

The Vermont Labor Market

Departments of Employment & Training / Labor & Industry

Vermont Department of

Employment & Training

November 2003

P.O. Box 488 • Montpelier, Vermont 05601-0488 • Tel.: (802) 828-4000 • FAX: (802) 828-4022

<http://www.det.state.vt.us>

Commissioner's Message

EMPLOYER FOCUS CONTINUES

This month I want to speak directly to our employer customers, specifically to address any concerns regarding DET's ability to deliver the high level of employer services that you deserve, and have come to expect. You are crucial to our mission of serving job seekers and providing the services, information and support to build and maintain a productive workforce. Your needs were a major consideration in our recent reorganization.

As most of you are aware, financial circumstances have made it necessary to reduce staff levels in our Jobs and Training Division, the unit that provides services in your local Career Resource Centers (CRCs). Many Vermont businesses have had to meet the same challenge of producing high quality products or services with fewer resources, and have learned that effective solutions frequently require adopting new ways of doing business in order to increase efficiency.

We've created a model that allows us to maintain service in the twelve areas where we currently have offices, while consolidating management and supervisory functions to the greatest extent possible. Of nineteen positions eliminated in the CRCs, ten were in management or supervision, and one was

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Labor & Industry section
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The Edge

Study Links Success to Education, Career Guidance, and Information

By nearly every measure of human welfare, people with more education live better lives. They earn more, are unemployed less, are more productive, and have higher levels of career satisfaction. In addition to being good for the individuals who obtain more education, significant benefits accrue to families, employers and communities as well.

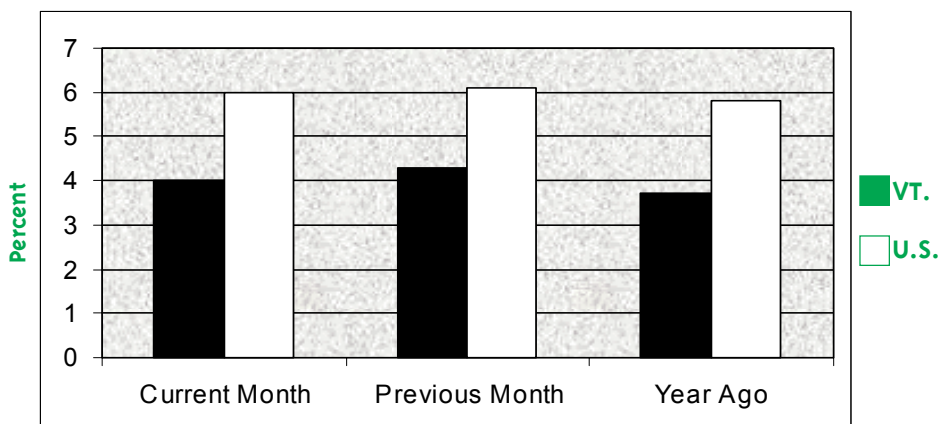
According to a recent paper entitled *The Educational, Social and Economic Value of Informed and Considered Career Decisions*, published by the American Career Resource Network Association (ACRNA), there is an extensive body of evidence suggesting that informed career decisions are related to more success in education, in work, and in life. Students who make such decisions are more likely to graduate from high school and to succeed in postsecondary education.

Career information, as delivered through America's Career Resource Network (ACRN), is central to the process. The study found that career information is "the intelligence that guides workers (and the professionals who advise them) in the analytical process of examining, comprehending and making decisions about the world of work." However, information doesn't work by itself. To be most effective,

(Continued on page 2)

Unemployment Rates Vermont and U.S.

October (SA) 2003 Rates
VT 4.0% • U.S. 6.0%



Commissioner's Message –

(continued from front page)

the only remaining administrative support position. Only eight eliminated positions were dedicated to providing direct service to job seekers and employers, and while that number is significant, we believe that other measures being implemented will help offset any adverse impacts.

