

9th Annual Central Vermont Job Fair

2018 Report



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This April, CVEDC, Department of Labor, and Creative Workforce Solutions partnered to hold the 9th Annual Central Vermont Job Fair. With record low unemployment and a growing economy, the need to find qualified candidates for existing open positions led to a record number of vendors participating. Less certain was going to be our ability to recruit job seekers to the event. By the end of the day we tallied an 8.3% increase in job seekers over last year (704 in 2018). More importantly we saw a shift in the makeup of the candidates, with a significant increase in the number of employed individuals seeking new positions (approximately 50% of those completing the survey). As a result, companies reported finding candidates for open positions in skilled as well as non-skilled positions. This report provides some insight into who we are serving with the event, as well as the level of success in matching businesses with the employees they need to thrive in Central Vermont.

Jamie Stewart
Executive Director CVEDC

Key Findings

Among the findings...

- ✓ **35 people** were hired as a direct result of the job fair
- ✓ **240 interviews** or follow-ups between employers and job seekers were conducted as a direct result of the job fair
- ✓ **The majority of job seekers were female**, representing 50 percent of participants, while only 34 percent were male
- ✓ The number of job seekers who were currently unemployed was **equal** to the number of employed job seekers
- ✓ **96 percent** of businesses and service providers would participate in the job fair again next year

