

## **Vermont Department of Human Resources**

**Beth Fastiggi**  
Commissioner

**Nikki Fuller**  
Deputy Commissioner

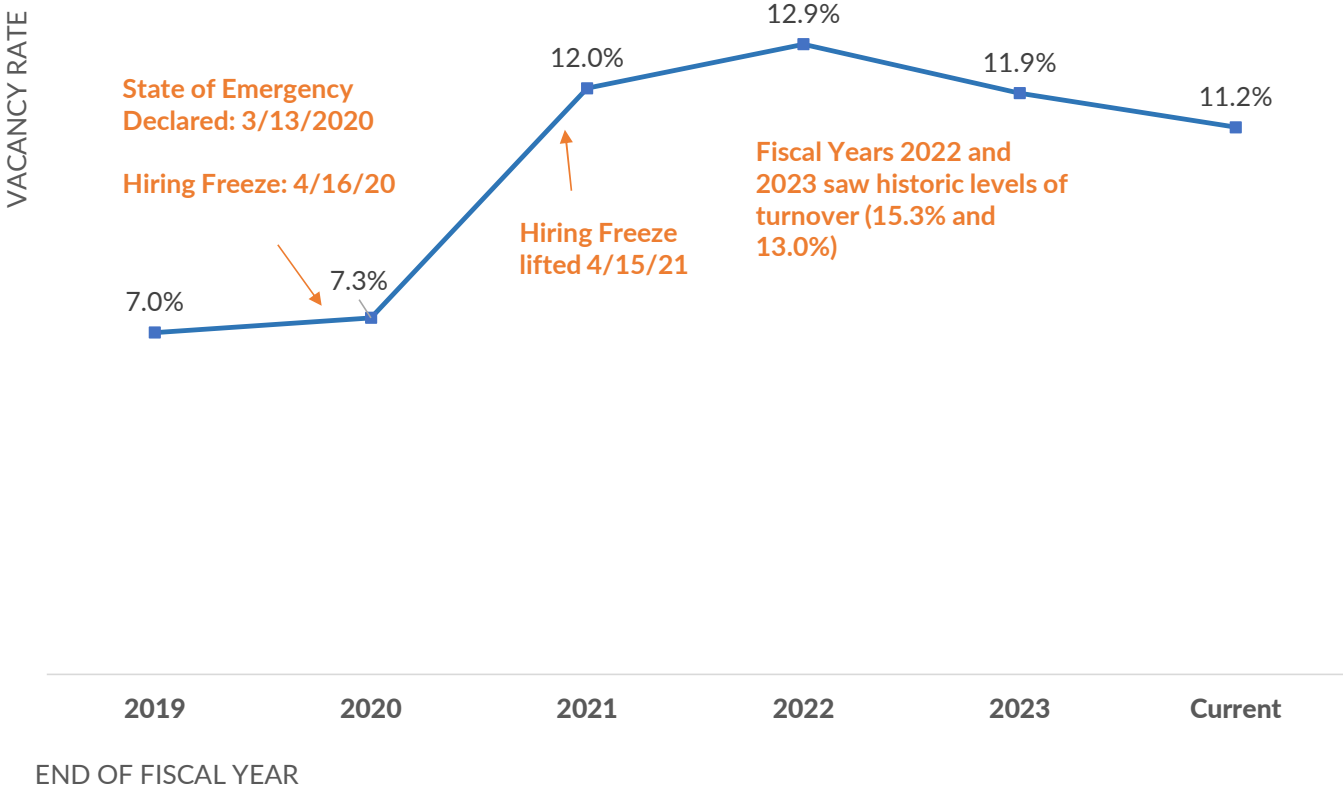
**Doug Pine**  
Deputy Director of Talent Acquisition Services/ Compensation/ People Analytics

**Harold Schwartz**  
DHR Director of Operations

Reference:

