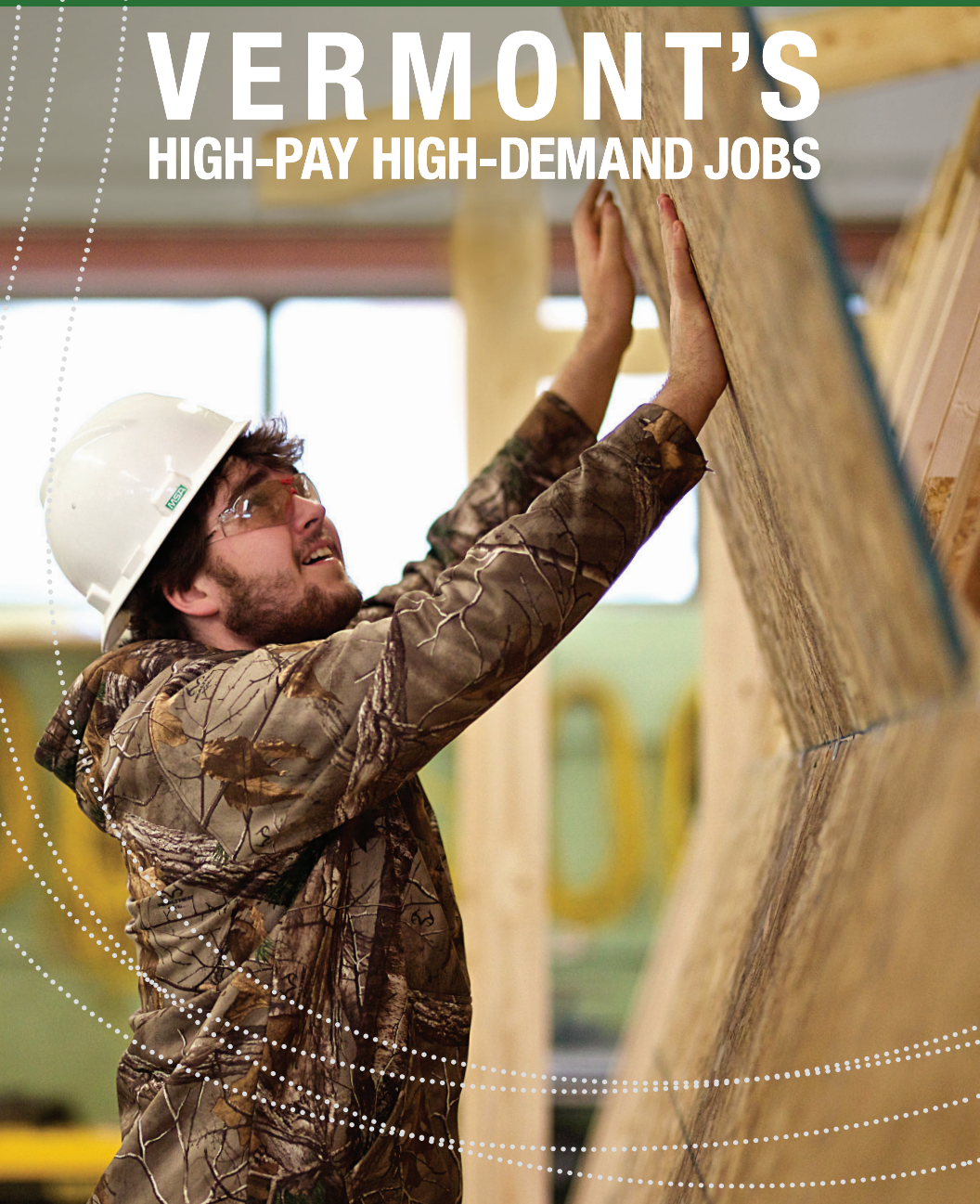


2019-
2020
EDITION

PATHWAYS TO PROMISING CAREERS

VERMONT'S HIGH-PAY HIGH-DEMAND JOBS





CCV worked with Twincraft Skincare to offer employees a course in the Principles of Supervision with the goal of facilitating employee advancement.

HIGH-PAY HIGH-DEMAND **VERMONT JOBS**

Are you a Vermont student or graduate **considering your career path?**

You should know which careers show the most promise in Vermont!

7th-12th grade students

Your personalized learning plan advisor can help you consider opportunities that connect you with promising pathways.

College students

Have you considered Vermont as the place to start or continue your career? Your career services office can help you match your skills with employer needs.

Adults

Are you looking to build your credentials or switch career tracks? Check out some of these promising pathways as you consider your next steps.

62 promising VERMONT careers

Each job listed here pays a median wage of at least \$20/hour and is **projected to have at least 250 openings in the state between 2016 and 2026**. Although we can't predict the exact jobs that will exist in the future, we know the skills in demand today are the building blocks for successful long-term employment. Elements of the education and training requirements for each job can be obtained in Vermont.