Our CRCs formerly functioned quite independently of one another, except for occasional participation by “visiting” staff in special events such as job fairs. Staff were expected to be generalists, capable of providing a very broad range of DET services. While enabling us to offer a wide range of services on demand, this approach didn’t lend itself to a high degree of efficiency or expertise. Only the category of “employer services” was assigned to a particular position, that of Employer Resource Consultant (ERC), and even ERCs were frequently assigned other duties. We now emphasize specialization in service delivery, assigning staff with responsibility for a specific program or function, leading to greater efficiency and proficiency. We’ve consolidated neighboring offices into regions, bringing two offices under the oversight of one regional manager, and now require staff to be flexible, providing services as needed within their region, and in the case of services such as those to dislocated workers, statewide if necessary.

In order to maintain a high level of service to employers, there will continue to be eleven ERCs statewide, eight with general employer service responsibilities, and three with full time responsibilities within the Apprenticeship Program. While four offices (Morrisville, Barre, Middlebury and Springfield) will no longer have a full time ERC on site, the partner office in their region (St. Albans, White River, Burlington and Brattleboro respectively) will have an ERC serving employers in both areas. By limiting ERC duties exclusively to employer services, we intend to maintain a high level of service to Vermont employers.

Any rumors of our demise, generated by competitors (and partners) in the

staffing business, are completely untrue. We hope that you continue to view DET as the best resource for all your recruitment needs as well as for special workforce needs such as labor market information, guidance on training issues, and technical assistance on employment issues. Our access to qualified and motivated workers is unequalled in Vermont, and our commitment to quality and timeliness in service to Vermont employers remains firm.

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The Edge - *(continued from front page)*

career information needs to be collected and formatted into understandable, comprehensive systems of information that can be easily used by a large numbers of people. Even more useful is when the information is delivered in the context of organized career development processes where career professionals are involved. Authorized under of Section 118 of the Perkins Act (P.L. 105-332), ACRN provides critical education and career development information and resources to assist youth and adults in making informed career decisions for the purpose of identifying postsecondary education opportunities, securing meaningful employment, and making successful life choices.

Other facts linked to informed and considered career decisions included:

- Students who see school being relevant to their lives and future work are better engaged. Seventh graders in a career development program had improved attitudes about school.
- Academic counseling, which aids students in seeing relevance of the subject, leads to better grades in mathematics.
- College career development courses lead to fewer course withdrawals and shorter times to graduation.
- Many social benefits derive from higher levels of educational attainment:
 - Decreased dependency and use of social benefit programs
 - Lower poverty rates
 - Better academic performance and behavior
 - Higher likelihood of voting
 - Longer lifespan
 - Greater community involvement.
- More than five times as many people enter careers by chance than through the assistance of career professionals. This results in a high degree of occupational mismatch, job dissatisfaction, job-related stress and depression (estimated to cost employers \$44 billion annually). People who make informed and considered career decisions increase the likelihood of “fit”, which is characterized by increased job satisfaction.
- According to the Organization for Economic Cooperation and Development, U.S. investments in upper secondary and postsecondary education result in a return between 10 and 14 percent for both men and women.

The study concludes that, “Investing in career information and services at a level that ensures universal competency in making informed and considered career decisions might be the national investment strategy to enable full participation in the Twenty-first Century workplace.”

Career Development Professionals - Find Out More:

America's Career Resource Network Association (ACRNA) is a nonprofit organization dedicated to promoting, supporting, and improving career information and services.

A copy of the report can be found on the ACRNA web site at www.acrna.net, along with other information and resources to assist youth *and* adults in making informed career decisions.

Vermont's Career Resource Network (VCRN) provides career information and services specific to Vermont residents, including Real Game training for teachers and practitioners, *Directions*, our career exploration publication and more. Visit our website at www.vtmi.info/career.cfm



DET Notebook

Adolescent
Students and
Adults for
Progress

A.S.A.P

The Challenge:

The public high school setting doesn't work for everyone. Numerous young adults without high school diplomas need access to job placement, training and one more chance to complete diploma requirements outside of a traditional school setting.

What if we combined:

- A job
- A day's pay
- Part-time academic instruction with credit awarded through area high schools,
- And to top it off a ski pass

A.S.A.P. is a new community partnership that includes area high schools from two Lamoille County Supervisory Unions, Central Vermont Adult Basic Education, Vermont Department of Employment & Training (D.E.T.) and Stowe Mountain Resort.

