

Addressing Vermont's Health Care Labor Force Challenge

Economic Trends & Strategic Initiatives

Sarah Buxton, Esq.

Workforce Policy & Performance Director

Vermont Department of Labor

802.828.4343

Sarah.Buxton@vermont.gov

Mathew Barewicz

Economic & Labor Market Information Division

Vermont Department of Labor

802.828.4153

Mathew.Barewicz@vermont.gov



Introduction

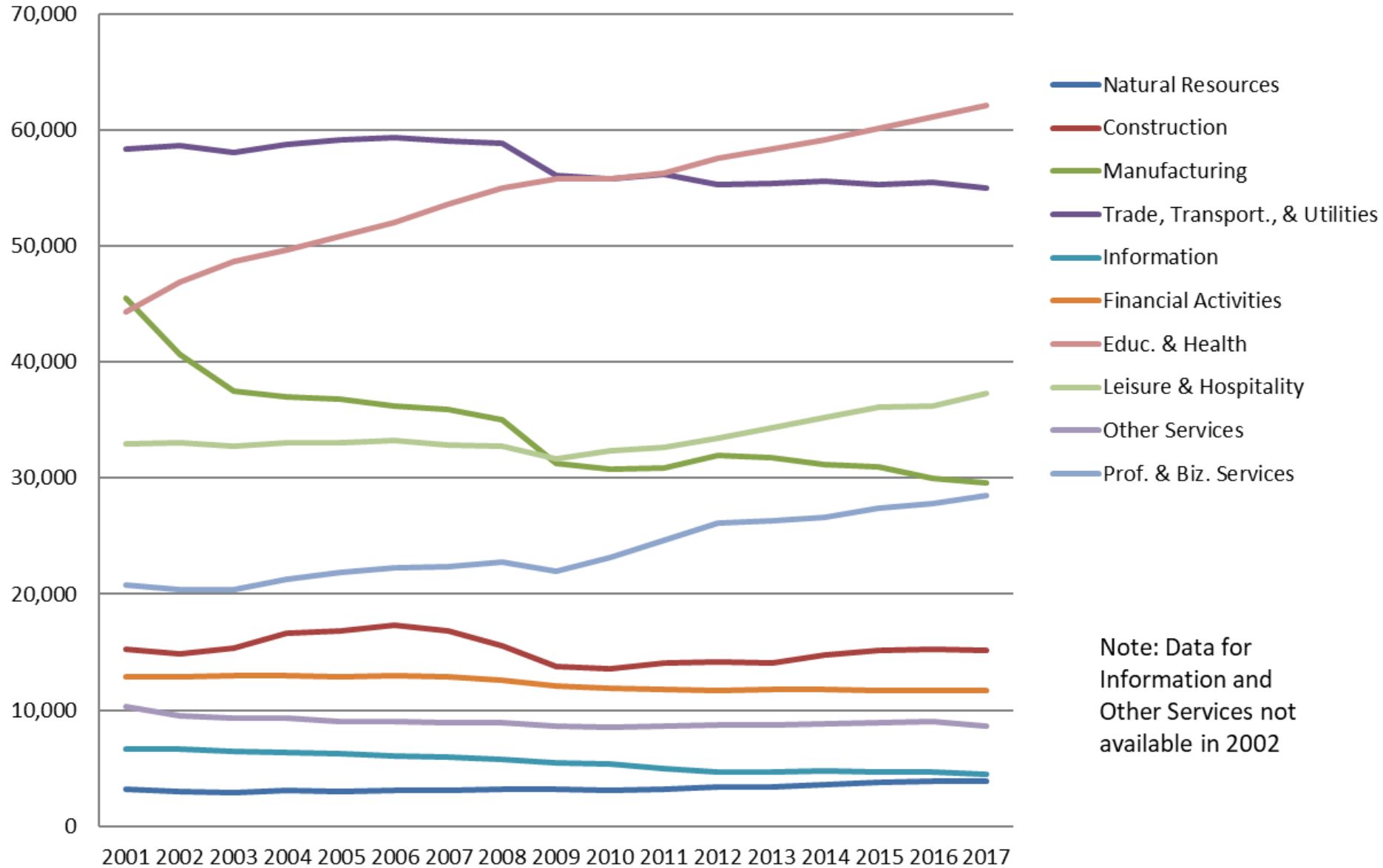
- Breakdown of the Data
- Projects in the Works

The Economic & Labor Market Information Division

- Housed in the Vermont Department of Labor
- State partner to the Federal Government
- 100% federally funded
 - Thank you to the USDOL Employment & Training Administration!