of people
704
seeking jobs
at the fair in
2018

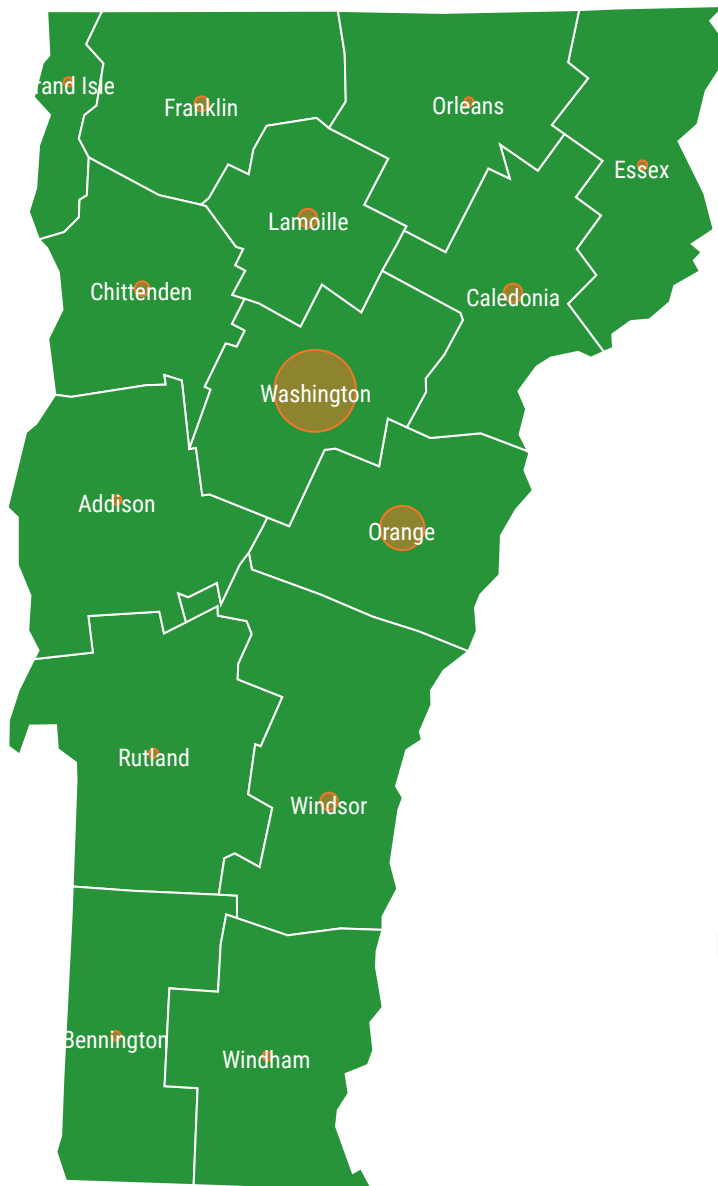


Towns & Counties

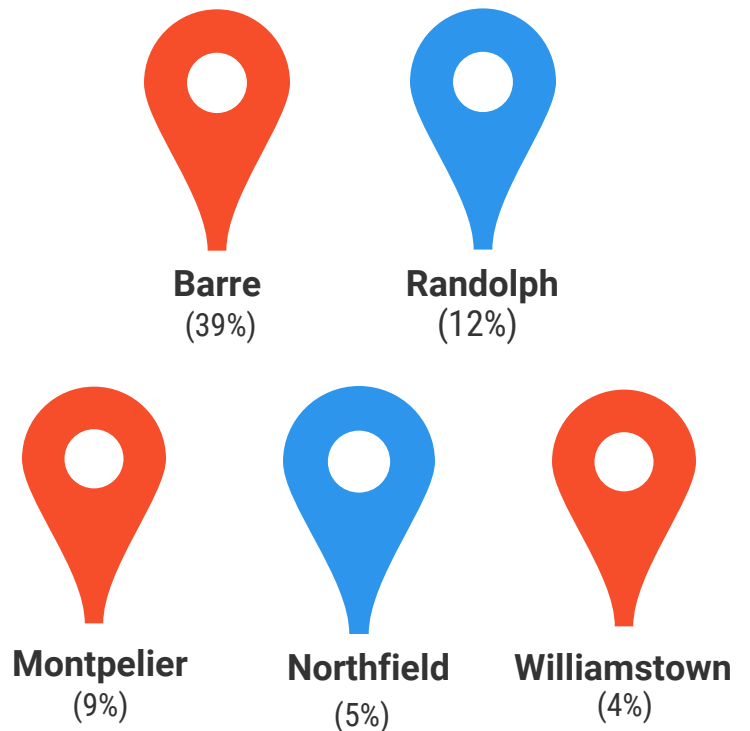
County Breakdown

The 2018 job fair drew participants from **55 towns** and **7 counties** in Vermont. This was on par with the reach of Central Vermont Job Fairs from the past few years.

The map below displays the percentage of participants that attended the fair by county. The largest portion of job seekers came from the two counties in the CVEDC territory: Washington and Orange, followed by Caledonia, Lamoille, Windsor, Chittenden and Franklin. The job fair also drew two participants from out of state (New Hampshire and Connecticut).



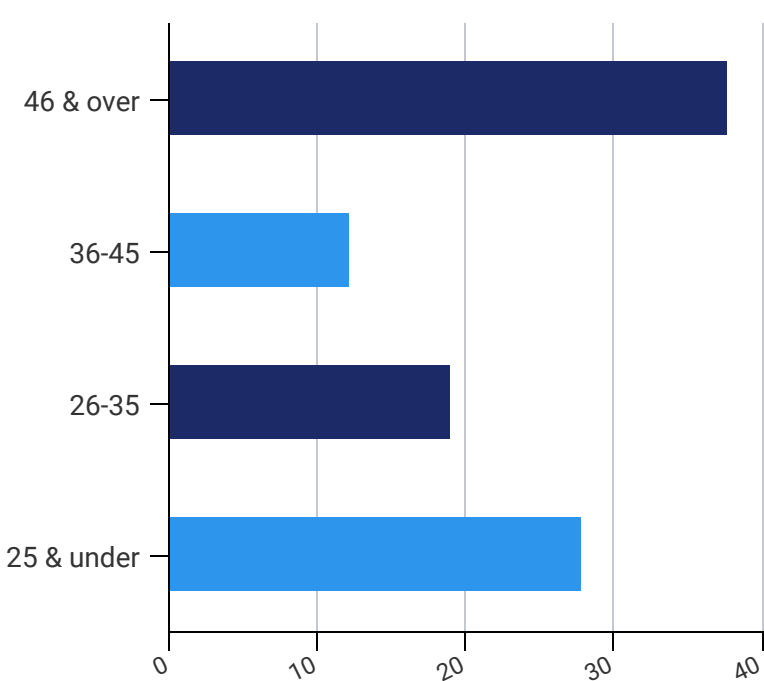
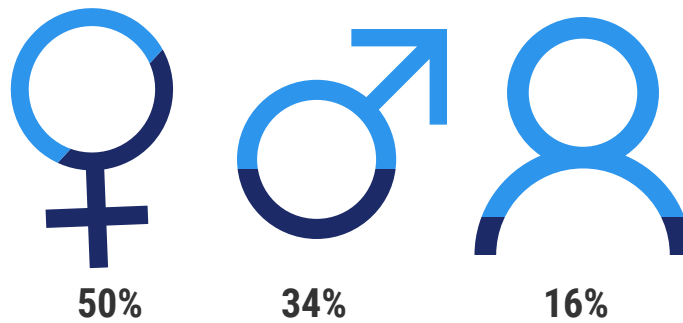
Top 5 Towns:



