

The Vermont Labor Market Quarterly

A newsletter of the Economic & Labor Market Information Division of the Vermont Department of Labor

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Profile of Vermont's Unemployed

Vermont has the fourth lowest unemployment rate in the nation, which has remained below five percent since September 2012. However, there remain many workers who struggle to find employment in this state. In this profile, we identify some economic and demographic information regarding Vermont's unemployed population.

Where are they?

Orleans County

Orleans County had an average unemployment rate of 6.2% in 2013, the highest of Vermont's 14 counties. It's continuing this trend in 2014, with an average unemployment rate of 6.4% thus far. Orleans also had the highest percentage of people living below the poverty line in 2012 at 15.6%.

However, out of the 14 counties, Orleans placed 6th for labor force participation rates (68.2%), and employment to population ratios (63.9%). This data suggests that many in Orleans County are actively looking for work but can't find it. Seasonality may also be a factor in the high unemployment rate, as there are many seasonal jobs in this area.

Essex County

Of the 14 counties, Essex County had the lowest labor force participation rate (55.9%) and the lowest employment to population ratio (53.1%) in 2013. It also had the second highest average unemployment rate in 2013 (5.8%).

Essex County has the highest median age of all the counties (46.7). Overall, 27.7% of its population is 60 years of age or older. Essex County also has the highest percentage of workers who commute 90 or more minutes to work (4.6% compared to the VT average of 1.7%). The high concentration of older workers and the lengthy commute distances could explain in part the low labor force participation rate in this county.



The Economic & Labor Market Information Division (ELMI) of the Vermont Department of Labor is a primary source of labor market information in Vermont.

We provide detailed information about current employment patterns, labor market trends and workforce utilization for the state of Vermont and various sub-state geographies

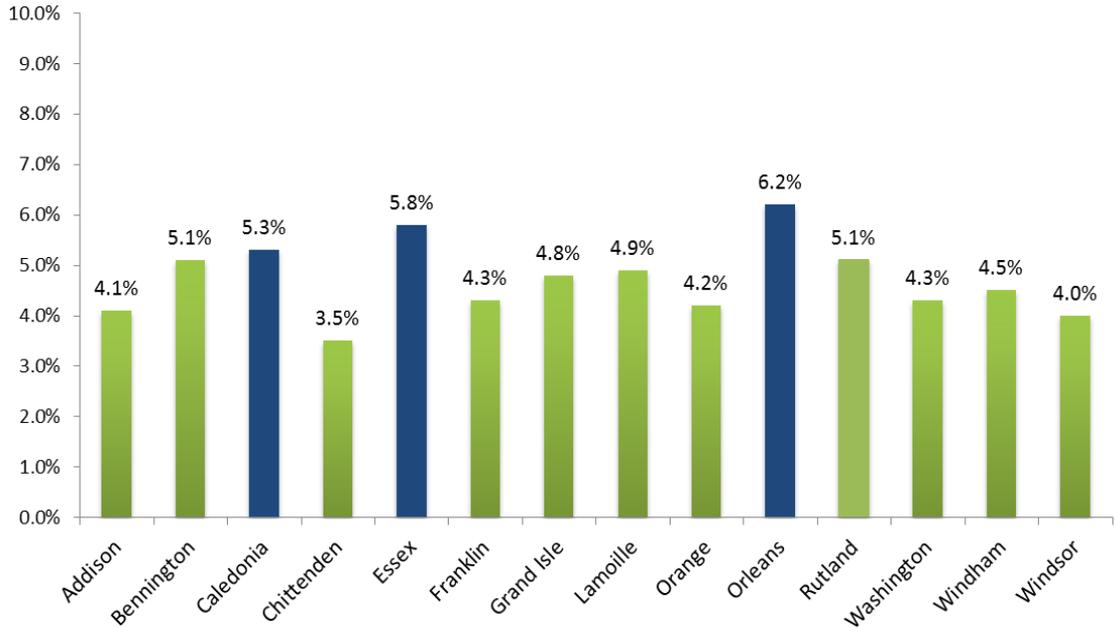
ELMI administers labor market data programs in collaboration with our federal partners at the Bureau of Labor Statistics and the Employment & Training administration.

