

Vermont Department of Labor Economic and Labor Market Information **2022-2032 Long Term Occupational Projections**



August 2024
online at VTLMInfo.com

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Vermont 2022-2032 Long Term Occupational Projections

Long Term Projections model from the present to an equilibrium period of full employment in the future without regard to business cycles or other short-term shocks to the economy. They estimate where growth and shifts in employment will occur based on underlying fundamentals in the state economy, national and international trends, technological change, and other factors. In the case of the 2022-2032 projections, the economy has been recovering from the economic effects of the pandemic with more rapid growth early on in the projection period. That means that some of the reported growth has, in fact, already occurred.

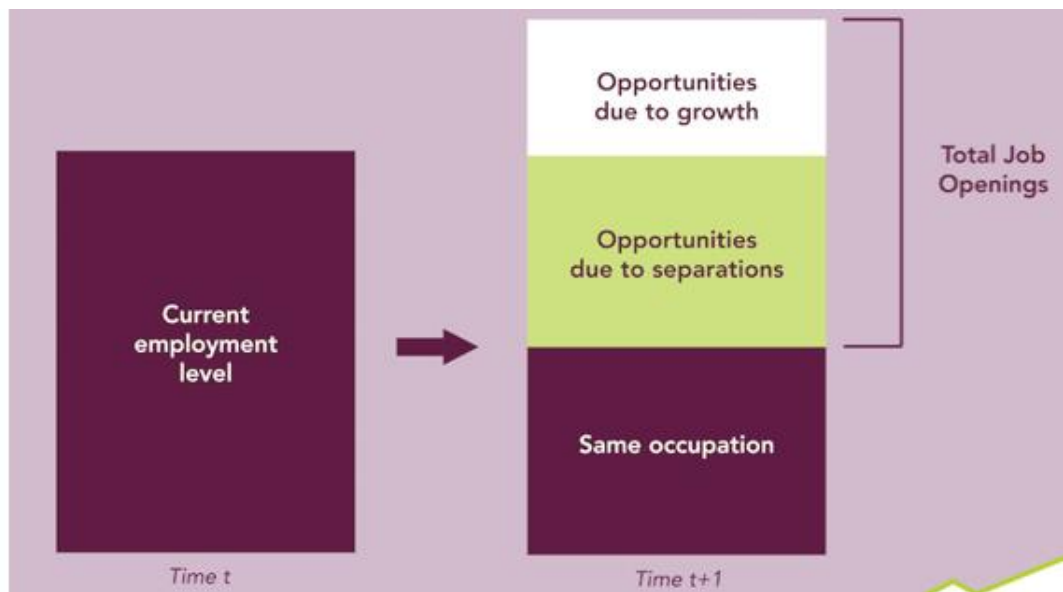
Growth is only one source of job openings. Most openings come from exits from the occupation (retirements), or transfers, such as changing careers, being promoted into management, or completing a retraining program. A large number of workers shifted into retirement in the pandemic years and are not likely to return to the workforce. They are offset to some degree by in-migration to the state, fueled by remote work opportunities. In all, the state is projected to have an average of 40,633 openings per year in over 500 occupations.

The Leisure and Hospitality sector experienced the greatest swing in employment from the pandemic closings and eventual return to normal. Retail employment was already declining due to greater online purchases, a trend that was greatly exacerbated during the pandemic. Manufacturing was less affected by the pandemic, but the downward trend in many Manufacturing industries is projected to continue. Information and Professional and Business Services industries have grown strongly.

TOTAL JOB OPENINGS

Growth and separations

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



Occupational Projections measure jobs, versus workers, and one worker may hold more than one job. As measured by the Census Bureau, Vermont has a higher rate of multiple jobholders than the U.S. In 2022, the Vermont rate was 6.1% compared to the U.S. at 4.8% of the labor force.

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

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

Figure 1 Ranks the Major Occupational groups by number of annual openings. It shows openings due to both separations and growth. The Food Preparation and Serving Related occupations have the largest number of openings. Office and Administrative Support occupations are second largest, even though change is negative.

