 35                  | C                  | 35                  | 31.4%                                       | 35                  | 40.0%                  | 35                  |
| Professional and Business Services   | C   | 65                  | C                  | 65                  | C   | 66                  | 23.1%                  | 65                  |
| Education and Health Services  | C   | 93                  | 14.0%              | 93                  | 19.6%                                       | 92                  | 45.2%                  | 93                  |
| Leisure and Hospitality  | C   | 88                  | C                  | 86                  | C   | 86                  | C                      | 87                  |
| Other Services   | C   | 48                  | C                  | 48                  | C   | 48                  | C                      | 48                  |
| <b>Size Class</b>  |   |                     |                    |                     |   |                     |                        |                     |
| less than 10   | 11.0%   | 282                 | 5.0%               | 281                 | C   | 281                 | 16.3%                  | 282                 |
| 10-19  | 10.8%   | 166                 | 7.9%               | 165                 | C   | 165                 | 16.3%                  | 166                 |
| 20-49  | C   | 112                 | 10.7%              | 112                 | 23.4%                                       | 111                 | 25.9%                  | 112                 |
| 50 or more   | C   | 63                  | 36.5%              | 63                  | 58.7%                                       | 63                  | 49.2%                  | 63                  |
| <b>Region</b>  |   |                     |                    |                     |   |                     |                        |                     |
| Burlington-South Burlington, VT Metropolitan NECTA                         | 12.2%   | 213                 | 13.7%              | 212                 | 17.9%                                       | 212                 | 24.9%                  | 213                 |
| Southern Vermont Balance of State  | 9.8%  | 264                 | C                  | 264                 | 10.6%                                       | 263                 | 20.1%                  | 264                 |
| Northern Vermont Balance of State  | 8.9%  | 146                 | C                  | 145                 | 11.7%                                       | 145                 | 18.5%                  | 146                 |

|  | How many Full-Time employees are OFFERED a retirement plan? |                  |                     | How many Full-Time employees are ENROLLED in a retirement plan? (best estimate) |                  |                     | Among Full-Time employees, what is the average contribution to the retirement plan BY THE ORGANIZATION? |                     |
|--|---|------------------|---------------------|---|------------------|---------------------|---|---------------------|
|  | Median  | Percent offering | Number of responses | Median  | Percent enrolled | Number of responses | Median (%)  | Number of responses |
| <b>Total</b>                                       | 11  | 54.7%            | 605                 | 7   | 56.2%            | 605                 | 3   | 581                 |
| <b>Supersector</b>                                 |   |                  |                     |   |                  |                     |   |                     |
| Natural Resources and Mining                       | C   | C                | 11                  | C   | C                | 11                  | C   | C                   |
| Construction                                       | 11  | 64.6%            | 79                  | 6.5   | 66.7%            | 81                  | 3   | 80                  |
| Manufacturing                                      | 22  | 67.2%            | 58                  | 15  | 66.7%            | 57                  | 4   | 54                  |
| Trade, Transportation, and Utilities               | 9   | 52.8%            | 123                 | 6.5   | 53.2%            | 124                 | 3   | 117                 |
| Information  | C   | C                | 15                  | C   | C                | 15                  | C   | C                   |
| Financial Activities                               | C   | C                | 33                  | C   | C                | 32                  | 3.5   | 33                  |
| Professional and Business Services                 | 10  | 79.4%            | 63                  | 7.5   | 80.6%            | 62                  | 3   | 61                  |
| Education and Health Services                      | 10  | 53.3%            | 90                  | 8   | 52.8%            | 89                  | 3   | 87                  |
| Leisure and Hospitality                            | 6   | 24.7%            | 85                  | 4   | 28.2%            | 85                  | 3   | 80                  |
| Other Services                                     | 11  | 47.9%            | 48                  | 6   | 51.0%            | 49                  | 3   | 45                  |
| <b>Size Class</b>                                  |   |                  |                     |   |                  |                     |   |                     |
| less than 10                                       | 5   | 43.9%            | 278                 | 4   | 46.2%            | 277                 | 3   | 265                 |
| 10-19  | 11  | 46.6%            | 161                 | 7   | 47.5%            | 162                 | 3   | 153                 |
| 20-49  | 26  | 78.0%            | 109                 | 15  | 79.1%            | 110                 | 3   | 106                 |
| 50 or more   | 75  | 86.0%            | 57                  | 45  | 85.7%            | 56                  | 3   | 57                  |
| <b>Region</b>                                      |   |                  |                     |   |                  |                     |   |                     |
| Burlington-South Burlington, VT Metropolitan NECTA | 12  | 61.6%            | 211                 | 9   | 62.2%            | 209                 | 3   | 199                 |
| Southern Vermont Balance of State                  | 9   | 50.6%            | 251                 | 6   | 51.6%            | 252                 | 3   | 243                 |
| Northern Vermont Balance of State                  | 10.5  | 51.7%            | 143                 | 7   | 55.6%            | 144                 | 3   | 139                 |

