

Vermont Department of Human Resources

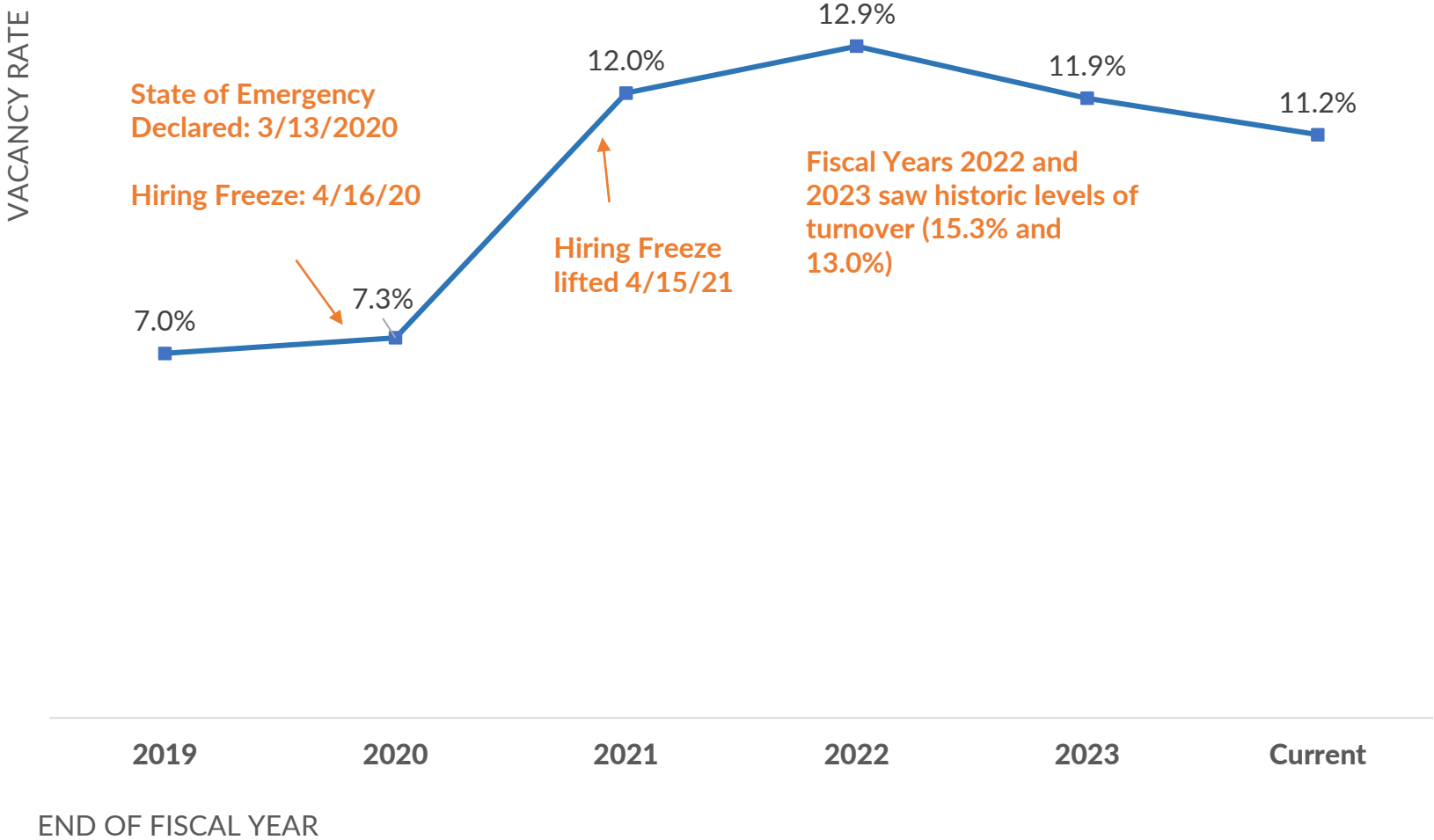
Beth Fastiggi
Commissioner

Doug Pine
Deputy Director of Talent Acquisition Services/ Compensation/ People
Analytics

Reference:

[State of Vermont Workforce Report Fiscal Year 2023](#)