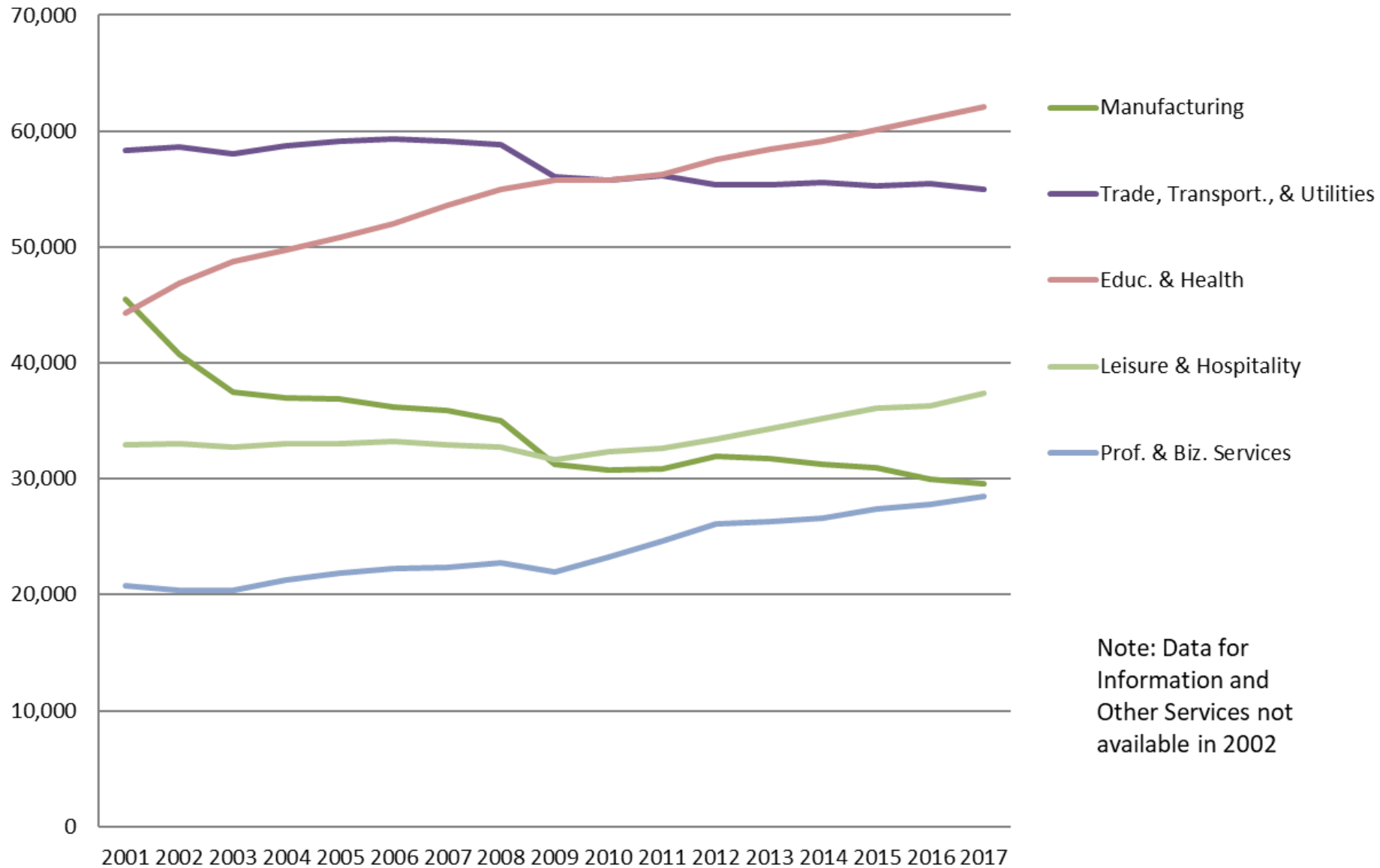
Purpose: to produce, explain and disseminate economic data for the benefit of the State of Vermont, educational institutes, employers, students, job-seekers, researchers, and the general public.