The partnership is designed to provide young adults without a high school diploma access to job placements, training, adult mentoring and a chance to complete diploma requirements

outside of the traditional school setting.

Through **A.S.A.P.** young adults will be paid employees of Stowe Mountain Resort. Additionally, Stowe Mountain Resort has collaborated with the Lamoille Valley Mentor Network and has conducted mentor training for over a dozen full time employees who will become mentors in support of **A.S.A.P.** Central Vermont Adult Basic Education will provide supported studies for one to two hours twice a week in appropriate space provided by Stowe Mountain Resort. Area high schools will develop in depth individual education plans that include community based learning plans and will award diplomas to students that earn sufficient credits to graduate.

D.E.T. is actively involved in recruitment, placement and coordination in all facets of this partnership. This is a true community partnership in that the entire community will benefit from this partnership being a long-term success. Success will result in a work force that is better educated and has greater experience in the work place.

A.S.A.P
A.S.A.P
A.S.A.P
A.S.A.P

Economic Spotcheck

Local Unemployment Rates *(Not Seasonally Adjusted)*

Town/City*	Oct. '03	Sept. '03	Oct. '02
Barre City	5.7	6.4	6.5
Barre Town	2.2	2.4	2.8
Bennington Town	4.2	4.5	4.7
Brattleboro Town	4.0	4.0	2.6
Burlington City	3.2	3.7	2.9
Colchester Town	2.7	4.0	2.7
Essex Town	2.6	5.1	3.1
Hartford Town	1.3	1.6	1.3
Middlebury Town	2.2	2.1	1.8
Milton Town	4.2	4.9	3.4
Montpelier City	2.0	2.1	1.7
Rutland City	2.9	3.0	2.5
St. Albans City	2.3	2.7	2.5
St. Johnsbury Town	4.6	4.3	4.5
So. Burlington City	2.4	3.1	2.7
Springfield Town	6.2	5.9	6.4

*16 Largest Towns in Vermont

U.S. CONSUMER PRICE INDEX Base Period (1982 - 1984 = 100)

	Oct. 2003	Sept. 2003	Oct. 2002
All Items Index	185.0	185.2	181.3
Annual Percent Change	2.0	2.3	2.0

BRIEF EXPLANATION OF THE CPI - The Consumer Price Index (CPI) is a measure of the average change in prices over time of a fixed market basket of goods and services. It is based on prices of food, clothing, shelter, fuels, transportation fares, and other items that people buy for day to day living. The CPI shown above represents the U.S. city average for all urban consumers and is not seasonally adjusted.

There is no separate Consumer Price Index for Vermont or any area within the state.

Employment Trends

Total seasonally adjusted October employment increased, up 1,900 from the previous month with 339,700 working Vermonters. This estimate includes all Vermont residents who worked, whether at wage and salary jobs, or as self-employed.

On a seasonally adjusted basis, the estimated number of nonfarm jobs fell, losing 500 from the revised September estimate, to 302,100. Education & Health Services lead the way, down 1,400. Anemic growth in Health Care and lesser seasonal increases in Education could have contributed to the downturn. Retail Trade took a bit of a slide as well in October. Manufacturing spiked as those affected by a short-term temporary lay-off returned to their jobs, adding 800 jobs.

The more detailed unadjusted estimates surged in October as both private and public education continued toward their peak. Government, particularly seasonal increases in State and Local Education combined to add almost 2,500 jobs. Manufacturing bounced back after the temporary lay-off, adding to the increase. Retail rebounded, but was less than typical for the period. Leisure & Hospitality were at the top of the list, in terms of losses, dropping almost

1,000 jobs. This just prior to the skiing and riding season.

The preliminary October estimates reflect an annual increase of just under 1.0%, with the change in private sector employment not considered statistically significant. Leisure & Hospitality was the largest contributor, adding over 1,500 jobs. Education & Health Care also added a substantial number of jobs over the year.