Executive Branch Vacancy Rate – FY 2019 to Present

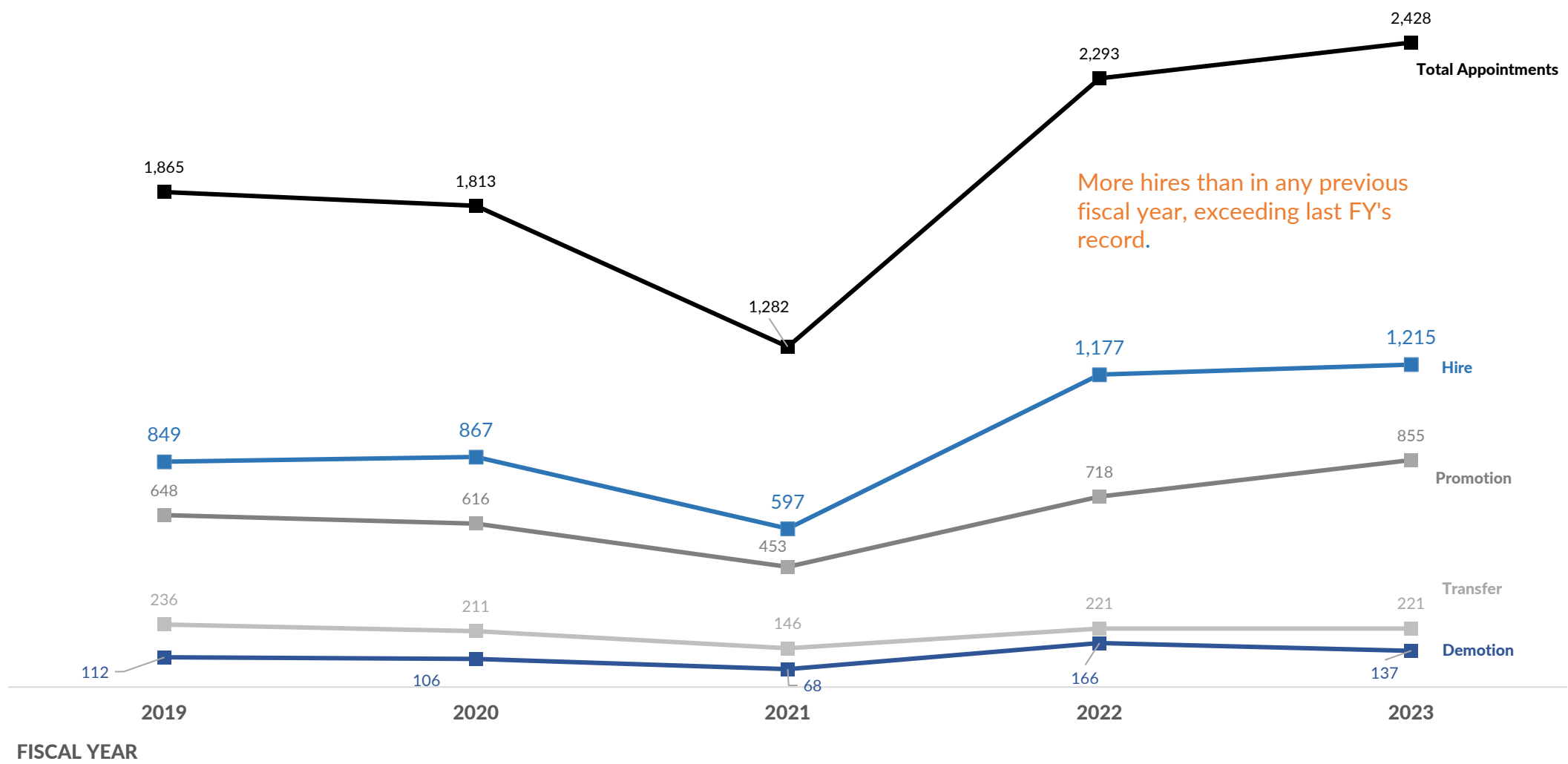


Source: Department of Human Resources

Number of Appointments

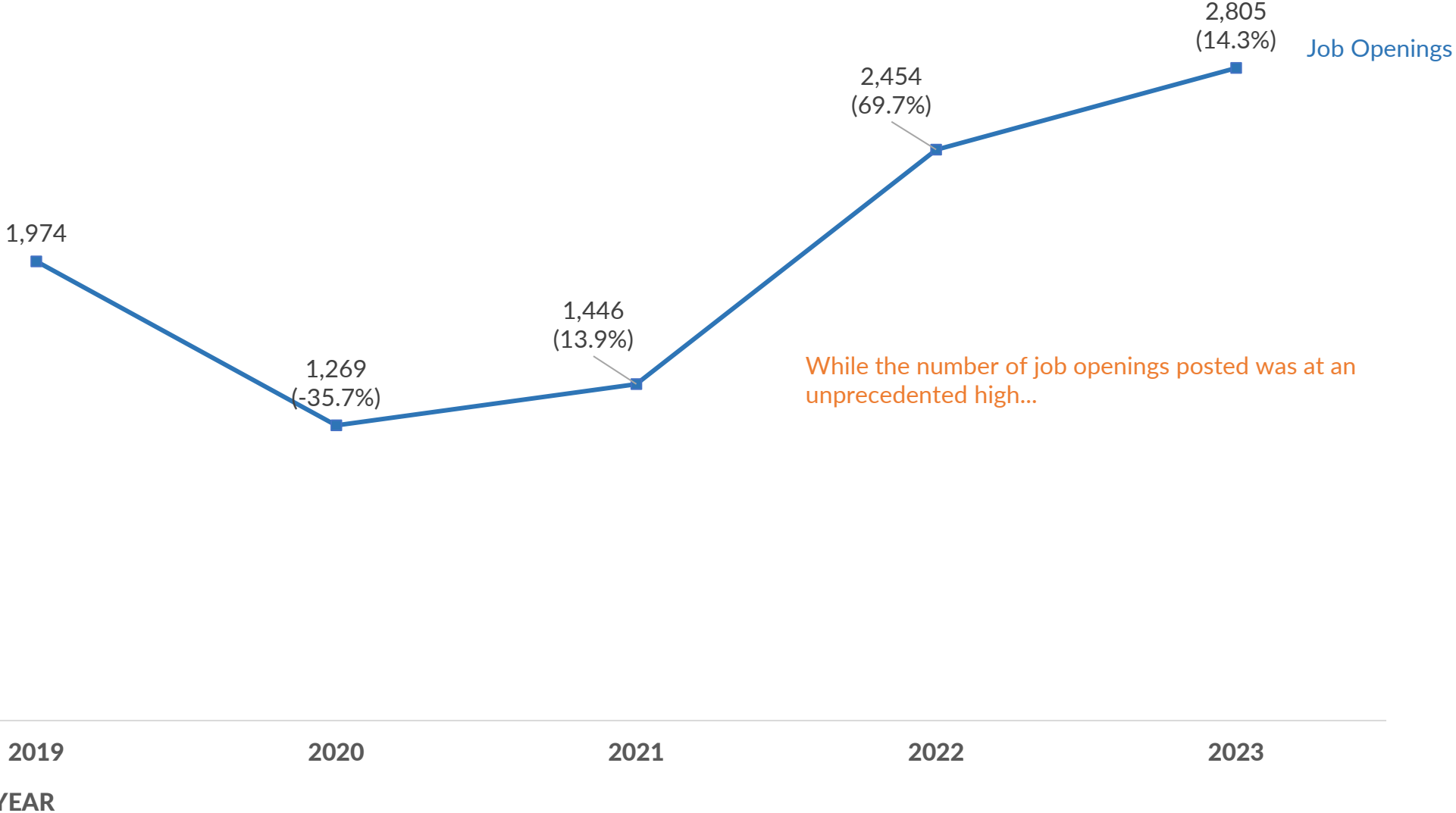
More total appointments than in any previous fiscal year, exceeding last FY's record number.

More hires than in any previous fiscal year, exceeding last FY's record.