Figure 1

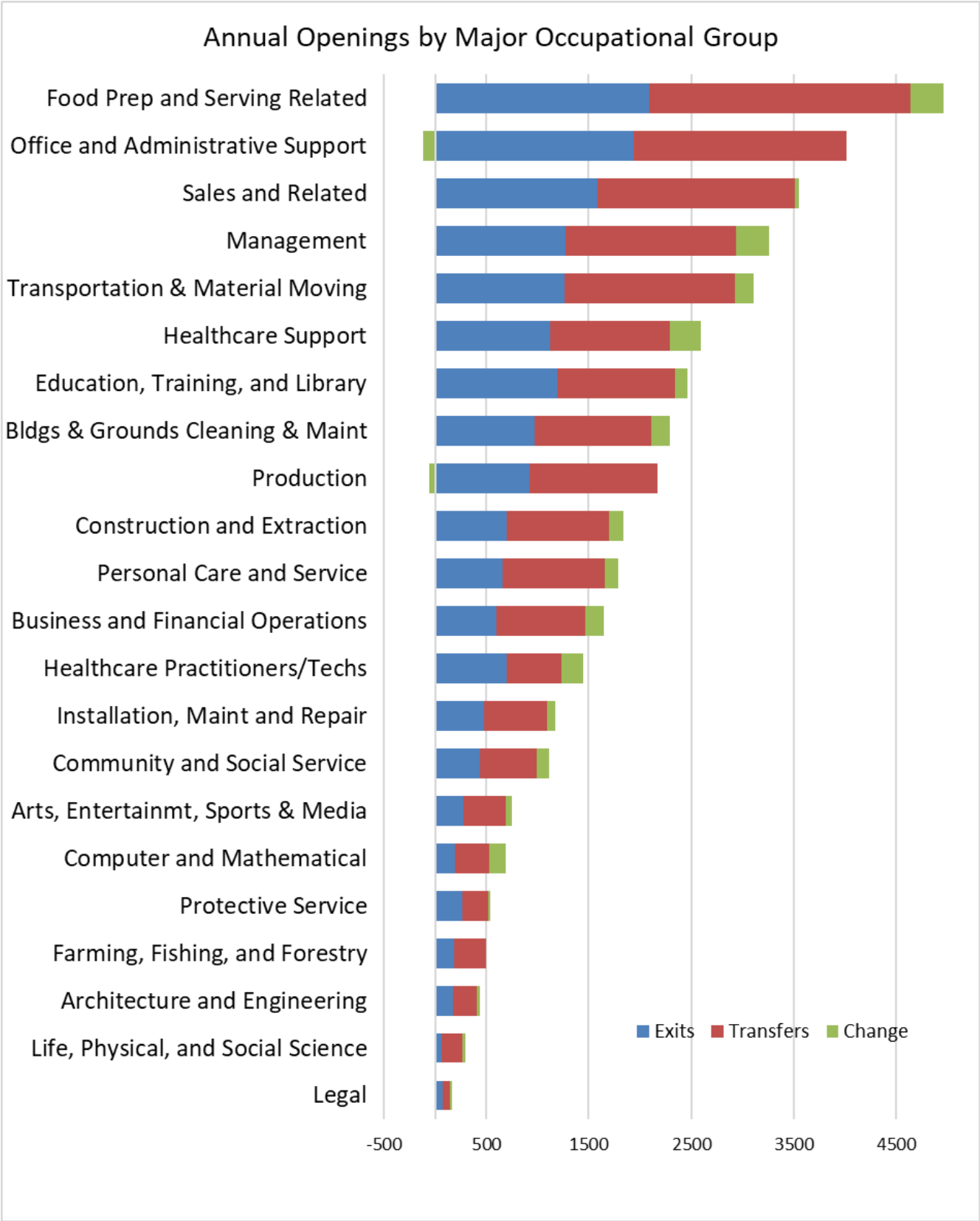
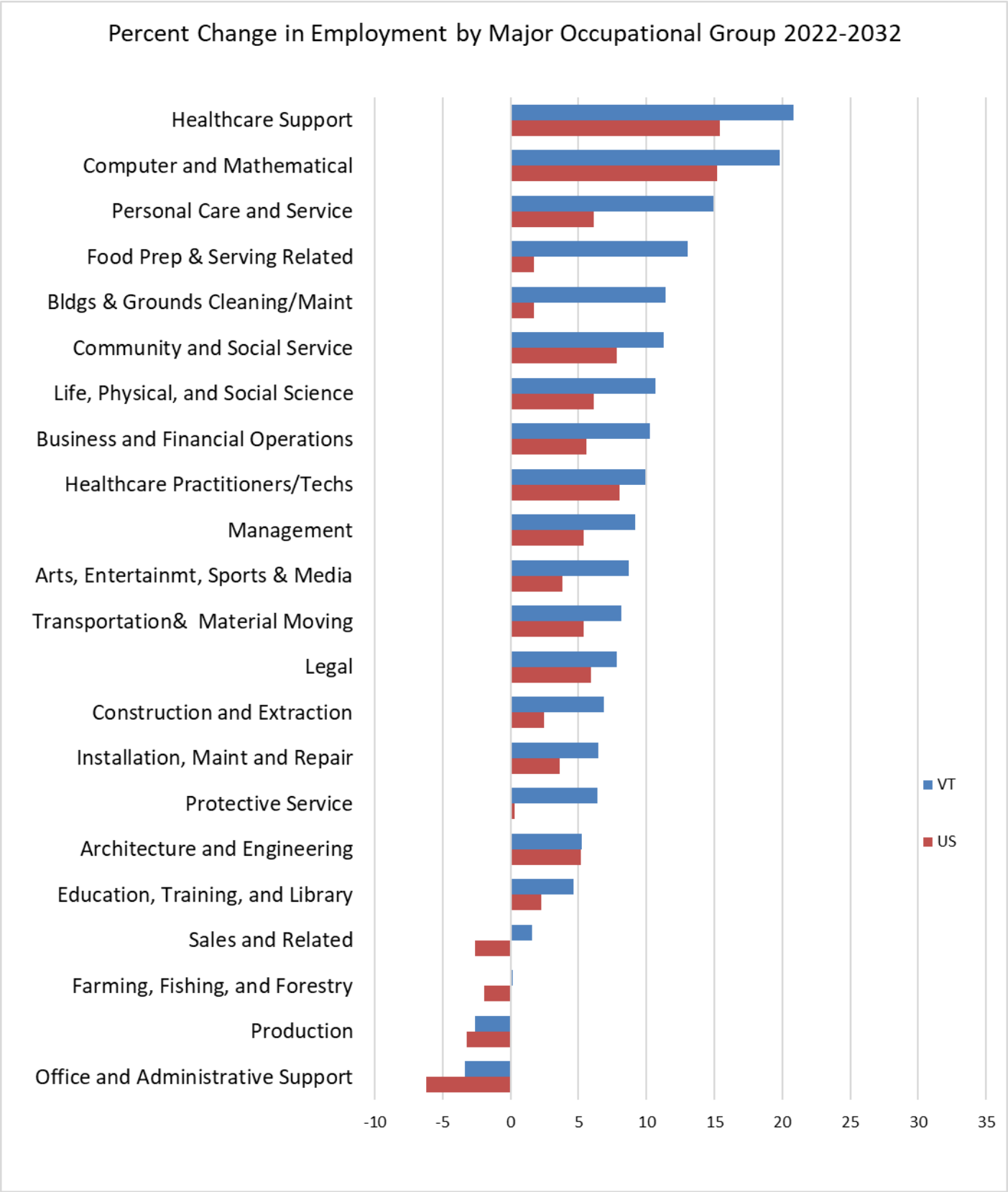