| How would you best categorize your organization?   | For profit | Nonprofit | L3C, Benefit Corporation, etc. | Number of responses |
|--|------------|-----------|--------------------------------|---------------------|
| <b>Total</b>                                       | 85.6%      | 12.1%     | 2.2%                           | 626                 |
| <b>Supersector</b>                                 |            |           |                                |                     |
| Natural Resources and Mining                       | 84.6%      | C         | C                              | 13                  |
| Construction                                       | 100.0%     | 0.0%      | 0.0%                           | 80                  |
| Manufacturing                                      | 96.7%      | C         | C                              | 60                  |
| Trade, Transportation, and Utilities               | 95.3%      | C         | C                              | 128                 |
| Information  | 80.0%      | C         | C                              | 15                  |
| Financial Activities                               | 81.8%      | C         | C                              | 33                  |
| Professional and Business Services                 | 86.2%      | C         | C                              | 65                  |
| Education and Health Services                      | 62.1%      | C         | C                              | 95                  |
| Leisure and Hospitality                            | 89.8%      | C         | C                              | 88                  |
| Other Services                                     | 65.3%      | C         | C                              | 49                  |
| <b>Size Class</b>                                  |            |           |                                |                     |
| less than 10                                       | 89.0%      | C         | C                              | 282                 |
| 10-19  | 83.2%      | C         | C                              | 167                 |
| 20-49  | 80.7%      | C         | C                              | 114                 |
| 50 or more   | 85.7%      | C         | C                              | 63                  |
| <b>Region</b>                                      |            |           |                                |                     |
| Burlington-South Burlington, VT Metropolitan NECTA | 90.8%      | C         | C                              | 218                 |
| Southern Vermont Balance of State                  | 82.5%      | C         | C                              | 263                 |
| Northern Vermont Balance of State                  | 83.4%      | C         | C                              | 145                 |

Vermont Department of Labor

## 2019 Fringe Benefit Study

### Appendix B: Geography Map

2019 Summer Internship Research Series

A report prepared by the Economic and Labor Market Information Division of the Vermont Department of Labor in collaboration with the Vermont Department of Health.