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Caledonia County

Of the 14 counties, Caledonia County experienced the third highest average unemployment rate in 2013 at 5.3%. It also had the second lowest labor force participation rate (61.9%), and employment to population ratio (58.6%) in 2013. Caledonia also had the third lowest per capita income in 2012 after Essex and Orleans. Of all the counties in the state, Caledonia also had the highest percentage of total households making less than \$10,000 in 2012.

2013 Annual Average Unemployment Rate by County

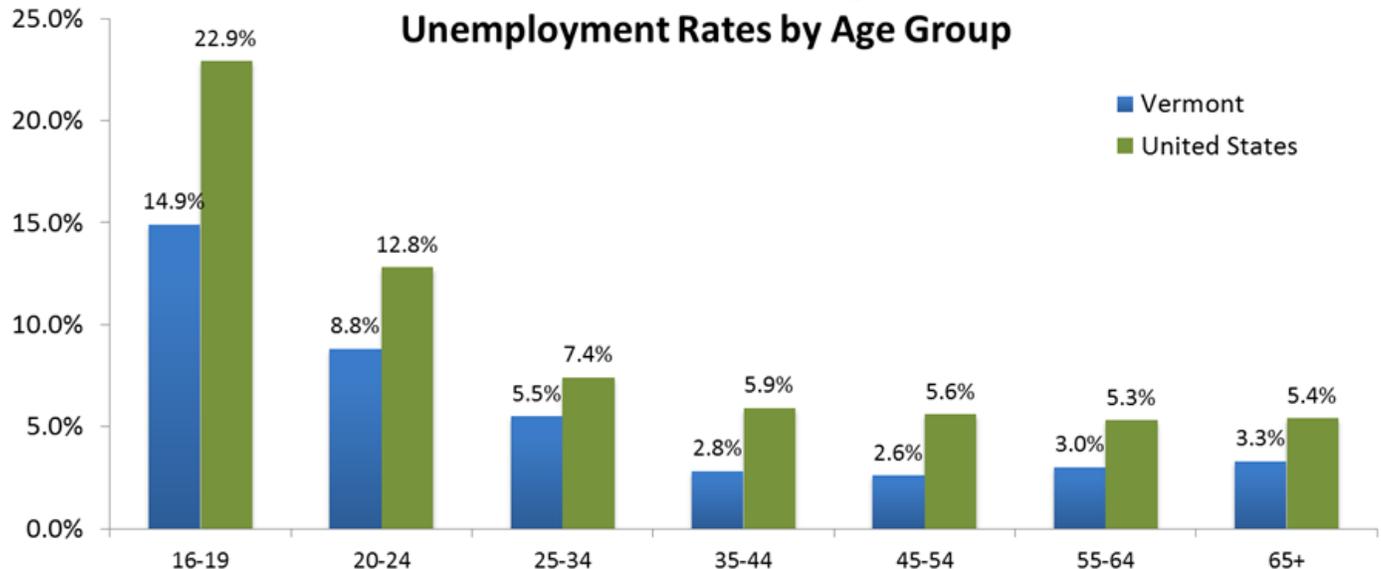


Who are they?

Age

The unemployment rate according to age group in Vermont is similar to U.S. trends. Workers aged 16 to 19 years experienced the highest average unemployment rate in 2013 in both Vermont and the U.S. (14.9% and 22.9%). Workers aged 45-54 years experienced the lowest unemployment rate in Vermont (2.6%), and workers aged 55-64 experienced the lowest rate in the U.S. as a whole (5.3%).