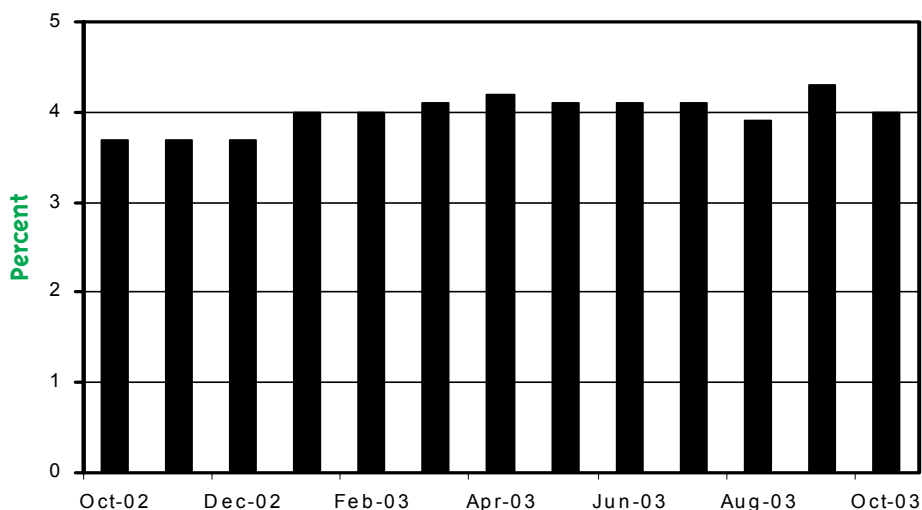
Unemployment Trends

Vermont's seasonally adjusted October unemployment rate of 4.0% was down 0.3 % from the revised September rate, with an estimated 14,200 Vermonters unemployed during the month.

The comparable national unemployment rate was down 0.1% to 6.0% for October. Vermont continues to be well under the national rate.

The number of initial claims for Unemployment Insurance filed in October decreased significantly from the previous month. The trough was found in manufacturing, which may be reflecting the return to work of those affected by the temporary lay-offs in September.

Vermont Seasonally Adjusted Unemployment Rate



Labor Force Estimates *(Seasonally Adjusted)*

Vermont	Oct. '03	Sept. '03	Oct. '02	Changes from:	
				Sept. '03	Oct. '02
TOTAL LABOR FORCE¹	353,900	353,100	350,700	800	3,200
TOTAL EMPLOYMENT	339,700	337,800	337,800	1,900	1,900
TOTAL UNEMPLOYMENT	14,200	15,300	12,800	-1,100	1,400
RATE	4.0	4.3	3.7	-0.3	0.3

¹Includes proprietors, professionals, and unpaid family workers.
VCM Regression Methodology

Labor Market Areas *(Not Seasonally Adjusted)*

	Oct. 2003	Sept. 2003	Oct. 2002		Oct. 2003	Sept. 2003	Oct. 2002
BARRE-MONTPELIER				MORRISTOWN-STOWE			
Labor Force	41,300	41,500	40,450	Labor Force	19,200	19,450	19,100
Unemployment	1,350	1,400	1,400	Unemployment	700	800	650
Rate	3.2	3.4	3.5	Rate	3.6	4.0	3.4
Employment	39,950	40,100	39,050	Employment	18,500	18,650	18,450
BENNINGTON-MANCHESTER				NEWPORT			
Labor Force	22,300	22,050	22,150	Labor Force	13,300	13,450	13,300
Unemployment	800	800	750	Unemployment	650	700	700
Rate	3.6	3.7	3.4	Rate	5.1	5.4	5.3
Employment	21,500	21,200	21,350	Employment	12,650	12,700	12,600
BURLINGTON				RANDOLPH			
Labor Force	108,800	108,750	106,750	Labor Force	6,500	6,550	6,400
Unemployment	3,100	4,100	3,050	Unemployment	300	250	250
Rate	2.9	3.8	2.8	Rate	4.3	4.0	3.7
Employment	105,700	104,600	103,700	Employment	6,200	6,300	6,150
ENOSBURG				RUTLAND			
Labor Force	11,550	11,800	11,500	Labor Force	30,000	30,100	29,900
Unemployment	550	550	450	Unemployment	1,350	1,400	1,000
Rate	4.9	4.5	3.9	Rate	4.4	4.7	3.4
Employment	11,000	11,300	11,050	Employment	28,700	28,700	28,900
HARTFORD-LEBANON,VT-NH LMA (VT PORTION ONLY)				ST. JOHNSBURY			
Labor Force	29,550	29,800	30,550	Labor Force	15,250	15,200	15,050
Unemployment	500	500	450	Unemployment	650	650	550
Rate	1.7	1.6	1.4	Rate	4.3	4.2	3.7
Employment	29,050	29,300	30,100	Employment	14,600	14,550	14,500
KEENE-BRATTLEBORO,NH-VT LMA (ENTIRE AREA)				SPRINGFIELD			
Labor Force	59,800	59,400	57,900	Labor Force	9,500	9,400	9,500
Unemployment	1,650	1,700	1,450	Unemployment	450	500	450
Rate	2.8	2.8	2.5	Rate	4.7	5.1	5.0
Employment	58,150	57,700	56,450	Employment	9,050	8,950	9,050
MIDDLEBURY				STATEWIDE			
Labor Force	21,000	21,100	21,000	Labor Force	353,050	353,950	349,900
Unemployment	550	600	550	Unemployment	11,750	13,100	10,750
Rate	2.7	2.9	2.5	Rate	3.3	3.7	3.1
Employment	20,450	20,500	20,450	Employment	341,350	340,850	339,150