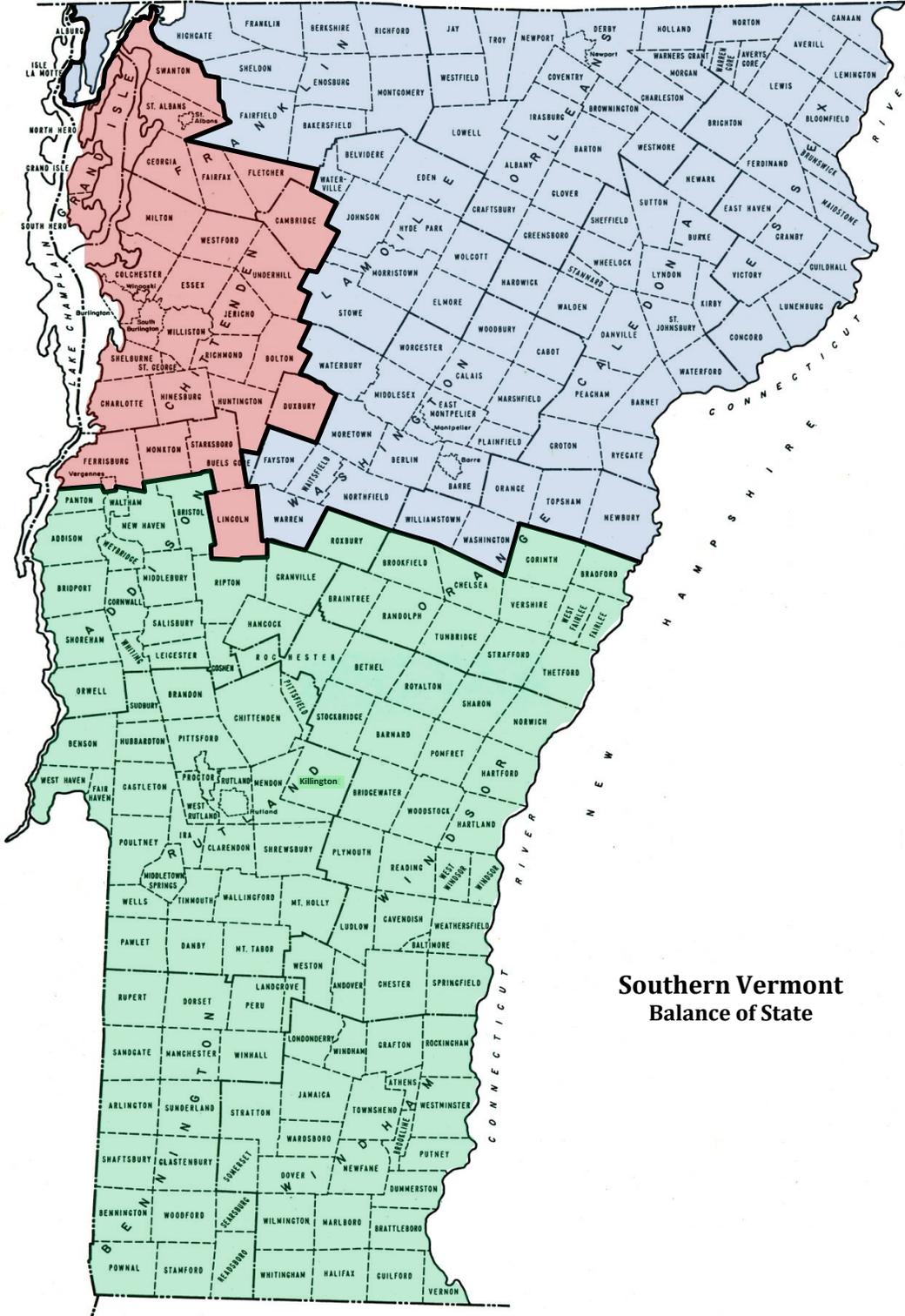


# Occupational Employment Statistics Areas

effective April 2016 with release of 2015 data, based on 2010 Census

C A N A D A

**Burlington-South  
Burlington  
VT  
Metropolitan  
NECTA**



**Northern  
Vermont  
Balance  
of State**

**Southern Vermont  
Balance of State**

## Occupational Employment Statistics Areas

effective April 2016 with release of 2015 data, based on 2010 Census

Towns in

### Burlington - South Burlington, VT Metropolitan NECTA

|                  |                       |                 |
|------------------|-----------------------|-----------------|
| Bolton Town      | Grand Isle Town       | South Hero Town |
| Burlington City  | Hinesburg Town        | St. Albans City |
| Cambridge Town   | Huntington Town       | St. Albans Town |
| Charlotte Town   | Jericho Town          | St. George Town |
| Colchester Town  | Lincoln Town          | Starksboro Town |
| Duxbury Town     | Milton Town           | Swanton Town    |
| Essex Town       | Monkton Town          | Underhill Town  |
| Fairfax Town     | North Hero Town       | Vergennes City  |
| Ferrisburgh Town | Richmond Town         | Westford Town   |
| Fletcher Town    | Shelburne Town        | Williston Town  |
| Georgia Town     | South Burlington City | Winooski City   |