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

# Executive Branch Vacancy Rate – FY 2019 to Present

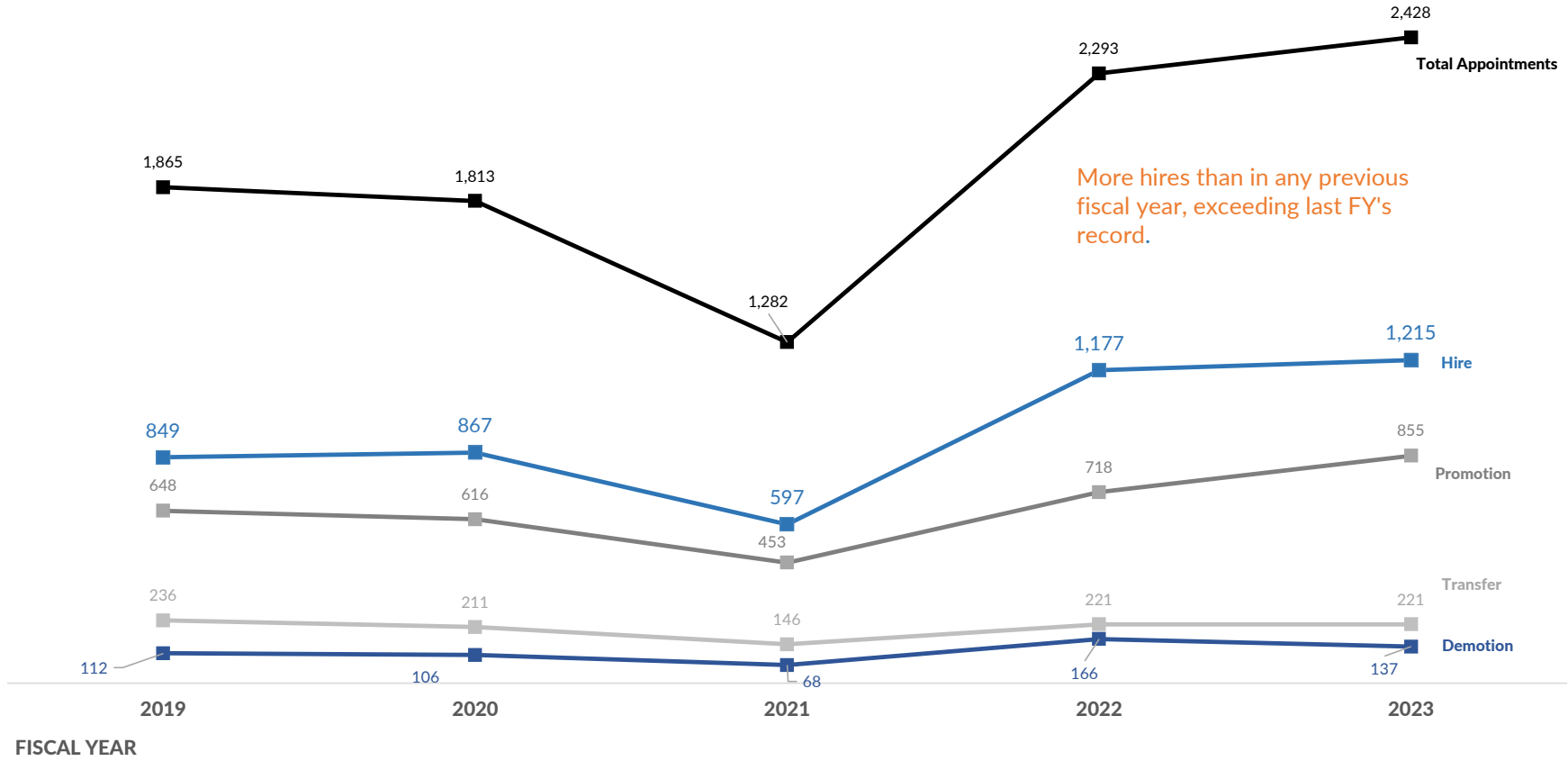


Source: Department of Human Resources