Monthly estimates are preliminary and subject to revision.

Detail may not add to totals due to rounding.

Vermont Seasonally Adjusted Nonfarm Employment in Thousands

BY NAICS	Prelim.	Revised	Revised	Changes From:	
	Oct. '03	Sept. '03	Oct. '02	Sept. '03	Oct. '02
Total - All Industries	302.1	302.6	299.5	-0.5	2.6
Private Industries	250.7	251.4	248.4	-0.7	2.3
Construction	14.7	14.9	14.4	-0.2	0.3
Manufacturing	38.5	37.7	39.4	0.8	-0.9
Retail Trade *	40.0	40.3	40.4	-0.3	-0.4
Professional & Business Services	20.7	20.8	21.1	-0.1	-0.4
Education & Health Services	51.3	52.7	50.5	-1.4	0.8
Leisure & Hospitality*	34.8	34.8	33.2	0.0	1.6
Total Government	51.4	51.2	51.1	0.2	0.3

*These estimates are not endorsed by the U.S Bureau of Labor Statistics.

Note: Total - All Industries estimate is seasonally adjusted independently.

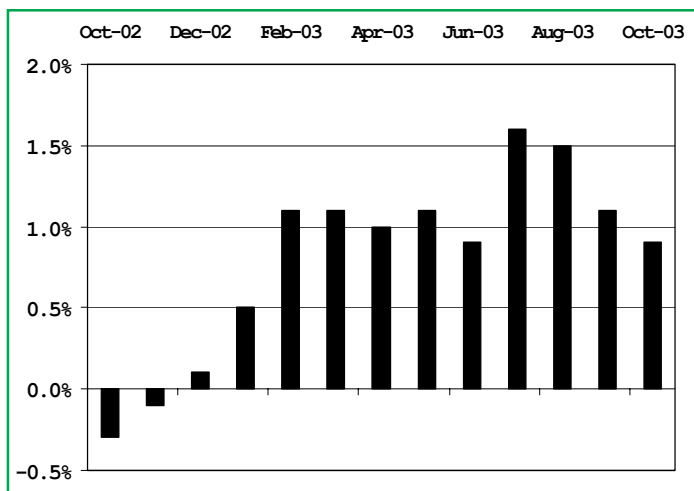
All seasonal adjustment performed with X12-ARIMA. Seasonal factors available from DET/LMI on request.

Produced by the Vermont Department of Employment and Training in cooperation with the U.S Bureau of Labor Statistics, unless otherwise noted.

