

Workforce Inventory Project

Overview



SeVEDS Workforce Report – 2014
Addendum – A



Present Survey Group

Made up of 34 companies representing 7 sectors

- **Education (5)**
- **Finance & Insurance (3)**
- **Health Care & Social Assistance (6)**
- **Leisure & Hospitality (3)**
- **Local Government (1)**
- **Manufacturing (15)**
(Includes Durable & Non- Durable)
- **Retail (2)**

Sectors were chosen to match up with the labor market information (LMI) that the VT Dept. of Labor uses.



Present Job Summary

SECTOR	TOTAL JOBS IN NEXT 5 YEARS	NEW JOBS IN NEXT 5 YEARS	NEW JOBS A % OF TOTAL
EDUCATION (5)	384	123	32%
FINANCE & INSURANCE (3)	77	16	21%
HEALTH CARE & SOCIAL ASSISTANCE (6)	1,064	132	12%
LEISURE & HOSPITALITY (3)	374	113	30%
LOCAL GOVERNMENT (1)	46	0	0%
MANUFACTURING (15) (INCLUDES DURABLE & NON-DURABLE)	1,017	370	36%
RETAIL (2)	97	15	15%
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TOTALS:	3,059	769	25%

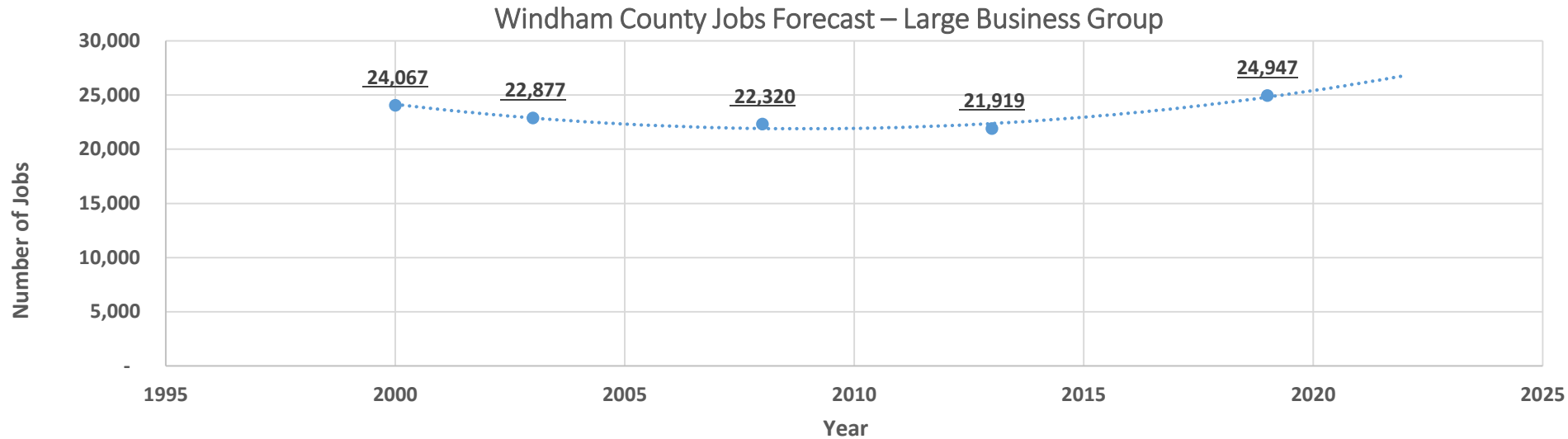
Present information based on 34 Businesses having completed the workforce inventory - (7/2014)

What We See & Know...

- **Given the historical data from 2000 to 2013 from the VT Department of Labor and our current data, which we used to project forward five years, it appears there will be general job growth over all sectors, some stronger than others.**
- **The demographics for the Windham County population continue to pose a challenge for the workforce.**
- **It appears the best job opportunities in the region are in Health, Manufacturing and Education.**
- **For significant change in the income growth for the area it will require attracting employers with occupations that pay at higher rates than what we presently have.**

What We Don't Know...