Figure 2 compares percent change in employment in Vermont to the U.S. by Major Occupational Group. Healthcare Support occupations have the largest percent change in Vermont, followed by Computer and Mathematical.

Figure 2



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

Figure 3

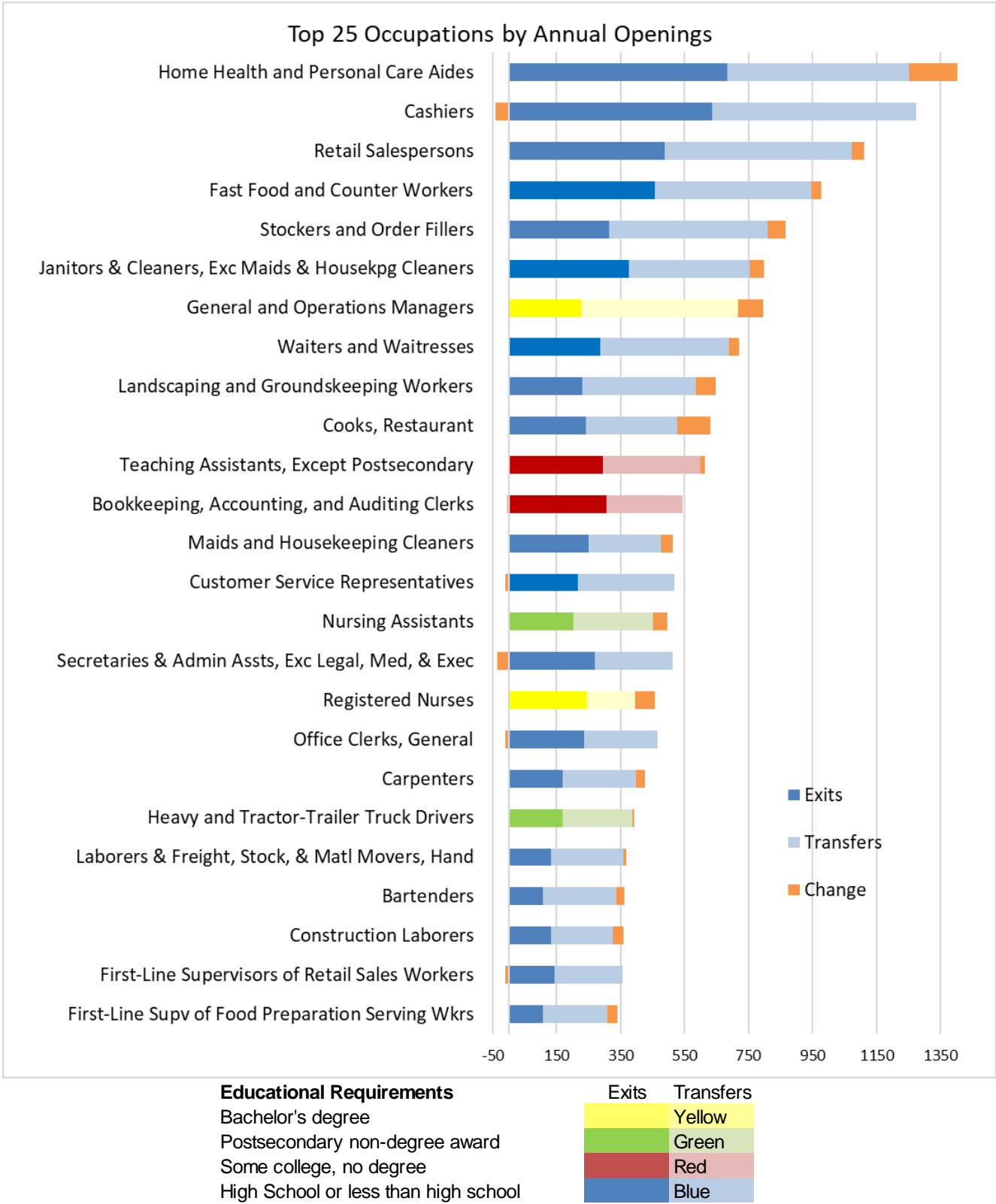
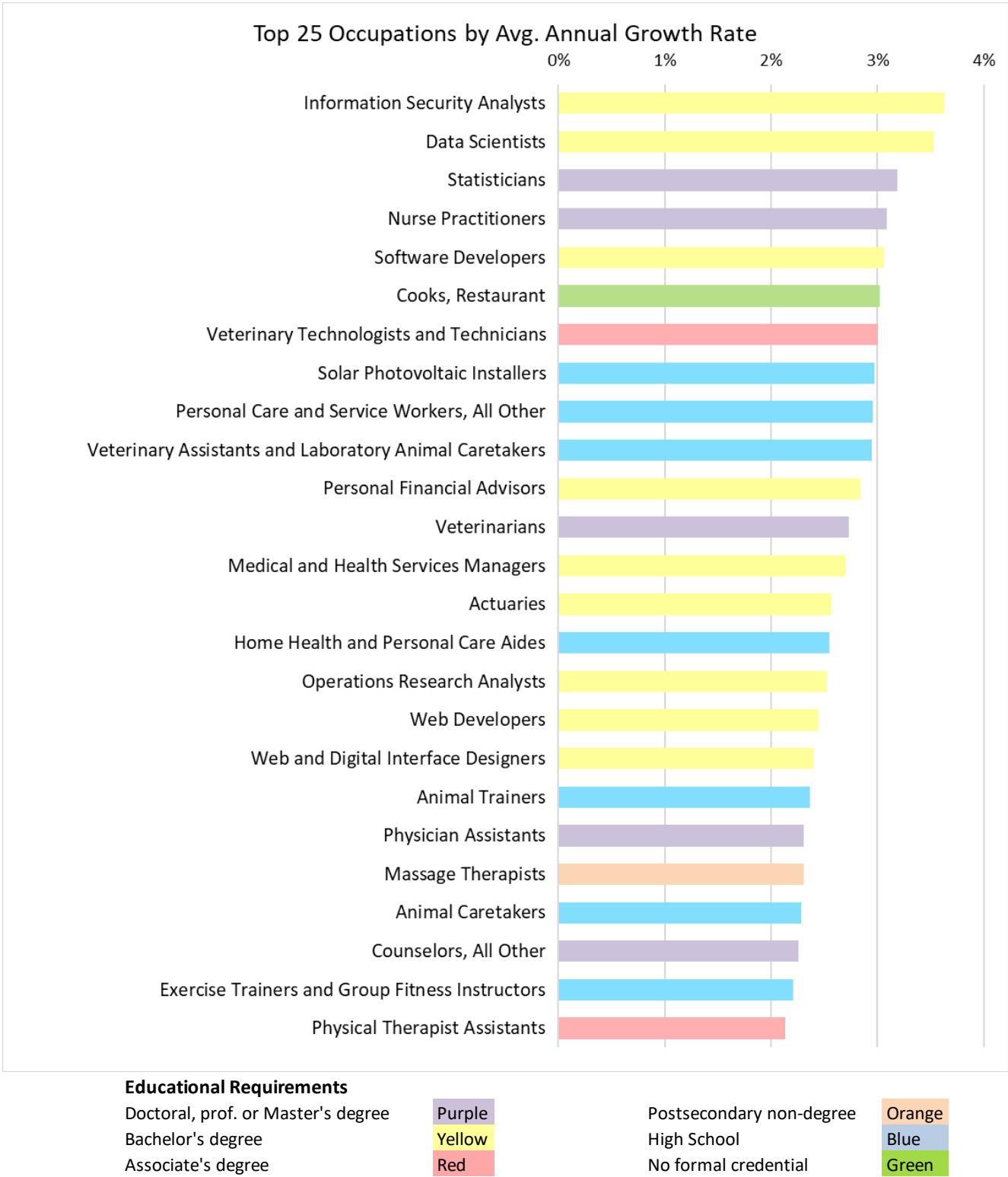


Figure 4 contains the top twenty-five occupations by rate of growth. Colors indicate the level of education typically required for entry. Many of the fastest growing occupations are in technical fields.

Figure 4



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

Occupational Projections and Wages, by Educational Level, Vermont, 2022-2032

Table 1

<u>Typical Education Level for Entry</u>	<u>% Share of Employment</u>	<u>Change in Employment</u>	<u>% Change in Employment</u>	<u>Annual Openings</u>	<u>Median Annual Occupational Wage, 2023</u>
	<u>2022</u>	<u>2022-2032</u>	<u>2022-2032</u>	<u>2022-2032</u>	
Professional Degree	6%	1,750	9.0%	1,365	\$97,510
Bachelor's Degree	25%	8,692	10.0%	7,548	\$79,460
Associate's Degree	2%	450	6.1%	718	\$61,880
Postsecondary Non-degree Award	6%	1,618	8.0%	2,390	\$48,260
Some College, No Degree	4%	333	2.7%	1,386	\$49,230
High School	37%	6,505	5.1%	15,336	\$47,640
No formal educational credential	21%	5,487	7.6%	11,844	\$36,800
Total	100%	24,835	7.2%	40,587	\$49,630