2013 Annual Average Unemployment Rates by Age Group



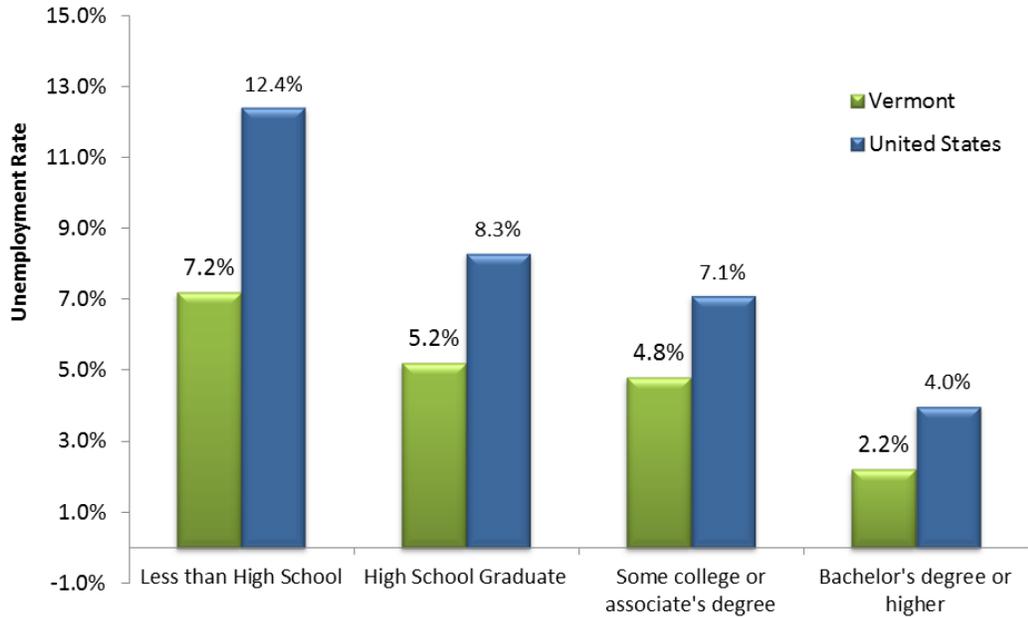
Sex

In 2013, men had a higher labor force participation rate than women (71.9% vs. 64.9%) in Vermont. However, men also had a higher unemployment rate (4.6%) than women (4.0%). This indicates that though more men are participating in the labor force, women are finding jobs more easily. On the national level, men also had a higher labor force participation rate than women (69.7% vs. 57.2%), and a higher rate of unemployment (7.6% vs. 7.1%).

Educational Attainment

Workers with less than a high school diploma experienced the highest unemployment rate in 2012 with an annual average of 7.2% in Vermont, and a rate of 12.4% in the U.S. Workers with a Bachelor's degree or higher experienced the lowest average annual unemployment rate of 2012 at 2.2% for Vermont and 4% for the U.S.

**Vermont and United States
2012 Annual Average
Unemployment Rate by Educational Attainment**



Duration

Vermont workers remained unemployed for a median period of 11 weeks in 2012. The average duration of unemployment among workers was 23.8 weeks. The large disparity between the median and mean timeframe is due to a number of these workers remaining unemployed for a lengthy period of time. More workers found themselves unemployed for a period of less than five weeks to fourteen weeks than a period of 15 weeks or longer. Men not only had more total unemployed persons than women, but also experienced a higher mean and median duration of unemployment.

The Big Picture

Workers in the Northeast Kingdom are more likely to experience unemployment than in other areas of Vermont. While certain socioeconomic factors in these areas may deserve some consideration in explaining the high unemployment, these counties are no doubt some of the most rural in New England. This can lead to fewer options for employment locally and long, expensive commutes to more opportunities.