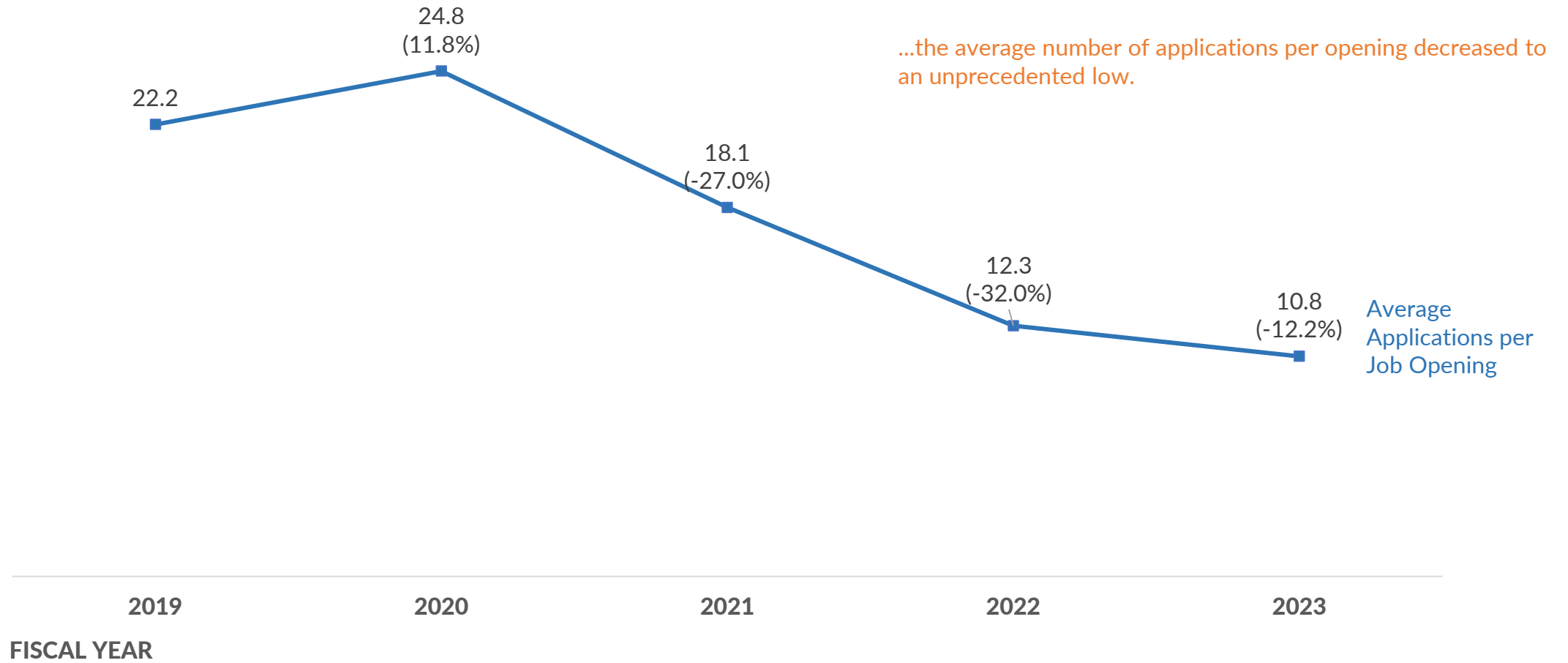
Source: Workforce Report 2023, Table 26

Job Openings Posted by Fiscal Year

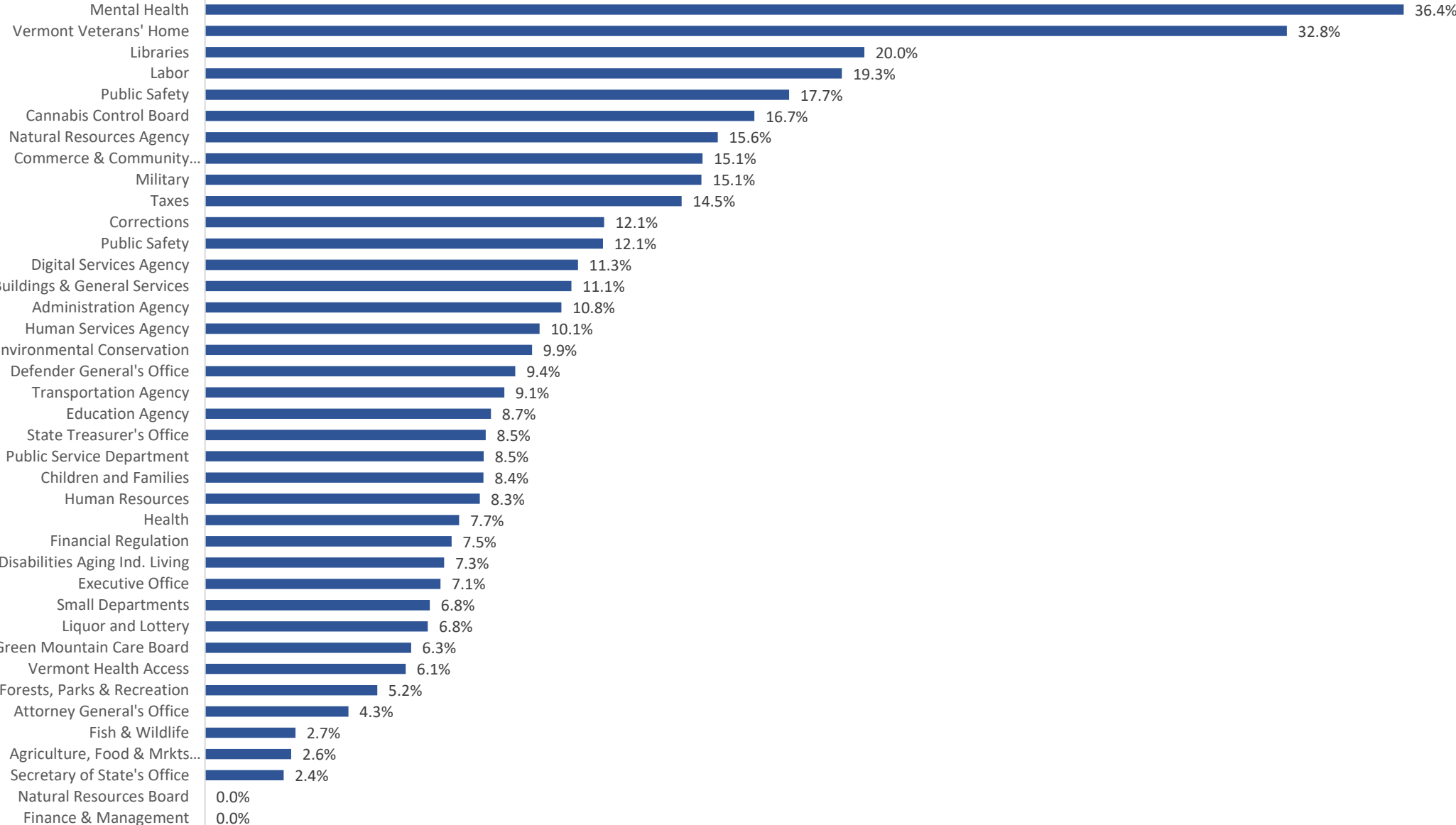


Source: Workforce Report 2023, Table 19

Average Number of Applications per Job Opening

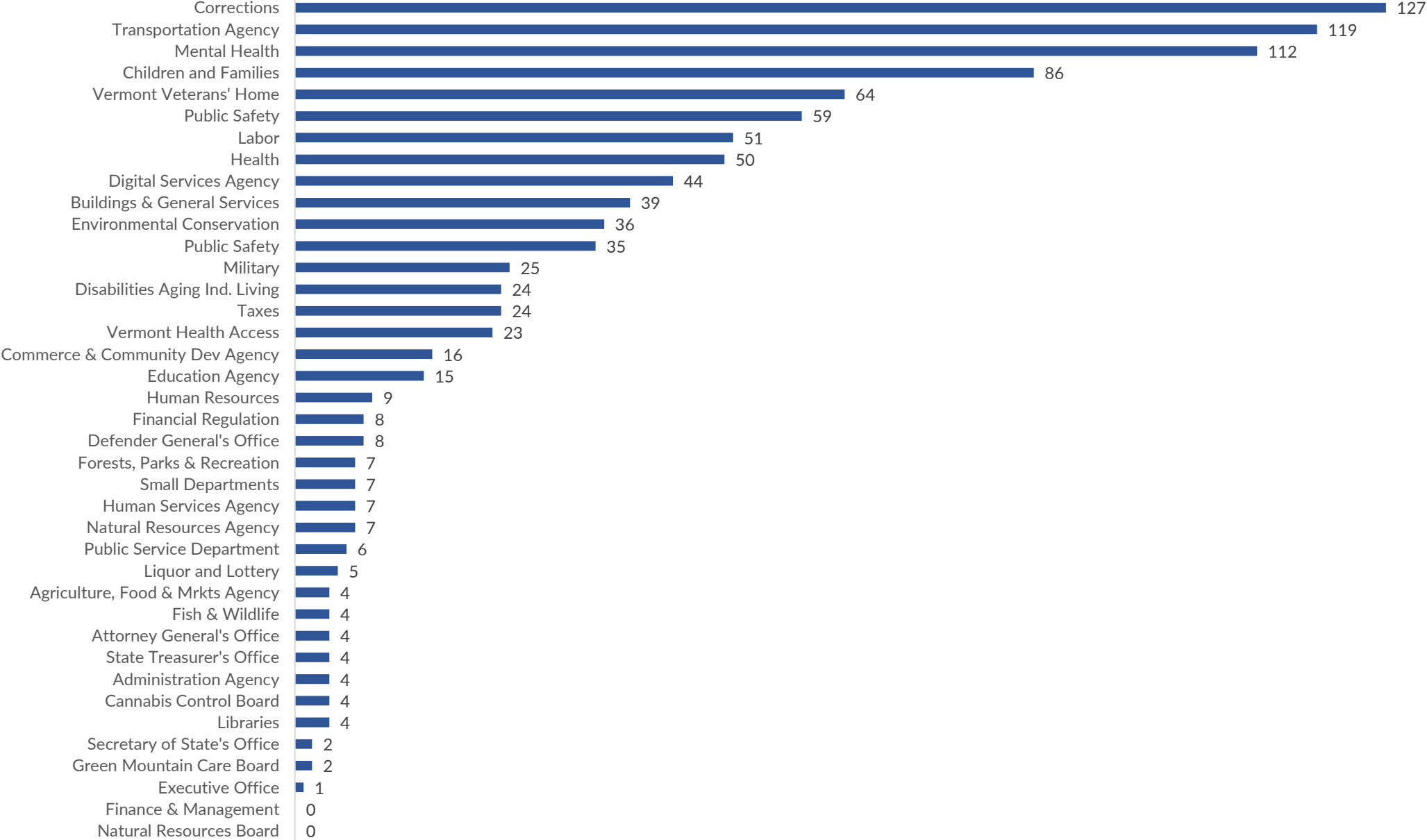


Vacancy Rate by Department



Source: Department of Human Resources

Number of Vacancies by Department



Source: Department of Human Resources