Demographics

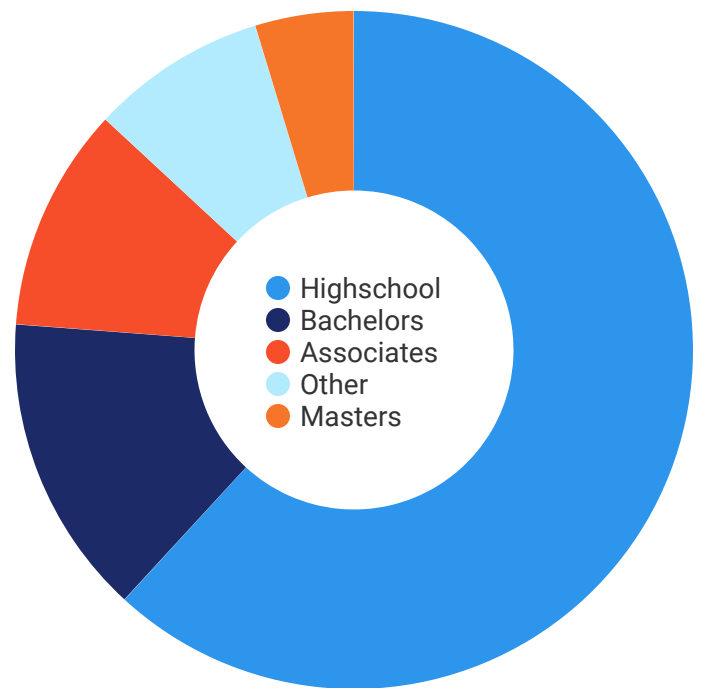
Gender

The majority of job seekers attending the fair were female (50%), followed by male (34%), and the remainder did not specify (16%). Since 2012, women have consistently outnumbered men at the job fairs.



Job Seekers by Age Group

The largest age group attending the job fair this year were those 46 years and older (38%), with the next most prevalent group being those 25 years and younger (28%), followed by participants between the ages of 26-35 (19%), and those between 36-45 years old (12%).