- **Company wage information.**
- **What the margin of error is in our data.**
- **What new businesses might come into the area or be created by current residents that could have a significant impact on the region?**
- **What the economy is going to do? Will it keep crawling along or start to show some real movement in a positive direction.**
- **Will the trend in the demographics of the area continue to show a decline in younger people and a median age of the workforce continuing to move toward 50?**



- Data on years 2000-2013 collected from State of Vermont (<http://www.vtml.info/indnaics.htm>)
- New job projection based on percentage of workforce accounted for in this project.
- Presently 5,566 jobs are accounted for from this project; 21,919 totals jobs reported by State of Vermont for Windham County (for 2013). Project respondents represent 25.3% of workforce in the county ($5,566/21,919 = 0.2539$)
- 769 new jobs projected in 2019 for companies in this project; 3,028 projected new jobs for total workforce. ($769/0.2539 = 3,028$)
- Total of 24,973 jobs projected in workforce for 2019 ($21,919+3,028 = 24,947$)

Employer Reported From The Hiring Projections
Top Job Groups – “All Jobs”
By SOC # - Over An Anticipated 5 Year Period
50 & Above

- **Registered Nurses (167)**
- **Mental Health Technicians (117)**
- **Secretaries & Administrative Assistants (102)**
- **Medical & Health Services Managers (101)**
- **Machinists- Production (99)**
- **General & Operations Managers * (98)**
- **Production Workers (85)**
- **Sales Representatives * (75)**
- **Nursing Assistants (74)**
- **Licensed Practical Nurses (64)**
- **Packaging & Filling Machine Operators (63)**
- **Housekeeping Staff (61)**
- **Teacher, Post Secondary (60)**
- **Office Clerks (59)**
- **Social Services Specialist (53)**
- **Food Preparation & Serving Workers (52)**
- **Health Aides (50)**

** Partially represented by jobs in the Hospitality Sector
that are seasonal and /or part time.*

Employer Reported From The Hiring Projections
Top Job Groups – “New Jobs”
By SOC # - Over An Anticipated 5 Year Period
25 & Above

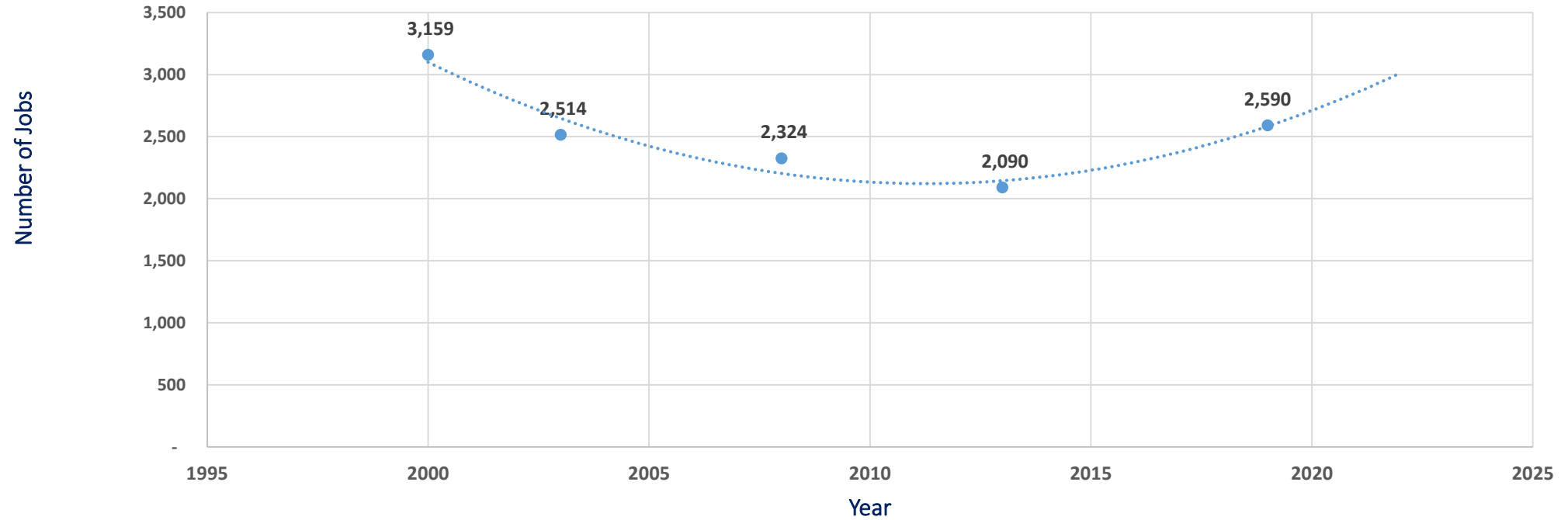
- **Machinist – Production (60) ***
- **General & Operations Managers (33) ***
- **Computer Specialist (31)**
- **Production Workers (30) ***
- **Licensed Practical Nurse (27) ***
- **Inspector – QA (26)**
- **Education Administrator – Post Secondary (26)**