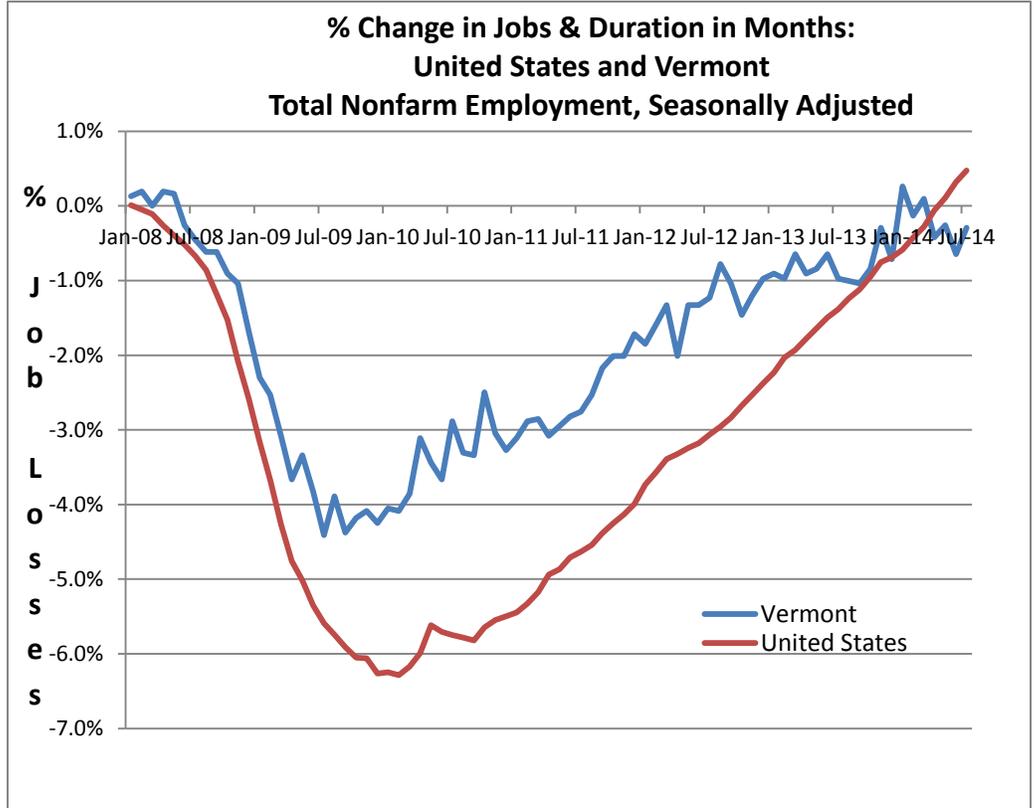
Trends among the unemployed in Vermont are not unique to Vermont alone. Vermont workers are more likely to be unemployed if they are under the age of 24; however, the U.S. as a whole is also experiencing high unemployment for this age group. Vermont workers are more likely to be unemployed if they are male; again, men in the U.S. as a whole also have higher labor force participation rates and unemployment rates than women. Vermont workers are also more likely to be unemployed if they did not get postsecondary education; however, this again follows national trend.

Current Employment Statistics

The Current Employment Statistics program provides detailed industry data on employment, hours and earnings of workers on nonfarm payrolls. It is designed to take a monthly 'pulse' of the economy based on historical data and a survey of approximately 144,000 business and government agencies nationwide. The sample includes approximately 2,000 firms in Vermont each month.

CES output is a modeled survey sample. As with any sample, it is subject to statistical error. Another program, the Quarterly Census of Employment and Wages (QCEW), provides a more comprehensive count but publication is delayed by up to six months. QCEW provides the historical data for the CES program.

As of July, 2014 the Vermont economy has recovered 11,900 of the 14,700 jobs lost during the most recent recession. Over the past twelve months the economy added 2,100 jobs, an increase of 0.7%. Total seasonally adjusted nonfarm payroll employment stood at 306,800 as of July. The fastest area of growth was in Real Estate, Rental & Leasing, which increased by 6.7% between July of 2013 and July of 2014.



Occupation Profile: Software Developers, Systems Software

People in this occupation research, design, develop and test operating systems-level software, compilers and network distribution software for medical, industrial, military, communications, aerospace, business, scientific and general computing applications. They apply principles and techniques of computer science, engineering and mathematical analysis.