# Number of Appointments

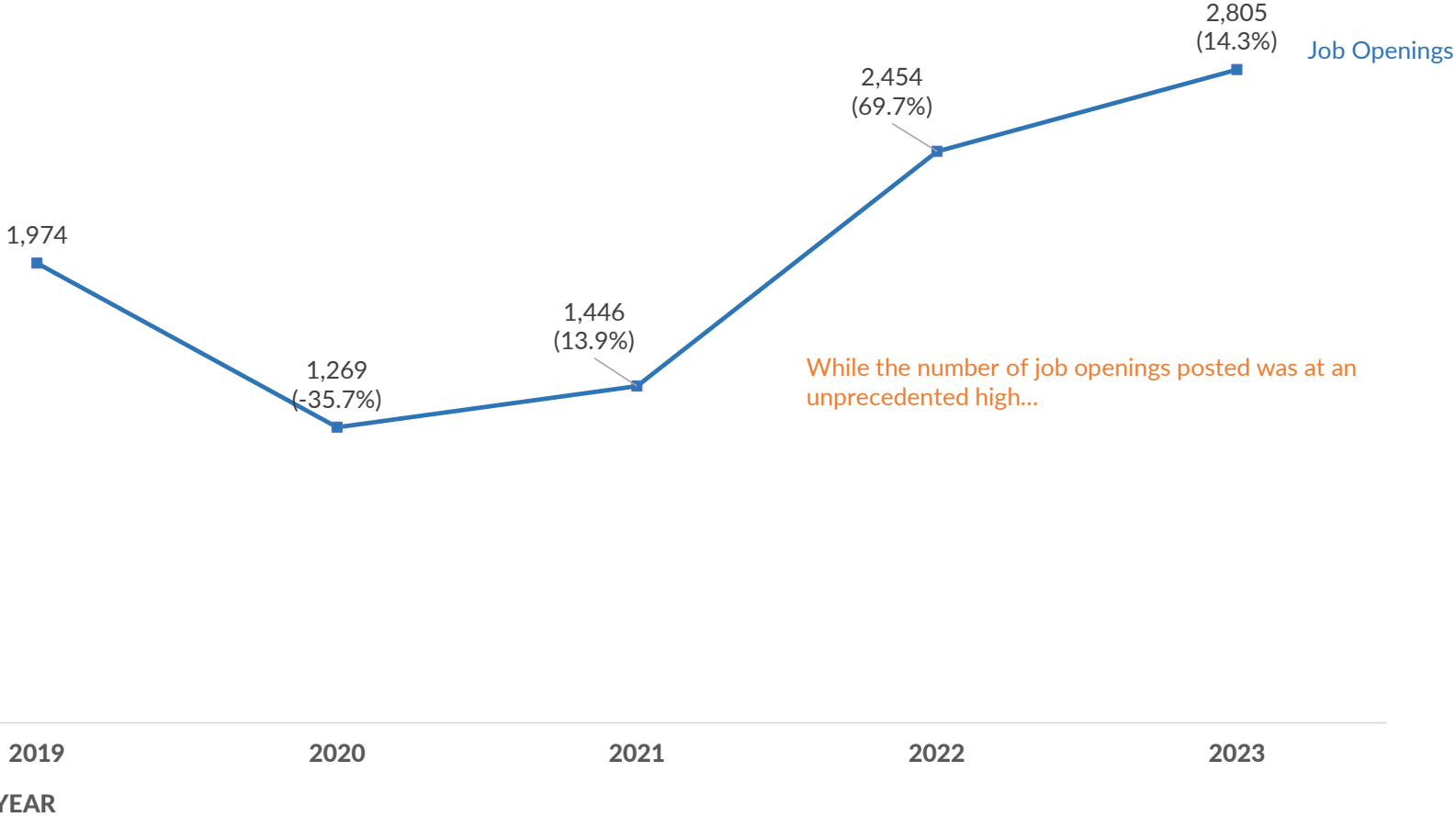
More total appointments than in any previous fiscal year, exceeding last FY's record number.