**Four of these occupation also make up the top jobs on the
“All Jobs” list of 50 openings or more.*

Sector Projections Methodology

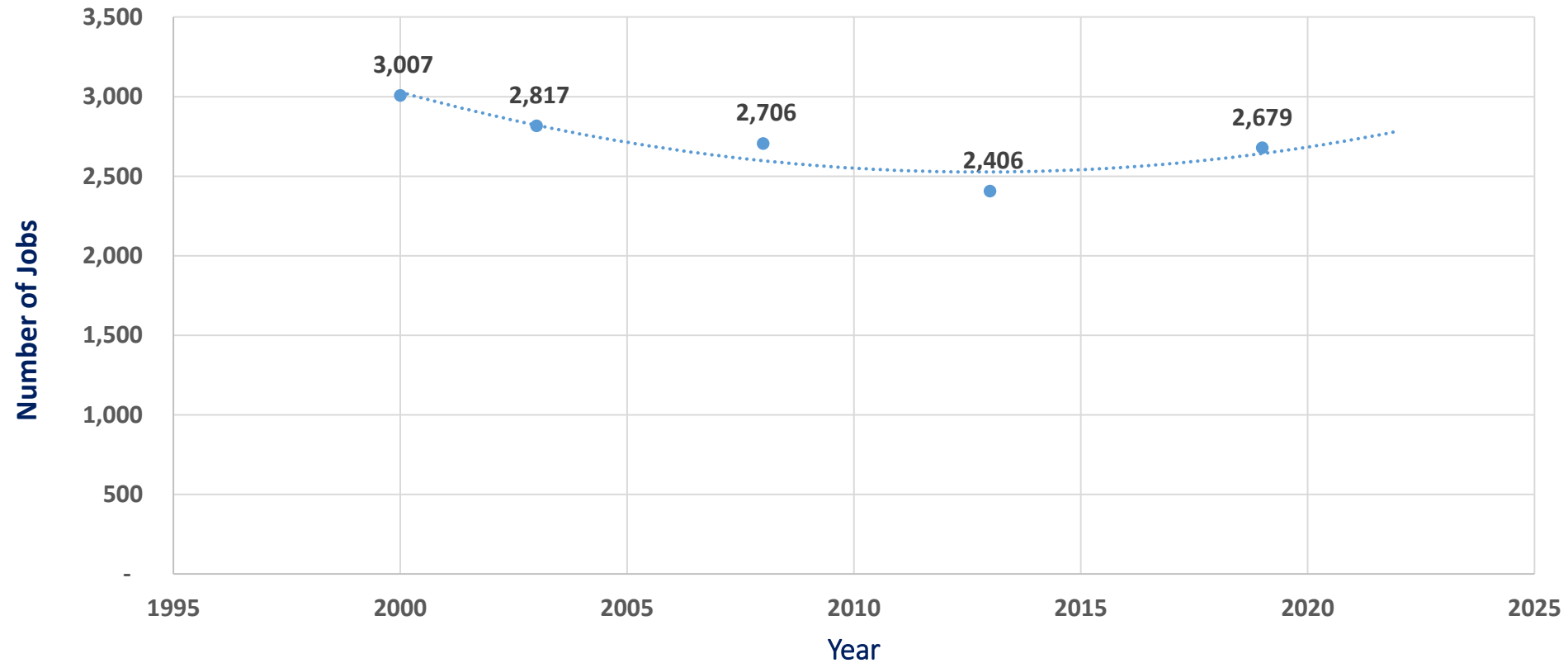
- **Total headcount for each sector gathered (5,566 total all current jobs).**
- **Data on number of new jobs for each sector collected through this project.**
- **Extrapolations made for number of new jobs in 2019 based on the percentage of jobs our data represented in Windham county.**
- **To get 2019 projection seen on graphs, extrapolation for number of new jobs was added to the number of jobs reported by the state in 2013.**