VT Covered Employment by Major Sector 2001-2017



Note: Data for Information and Other Services not available in 2002

VT Covered Employment by Major Sector 2001-2017

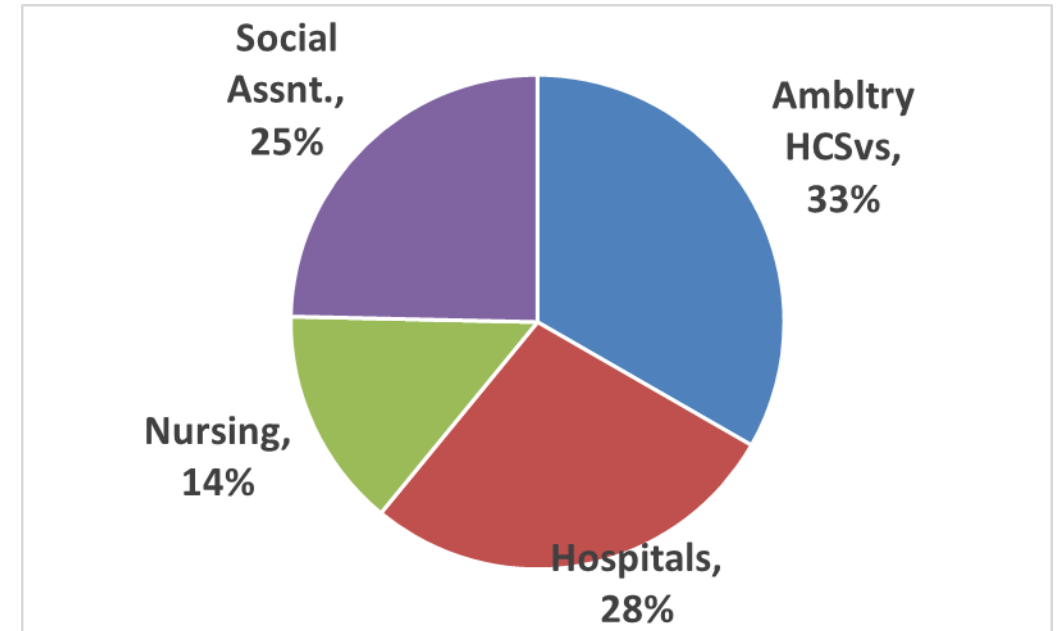


Zooming In – 2010-2017