Job Classes with Highest Vacancy Rates *

Row Labels	Filled	Vacant	Grand Total	Percent
Mental Health Specialist	8	25	33	75.8%
Registered Nurse II - CSN	19	22	41	53.7%
Associate Mental Health Spec	15	14	29	48.3%
Licensed Nursing Assistant	40	37	77	48.1%
PSAP Emrgcy Comm Dispatcher II	20	8	28	28.6%
PSAP Emrgcy Comm Dispatcher I	21	8	29	27.6%
Force Protection Officer	19	7	26	26.9%
Correctional Educator	19	6	25	24.0%
Trooper	161	48	209	23.0%
Community Correctional Officer	31	9	40	22.5%
MV Direct Client Serv Spec I	52	14	66	21.2%
Correctional Officer II	97	25	122	20.5%
IT Systems Developer IV	21	5	26	19.2%
Family Services Worker	159	28	187	15.0%
BGS Custodian II	53	9	62	14.5%
Financial Administrator III	30	5	35	14.3%
Program Technician II	56	9	65	13.8%
Env Analyst IV AC: General	26	4	30	13.3%
Transportation Ops Tech I	40	6	46	13.0%
Administrative Srvcs Tech IV	29	4	33	12.1%
Correctional Officer I	313	43	356	12.1%