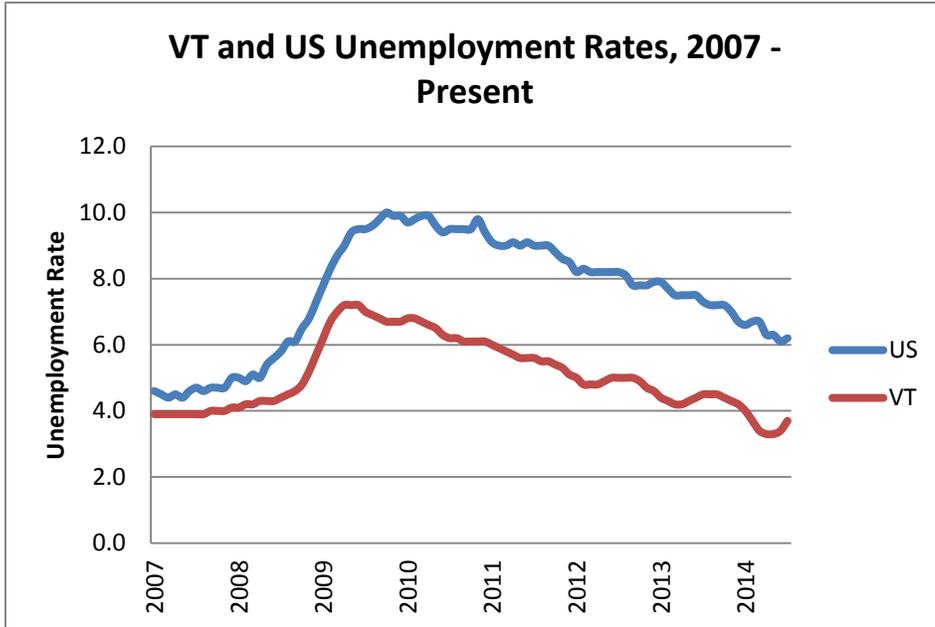
Tasks for this occupation include modifying existing software; developing system testing or validation procedures; programming; consulting with customers; preparing reports concerning project specifications and manipulating data for analysis of system capabilities.

	2012 Annual Salary by Percentile				
	10%	25%	Median	75%	90%
U.S	\$62,800	\$78,900	\$99,000	\$123,600	\$148,800
VT	\$59,100	\$73,600	\$93,400	\$113,200	\$133,800

Most people employed in this field hold at least a Bachelor's Degree. It requires critical thinking, complex problem solving, math, social perceptiveness, deductive and inductive reasoning and reading comprehension.

In 2010, 710 people in Vermont were employed as Software Developers, Systems Software. By 2020 that number is expected to increase to 860. Nationwide, the numbers are 405,000 and 487,800 respectively. The 2012 median annual wage for Software Developers in Vermont was \$93,400.

Local Area Unemployment Statistics



The Local Area Unemployment Statistics (LAUS) program produces monthly and annual employment, unemployment, and labor force data for Census regions, states, counties, metropolitan areas, and cities/towns by place of residence.

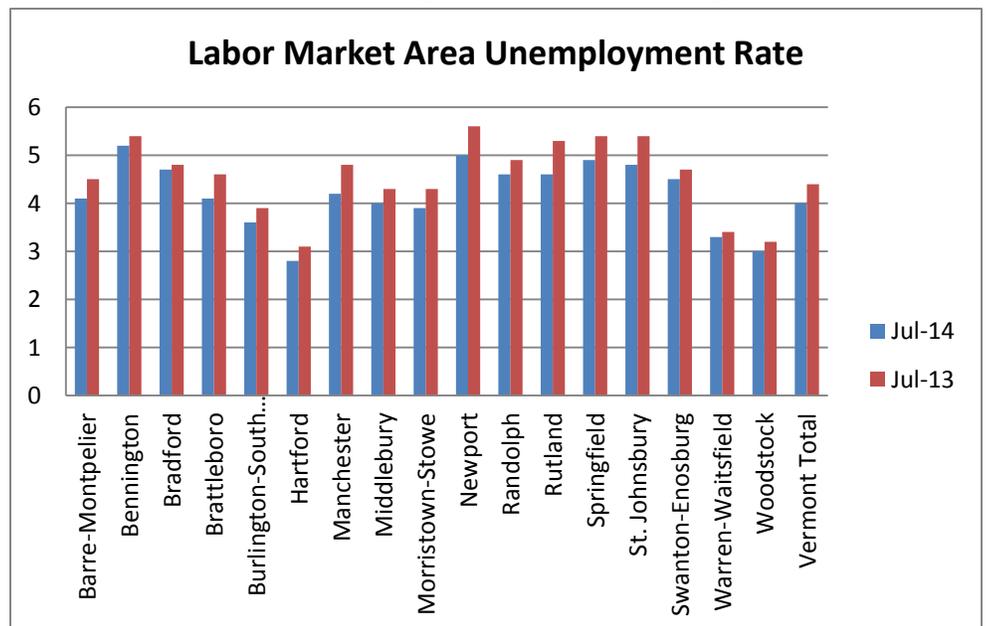
LAUS data is derived from the Current Population Survey (CPS), the Current Employment Statistics program and unemployment claims. The labor force (defined as those who are working plus those who are actively seeking work) in Vermont peaked at 361,800 in March of 2009 while the number of unemployed peaked two months later. The labor