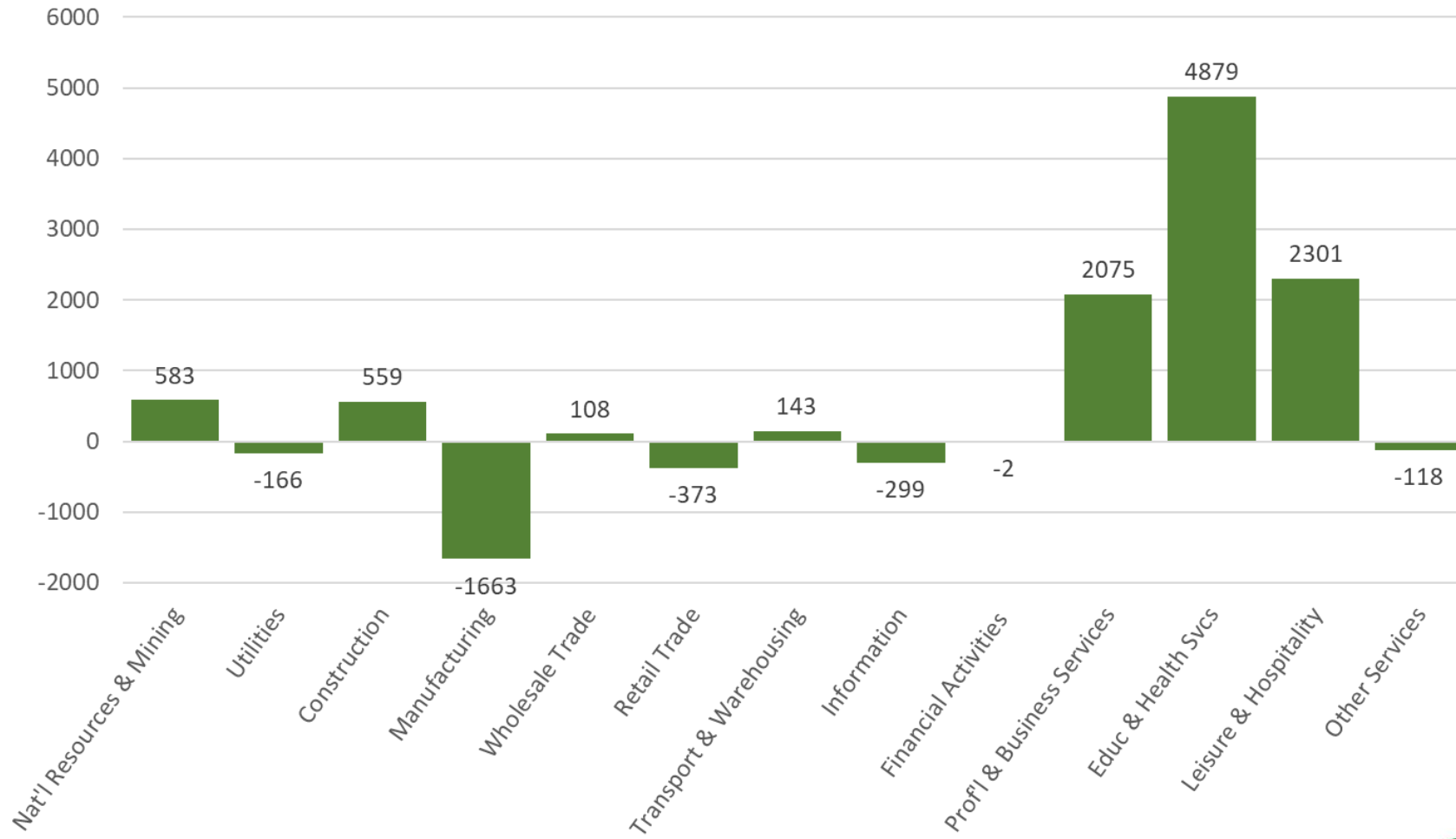
- Health & Social Assnt. (+1.6%) > Educ. Srvs (1.4%) > VT Empl. (0.8%)

Growth by Components (with LQs):

Ambulatory HC Services	1.5% (1.09)
Hospitals	1.9% (1.04)
Nursing/Residential Fac.	0.8% (0.99)
Social Assistance	1.8% (1.50)