Towns in

### Northern Vermont Balance of State

|                      |                    |                    |
|----------------------|--------------------|--------------------|
| Albany Town          | Fayston Town       | Newport Town       |
| Alburgh Town         | Ferdinand Town     | Northfield Town    |
| Averill Town         | Franklin Town      | Norton Town        |
| Avery's Gore         | Glover Town        | Orange Town        |
| Bakersfield Town     | Granby Town        | Peacham Town       |
| Barnet Town          | Greensboro Town    | Plainfield Town    |
| Barre City           | Groton Town        | Richford Town      |
| Barre Town           | Guildhall Town     | Ryegate Town       |
| Barton Town          | Hardwick Town      | Sheffield Town     |
| Belvidere Town       | Highgate Town      | Sheldon Town       |
| Berkshire Town       | Holland Town       | St. Johnsbury Town |
| Berlin Town          | Hyde Park Town     | Stannard Town      |
| Bloomfield Town      | Irasburg Town      | Stowe Town         |
| Brighton Town        | Isle La Motte Town | Sutton Town        |
| Brownington Town     | Jay Town           | Topsham Town       |
| Brunswick Town       | Johnson Town       | Troy Town          |
| Buel's Gore          | Kirby Town         | Victory Town       |
| Burke Town           | Lemington Town     | Waitsfield Town    |
| Cabot Town           | Lewis Town         | Walden Town        |
| Calais Town          | Lowell Town        | Warner'S Grant     |
| Canaan Town          | Lunenburg Town     | Warren Gore        |
| Charleston Town      | Lyndon Town        | Warren Town        |
| Concord Town         | Maidstone Town     | Washington Town    |
| Coventry Town        | Marshfield Town    | Waterbury Town     |
| Craftsbury Town      | Middlesex Town     | Waterford Town     |
| Danville Town        | Montgomery Town    | Waterville Town    |
| Derby Town           | Montpelier City    | Westfield Town     |
| East Haven Town      | Moretown Town      | Westmore Town      |
| East Montpelier Town | Morgan Town        | Wheelock Town      |

Eden Town  
 Elmore Town  
 Enosburgh Town  
 Fairfield Town

Morristown Town  
 Newark Town  
 Newbury Town  
 Newport City

Williamstown Town  
 Wolcott Town  
 Woodbury Town  
 Worcester Town

Towns in  
**Southern Vermont Balance of State**

Addison Town  
 Andover Town  
 Arlington Town  
 Athens Town  
 Baltimore Town  
 Barnard Town  
 Bennington Town  
 Benson Town  
 Bethel Town  
 Bradford Town  
 Braintree Town  
 Brandon Town  
 Brattleboro Town  
 Bridgewater Town  
 Bridport Town  
 Bristol Town  
 Brookfield Town  
 Brookline Town  
 Castleton Town  
 Cavendish Town  
 Chelsea Town  
 Chester Town  
 Chittenden Town  
 Clarendon Town  
 Corinth Town  
 Cornwall Town  
 Danby Town  
 Dorset Town  
 Dover Town  
 Dummerston Town  
 Fair Haven Town  
 Fairlee Town  
 Glastenbury Town  
 Goshen Town  
 Grafton Town  
 Granville Town  
 Guilford Town  
 Halifax Town  
 Hancock Town  
 Hartford Town  
 Hartland Town

Hubbardton Town  
 Ira Town  
 Jamaica Town  
 Killington Town  
 Landgrove Town  
 Leicester Town  
 Londonderry Town  
 Ludlow Town  
 Manchester Town  
 Marlboro Town  
 Mendon Town  
 Middlebury Town  
 Middletown Springs Town  
 Mount Holly Town  
 Mount Tabor Town  
 New Haven Town  
 Newfane Town  
 Norwich Town  
 Orwell Town  
 Panton Town  
 Pawlet Town  
 Peru Town  
 Pittsfield Town  
 Pittsford Town  
 Plymouth Town  
 Pomfret Town  
 Poultney Town  
 Pownal Town  
 Proctor Town  
 Putney Town  
 Randolph Town  
 Reading Town  
 Readsboro Town  
 Ripton Town  
 Rochester Town  
 Rockingham Town  
 Roxbury Town  
 Royalton Town  
 Rupert Town  
 Rutland City  
 Rutland Town