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)
Highway Maintenance Workers ✓	1,560	High School + Training	\$20 / \$41,900
Construction Equipment Operators ✓	1,350	High School + Training	\$20 / \$42,300
Diesel Engine Mechanics ✓	770	High School + Training	\$22 / \$45,000
Chefs and Head Cooks ✓	600	High School + Training	\$22 / \$46,600
Industrial Machinery Mechanics ✓	590	High School + Training	\$24 / \$49,900
Water Treatment Plant Operators	290	High School + Training	\$22 / \$46,800
Carpenters ✓	6,370	High School + Training	\$20 / \$42,100
HVAC Mechanics and Installers ✓	1,060	Certificate Program	\$23 / \$48,000
Electricians ✓	1,500	Registered Apprenticeship	\$25 / \$51,900
Plumbers and Pipefitters ✓	990	Registered Apprenticeship	\$26 / \$53,300
Electrical Power-Line Installers ✓	330	Registered Apprenticeship	\$37 / \$76,600
Civil Engineering Technicians	360	Associate's degree	\$25 / \$51,800
Civil Engineers	650	Bachelor's degree	\$35 / \$72,100
Electrical Engineers	360	Bachelor's degree	\$43 / \$90,200
Industrial Engineers	350	Bachelor's degree	\$36 / \$75,700
Mechanical Engineers	330	Bachelor's degree	\$38 / \$80,000

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)
Police Officers ✓	860	High School + Training	\$23 / \$47,600
Production and Expediting Clerks	470	High School + Training	\$23 / \$48,800
Tax Preparers ✓	390	High School + Training	\$23 / \$46,800
Paralegals and Legal Assistants ✓	790	Associate's degree	\$24 / \$49,200
Web Developers ✓	710	Associate's degree	\$29 / \$61,100
Accountants and Auditors	3,540	Bachelor's degree	\$33 / \$68,000
Compliance Officers	2,080	Bachelor's degree	\$34 / \$70,200
Market Research Analysts ✓	2,080	Bachelor's degree	\$27 / \$55,700
Software Developers - 2 types	1,780	Bachelor's degree	\$45 / \$93,200
Management Analysts	980	Bachelor's degree	\$35 / \$73,000
Personal Financial Advisors	560	Bachelor's degree	\$28 / \$57,400
Loan Officers	540	Bachelor's degree	\$27 / \$56,900
Computer Systems Analysts	380	Bachelor's degree	\$37 / \$76,800
Cost Estimators	350	Bachelor's degree	\$29 / \$60,800
Lawyers	830	Doctoral degree	\$45 / \$92,800

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

	10-Year Projected Openings	Minimum Education Needed for Entry	Median Wage (hourly / yearly)
Massage Therapists ✓	1,210	Certificate Program	\$23 / \$48,400
Computer Support Specialists ✓	1,020	Certificate Program	\$23 / \$48,400
Licensed Practical Nurses ✓	1,010	Certificate Program	\$23 / \$47,900
Dental Assistants ✓	590	Certificate Program	\$21 / \$44,200
Dental Hygienists	470	Associate's degree	\$33 / \$69,700
Computer Network Specialists	300	Associate's degree	\$22 / \$46,300
Radiologic Technologists	270	Associate's degree	\$28 / \$59,200
Registered Nurses	3,980	Bachelor's degree	\$32 / \$66,400
Computer Network Administrators	860	Bachelor's degree	\$33 / \$69,300
Environmental and Health Scientists	480	Bachelor's degree	\$29 / \$61,200
Nurse Practitioners	430	Master's degree	\$49 / \$100,900
Physician Assistants	280	Master's degree	\$48 / \$100,100
Physical Therapists	590	Doctoral degree	\$36 / \$75,800

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

✓ Obtaining a non-degree credential or certificate might help you 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, Non-Technical Products	2,670	High School + Training	\$28 / \$57,400
Insurance Sales Agents ✓	2,360	High School + Training	\$25 / \$51,500
Self-Enrichment Education Teachers ✓	1,280	High School + Training	\$22 / \$44,900
Human Resources Specialists	1,140	Bachelor's degree	\$26 / \$54,900
Public Relations Specialists	1,130	Bachelor's degree	\$25 / \$52,000
Graphic Designers	800	Bachelor's degree	\$21 / \$44,000
Training Specialists	720	Bachelor's degree	\$27 / \$55,700
Sales Representatives, Technical Products	670	Bachelor's degree	\$36 / \$75,800
Financial Services Sales Agents	520	Bachelor's degree	\$36 / \$73,900
Meeting and Event Planners	510	Bachelor's degree	\$21 / \$44,300
Fundraisers	500	Bachelor's degree	\$24 / \$49,500
Producers and Directors	440	Bachelor's degree	\$23 / \$47,700
Special Education Teachers, Secondary School	330	Bachelor's degree	na / \$63,200
Social Workers - 2 types	2,430	Master's degree	\$26 / \$54,900
Educational & Rehabilitation Counselors	1,670	Master's degree	\$22 / \$44,900
Mental Health and Substance Abuse Counselors	1,610	Master's degree	\$21 / \$42,600
Curriculum Developers	580	Master's degree	\$23 / \$48,700
Clinical and School Psychologists	550	Doctoral degree	\$31 / \$65,200

Visit mcclurevt.org/pathways to see the full list of promising jobs,

including the degrees, training programs, and credentials that will put you on **your path to success!**

Additional data and resources are available at the Vermont Department of Labor at vtlmi.info



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

A supporting organization of the **Vermont Community Foundation** that envisions a Vermont in which no promising job goes unfilled for lack of a qualified applicant. mcclurevt.org



Visit in person at the Vermont Department of Labor's 12 regional American Job Centers or online at labor.vermont.gov

This resource is compiled from the Vermont Department of Labor's Long Term Occupational Projections released in August 2018 with 2017 wage data. Jobs are categorized by Holland Codes, a widely recognized career classification approach. Since this brochure was last published, the US Department of Labor has updated its data methodology to more accurately capture the way workers change jobs over the course of their careers, including being promoted into management, completing a retraining program, or changing career fields.