force declined to 350,200 by December of 2012. It has been growing since that time. Employment peaked at 344,550 in November of 2006.

The state's seasonally adjusted unemployment rate has been falling unevenly since its 7.2% peak in the spring of 2009. As of July, 2014 it stands at 3.7%, the second straight month of increases after reaching the post-recession low of 3.3%. Vermont's rate follows a trend similar to the US rate, but is typically a few points lower. The national rate peaked at 10% during the latest recession and was 6.2% in July of this year.

There are 17 labor market areas in the state (some include portions of others states as well). The estimated unemployment rates in labor market areas are not seasonally adjusted. Across these, the unemployment rate for July, 2014 varies from a low of 2.8% in the Hartford labor market area to a high of 5.2% in the Bennington labor market. The states largest labor market area is Burlington-South Burlington, where the unemployment rate stands at 3.6%. The unemployment rate has fallen in every labor market area in the state over the past twelve months.

The largest declines in the past year have been in the Brattleboro and Rutland Labor Market Areas where the rate has fallen by 0.7 points. The smallest decline during the period was in the Warren-Waitsfield and Bradford Labor Market Areas, where the rate declined by only 0.1 points.



Career Planning and Employment Data Resources

The Department of Labor has a wide range of employment resources available to Vermonters seeking to find work, change careers or just explore opportunities. Our staff work to connect Vermont businesses with qualified employees and offer innovative programs to help train motivated individuals. The Economic & Labor Market Information Division also houses data related to occupations, industries, wages, income and labor force utilization for the state and various sub-state geographies.

Career Exploration Resources

American Job Centers: The Vermont Department of Labor has 13 Career Resource Centers throughout the state. These centers can assist with job searches and provide access to online resources.

www.labor.vermont.gov/workforce-development

Start Where You Are explores the variety of occupations available to Vermonters and offers guidance on where to receive the requisite education and training. www.startwhereyouarevt.org

My Skills My Future is a place to manage your career and create a pathway to success. Tools are available to help students, businesses and career professionals.

www.careeronestop.org

My Next Move helps young people and those changing careers make informed decisions about career choices, including a unique exploration tool that allows the user to search by interests and training. www.mynextmove.org

Vermont Job Link is a free, self-service job matching system for jobseekers and employers. Job seekers can post a resume and apply for positions directly from the site. Job Link is hosted by the VT Department of Labor. www.vermontjoblink.com

For questions about this newsletter or for more information about the Economic & Labor Market Information Division of the Vermont Department of Labor, please reach us at:

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Resources for Employers

Vermont Small Business Development Center is a source for no-cost business advising and low-cost training for Vermont entrepreneurs. www.vtsbdc.org

Think Vermont is a source for information about starting, expanding and relocating a business in VT. www.accd.vermont.gov/business

Economic & Labor Market Data

From our homepage at www.vtlmi.info, Vermonters can access a wide range of labor market data. This includes all of the background data for sections of this newsletter as well as occupational and industrial projections, fringe benefits comparisons, per capita incomes, an employer database, quarterly workforce indicators and assorted related data. Other sources for labor market data include:

The United States Bureau of Labor Statistics

www.bls.gov.

The Employment and Training Administration

www.doleta.gov

Vermont Department of Labor

labor.vermont.gov