



2023-  
2024  
EDITION

# VERMONT'S MOST PROMISING JOBS



**Discover** the jobs that pay well and are projected to be in high demand in Vermont – and the education and training that lead to them. Find the ones that could fit your interests, values, and lifestyle.



# VERMONT'S high-pay high-demand JOBS



# promising VERMONT careers

Each job listed here pays above the state median wage (\$22.55/hour) and is projected to have at least 500 openings in the state between 2020-2030.

Although we cannot predict the exact jobs of the future, we know the skills in demand today will have long-lasting value.

**Wondering where to start?** Consider the four jobs bolded below, which are projected to have the greatest number of openings in the years ahead.

**Remember:** wages are based on experience, education, and skills. If you are new to a job or have minimum education requirements, starting pay may be lower.

For career support and jobseeker resources, contact the Vermont Department of Labor:  
**802-828-4394 • labor.vermont.gov/jobs**

To learn more about these jobs and the education and training programs that lead to them:



Do you like to **observe, learn, analyze, and solve problems?**

	10-Year Projected Openings	Minimum Education Needed for Entry	Median Wage (hourly/yearly)
✓ Computer Support Specialists	1,200	Certificate program	\$29/\$60,112
✓ Massage Therapists	1,020	Certificate program	\$23/\$47,840
✓ Licensed Practical Nurses	900	Certificate program	\$28/\$58,802
✓ <b>Registered Nurses</b>	<b>4,460</b>	Bachelor's degree	\$36/\$75,379
Software Developers & Testers	2,720	Bachelor's degree	\$43/\$88,483
Computer Systems Administrators	610	Bachelor's degree	\$37/\$77,626
Clinical Laboratory Technologists	580	Bachelor's degree	\$29/\$59,509
Nurse Practitioners	580	Master's degree	\$49/\$101,795
Physical Therapists	530	Doctoral degree	\$38/\$78,333

✓ Indicates that earning a short-term credential or certificate could be a good first step to access or succeed in this job.

Do you like to **work with people** and **use your creativity** to guide or persuade?

	10-Year Projected Openings	Minimum Education Needed for Entry	Median Wage (hourly/yearly)
Sales Representatives - Goods & Services	3,760	High School + Training	\$29/\$61,000
✓ Fitness Trainers	1,880	High School + Training	\$28/\$59,218
Photographers	610	High School + Training	\$24/\$49,067
<b>K-12 Teachers, incl. Special Ed. &amp; CTE</b>	<b>7,850</b>	Bachelor's degree	na/\$60,986
✓ Substance Abuse & Mental Health Counselors	2,270	Bachelor's degree	\$23/\$47,320
Child, Family & School Social Workers	1,300	Bachelor's degree	\$24/\$49,338
Editors, Writers & Authors	1,200	Bachelor's degree	\$24/\$50,438
Human Resources Specialists	1,140	Bachelor's degree	\$30/\$61,672
Public Relations Specialists	930	Bachelor's degree	\$24/\$50,045
Training Specialists	620	Bachelor's degree	\$30/\$62,608
Financial Services Sales Agents	580	Bachelor's degree	\$29/\$60,902
✓ Graphic Designers	540	Bachelor's degree	\$22/\$47,237
School & Career Counselors	1,080	Master's degree	\$29/\$59,363
Substance Abuse & Mental Health Social Workers	720	Master's degree	\$23/\$47,757
Healthcare Social Workers	570	Master's degree	\$24/\$49,712

Do you like **working with your hands or with machines** to make, fix, or build things?

	10-Year Projected Openings	Minimum Education Needed for Entry	Median Wage (hourly/yearly)
Painters - Construction & Maintenance	1,090	Training	\$23/\$47,424
✓ <b>Carpenters</b>	<b>4,460</b>	High School + Training	\$23/\$47,715
✓ Chefs & Head Cooks	1,630	High School + Training	\$23/\$48,027
✓ CNC Tool Operators	1,490	High School + Training	\$24/\$49,192
✓ Construction Equipment Operators	1,230	High School + Training	\$23/\$47,486
✓ Industrial Machinery Mechanics	720	High School + Training	\$27/\$55,515
✓ Diesel Engine Specialists	590	High School + Training	\$23/\$47,403
✓ Machinists	570	High School + Training	\$23/\$47,840
✓ Tractor-Trailer Truck Drivers	3,820	Certificate program	\$24/\$48,922
✓ HVAC Mechanics & Installers	1,000	Certificate program	\$29/\$59,384
✓ Electricians	1,550	Registered Apprenticeship	\$23/\$48,152
✓ Plumbers & Pipefitters	1,240	Registered Apprenticeship	\$24/\$49,171
✓ Electrical & Telecom Line Installers	590	Registered Apprenticeship	\$43/\$88,763
Engineering Technicians	600	Associate degree	\$26/\$53,144
Engineers - Civil, Mechanic & Industrial	1,430	Bachelor's degree	\$38/\$78,840

Are you **organized and detail-oriented** and do you like to **work with lots of information?**

	10-Year Projected Openings	Minimum Education Needed for Entry	Median Wage (hourly/yearly)
Postal Service - Sorters, Clerks & Carriers	1,010	High School + Training	\$24/\$50,625
Executive Administrative Assistants	990	High School + Training	\$29/\$60,403
Police Officers	910	High School + Training	\$29/\$60,050
Production, Planning & Expediting Clerks	710	High School + Training	\$23/\$47,466
✓ <b>Bookkeeping &amp; Accounting Clerks</b>	<b>5,320</b>	Certificate program	\$23/\$47,216
✓ Paralegals	870	Associate degree	\$24/\$49,254
Accountants & Auditors	2,540	Bachelor's degree	\$33/\$69,534
Project Management Specialists	2,020	Bachelor's degree	\$37/\$77,771
Compliance Officers	1,940	Bachelor's degree	\$38/\$78,208
Management Analysts	1,910	Bachelor's degree	\$44/\$91,291
Market Research Analysts	1,410	Bachelor's degree	\$29/\$60,986
Buyers & Purchasing Agents	840	Bachelor's degree	\$29/\$61,256
Computer Systems Analysts	520	Bachelor's degree	\$47/\$98,634
Librarians	630	Master's degree	\$27/\$56,493
Lawyers	970	Doctoral degree	\$38/\$78,478



**THE J. WARREN  
& LOIS MCCLURE  
FOUNDATION**

An affiliate of the Vermont Community Foundation that envisions a Vermont in which no promising job goes unfilled for lack of a qualified applicant and where college and career training contribute to greater equity and resilience.



The Vermont Department of Labor (VDOL) exists to improve the lives of working Vermonters. The Department serves the people and businesses of the state so that all Vermonters can live well, be safe, and experience meaningful employment.

**To request free copies and view translated versions of this brochure, visit [mcclurevt.org/pathways](https://mcclurevt.org/pathways).** This resource is compiled from the Vermont Department of Labor's Long-Term Occupational Projections released in September 2022 with 2021 wage data.