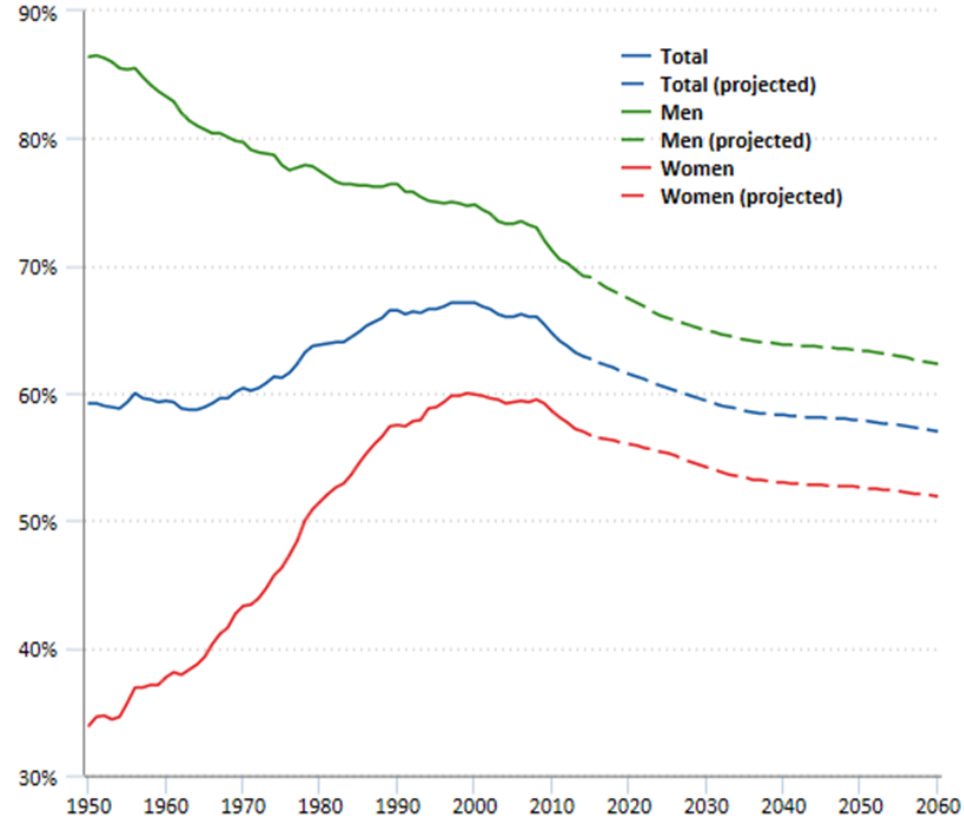


Employment Change by Industry 2016 - 2026



The General Trend

Labor force participation rates are projected to decline

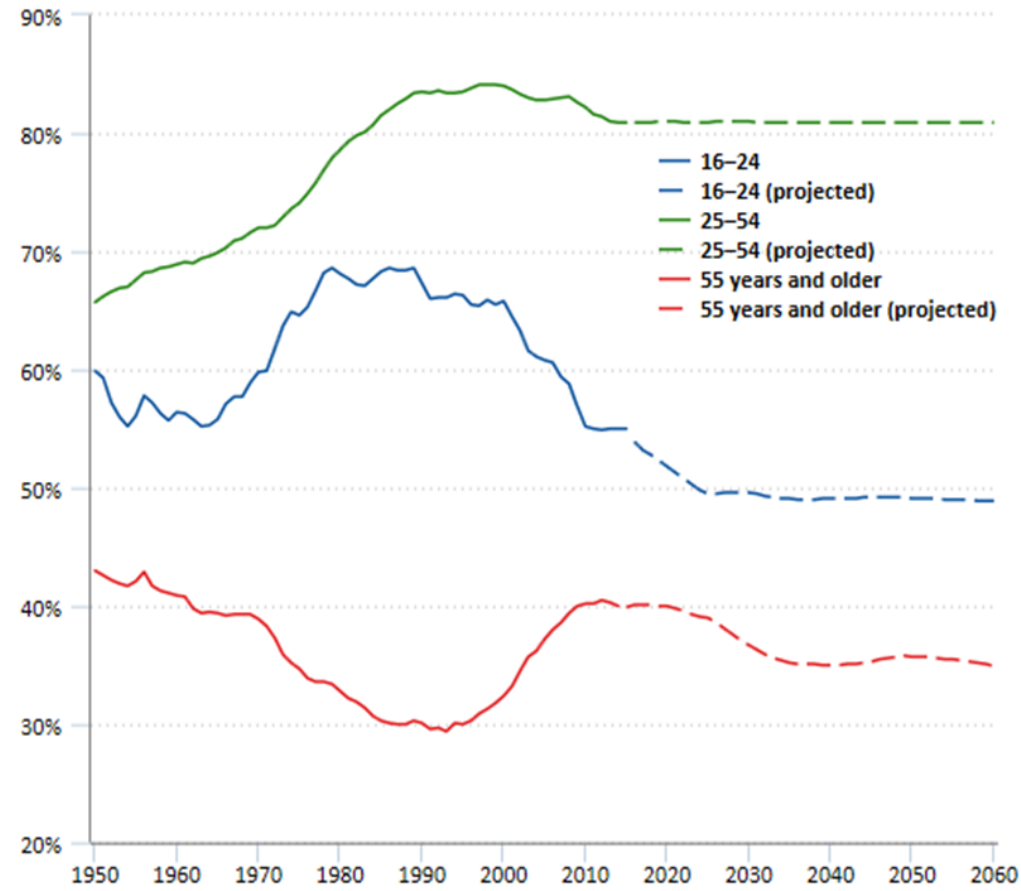


Click legend items to change data display. Hover over chart to view data.
Source: U.S. Bureau of Labor Statistics



Not just gender, but age...