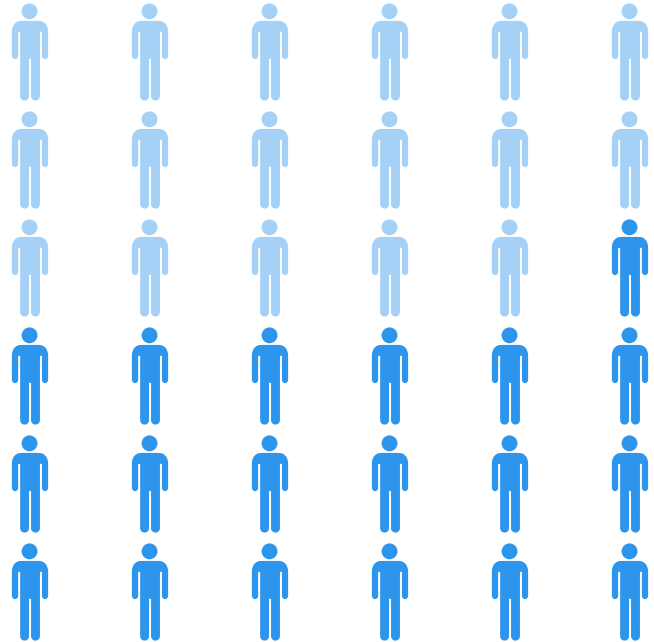
Job Seekers Education Level

Job seekers with a variety of current education levels attended the fair. The majority of job seekers had a high school degree (62%), followed by bachelors (14%), associates (11%), alternative training or other (8%), and finally masters degree holders (5%).