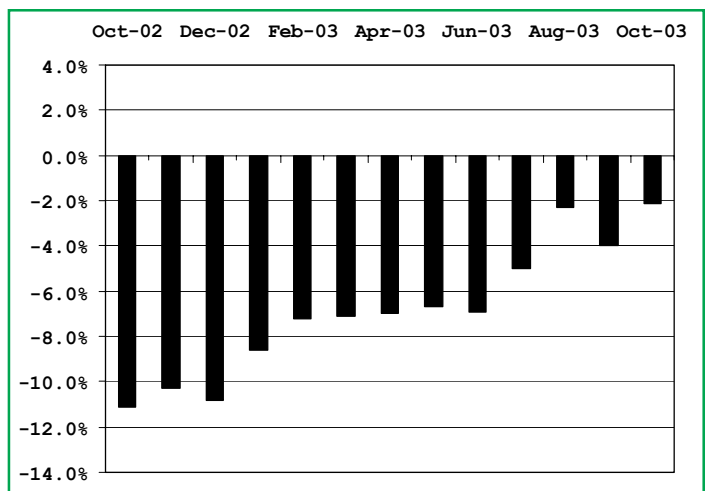
Vermont Annual Job Growth

Not Seasonally Adjusted Data

All Industries



Manufacturing



Nonfarm Employment In Vermont *(Not Seasonally Adjusted)*

Compiled by the Department of Employment and Training in cooperation with the Bureau of Labor Statistics, U.S. Department of Labor

INDUSTRY BY NAICS	Prelim.	Revised	Revised	Changes From:	
	Oct. '03	Sept. '03	Oct. '02	Sept. '03	Oct. '02
TOTAL NONFARM	307,000	303,950	304,400	3,050	2,600
TOTAL PRIVATE	253,150	252,200	250,700	950	2,450
GOODS PRODUCING	55,800	55,200	56,050	600	-250
MANUFACTURING	38,700	37,900	39,550	800	-850
Durable Goods	27,850	27,000	28,150	850	-300
Computer & Electrical Equipment Mfg.	10,300	9,550	10,250	750	50
Fabricated Metal Products Mfg.	2,700	2,600	2,850	100	-150
Machinery Mfg.	3,050	3,000	3,150	50	-100
Transportation Equipment Mfg.	2,200	2,200	2,150	0	50
Furniture & Related Product Mfg.	2,500	2,500	2,500	0	0
Non-Durable Goods	10,850	10,900	11,400	-50	-550
Food Mfg.	3,850	3,850	4,000	0	-150
CONSTRUCTION	15,850	16,050	15,400	-200	450
NATURAL RESOURCES & MINING	1,250	1,250	1,100	0	150
SERVICE-PROVIDING	251,200	248,750	248,350	2,450	2,850
TRADE TRANSPORTATION AND UTILITIES	59,850	59,100	59,600	750	250
Wholesale Trade	10,650	10,550	10,150	100	500
Retail Trade	40,450	39,900	40,750	550	-300
Food & Beverage Stores	10,100	9,950	10,200	150	-100
General Merchandise Store	3,450	3,350	3,400	100	50
Transportation, Warehousing and Utilities	8,750	8,650	8,700	100	50
Utilities	1,700	1,700	1,700	0	0
Transportation & Warehousing	7,050	6,950	7,000	100	50
INFORMATION	6,800	6,750	6,550	50	250
FINANCIAL ACTIVITIES	13,400	13,350	13,200	50	200
Finance & Insurance	10,300	10,250	10,100	50	200
Real Estate, Rental & Leasing	3,100	3,100	3,100	0	0
PROFESSIONAL AND BUSINESS SERVICES	21,050	21,100	21,450	-50	-400
Professional, Scientific and Technical	12,450	12,500	12,600	-50	-150
Administrative, Support and Waste	8,450	8,400	8,550	50	-100
EDUCATIONAL AND HEALTH SERVICES	52,550	51,900	51,750	650	800
Educational Services	13,450	12,950	13,300	500	150
College, Universities and Professional	7,200	6,950	7,250	250	-50
Health Care and Social Assistance	39,100	38,950	38,450	150	650
Ambulatory Health Care Services	15,550	15,400	15,250	150	300
Hospitals	10,200	10,250	10,050	-50	150
Nursing and Residential Care Facilities	6,600	6,550	6,450	50	150
LEISURE AND HOSPITALITY	33,500	34,450	31,950	-950	1,550
Arts, Entertainment and Recreation	4,050	4,750	3,500	-700	550
Accommodation and Food Services	29,450	29,700	28,450	-250	1,000
Accommodations	11,100	11,000	10,100	100	1,000
Hotel & Motels	9,100	8,950	8,750	150	350
Food Services and Drinking Places	18,350	18,700	18,350	-350	0
OTHER SERVICES	10,200	10,350	10,150	-150	50
GOVERNMENT	53,850	51,750	53,700	2,100	150
Federal Government	6,350	6,400	6,100	-50	250
State Government Education	8,750	7,500	8,700	1,250	50
Local Government Education	23,150	21,950	23,300	1,200	-150
Other State Government	9,000	9,150	9,050	-150	-50
Other Local Government	6,600	6,750	6,550	-150	50