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



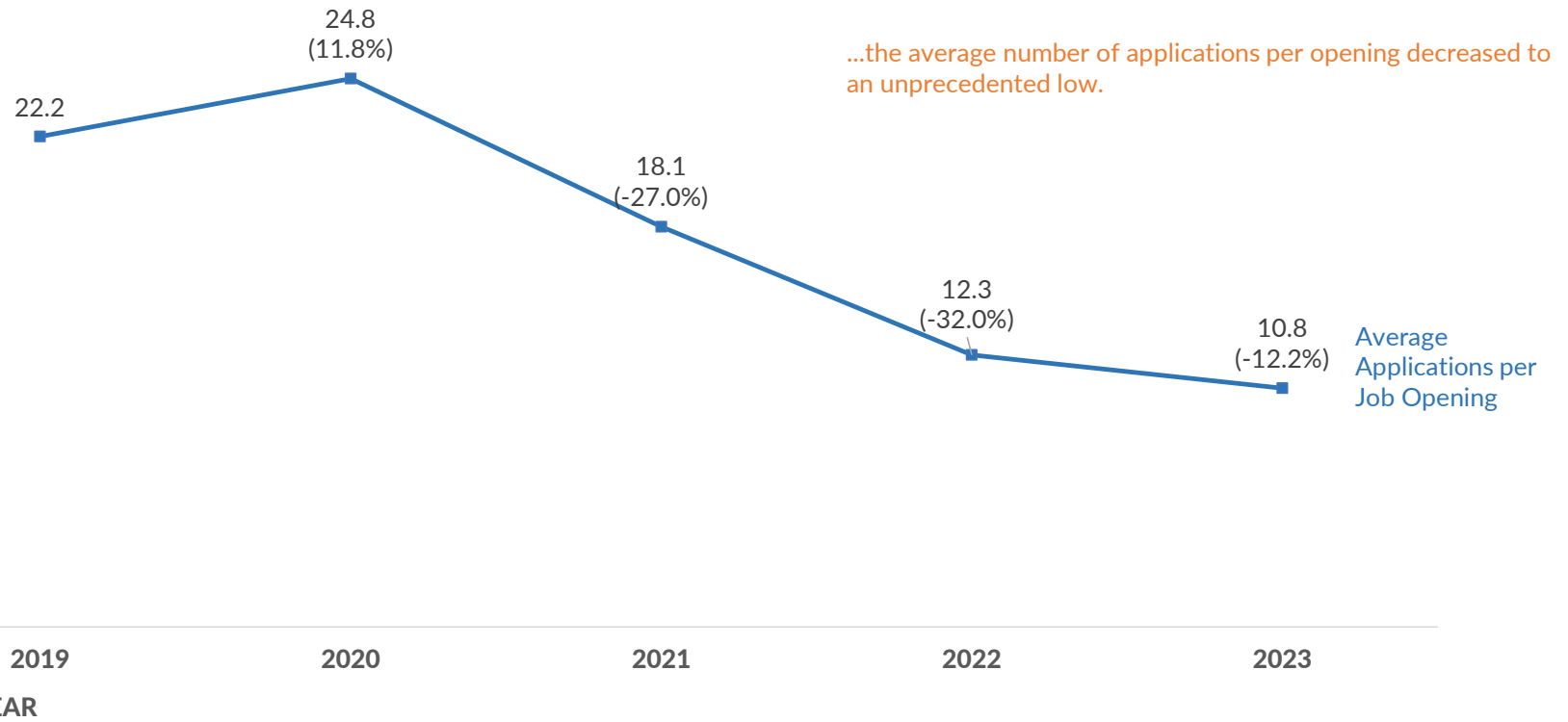
Source: Workforce Report 2023, Table 26

Job Openings Posted by Fiscal Year