Manufacturing Sector Job Forecast



- *Data collected from 14 Manufacturing Companies*
- *1,546 current jobs reported from data collected through this project*
- *2,090 current jobs reported in Windham county by State of Vermont in 2013*
- *Represents an estimated 74% of total manufacturing jobs in Windham county*
- *370 new jobs reported from data for 2019; 500 new jobs extrapolated for 2019*

Retail Sector Job Forecast

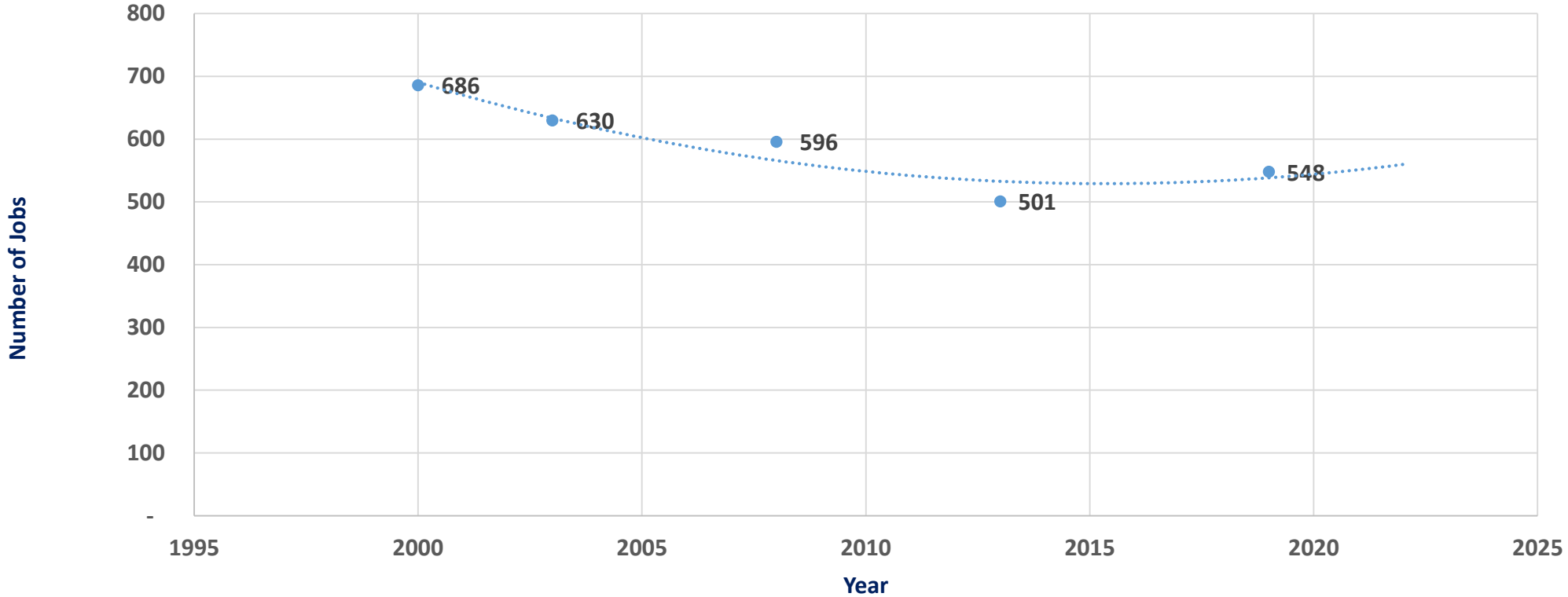


- *Data collected from 2 Retail Companies*
- *132 current jobs reported from data collected through this project*
- *2,406 current jobs reported in Windham county by State of Vermont in 2013*
- *Represents an estimated 5.49% of total Retail jobs in Windham county*
- *15 new jobs reported from data for 2019; 273 new jobs extrapolated for 2019*