Labor force participation rates of all age groups are projected to decline



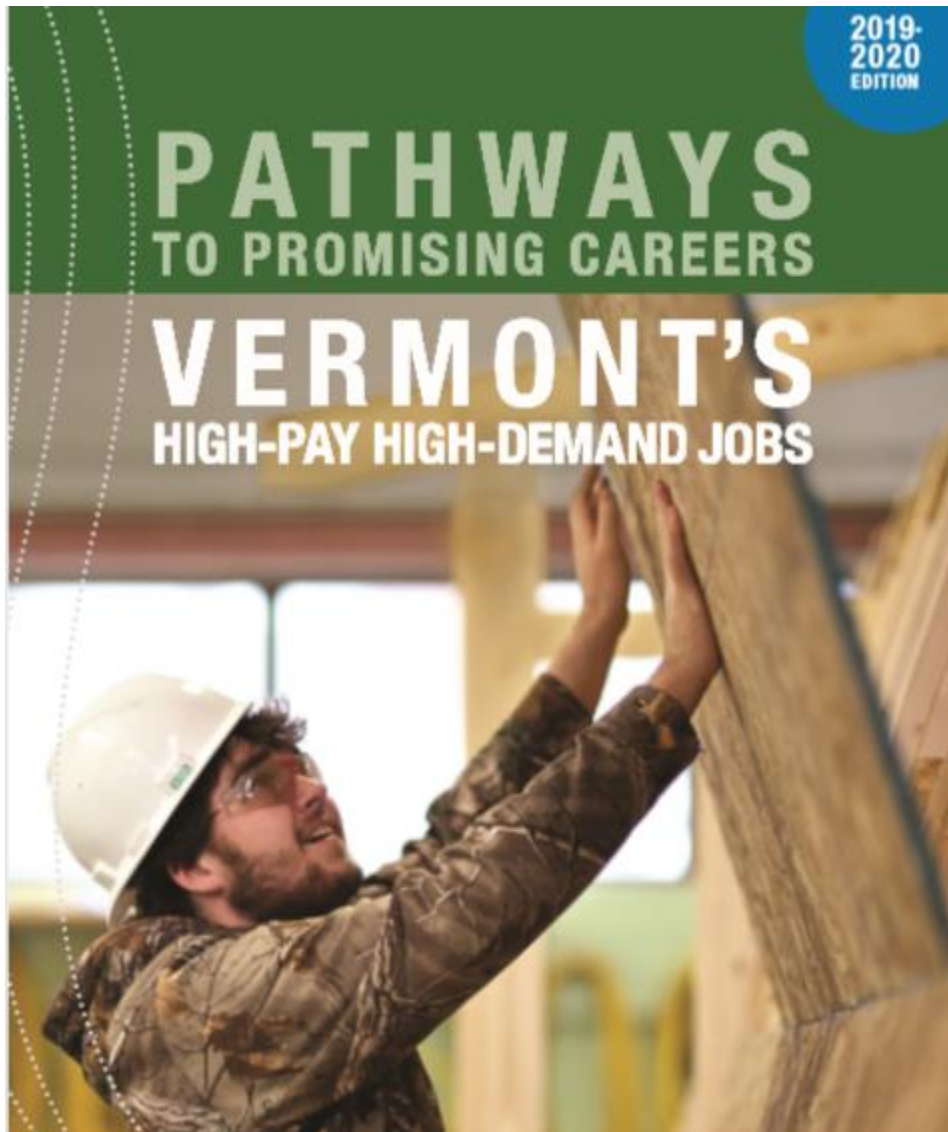
Click legend items to change data display. Hover over chart to view data.
Source: U.S. Bureau of Labor Statistics

IMPACTS ON THE LABOR MARKET

- Declining labor force (2 factors)
- Declining number of unemployed
 - = Tight labor market
 - Jobs are available
- Opportunities for entrepreneurs!