Salisbury Town  
 Sandgate Town  
 Searsburg Town  
 Shaftsbury Town  
 Sharon Town  
 Shoreham Town  
 Shrewsbury Town  
 Somerset Town  
 Springfield Town  
 Stamford Town  
 Stockbridge Town  
 Strafford Town  
 Stratton Town  
 Sudbury Town  
 Sunderland Town  
 Thetford Town  
 Tinmouth Town  
 Townshend Town  
 Tunbridge Town  
 Vernon Town  
 Vershire Town  
 Wallingford Town  
 Waltham Town  
 Wardsboro Town  
 Weathersfield Town  
 Wells Town  
 West Fairlee Town  
 West Haven Town  
 West Rutland Town  
 West Windsor Town  
 Westminster Town  
 Weston Town  
 Weybridge Town  
 Whiting Town  
 Whitingham Town  
 Wilmington Town  
 Windham Town  
 Windsor Town  
 Winhall Town  
 Woodford Town  
 Woodstock Town

Vermont Department of Labor

## 2019 Fringe Benefit Study

### Appendix C: Survey Instrument

2019 Summer Internship Research Series

A report prepared by the Economic and Labor Market Information Division of the Vermont Department of Labor in collaboration with the Vermont Department of Health.



## **Vermont 2019 Fringe Benefit Study**

Welcome to the Vermont Department of Labor 2019 Fringe Benefit Survey! This survey is conducted by the Vermont Department of Labor in collaboration with the Vermont Department of Health. Your participation is greatly appreciated. All responses are CONFIDENTIAL and will be used for STATISTICAL PURPOSES ONLY. Only aggregated results will be reported. This survey should take less than five minutes of your time.

### **Instructions**

Please use the most current information regarding your Vermont employees when answering questions.

If you have any additional questions, please contact Mathew Barewicz at 802-828-4153 or email: [Mathew.Barewicz@vermont.gov](mailto:Mathew.Barewicz@vermont.gov).

Thank you for your participation.

**1. Not including a safety committee, do you have any employees specifically tasked with promoting employee health?**

Yes  No

**2. In the past 12 months has your organization devoted time or resources to promoting a smoke-free workplace?**

Yes  No

If no, which of the following factors is the most significant barrier to the promotion of a smoke-free workplace?

- Lack of time
- Lack of financial resources
- Lack of knowledge about how to do so
- Lack of interest
- Not applicable to our workplace

**3. In the past 12 months has your organization devoted time or resources to supporting employees' efforts to reduce tobacco use?**

Yes  No

If no, which of the following factors is the most significant barrier to supporting tobacco reduction efforts?

- Lack of time
- Lack of financial resources
- Lack of knowledge about how to do so
- Lack of interest
- Not applicable to our workplace

**4. In the past 12 months has your organization devoted time or resources to promoting healthy eating?**

Yes  No

If no, which of the following factors is the most significant barrier to promoting healthy eating?

- Lack of time
- Lack of financial resources
- Lack of knowledge about how to do so
- Lack of interest
- Not applicable to our workplace

**5. In the past 12 months has your organization devoted time or resources to promoting physical wellness during the workday?**

Yes  No

If no, which of the following factors is the most significant barrier to promoting physical wellness?

- Lack of time
- Lack of financial resources
- Lack of knowledge about how to do so
- Lack of interest
- Not applicable to our workplace

**6. Does your organization have a written policy or written guidance that communicates workplace support for breastfeeding employees?**

Yes  No

**7. What barriers, if any, are there to supporting breastfeeding employees?**

- Lack of time
- Lack of financial resources
- Lack of knowledge about how to do so
- Not applicable to our workplace
- No barriers

**8. In the past 12 months has your organization devoted time or resources to educating employees on how to manage stress?**

Yes  No

If no, which of the following factors is the most significant barrier to providing emotional wellbeing support for employees?