Figure 5

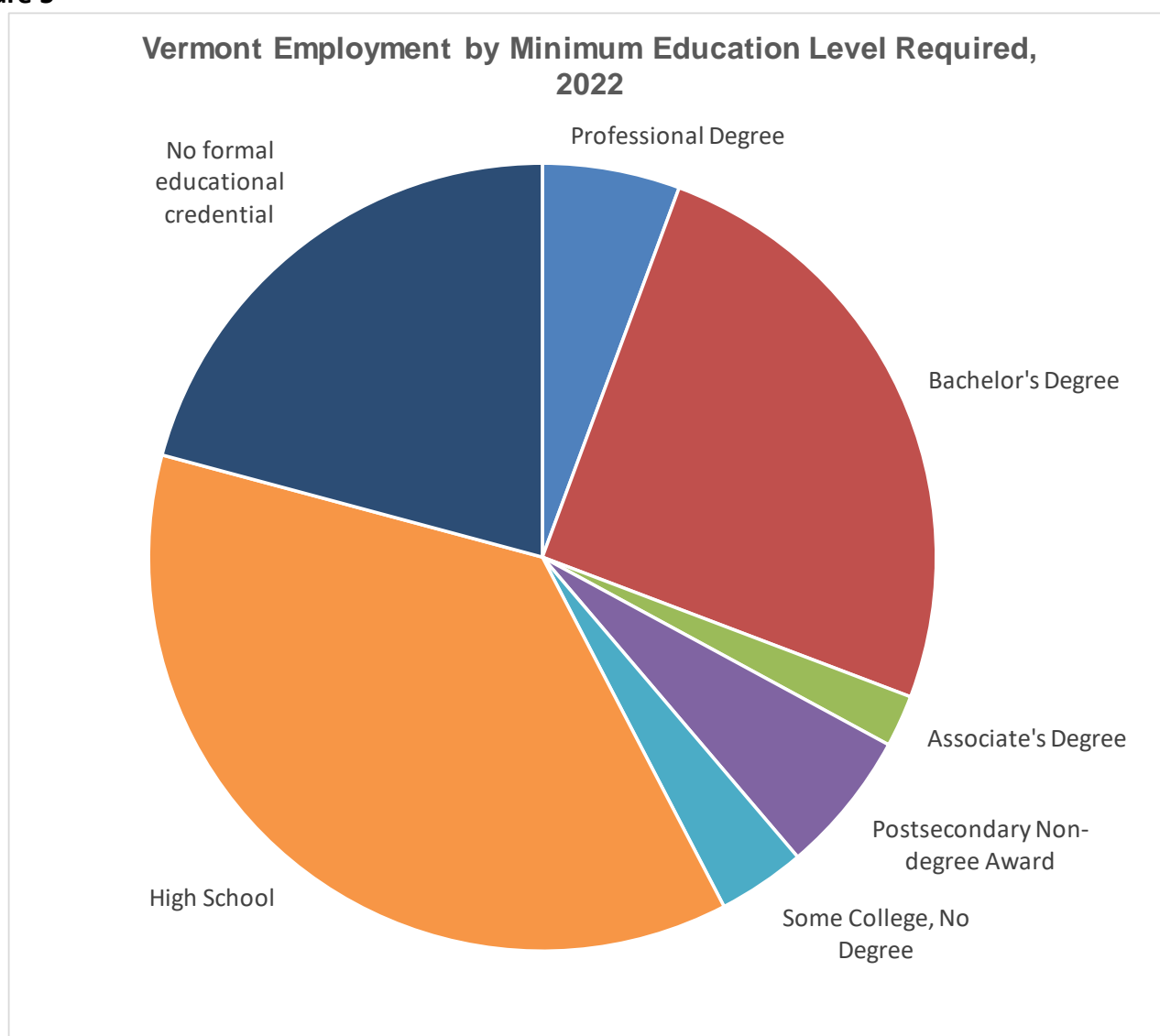


Table 2

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

Professional Degree Most Openings	Growth	Openings	Med. Wage
Health Specialties Teachers, Postsecondary	0.4%	100	\$104,180/yr
Lawyers	0.8%	76	\$48.75
Educational, Guidance, and Career Counselors and Advisors	0.9%	74	\$28.27
Nurse Practitioners	3.1%	71	\$59.58
Education Administrators, Kindergarten through Secondary	0.2%	65	\$101,700/yr
Mental Health and Substance Abuse Social Workers	1.0%	58	\$29.36
Librarians and Media Collections Specialists	0.6%	58	\$27.50
Education Administrators, Postsecondary	0.2%	52	\$46.88
Healthcare Social Workers	1.1%	46	\$32.33
Physical Therapists	1.4%	43	\$43.68
Instructional Coordinators	0.6%	42	\$34.63
Veterinarians	2.7%	34	n/a
Speech-Language Pathologists	1.5%	33	\$35.71
Rehabilitation Counselors	0.6%	32	\$21.80
Counselors, All Other	2.3%	30	\$22.34
Physician Assistants	2.3%	29	\$65.25
Pharmacists	0.3%	23	\$66.69
Psychologists, All Other	1.2%	23	n/a
Occupational Therapists	1.0%	18	\$40.25
Urban and Regional Planners	1.0%	17	\$38.63
Physicians, All Other	0.3%	15	\$115.00+
Statisticians	3.2%	15	\$33.57
Art, Drama, and Music Teachers, Postsecondary	0.5%	15	\$86,480/yr
Biological Science Teachers, Postsecondary	1.1%	13	\$78,420/yr
English Language and Literature Teachers, Postsecondary	0.4%	12	\$94,000/yr