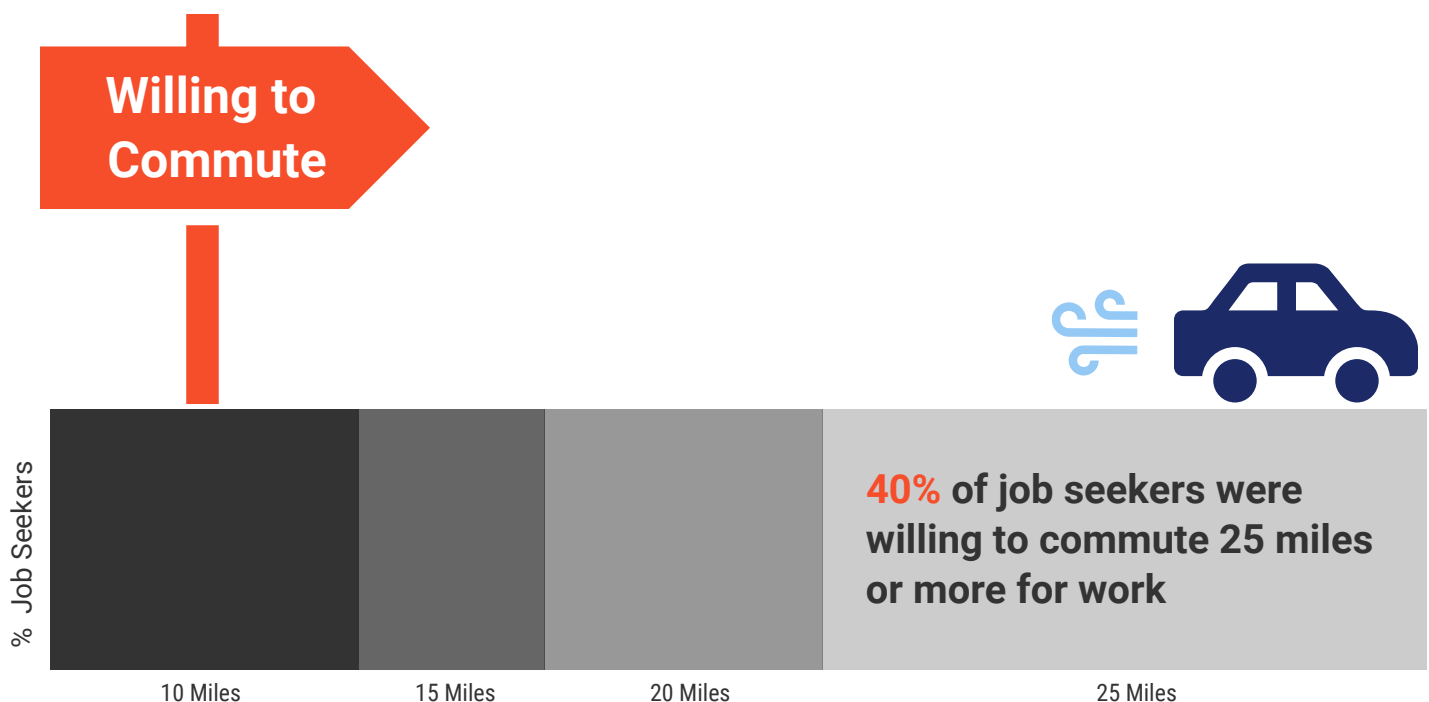
Work

Work Preferences

Despite significant changes in the Vermont employment rate in 2018 (which reached an all-time high since the 2008 recession), the amount of job seekers looking for full-time employment, at 52 percent, has remained relatively consistent with the overall trend at Central Vermont Job Fairs. This indicates that there is still a need for businesses and workers to be matched through facilitating events like this job fair. Willingness to commute also remained relatively consistent with the overall trend for job seekers from 2012-2018.



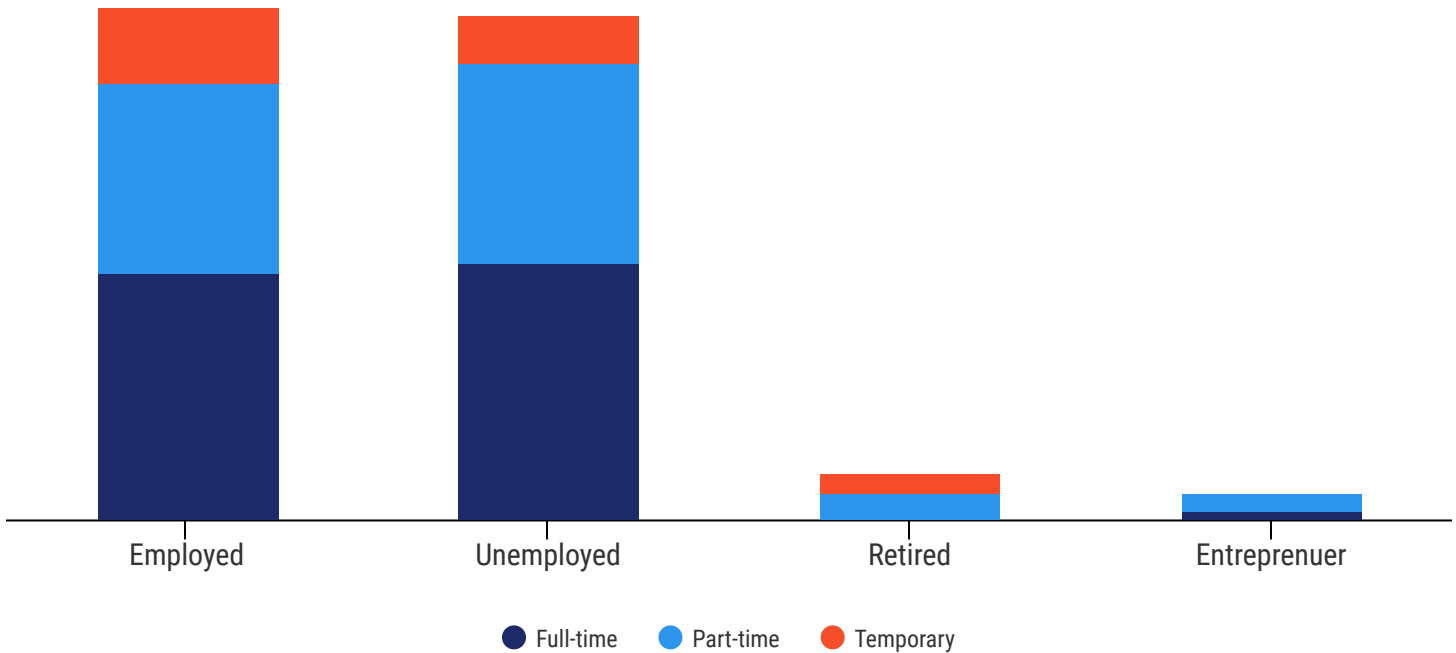
52 percent
of job seekers were looking for full-time work