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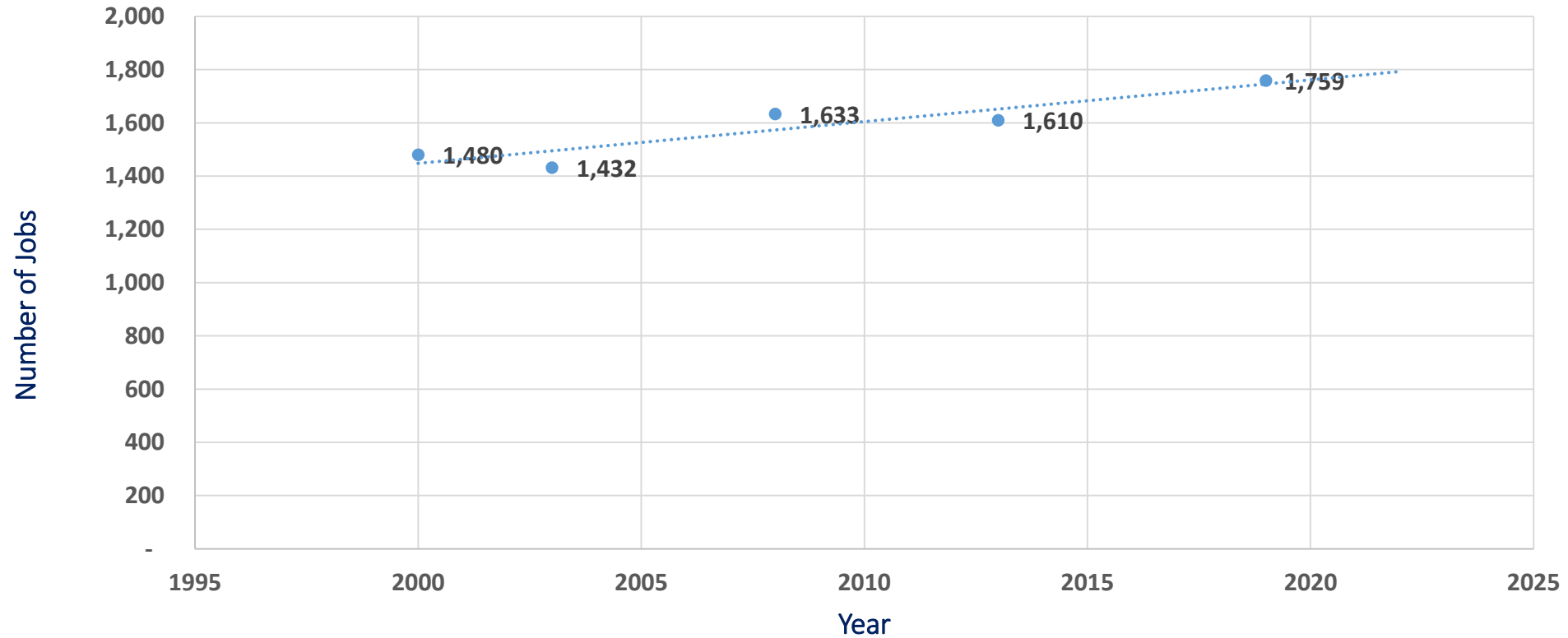
Finance and Insurance Sector Job Forecast



- *Data collected from 3 Finance and Insurance companies*
- *172 current jobs reported from data collected through this project*
- *501 jobs reported in Windham county by State of Vermont in 2013*
- *Represents an estimated 34.33% of total Finance and insurance jobs in Windham county*
- *16 new jobs reported from data for 2019; 47 new jobs extrapolated for 2019*