Professional Degree Fastest Growth	Growth	Openings	Med. Wage
Statisticians	3.2%	15	\$33.57
Nurse Practitioners	3.1%	71	\$59.58
Veterinarians	2.7%	34	n/a
Physician Assistants	2.3%	29	\$65.25
Counselors, All Other	2.3%	30	\$22.34
Curators	2.2%	12	\$29.28
Medical Scientists, Except Epidemiologists	1.8%	2	\$30.58
Speech-Language Pathologists	1.5%	33	\$35.71
Nurse Anesthetists	1.4%	3	\$115.00+
Physical Therapists	1.4%	43	\$43.68
Athletic Trainers	1.3%	7	\$56,920/yr
Psychologists, All Other	1.2%	23	n/a
Healthcare Social Workers	1.1%	46	\$32.33
Biological Science Teachers, Postsecondary	1.1%	13	\$78,420/yr
Urban and Regional Planners	1.0%	17	\$38.63
Mental Health and Substance Abuse Social Workers	1.0%	58	\$29.36
Business Teachers, Postsecondary	1.0%	8	\$99,610/yr
Occupational Therapists	1.0%	18	\$40.25
Clinical and Counseling Psychologists	0.9%	11	\$37.84
Acupuncturists	0.9%	11	n/a
Educational, Guidance, and Career Counselors and Advisors	0.9%	74	\$28.27
Environmental Science Teachers, Postsecondary	0.8%	8	\$82,040/yr
Lawyers	0.8%	76	\$48.75
Orthotists and Prosthetists	0.8%	2	n/a
Computer Science Teachers, Postsecondary	0.8%	4	\$102,170/yr

*Med. Wage is median hourly wage, except where noted, from May 2023 Occ. Emp. and Wage estimates

Bachelor's Degree Most Openings	Growth	Openings	Med. Wage
General and Operations Managers	0.9%	795	\$40.43
Registered Nurses	0.8%	457	\$39.37
Managers, All Other	0.9%	250	\$56.82
Elementary School Teachers, Except Special Education	0.4%	246	\$63,590/yr
Accountants and Auditors	1.0%	228	\$35.35
Secondary School Teachers, Except Special and Career/Technical Educat	0.4%	211	\$64,150/yr
Business Operations Specialists, All Other	0.8%	201	\$32.80
Compliance Officers	0.9%	192	\$40.44
Management Analysts	1.6%	170	\$51.29
Software Developers	3.1%	160	\$54.14
Financial Managers	1.7%	139	\$54.53
Human Resources Specialists	1.1%	139	\$32.48
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.0%	136	\$27.39
Public Relations Specialists	1.1%	121	\$27.95
Social and Community Service Managers	1.3%	117	\$36.77
Medical and Health Services Managers	2.7%	116	\$53.69
Market Research Analysts and Marketing Specialists	1.8%	116	\$32.00
Community and Social Service Specialists, All Other	1.2%	115	\$23.18
Middle School Teachers, Except Special and Career/Technical Education	0.4%	108	\$62,750/yr
Computer Occupations, All Other	1.7%	104	n/a
Clergy	0.4%	102	\$29.66
Coaches and Scouts	1.3%	97	\$57,240/yr
Construction Managers	1.0%	96	\$48.07
Child, Family, and School Social Workers	0.8%	89	\$28.70
Computer and Information Systems Managers	2.0%	82	\$61.86

Bachelor's Degree Fastest Growth	Growth	Openings	Med. Wage
Information Security Analysts	3.6%	22	\$40.80
Data Scientists	3.5%	17	\$56.49
Software Developers	3.1%	160	\$54.14
Personal Financial Advisors	2.8%	49	\$49.15
Medical and Health Services Managers	2.7%	116	\$53.69
Actuaries	2.6%	8	n/a
Operations Research Analysts	2.5%	15	\$39.41
Web Developers	2.4%	18	\$38.00
Web and Digital Interface Designers	2.4%	27	\$46.39
Software Quality Assurance Analysts and Testers	2.1%	9	\$31.75
Computer and Information Systems Managers	2.0%	82	\$61.86
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.0%	136	\$27.39
Entertainment And Recreation Managers, Except Gambling	1.9%	38	\$36.98
Meeting, Convention, and Event Planners	1.8%	45	\$27.41
Database Architects	1.8%	7	\$62.48
Market Research Analysts and Marketing Specialists	1.8%	116	\$32.00
Financial Managers	1.7%	139	\$54.53
Computer Occupations, All Other	1.7%	104	n/a
Management Analysts	1.6%	170	\$51.29
Technical Writers	1.6%	13	\$31.74
Forensic Science Technicians	1.6%	4	\$31.93
Social Workers, All Other	1.5%	17	\$35.98
Securities, Commodities, and Financial Services Sales Agents	1.5%	36	\$38.20
Fine Artists, Including Painters, Sculptors, and Illustrators	1.5%	7	n/a
Environmental Engineers	1.4%	6	\$39.27