Work

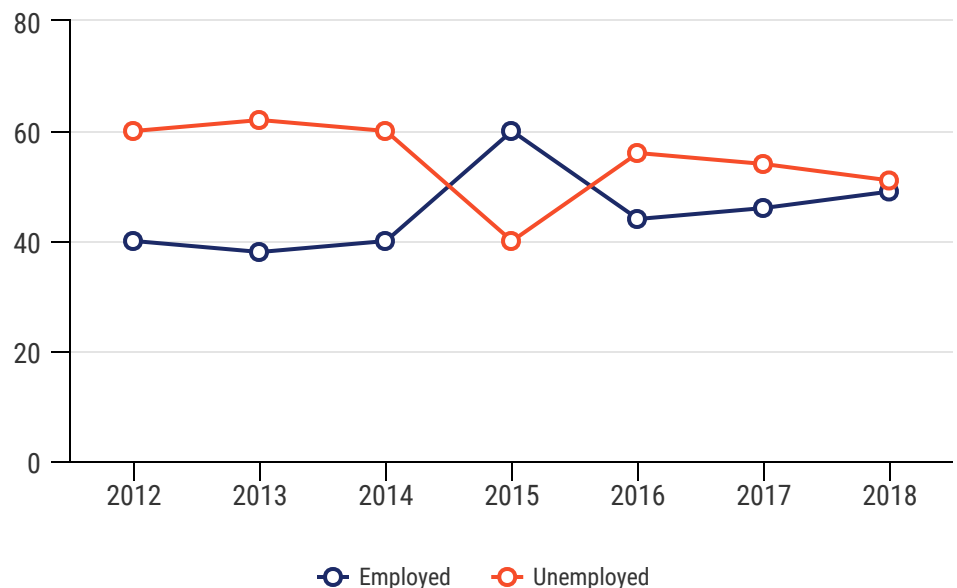
Job Seekers

by employment status & work preferences



In 2018, the amount of job seekers who came to the fair unemployed (39%) was equal to the portion of employed job seekers (39%), as displayed in the bar chart above. Several job seekers were retired (4%), looking for part-time or temporary work. A few job seekers were entrepreneurs (2%), looking for part or full-time employment this year. The graph to the left displays how employment status as a percentage has varied among job fair participants since 2012, excluding, for consistency, participants who were retired or entrepreneurs.