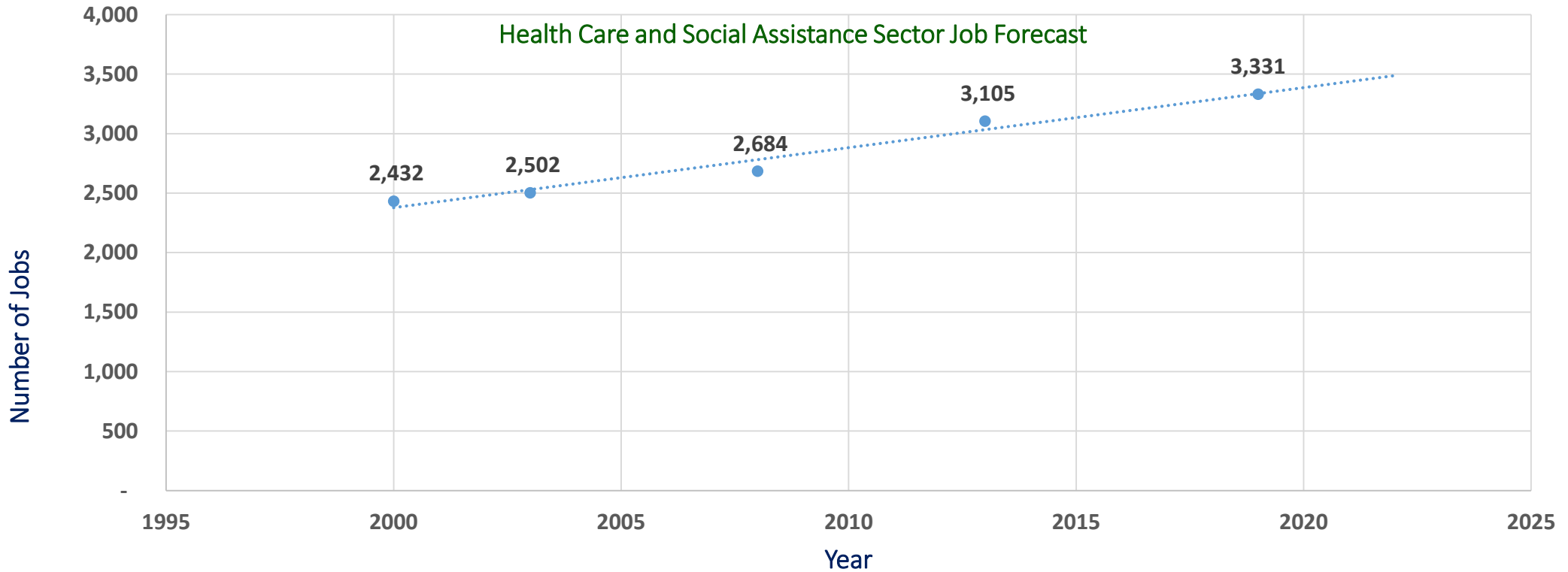


Education Sector Job Forecast



- *Data collected from 5 Education Institutions*
- *1,329 current jobs reported from data collected through this project*
- *1,610 jobs reported in Windham county by State of Vermont in 2013*
- *Represents an estimated 82.55% of total education jobs in Windham county*
- *123 new jobs reported from data; 149 new jobs extrapolated for 2019*