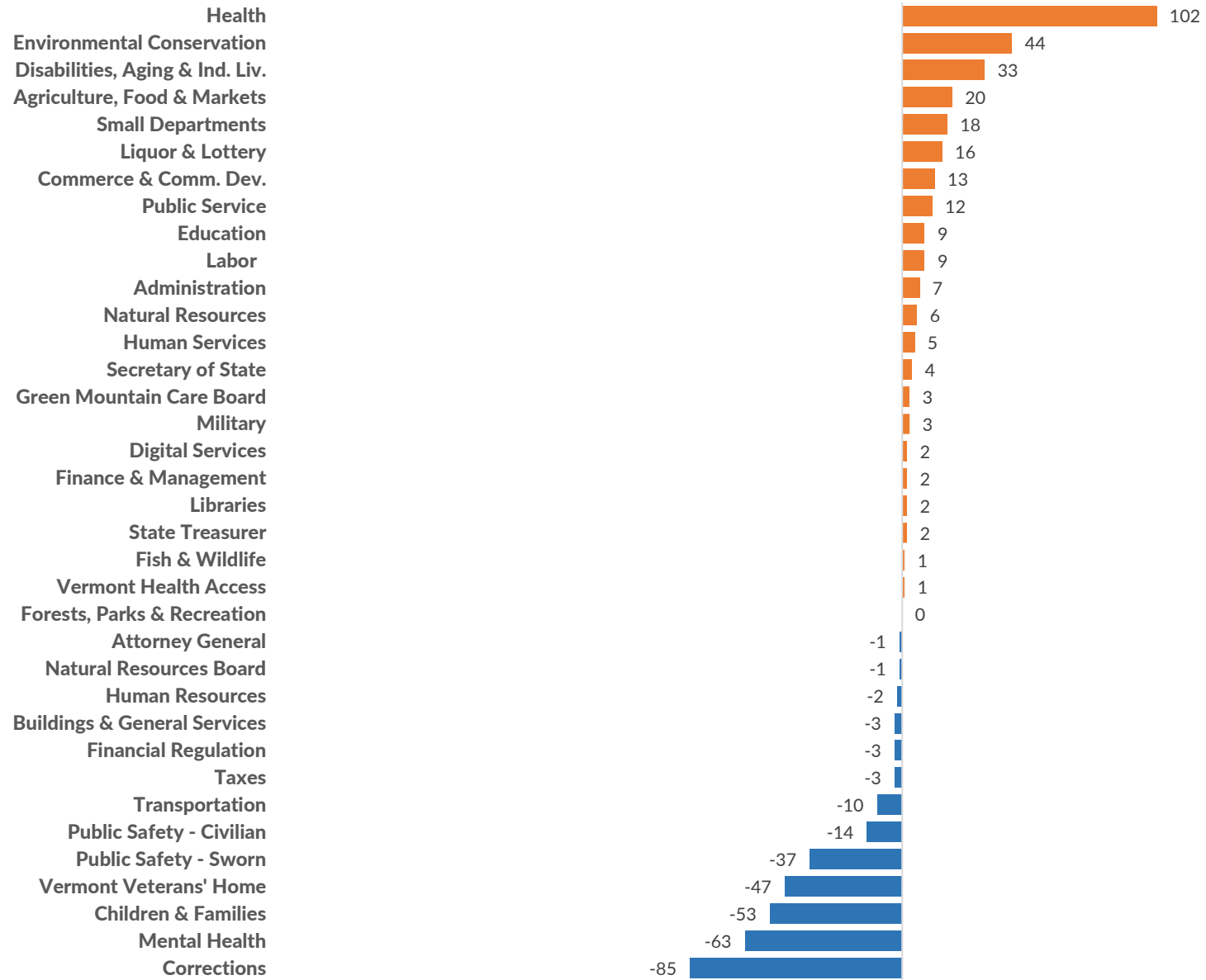
* Classes with 25 or more positions

Source: Department of Human Resources

- You can find vacancies and status of recruitments for all departments updated weekly on our recruitment and vacancy dashboard:

[Recruitment and Vacancy Dashboard](#)

Increase/Decrease in Headcount by Department – Fiscal Year 2019 vs. Fiscal Year 2023



Highest Volume of Postings

- For the past two years we've been averaging between 700 and 800 active requisitions.
- Roughly 200 to 300 posted on our website at any given time.
- This means that we have active requisitions on roughly 65% or more of all vacancies.

Highly Competitive Job Market:

- The post pandemic labor force is highly competitive.
- In FY 23, we dropped to the lowest number of applicants per requisition in state government history.
- Time to fill has risen to a five year high.
- Nearly 70% of all job openings posted had 10 or fewer applicants in FY 2023.
- It's not unusual to have requisitions open 3 to 6 months.

High Turnover

- Turnover rates have been historically high, especially FY 22 and FY 23 (15.3% and 13.0% respectively).

Record Number of Hires

- We've been filling positions at a record pace in both FY 22 and FY 23
- more hires than in any previous fiscal year (as far back as we have reliable data).
- The last two fiscal years we've had well over 1,000 hires per fiscal year (1,188 in FY 22 and 1,215 in FY 23).