

# Vermont

## Short Term Employment Projections 2018 - 2020

### Background

Short term employment projections are produced annually using historical and current industry employment and occupational survey data to project how employment will change over a two-year period. The projection results reflect short term business cycle activity, such as periods of recession or rapid growth. Consequently, the short term employment projections are helpful for those looking for immediate employment, whether temporary, part-time or full-time.

In contrast, Vermont's long term (ten-year) employment projections are designed to assist the educational community, workforce development specialists and individuals planning for the future. The long term occupational employment projections can be used to identify occupations that will show stability, growth and good incomes over the long run. The methods used to produce long term projections ignore the peaks and valleys of business cycles and focus on the fundamental elements that affect the demand for a particular occupation.

### Short Term Employment Projections Tables:

Occupations with the Most Openings

Fastest Growing Occupations

Industry Projections

For more Vermont information, including projections, go to Occupations or Industries at [www.vtLmi.info](http://www.vtLmi.info).

## Methods

The 2018-2020 short term employment projections are based on Vermont historical data from 1990 through the first quarter of 2018. The primary data sources used were the Quarterly Census of Employment and Wages and the Occupational Employment Statistics survey.

The results of the 2018–2020 occupational employment projections provide a general guide for the direction and relative strength of occupational demand but are not intended to indicate absolute levels of employment in an occupation.

## New Separations Methodology

The Bureau of Labor Statistics (BLS) has implemented a new methodology to measure occupational separations starting with the 2017-2019 projections. The old Replacement methodology, developed in the early 1990s, reflected the once-traditional career path of workers who stayed in the same industry or occupation until retirement. The new Separations methodology includes a broader range of reasons for exiting the occupation, including promotions, changing careers, and completing a retraining program. The purpose of both methods remains the same: to provide estimates of workers who permanently leave their occupation and need to be replaced by new workers. Note that this still does not include openings due to a worker leaving a job for another job in the same occupation. The other component of job openings, of course, is projected overall growth or decline of employment in each industry that uses that occupation.

For more information about the Separations methodology, visit:  
[www.bls.gov/emp/ep\\_separations.htm](http://www.bls.gov/emp/ep_separations.htm).

*This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner.*

**Vermont**  
**Short Term Occupational Projections: 2018 - 2020**  
**Occupations with the Most Openings**

Occupation	2018 Base Year Employment	2020 Projected Employment	Total Annual Openings	Average Annual Growth Rate*
1 Cashiers	9,718	9,592	1,727	-0.7%
2 Personal Care Aides	7,421	7,884	1,302	3.1%
3 Combined Food Preparation and Serving Workers, Including Fast Food	6,335	6,512	1,252	1.4%
4 Retail Salespersons	9,246	9,124	1,250	-0.7%
5 Waiters and Waitresses	5,801	5,902	1,147	0.9%
6 Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5,518	5,626	766	1.0%
7 Bookkeeping, Accounting, and Auditing Clerks	5,799	5,791	633	-0.1%
8 Secretaries and Administrative Assistants, Except Legal, Medical, and Exec	5,996	5,904	586	-0.8%
9 Landscaping and Groundskeeping Workers	4,407	4,518	583	1.3%
10 Maids and Housekeeping Cleaners	4,100	4,141	555	0.5%
11 Carpenters	5,676	5,720	534	0.4%
12 Teacher Assistants	5,218	5,192	511	-0.2%
13 Teachers and Instructors, All Other	4,230	4,232	457	0.0%
14 Customer Service Representatives	3,405	3,432	445	0.4%
15 Farmers, Ranchers, and Other Agricultural Managers	5,574	5,633	441	0.5%
16 Heavy and Tractor-Trailer Truck Drivers	3,995	4,001	424	0.1%
17 Nursing Assistants	3,455	3,495	407	0.6%
18 First-Line Supervisors of Retail Sales Workers	4,094	4,058	406	-0.4%
19 Cooks, Restaurant	2,661	2,722	404	1.1%
20 Laborers and Freight, Stock, and Material Movers, Hand	2,795	2,838	403	0.8%
21 Registered Nurses	6,084	6,261	398	1.4%
22 Childcare Workers	2,481	2,484	358	0.1%
23 Stock Clerks and Order Fillers	2,763	2,779	358	0.3%
24 Receptionists and Information Clerks	2,553	2,581	344	0.5%
25 Social and Human Service Assistants	2,570	2,645	340	1.4%
26 Accountants and Auditors	3,518	3,575	336	0.8%
27 Bartenders	1,995	2,012	334	0.4%
28 Food Preparation Workers	1,767	1,789	307	0.6%
29 Maintenance and Repair Workers, General	2,914	2,960	307	0.8%
30 First-Line Supervisors of Food Preparation and Serving Workers	1,934	1,969	292	0.9%
31 Coaches and Scouts	1,988	2,009	272	0.5%
32 Light Truck or Delivery Services Drivers	2,493	2,511	272	0.4%
33 Sales Representatives, Wholesale and Manufacturing, Except Technical ar	2,401	2,439	261	0.8%
34 Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	1,164	1,174	255	0.4%