Nonfarm Employment By Area *(Not Seasonally Adjusted)*

Note: Monthly estimates are preliminary and subject to revision. See Annual Employment & Earnings for details. Benchmark 3/2002.

Burlington

INDUSTRY BY NAICS	Preliminary	Revised	Revised	Changes From:	
	Oct. '03	Sept. '03	Oct. '02	Sept. '03	Oct. '02
TOTAL NONFARM	110,750	109,650	108,950	1,100	1,800
TOTAL PRIVATE	91,850	91,350	90,600	500	1,250
GOODS PRODUCING	20,500	19,850	21,050	650	(550)
MANUFACTURING	15,250	14,450	16,150	800	(900)
Durable Goods	12,150	11,250	12,400	900	(250)
NATURAL RESOURCES, MINING & CONST.	5,250	5,400	4,900	(150)	350
SERVICE PROVIDING	90,250	89,800	87,900	450	2,350
TRADE, TRANSPORTATION AND UTILITIES	21,350	21,050	21,350	300	0
Wholesale Trade	3,700	3,650	3,600	50	100
Retail Trade	14,650	14,450	14,750	200	(100)
Transportation, Warehousing & Utilities	3,000	2,950	3,000	50	0
INFORMATION	3,300	3,250	3,050	50	250
FINANCIAL ACTIVITIES	5,500	5,500	5,250	0	250
PROFESSIONAL & BUSINESS SERVICES	10,600	10,750	9,950	(150)	650
Professional Scientific and Technical	6,900	6,950	6,450	(50)	450
EDUCATIONAL & HEALTH SERVICES	17,300	17,150	17,100	150	200
Health Care and Social Assistance	13,600	13,600	13,900	0	(300)
LEISURE AND HOSPITALITY	9,600	10,100	9,250	(500)	350
Accommodation and Food Services	7,650	7,700	7,400	(50)	250
Food Services and Drinking Places	6,250	6,350	6,100	(100)	150
OTHER SERVICES	3,700	3,700	3,600	0	100
GOVERNMENT	18,900	18,300	18,350	600	550
Federal Government	3,000	3,000	2,900	0	100
State Government Education	6,100	5,450	5,950	650	150
Local Government Education	6,050	6,050	5,900	0	150
Other State Government	1,650	1,650	1,600	0	50
Other Local Government	2,100	2,150	2,000	(50)	100

Barre-Montpelier

TOTAL NONFARM	35,350	35,450	34,650	-100	700
TOTAL PRIVATE	26,650	26,750	26,000	-100	650
GOODS PRODUCING	4,700	4,700	4,850	0	-150
MANUFACTURING	3,050	3,050	3,150	0	-100
NATURAL RESOURCES, MINING & CONST.	1,650	1,650	1,700	0	-50
SERVICE-PROVIDING	30,650	30,750	29,800	-100	850
TRADE, TRANSPORTATION AND UTILITIES	6,200	6,200	6,100	0	100
Wholesale Trade	1,050	1,050	1,000	0	50
Retail Trade	4,350	4,350	4,250	0	100
Transportation, Warehousing & Utilities	800	800	850	0	-50
INFORMATION	700	700	700	0	0
FINANCIAL ACTIVITIES	2,950	2,950	2,750	0	200
PROFESSIONAL AND BUSINESS SERVICES	2,100	2,100	2,000	0	100
EDUCATIONAL & HEALTH SERVICES	5,450	5,450	5,250	0	200
Health Care and Social Assistance	3,800	3,750	3,700	50	100
LEISURE AND HOSPITALITY	3,100	3,150	2,900	-50	200
Accommodation and Food Services	2,750	2,750	2,550	0	200
OTHER SERVICES	1,450	1,500	1,450	-50	0
GOVERNMENT	8,700	8,700	8,650	0	50
Federal Government	350	350	350	0	0
State Government Education	350	300	300	50	50
Local Government Education	2,750	2,800	2,800	-50	-50
Other State Government	4,550	4,550	4,500	0	50
Other Local Government	700	700	700	0	0