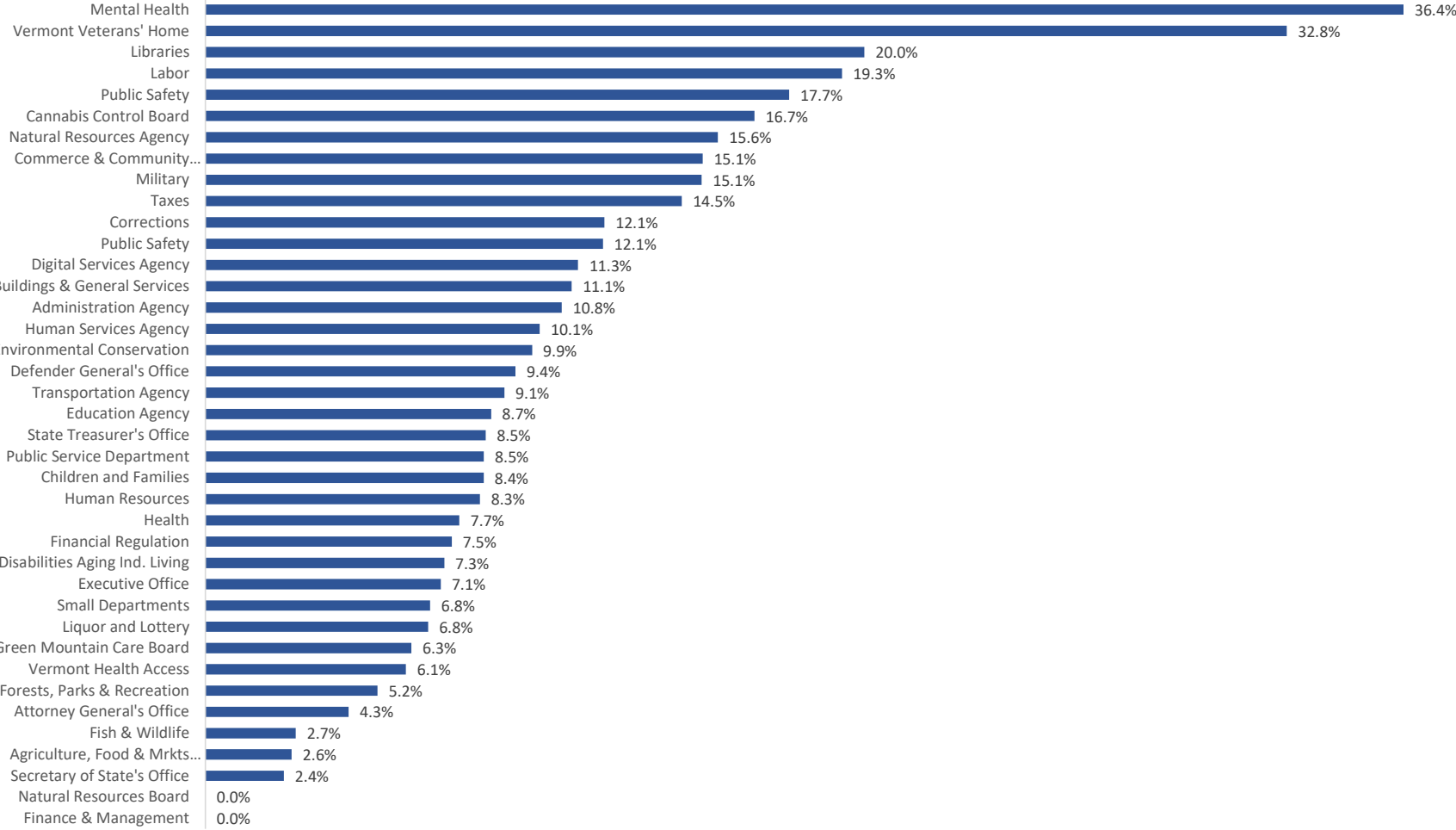
Source: Workforce Report 2023, Table 19

### Average Number of Applications per Job Opening



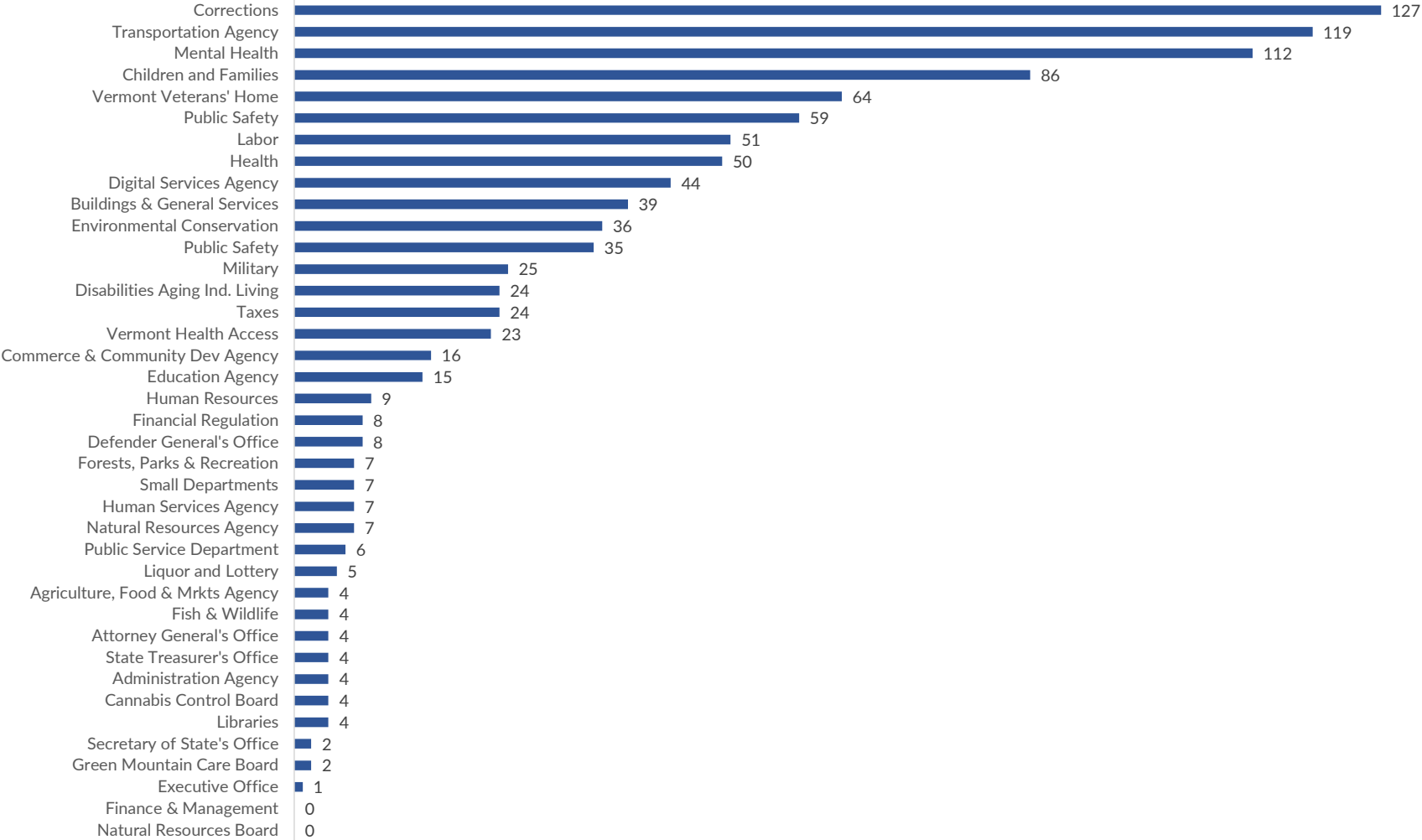
Source: Workforce Report 2023, Table 19

### 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 Srvc Tech IV	29	4	33	12.1%
Correctional Officer I	313	43	356	12.1%