**Vermont**  
**Short Term Occupational Projections: 2018 - 2020**  
**Occupations with the Most Openings**

Occupation	2018 Base Year Employment	2020 Projected Employment	Total Annual Openings	Average Annual Growth Rate*
35 General and Operations Managers	2,824	2,873	253	0.9%
36 Elementary School Teachers, Except Special Education	3,740	3,713	247	-0.4%
37 Dishwashers	1,491	1,505	238	0.5%
38 Automotive Service Technicians and Mechanics	2,447	2,466	236	0.4%
39 Recreation Workers	1,337	1,361	235	0.9%
40 Construction Laborers	2,109	2,142	230	0.8%
41 Compliance Officers	2,221	2,278	205	1.3%
42 First-Line Supervisors of Office and Administrative Support Workers	2,035	2,041	200	0.1%
43 Office Clerks, General	1,749	1,743	199	-0.2%
44 Hotel, Motel, and Resort Desk Clerks	1,211	1,231	198	0.8%
45 Dining Room and Cafeteria Attendants and Bartender Helpers	1,125	1,136	196	0.5%
46 Market Research Analysts and Marketing Specialists	1,640	1,709	193	2.1%
47 Fitness Trainers and Aerobics Instructors	1,091	1,113	193	1.0%
48 Executive Secretaries and Executive Administrative Assistants	2,147	2,083	193	-1.5%
49 Farmworkers, Farm, Ranch, and Aquacultural Animals	1,118	1,152	189	1.5%
50 Bus Drivers, School or Special Client	1,489	1,498	182	0.3%
 Total, All Occupations	 355,739	 359,071	 40,267	 0.5%

**NOTES AND METHODS:**

The 2019 short term occupational projections were based on Vermont historical data from 1990 through 2018, 1st quarter. Time series forecasting methods were used to predict employment movements through 1st quarter, 2020. The results provide a general guide for the direction and relative strength of occupational demand but are not intended to indicate an absolute level of job openings.

\* The average annual growth rate using a compounding formula.