E&LMI's CONCERNS...

- Declining labor force participation among young people
 - “The Public Narrative”
- So how do we help ALL Vermonters think about jobs, skills and employment?



Version 3
**A Continued Partnership
with the McClure
Foundation
Highlighting E&LMI Data**

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

STARTED IN 2018: Expanded Direct Service

- A Partnership with Recovery Centers and Workforce Development Division
- Providing Re-Employment Services on Site

UNDERWAY: Greater Public Outreach

- A Partnership with Vermont State Libraries
 - Creating new E&LMI Resources

Governor's Top Priority

Governor Scott has made growing and strengthening our labor force a cornerstone of his agenda.

“Until we increase the size of our labor force, economic growth will lag and Vermont will lack the revenue we need to invest in the things we care about.”

~ Governor Phil Scott

Goal

**To Increase the Number and
Skill Level of Available
Workers in Vermont.**

Strategies

- 1. Increase the Labor Participation Rate**
 - 1. Recruit and Relocate More Workers to Vermont**
 - 1. Assist Employers in Accessing and Retaining Qualified Workers**

Comprehensive Approach

- **Interagency Labor Force Expansion Plan**
- **Target Investments:** State & Federal Resources
- **Focus Priorities:** Number and Quality of Workers
- **Coordinate Efforts:** Public & Private, State & Local
- **Align Work:** Pilots, Outreach, Information
- **Engage Partners:** Employers, Training Providers

Strategy #1

1. Increase the Labor Participation Rate of Vermonters

- Expand Summer Youth Employment Opportunities
- Support Career “Coaching” in Vermont High Schools
- Expand Adult Training Opportunities at CTE Centers
- Create Opportunities for Returnships
- Place Employment Specialists in Vermont’s Recovery Centers
- Increase Qualifications and Capacity of Child & Elder Care Workforce
- Expand Retention of Recent Vermont College Graduates
- Integrate Career Resources into Adult Learning Program Plans
- Coordinate Support Services to Remove Barriers to Employment
- Expand Apprenticeship Opportunities
- Extend Training and Employment Services into Correctional Facilities
- Increase Funding for Tuition and Costs of Non-Degree Credentials

Strategy #2

2. Recruit and Relocate More Workers to Vermont

- Military Base Outreach
 - ✓ Reduce Barriers to Occupational Licensing
 - ✓ Offer Free In-State College Tuition
 - ✓ On-Base Employment Events
- Targeted Outreach & Recruitment Campaign
 - ✓ Stay to Stay Weekends
 - ✓ Digital & Social Media Outreach
 - ✓ College Campus Outreach
- Relocation Assistance
 - ✓ *Reloc802*
 - ✓ Incentives

Strategy #3

3. Assist Employers in Accessing and Retaining Qualified Workers.

- Develop Resources to Help Businesses Employ Workers with Employment Barriers
- Improve Quality and Access to Vermont's On-line Labor Exchange (JobLink)
- Promote Industry-Supported Training Programs
- Align Employer Outreach Efforts Across State Government to expand the Quality and Availability of Services
- Expand Reach and Use of Incumbent Worker Training Resources
- Expand Outreach and Participation in Apprenticeships, Internships, and Returnships

Health Care Related Initiatives

- Targeting Workforce Education and Training Funds
- Expanding Apprenticeships
- Building Employer Coalition for Recruitment
- Direct Employer Assistance with Posting and Recruiting
- Career Pathway Development
- Governor's Health Care Workforce Task Force
- Expanding Returnships in Health Care Occupations

Parting Questions

- What's the Case for Prioritizing Health Care Workforce Recruitment and Retention Efforts and Resources?
- What resources are needed for efforts ...
 - in-state
 - out-of-state
 - employers?

Vermont Department of Labor's Dedicated Recruitment Contact Information

Call: 888-807-7072

OR

Email: Labor.VTJobs@vermont.gov

Conclusions

- There are lots of opportunities in the Vermont economy for workers of all educational backgrounds
 - More skills leads to higher “wages”
- VTLMi.info has a wealth of free information
- More information leads to better decisions

Questions, Contact & Thank you!

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