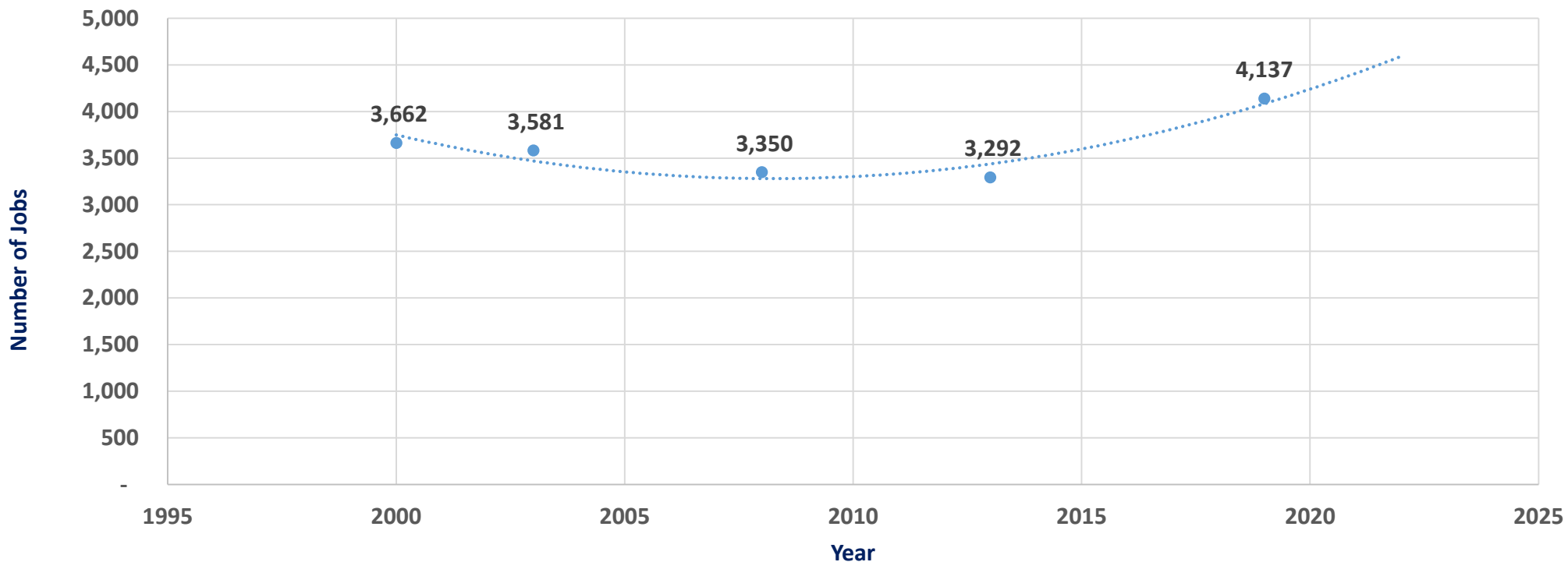




- *Data collected from 6 Health Care and Social Assistance organizations*
- *1,813 current jobs reported from data collected through this project*
- *3,105 jobs reported in Windham county by State of Vermont in 2013*
- *Represents an estimated 58.39% of total Health care and Social assistance jobs in Windham county*
- *132 new jobs reported from data for 2019; 226 new jobs extrapolated for 2019*



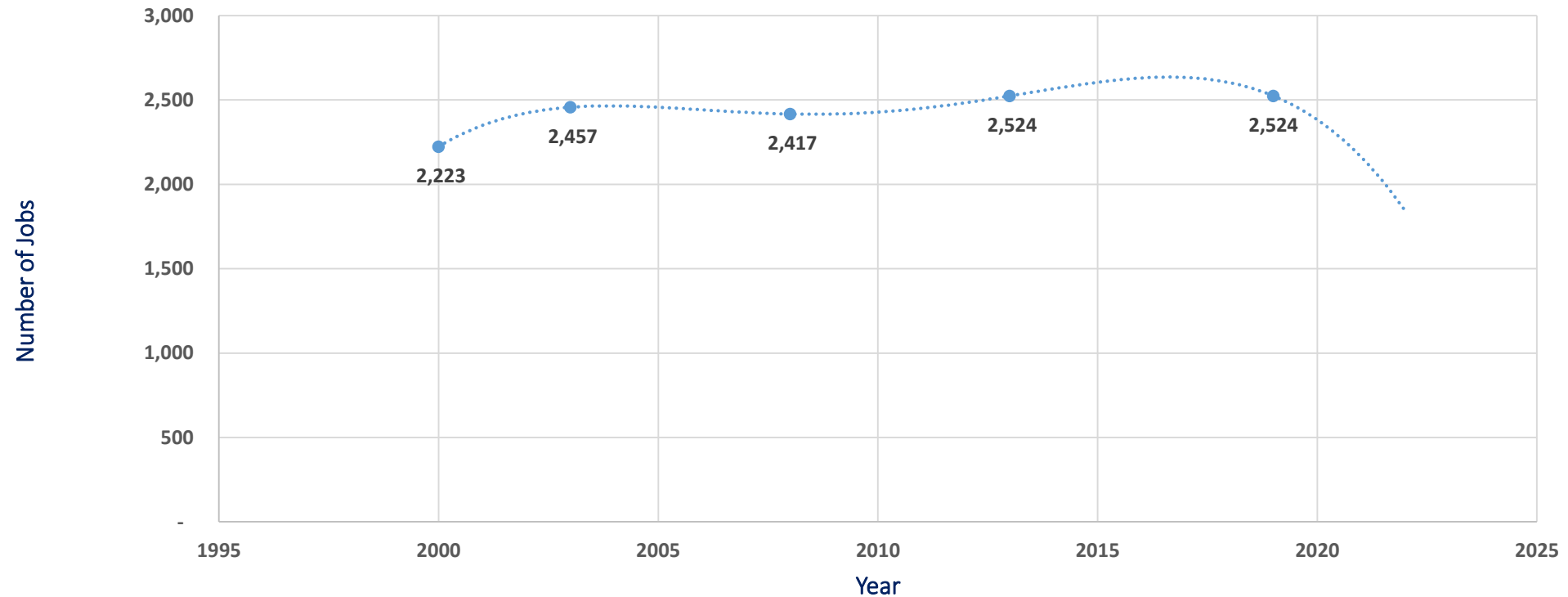
Leisure and Hospitality Sector Job Forecast