Some College** Most Openings	Growth	Openings	Med. Wage
Teaching Assistants, Except Postsecondary	0.3%	615	\$38,620/yr
Bookkeeping, Accounting, and Auditing Clerks	-0.1%	541	\$23.67
Nursing Assistants	1.4%	496	\$19.45
Heavy and Tractor-Trailer Truck Drivers	0.2%	392	\$23.95
Hairdressers, Hairstylists, and Cosmetologists	1.3%	272	\$22.69
Automotive Service Technicians and Mechanics	0.6%	200	\$22.65
Medical Assistants	1.0%	184	\$21.39
Preschool Teachers, Except Special Education	0.8%	177	\$18.54
Computer User Support Specialists	1.2%	166	\$30.29
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	0.7%	142	\$27.32
Licensed Practical and Licensed Vocational Nurses	1.1%	99	\$30.07
Massage Therapists	2.3%	85	\$45.49
Dental Assistants	0.0%	84	\$23.91
Paralegals and Legal Assistants	0.8%	75	\$29.75
Emergency Medical Technicians	0.3%	63	\$17.73
Veterinary Technologists and Technicians	3.0%	54	\$21.35
Dental Hygienists	0.0%	41	\$45.61
Psychiatric Technicians	1.0%	35	\$22.18
Medical Records Specialists	1.0%	34	\$23.85
Radiologic Technologists and Technicians	0.7%	33	\$38.23
Telecommunications Equipment Installers and Repairers, Except Line Insta	0.1%	29	\$37.39
Phlebotomists	0.7%	28	\$19.18
Firefighters	0.3%	27	\$23.20
Library Technicians	-0.3%	26	\$19.55
Tutors	0.7%	25	\$18.41

Some College** Fastest Growth	Growth	Openings	Med. Wage
Veterinary Technologists and Technicians	3.0%	54	\$21.35
Massage Therapists	2.3%	85	\$45.49
Physical Therapist Assistants	2.1%	23	\$32.03
Occupational Therapy Assistants	2.1%	6	\$32.53
Diagnostic Medical Sonographers	1.7%	8	\$46.11
Respiratory Therapists	1.6%	13	\$37.55
Skincare Specialists	1.5%	21	\$27.47
Audio and Video Technicians	1.4%	11	\$22.29
Health Information Technologists and Medical Registrars	1.4%	5	\$34.80
Nursing Assistants	1.4%	496	\$19.45
Manicurists and Pedicurists	1.4%	16	\$16.28
Hairdressers, Hairstylists, and Cosmetologists	1.3%	272	\$22.69
Environmental Science and Protection Technicians, Including Health	1.2%	9	\$23.51
Computer User Support Specialists	1.2%	166	\$30.29
Dietetic Technicians	1.2%	10	\$18.72
Licensed Practical and Licensed Vocational Nurses	1.1%	99	\$30.07
Medical Records Specialists	1.0%	34	\$23.85
Legal Support Workers, All Other	1.0%	8	\$32.92
Medical Assistants	1.0%	184	\$21.39
Psychiatric Technicians	1.0%	35	\$22.18
Life, Physical, and Social Science Technicians, All Other	0.9%	11	\$29.25
Health Technologists and Technicians, All Other	0.9%	24	\$24.25
Commercial Divers	0.9%	4	\$41.71
Aircraft Mechanics and Service Technicians	0.9%	8	\$34.43
Morticians, Undertakers, and Funeral Arrangers	0.9%	5	\$25.94

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

High School Most Openings	Growth	Openings	Med. Wage
Home Health and Personal Care Aides	2.6%	1,466	\$15.54
Stockers and Order Fillers	1.1%	865	\$17.04
Customer Service Representatives	-0.3%	507	\$20.48
Secretaries and Administrative Assistants, Except Legal, Medical, and Exec	-0.8%	479	\$22.29
Office Clerks, General	-0.3%	453	\$22.00
Carpenters	0.6%	427	\$28.20
First-Line Supervisors of Retail Sales Workers	-0.3%	345	\$23.71
First-Line Supervisors of Food Preparation and Serving Workers	1.4%	338	\$22.40
Childcare Workers	0.3%	336	\$17.31
Light Truck Drivers	0.6%	306	\$20.40
Maintenance and Repair Workers, General	1.0%	264	\$23.50
Medical Secretaries and Administrative Assistants	0.3%	241	\$19.98
Social and Human Service Assistants	1.3%	230	\$19.40
Exercise Trainers and Group Fitness Instructors	2.2%	229	\$31.59
Animal Caretakers	2.3%	196	\$16.54
First-Line Supervisors of Office and Administrative Support Workers	-0.4%	192	\$30.27
Driver/Sales Workers	1.4%	183	\$21.10
Chefs and Head Cooks	1.5%	181	\$29.44
Sales Representatives, Wholesale and Manufacturing, Except Technical an	0.2%	176	\$30.42
Hotel, Motel, and Resort Desk Clerks	1.0%	174	\$17.85
Food Batchmakers	0.4%	168	\$17.78
Receptionists and Information Clerks	0.3%	167	\$16.99
Self-Enrichment Teachers	1.0%	165	\$23.22
Miscellaneous Assemblers and Fabricators	-0.8%	165	\$17.55
Sales Representatives of Services, Except Advertising, Insurance, Financia	1.3%	149	\$37.78