\* Classes with 25 or more positions

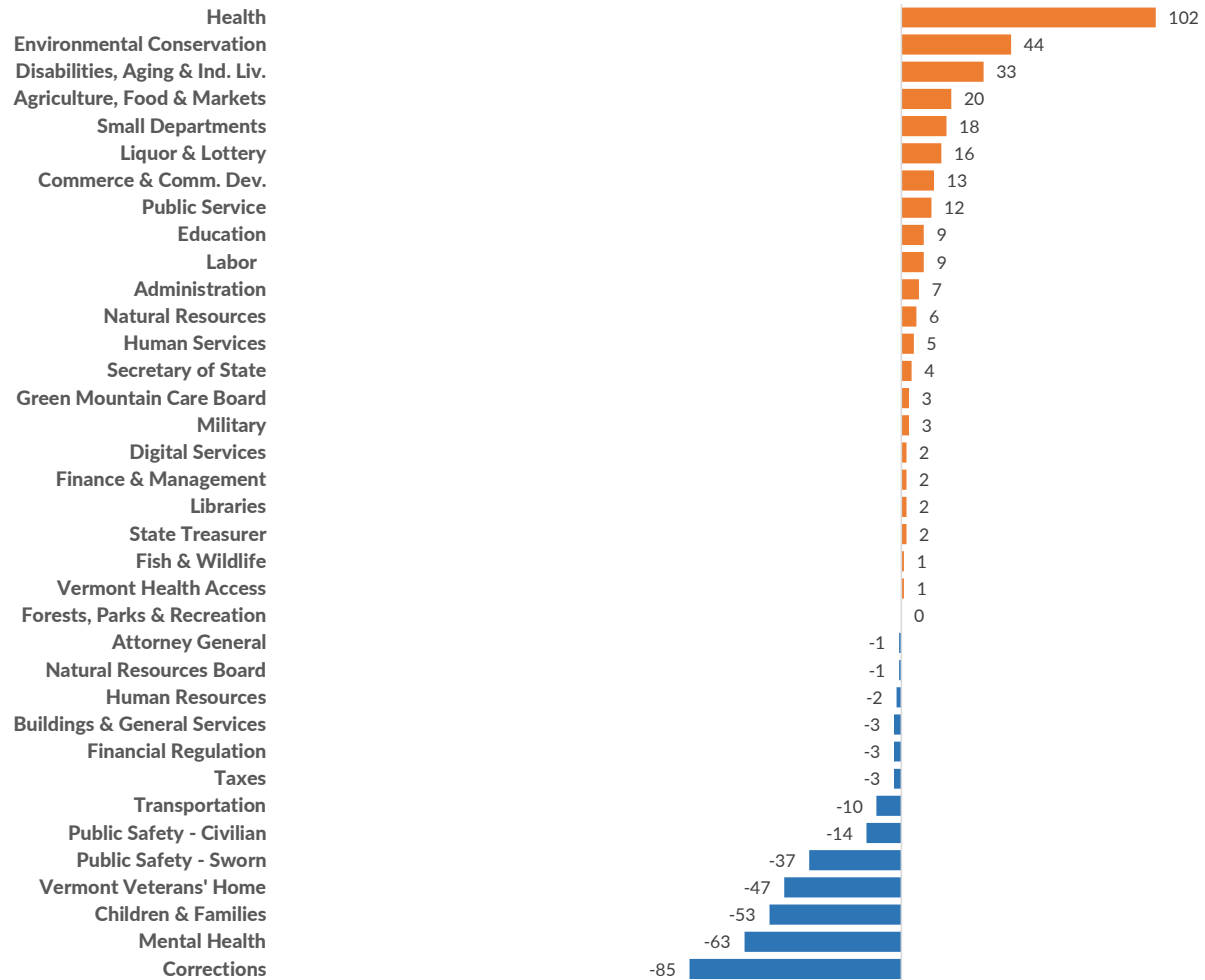
Source: Department of Human Resources



- 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



Source: Workforce Report 2023, Table 12

## 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).