- *Data collected from 3 Leisure and Hospitality organizations*
- *440 current jobs reported from data collected through this project*
- *3,292 jobs reported in Windham county by State of Vermont in 2013*
- *Represents an estimated 13.37% of total Leisure and Hospitality jobs in Windham county*
- *113 new jobs reported from data for 2019; 845 jobs extrapolated for 2019*



Local Government Sector Job Forecast



- *Data collected from 1 Local Government body*
- *134 current jobs reported from data collected through this project*
- *2,524 jobs reported in Windham county by State of Vermont in 2013*
- *Represents an estimated 5.31% of total Local Government jobs in Windham county*
- *0 new jobs reported from data for 2019; 0 new jobs extrapolated for 2019*



Large Business Survey Inputs

What are the most important soft or hard skills missing in the candidates that apply to your firm for an entry level or higher level job?

1	Communication/Interpersonal skills	10%
2	Common Sense/Critical Thinking	9%
3	Customer service - understanding	10%
4	Technical Aptitude/Skills	9%
5	Work Ethic / Initiative / Accountability	8%
6	Computer skills - beyond very basics	9%
7	Personal presentation /appearance	9%
8	Math /writing skills	6%
9	Dependability/Attendance	5%
10	Teamwork	4%
11	Writing / Spelling	4%
12	Business etiquette	3%
13	Managerial Skills	3%
14	Maturity/ Personal Ownership	3%
15	Ability to work independently	1%
16	Compassion	1%
17	Learning agility	1%
18	Organizational Skills	1%
19	Patience	1%
20	Presentation Skills	1%
21	Technical Sales Skills	1%

What are the skills that are required to upgrade employees already in your organization, but seem to be unable to grow to the next job level?

1	Leadership/Supervision/Mgmt. skills	13%
2	Critical / Strategic Thinking	12%
3	Computer Skills	10%
4	Technical Aptitude/Skills	8%
5	Understanding of "Big Picture" /Breaking "silo mentality"	8%
6	Communication Skills	5%
7	Technical Skills	5%
8	Time Mgmt. / Organizational Skills	5%
9	Work independently & as team member	5%
10	Initiative & willingness	3%
11	Managing teams	3%
12	Presentation Skills	3%
13	Ability to work through crisis situation	2%
14	Business Skills (financial acumen)	2%
15	Dependability/Attendance	2%
16	Engage in Professional Development	2%
17	Learning Agility	2%
18	Math Skills	2%
19	Problem Solving & Trouble Shooting	2%
20	Project Mgmt.	2%
21	Self Analysis	2%
22	Time in field (knowledge acquisition)	2%
23	Work Ethic	2%



Large Business Survey Inputs

Continued

What are the new skills that future workers will need to have before they work for your organization that existing employees would not have been required to have when they originally came to work for you.

What are the most important future job skills your organization will require prospective employees to have or be able to learn that are not needed in your workforce today?

1	Technology	17%
2	Critical / Strategic Thinking	11%
3	Understanding and ability to use computer technology	11%
4	Leadership & Supervision (facilitate)	9%
5	Understanding of "Big Picture" /Breaking "silo mentality"	9%
6	Ability to build, develop and manage work teams	4%
7	Ability to work independently and as team member	4%
8	Customer Service Skills	4%
9	Presentation skills	4%
10	Technical, Math & writing skills	4%
11	Understanding organization reporting structures & working within them	4%
12	Safety	2%
13	Advanced computer skills	2%
14	Analytical skills	2%
15	Consistency	2%
16	Engagement	2%
17	Fix & operate machinery	2%
18	Good Manufacturing Practices	2%
19	Negotiation skills	2%
20	Organize/Standardize data collection	2%
21	Programmers (robotics)	2%
22	Quality & Regularity understanding	2%

1	Understanding and use of new technology	68%
2	Creative problem solving & flexibility	11%
3	Supervisory skills that encompass mobile workforce	7%
4	Understanding needs of future due to changes in field	7%
5	Organizational understanding of how things fit & relate	4%
6	Quality Mgmt. Systems	4%



Questions?