- Lack of time
- Lack of financial resources
- Lack of knowledge about how to do so
- Lack of interest
- Not applicable to our workplace

**9. In the past 12 months has your organization engaged in any of the following activities related to preventative care?**

|                                     | Yes                   | No                    |
|-------------------------------------|-----------------------|-----------------------|
| Encouraging heart health screenings | <input type="radio"/> | <input type="radio"/> |
| Encouraging annual physicals        | <input type="radio"/> | <input type="radio"/> |
| Encouraging cancer screenings       | <input type="radio"/> | <input type="radio"/> |
| Encouraging flu shots               | <input type="radio"/> | <input type="radio"/> |
| Providing flu-shots on-site         | <input type="radio"/> | <input type="radio"/> |
| Providing biometric screenings      | <input type="radio"/> | <input type="radio"/> |

**10. Which of the following factors is the most significant barrier to promoting preventative care?**

- Lack of time
- Lack of financial resources
- Lack of knowledge about how to do so
- Lack of interest
- Not applicable to our workplace

**11. Does your organization provide resources or benefits that would support an employee with a substance use disorder?**

- Yes
- No
- Unsure

**12. How many job vacancies does your organization currently have at its Vermont establishments? \_\_\_\_\_ (best estimate)**

**13. In the past 12 months, how difficult has it been for your organization to fill job vacancies?**

- Very difficult
- Somewhat difficult
- Slightly difficult
- Not difficult

**14. Are there any professional credentials that your organization looks for when hiring an employee? (e.g. occupational licenses, industry recognized certificates, registered apprenticeships)**

Yes  No

**If yes, which credentials are the most difficult to recruit for? Please list up to three.**

**15. Does your organization offer any of the following benefits?**

|  | Yes                   | No                    |
|--|-----------------------|-----------------------|
| Child care? (e.g. on- or off-site reimbursements, daycare)           | <input type="radio"/> | <input type="radio"/> |
| Elder care? (e.g. placement assistance)                              | <input type="radio"/> | <input type="radio"/> |
| Non-production bonuses? (e.g. hiring, signing, year-end, attendance) | <input type="radio"/> | <input type="radio"/> |
| Telecommuting?   |                       |                       |
| Flexible hours or scheduling?  | <input type="radio"/> | <input type="radio"/> |
| Transportation subsidy? (bus, carpool, etc.)                         | <input type="radio"/> | <input type="radio"/> |
| Gym Reimbursements?  | <input type="radio"/> | <input type="radio"/> |
| Employee Assistance Program (EAP) services?                          | <input type="radio"/> | <input type="radio"/> |
| Tuition reimbursement?   | <input type="radio"/> | <input type="radio"/> |
|  | <input type="radio"/> | <input type="radio"/> |

**16. How many Full-Time employees are OFFERED a retirement plan? \_\_\_\_ (best estimate)**

**17. How many Full-Time employees are ENROLLED in a retirement plan? \_\_\_\_ (best estimate)**

**18. Among Full-Time employees, what is the average contribution to the retirement plan BY THE ORGANIZATION?**

**Percent of wage \_\_\_\_\_% (best estimate)**

**19. How would you best categorize your organization?**

- For profit
- Nonprofit
- L3C, Benefit Corporation, etc.

**20. Does your organization have an affiliation with a national or multi-state company that determines the benefits package for your Vermont employees?**

Yes  No

**If yes, what is the overall size of the national or multi-state partner?**

- Under 50 employees
- 50 – 249 employees
- 250 or more employees

For more information about worksite wellness, please visit the Department of Health's website with this link: <https://www.healthvermont.gov/wellness/worksite-wellness>

More resources and information about supporting breastfeeding in Vermont workplaces can be found here: [healthvermont.gov/breastfeeding](http://healthvermont.gov/breastfeeding)

The results of this study will be made available to the public free of charge at [www.vtmi.info/lmipub.htm](http://www.vtmi.info/lmipub.htm) this fall.

Thank you for completing the 2019 Fringe Benefit Survey!