*Last updated March, 2019*

**VERMONT**  
**Short Term Occupational Projections: 2018 - 2020**  
**Fastest Growing Occupations**

Occupation	2018 Base Year Employment	2020 Projected Employment	Average Annual Growth Rate*	Total** Annual Openings
1 Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, O	134	148	5.1%	22
2 Solar Photovoltaic Installers	368	406	5.0%	60
3 Security and Fire Alarm Systems Installers	69	74	3.6%	10
4 Home Health Aides	567	608	3.6%	86
5 Helpers--Production Workers	524	558	3.2%	98
6 Personal Care Aides	7,421	7,884	3.1%	1302
7 Software Developers, Applications	1,089	1,156	3.0%	105
8 Physician Assistants	327	347	3.0%	28
9 Nurse Practitioners	558	588	2.7%	42
10 Respiratory Therapists	217	228	2.5%	16
11 Physical Therapist Assistants	160	168	2.5%	23
12 Physical Therapists	874	915	2.3%	55
13 Septic Tank Servicers and Sewer Pipe Cleaners	91	95	2.2%	13
14 Veterinary Technologists and Technicians	412	430	2.2%	41
15 Market Research Analysts and Marketing Specialists	1,640	1,709	2.1%	193
16 Veterinary Assistants and Laboratory Animal Caretakers	122	127	2.0%	21
17 Healthcare Social Workers	443	461	2.0%	53
18 Tree Trimmers and Pruners	398	414	2.0%	56
19 Medical Assistants	672	699	2.0%	86
20 Pest Control Workers	78	81	1.9%	13
21 Social Workers, All Other	104	108	1.9%	12
22 Physical Therapist Aides	78	81	1.9%	12
23 Occupational Therapists	321	333	1.9%	22
24 Farmworkers and Laborers, Crop, Nursery, and Greenhouse	648	672	1.8%	111
25 Substance Abuse and Behavioral Disorder Counselors	407	422	1.8%	50
26 Health Specialties Teachers, Postsecondary	111	115	1.8%	10
27 Mental Health Counselors	811	840	1.8%	98
28 Medical and Health Services Managers	839	869	1.8%	80
29 Production Workers, All Other	366	379	1.8%	47
30 Meeting, Convention, and Event Planners	368	381	1.8%	48
31 Cement Masons and Concrete Finishers	232	240	1.7%	29
32 Helpers--Carpenters	179	185	1.7%	29
33 Medical and Clinical Laboratory Technologists	182	188	1.6%	15

**VERMONT**  
**Short Term Occupational Projections: 2018 - 2020**  
**Fastest Growing Occupations**

Occupation	2018 Base Year Employment	2020 Projected Employment	Average Annual Growth Rate*	Total** Annual Openings
34 Hazardous Materials Removal Workers	122	126	1.6%	17
35 Mental Health and Substance Abuse Social Workers	1,076	1,111	1.6%	128
36 Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble	123	127	1.6%	20
37 Farm Equipment Mechanics and Service Technicians	124	128	1.6%	14
38 Computer Numerically Controlled Machine Tool Programmers, Metal and	93	96	1.6%	10
39 Health Technologists and Technicians, All Other	187	193	1.6%	15
40 Nonfarm Animal Caretakers	629	649	1.6%	106
41 Medical Secretaries	1,009	1,041	1.6%	125
42 Paralegals and Legal Assistants	699	721	1.6%	82
43 Veterinarians	286	295	1.6%	14
44 Software Developers, Systems Software	896	924	1.6%	70
45 Financial Managers	783	807	1.5%	70
46 Farmworkers, Farm, Ranch, and Aquacultural Animals	1,118	1,152	1.5%	189
47 Rehabilitation Counselors	614	632	1.5%	72
48 Plumbers, Pipefitters, and Steamfitters	751	773	1.5%	90
49 Social and Human Service Assistants	2,570	2,645	1.4%	340
50 Registered Nurses	6,084	6,261	1.4%	398
 Total, All Occupations	 355,739	 359,071	 0.5%	 40,267

**NOTES AND METHODS:**

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\*The average annual growth rate using a compounding formula.

\*\*Fastest growing occupations with annual openings of at least 10.