High School Fastest Growth	Growth	Openings	Med. Wage
Solar Photovoltaic Installers	3.0%	25	\$25.77
Personal Care and Service Workers, All Other	3.0%	34	\$18.17
Veterinary Assistants and Laboratory Animal Caretakers	2.9%	44	\$16.90
Home Health and Personal Care Aides	2.6%	1,466	\$15.54
Animal Trainers	2.4%	11	n/a
Animal Caretakers	2.3%	196	\$16.54
Exercise Trainers and Group Fitness Instructors	2.2%	229	\$31.59
Tour and Travel Guides	1.9%	70	\$22.97
Recreational Vehicle Service Technicians	1.8%	6	\$19.90
Pest Control Workers	1.8%	14	\$22.41
Bicycle Repairers	1.8%	7	\$21.57
Reservation and Transportation Ticket Agents and Travel Clerks	1.7%	32	\$17.97
First-line Supervisors of Entertainment And Recreation Workers, Except Ga	1.7%	58	\$22.40
Lodging Managers	1.7%	60	\$34.52
First-line Supervisors of Personal Service Workers	1.7%	51	\$23.35
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Op	1.6%	25	\$22.91
Recreation Workers	1.6%	135	\$17.43
Industrial Machinery Mechanics	1.6%	62	\$29.58
Baggage Porters and Bellhops	1.5%	15	\$16.68
Occupational Health and Safety Technicians	1.5%	5	\$29.36
Security and Fire Alarm Systems Installers	1.5%	9	\$29.89
Chefs and Head Cooks	1.5%	181	\$29.44
Community Health Workers	1.5%	17	\$22.07
First-Line Supervisors of Food Preparation and Serving Workers	1.4%	338	\$22.40
Driver/Sales Workers	1.4%	183	\$21.10

No Formal Educational Credential Most Openings	Growth	Openings	Med. Wage
Cashiers	-0.6%	1,233	\$14.62
Retail Salespersons	0.5%	1,112	\$17.24
Fast Food and Counter Workers	0.7%	977	\$16.09
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	0.8%	799	\$17.69
Waiters and Waitresses	1.0%	720	\$28.99
Landscaping and Groundskeeping Workers	1.3%	647	\$21.43
Cooks, Restaurant	3.0%	630	\$21.15
Maids and Housekeeping Cleaners	1.1%	513	\$17.57
Laborers and Freight, Stock, and Material Movers, Hand	0.3%	368	\$18.38
Bartenders	1.3%	363	\$17.08
Construction Laborers	0.9%	360	\$21.11
Food Preparation Workers	0.3%	280	\$16.71
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	1.2%	268	\$16.58
Dishwashers	1.1%	245	\$15.44
Cooks, Institution and Cafeteria	1.1%	212	\$17.86
Amusement and Recreation Attendants	1.5%	208	\$15.47
Dining Room and Cafeteria Attendants and Bartender Helpers	1.3%	168	\$15.49
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	0.2%	165	\$19.31
Farmworkers, Farm, Ranch, and Aquacultural Animals	-0.5%	160	\$19.68
Cooks, Fast Food	-0.4%	158	\$16.38
Cooks, Short Order	0.2%	154	\$17.91
Painters, Construction and Maintenance	0.7%	138	\$23.96
Food Preparation and Serving Related Workers, All Other	1.5%	132	\$14.58
Packers and Packagers, Hand	0.4%	130	\$17.07
Food Servers, Nonrestaurant	1.9%	129	\$15.91

No Formal Educational Credential Fastest Growth	Growth	Openings	Med. Wage
Cooks, Restaurant	3.0%	630	\$21.15
Food Servers, Nonrestaurant	1.9%	129	\$15.91
Crossing Guards and Flaggers	1.6%	87	\$19.97
Motor Vehicle Operators, All Other	1.6%	42	\$13.23
Shuttle Drivers and Chauffeurs	1.6%	96	\$16.63
Food Preparation and Serving Related Workers, All Other	1.5%	132	\$14.58
Amusement and Recreation Attendants	1.5%	208	\$15.47
Parking Attendants	1.4%	14	\$16.70
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	1.4%	55	\$14.69
Artists and Related Workers, All Other	1.4%	12	\$33.95
Grounds Maintenance Workers, All Other	1.4%	30	\$18.82
Dining Room and Cafeteria Attendants and Bartender Helpers	1.3%	168	\$15.49
Bartenders	1.3%	363	\$17.08
Landscaping and Groundskeeping Workers	1.3%	647	\$21.43
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	1.2%	268	\$16.58
Machine Feeders and Offbearers	1.1%	19	\$16.89
Cooks, Institution and Cafeteria	1.1%	212	\$17.86
Dishwashers	1.1%	245	\$15.44
Musicians and Singers	1.1%	10	\$20.00
Maids and Housekeeping Cleaners	1.1%	513	\$17.57
Floor Layers, Except Carpet, Wood, and Hard Tiles	1.1%	14	\$22.96
Laundry and Dry-Cleaning Workers	1.0%	58	\$15.79
Craft Artists	1.0%	15	\$24.54
Waiters and Waitresses	1.0%	720	\$28.99
Construction Laborers	0.9%	360	\$21.11