Employment Status of job seekers over time

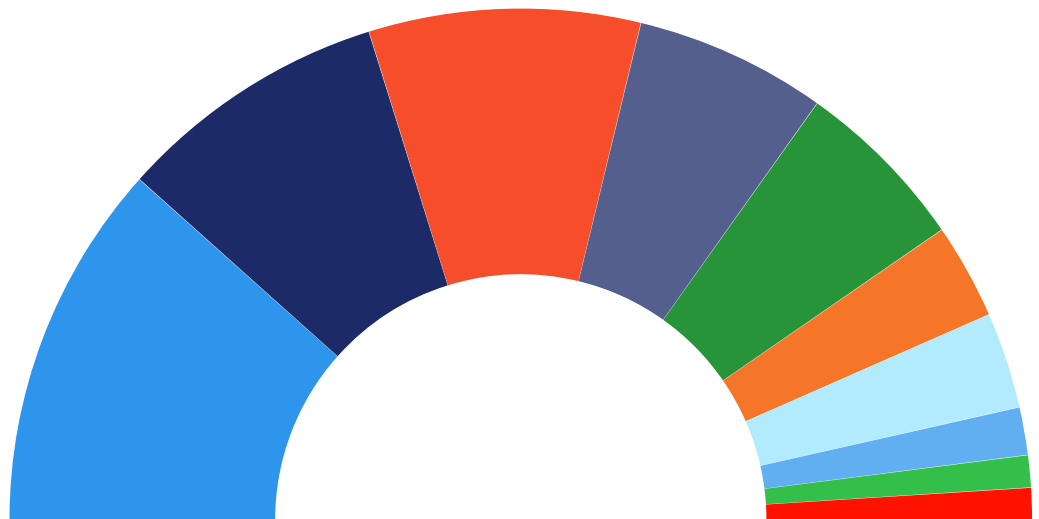


Event Feedback

How Participants Heard About the Job Fair:

Top 10 Responses:

- Radio (23%)
- Newspaper (17%)
- Word of mouth (17%)
- Signs (12%)
- School (11%)
- DOL (6%)
- VocRehab (6%)
- Online (3%)
- VABIR (2%)
- Unemployment Office (2%)



What participants had to say about the Job Fair:

"Made great connections, well worth my time!"

"My experience was great. I found all the information that I needed."

"The maps are very helpful."

"More entry level jobs would be nice."

"Took lots of applications; I'm happy I came!"

"Seems well organized."

"Thank you so much, this was great!"

Vendor Survey



Date & Time of Job Fair Worked **95%**



Staff was Helpful & Knowledgeable **96%**



Cost Effective Way to Recruit **92%**



Materials Received Prepared Us for Job Fair **96%**
(some asked for more information in advance of fair)



Pleased with Number of Resumes Received **84%**



Pleased with Quality of Resumes Received **77%**



Would Participate Again Next Year **96%**

Vendor Survey

Top Suggestions for Improvement:



Shorten time-frame of Job Fair



Coach job seekers/students on attire and work-readiness



Microphone system needs improvement

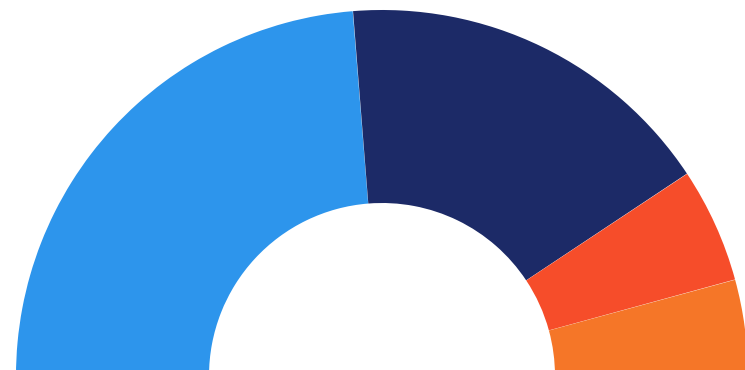
How Vendors Felt about the Location & Venue

98
percent

of vendors had positive responses to the location and venue of the job fair, noting its central, convenient location for attracting local job seekers.

How Vendors Heard about the Job Fair

The majority of businesses and service providers were returning from last year or had been directly contacted by CVEDC (47%). 34% heard about the job fair through email or the website, while 10% were referred by the radio and 8% through word of mouth.



- Direct Contact/Attended Previously
- Email/Website
- Radio
- Word of Mouth

Employment Outcomes

Results of the Job Fair:

- ✓ 64 businesses attended
- ✓ 240 interviews or follow-ups conducted between businesses and job seekers
- ✓ 35 people employed as a result of the job fair



Process

The results were attained through extensive follow-ups conducted with vendors that attended the job fair in April of 2018. We were able to reach an approximately 40% response rate, well exceeding statistical significance. From the data collected we extrapolated to attain the complete numbers above. The raw data collected from the sample of 24 vendors revealed that 90 interviews were conducted and 13 job seekers were hired as a direct result of the Central Vermont Job Fair.

THANK YOU

to our sponsors



The Central Vermont Job Fair would not be possible without you!



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