*Last updated March, 2019*

**VERMONT SHORT TERM INDUSTRY PROJECTIONS  
2018 - 2020**

NAICS Industry	2018 Employment	2020 Projected Employment	2018- 2020 Change	Average Annual Growth Rate*
<b>Natural Resources and Mining</b>				
111 Crop Production	641	679	38	2.9%
112 Animal Production	1,781	1,851	70	1.9%
113 Forestry and Logging	189	175	-14	-3.8%
115 Support Activities for Agriculture and Forestry	389	386	-3	-0.4%
212 Mining (except Oil and Gas)	512	504	-8	-0.8%
213 Support Activities for Mining	<i>n</i>	<i>n</i>	<i>n</i>	<i>n</i>
<b>Utilities</b>				
221 Utilities	1,227	1,177	-50	-2.1%
<b>Construction</b>				
236 Construction of Buildings	3,866	3,980	114	1.5%
237 Heavy and Civil Engineering Construction	1,040	1,015	-25	-1.2%
238 Specialty Trade Contractors	8,520	8,818	298	1.7%
<b>Manufacturing</b>				
311 Food Manufacturing	5,401	5,491	90	0.8%
312 Beverage and Tobacco Product Manufacturing	872	975	103	5.7%
313 Textile Mills	123	128	5	2.0%
314 Textile Product Mills	73	74	1	0.7%
315 Apparel Manufacturing	345	353	8	1.2%
316 Leather and Allied Product Manufacturing	<i>n</i>	<i>n</i>	<i>n</i>	<i>n</i>
321 Wood Product Manufacturing	1,534	1,492	-42	-1.4%
322 Paper Manufacturing	735	729	-6	-0.4%
323 Printing and Related Support Activities	1,077	1,062	-15	-0.7%
324 Petroleum and Coal Products Manufacturing	38	40	2	2.6%
325 Chemical Manufacturing	1,358	1,397	39	1.4%
326 Plastics and Rubber Products Manufacturing	1,191	1,205	14	0.6%
327 Nonmetallic Mineral Product Manufacturing	1,328	1,293	-35	-1.3%
331 Primary Metal Manufacturing	<i>n</i>	<i>n</i>	<i>n</i>	<i>n</i>
332 Fabricated Metal Product Manufacturing	1,967	1,937	-30	-0.8%
333 Machinery Manufacturing	2,772	2,761	-11	-0.2%
334 Computer and Electronic Product Manufacturing	4,628	4,532	-96	-1.0%
335 Electrical Equipment, Appliance, and Component Mfg	1,165	1,138	-27	-1.2%
336 Transportation Equipment Manufacturing	1,744	1,657	-87	-2.5%
337 Furniture and Related Product Manufacturing	1,324	1,285	-39	-1.5%
339 Miscellaneous Manufacturing	1,438	1,385	-53	-1.9%
<b>Wholesale Trade</b>				
423 Merchant Wholesalers, Durable Goods	3,767	3,824	57	0.8%
424 Merchant Wholesalers, Nondurable Goods	4,744	4,784	40	0.4%
425 Wholesale Electronic Mkts, Agents and Brokers	411	433	22	2.6%

NAICS Industry		2018	2020	2018-	Average
		Employment	Projected Employment	2020 Change	Annual Growth Rate*
<b>Retail Trade</b>					
441	Motor Vehicle and Parts Dealers	5,203	5,295	92	0.9%
442	Furniture and Home Furnishings Stores	886	869	-17	-1.0%
443	Electronics and Appliance Stores	677	639	-38	-2.8%
444	Building Material and Garden Supplies Dealers	3,321	3,308	-13	-0.2%
445	Food and Beverage Stores	9,836	9,947	111	0.6%
446	Health and Personal Care Stores	1,881	1,771	-110	-3.0%
447	Gasoline Stations	3,902	3,874	-28	-0.4%
448	Clothing and Clothing Accessories Stores	1,965	1,862	-103	-2.7%
451	Sporting Goods, Hobby, Book, and Music Stores	1,786	1,735	-51	-1.4%
452	General Merchandise Stores	3,360	3,248	-112	-1.7%
453	Miscellaneous Store Retailers	2,035	2,001	-34	-0.8%
454	Nonstore Retailers	2,300	2,310	10	0.2%
<b>Transportation &amp; Warehousing</b>					
481	Air Transportation	128	130	2	0.8%
482	Rail Transportation	<i>n</i>	<i>n</i>	<i>n</i>	<i>n</i>
483	Water Transportation	<i>n</i>	<i>n</i>	<i>n</i>	<i>n</i>
484	Truck Transportation	2,083	2,039	-44	-1.1%
485	Transit and Ground Passenger Transport	1,400	1,417	17	0.6%
487	Scenic and Sightseeing Transportation	12	12	0	0.0%
488	Support Activities for Transportation	505	514	9	0.9%
492	Couriers and Messengers	1,110	1,147	37	1.7%
493	Warehousing and Storage	1,252	1,292	40	1.6%
<b>Information</b>					
511	Publishing Industries	1,664	1,571	-93	-2.8%
512	Motion Picture and Sound Recording Industries	350	351	1	0.1%
515	Broadcasting (except Internet)	671	642	-29	-2.2%
517	Telecommunications	930	907	-23	-1.2%
518	Data Processing, Hosting and Related Services	269	280	11	2.0%
519	Other Information Services	480	483	3	0.3%
<b>Financial Activities</b>					
522	Credit Intermediation and Related Activities	4,128	4,058	-70	-0.9%
523	Securities, Commodity Contracts, & Other Investments	850	883	33	1.9%
524	Insurance Carriers and Related Activities	4,020	4,029	9	0.1%
531	Real Estate	2,191	2,252	61	1.4%
532	Rental and Leasing Services	713	704	-9	-0.6%
533	Lessors of Nonfinancial Intangible Assets	13	13	0	0.0%
<b>Professional and Business Services</b>					
541	Professional, Scientific, and Technical Services	14,499	14,955	456	1.6%
551	Management of Companies and Enterprises	2,024	2,012	-12	-0.3%
561	Administrative and Support Services	10,131	10,627	496	2.4%
562	Waste Management and Remediation Service	1,061	1,103	42	2.0%



NAICS Industry		2018	2020	2018-	Average
		Employment	Projected Employment	2020 Change	Annual Growth Rate*
<b>Educational and Health Services</b>					
611	Educational Services (includes public education)	40,349	40,076	-273	-0.3%
621	Ambulatory Health Care Services	17,390	17,995	605	1.7%
622	Hospitals (includes state hospital)	14,420	14,760	340	1.2%
623	Nursing and Residential Care Facilities	7,376	7,431	55	0.4%
624	Social Assistance	12,752	13,272	520	2.0%
<b>Leisure and Hospitality</b>					
711	Perf. Arts, Spectator Sports, and Rel. Industries	725	762	37	2.5%
712	Museums, Historical Sites, and Similar Institution	427	441	14	1.6%
713	Amusement, Gambling, and Recreation Industries	2,854	2,924	70	1.2%
721	Accommodation	15,399	15,602	203	0.7%
722	Food Services and Drinking Places	20,088	20,480	392	1.0%
<b>Other Services</b>					
811	Repair and Maintenance	2,751	2,763	12	0.2%
812	Personal and Laundry Services	1,945	1,932	-13	-0.3%
813	Religious, Grantmaking, Civic, Prof, and Similar Org's	5,331	5,415	84	0.8%
814	Private Households	545	507	-38	-3.5%
<b>Government</b>					
	Total Federal Government Employment	6,951	7,067	116	0.8%
	Federal Government, Excluding Post Office	5,359	5,501	142	1.3%
	Postal Service	1,592	1,566	-26	-0.8%
	State Government, Excluding Education and Hospitals	9,579	9,620	41	0.2%
	Local Government, Excluding Education and Hospitals	7,917	8,012	95	0.6%
	<b>Total Wage and Salary Employment**</b>	<b>311,059</b>	<b>314,321</b>	<b>3,262</b>	<b>0.5%</b>
	Total Self-Employed and Unpaid Family Workers	44,680	44,750	70	0.1%
	<b>Total Employment, All Jobs**</b>	<b>355,739</b>	<b>359,071</b>	<b>3,332</b>	<b>0.5%</b>

#### NOTES AND METHODS

*n* Data do not meet disclosure standards

\* Growth rates are compound average annual rates

\*\* Total Employment includes suppressed values and does not equal the sum of the disclosed industry line items  
NAICS refers to the North American Industry Classification System.  
Employment shown in 2018 and 2020 is for first quarter, Jan--Mar.

*Last updated March, 2019*