Unemployment Insurance Program Summary

	October 2003	September 2003	October 2002	Percent Change From	
				Last Month	Last Year
UI Trust Fund	\$254,111,618	\$251,513,972	\$297,655,116	1.0%	-14.6%
UI Reg. Benefit Payments *	\$4,777,912	\$6,502,515	\$5,657,932	-26.5%	-15.6%
UI Initial Claims	3,891	5,486	3,878	-29.1%	0.3%
UI Weeks Claimed	22,870	26,570	25,647	-13.9%	-10.8%

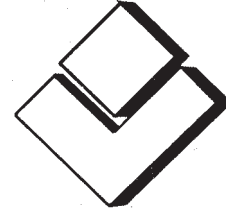
**Includes benefit payments for reimbursable employers.*

Average Hours and Earnings of Production and Nonsupervisory Workers

INDUSTRY BY NAICS	Average Weekly Earnings(\$)			Average Weekly Hours			Average Hourly Earnings(\$)		
	Oct. '03 Prelim.	Sept. '03 Revised	Oct. '02 Revised	Oct. '03 Prelim.	Sept. '03 Revised	Oct. '02 Revised	Oct. '03 Prelim.	Sept. '03 Revised	Oct. '02 Revised
GOODS PRODUCING	597.65	597.25	581.33	40.3	40.3	39.6	14.83	14.82	14.68
Natural Resources & Mining	466.80	466.46	450.82	33.9	33.9	33.1	13.77	13.76	13.62
Construction	640.15	639.74	623.04	41.3	41.3	40.3	15.50	15.49	15.46
Manufacturing	585.06	584.26	568.80	40.1	40.1	39.5	14.59	14.57	14.40
Durable Goods	607.10	606.69	585.79	40.5	40.5	39.5	14.99	14.98	14.83
Non-Durable Goods	518.93	517.20	518.90	38.9	38.8	39.4	13.34	13.33	13.17
SERVICE PROVIDING									
Wholesale Trade	641.89	639.73	646.83	35.7	35.6	36.4	17.98	17.97	17.77
Retail Trade	369.83	368.64	357.59	31.0	30.9	30.1	11.93	11.93	11.88
Health Care & Social Assist.	549.04	546.92	522.00	30.3	30.2	29.0	18.12	18.11	18.00
BURLINGTON AREA									
Manufacturing	572.65	572.27	575.67	37.6	37.6	38.2	15.23	15.22	15.07

Vermont Department of

Labor & Industry



Drawer 20 • Montpelier, Vermont 05620-3401 • Tel.: (802) 828-2288 • FAX: (802) 828-2195

Commissioner's Message

Minimum Wage Increases on 1/1/2004

Vermont's minimum wage - currently set at \$6.25 per hour worked - will increase to \$6.75 per hour worked on January 1, 2004. A year later - on January 1, 2005 - Vermont's minimum wage will increase to \$7.00 per hour worked.

A different minimum wage structure exists for employers engaged in the hotel, motel, tourist place and restaurant industry. Those employers receive a tip credit for tips actually earned and retained by "service or tipped employees," which is defined as "any employee in a hotel, resort hotel or restaurant who customarily and regularly receives more than \$30.00 per month in tips for direct and personal customer service." For those employers, the minimum base rate - currently set at \$3.44 per hour - will increase to \$3.58 per hour on January 1, 2004. Likewise, the maximum tip credit allowed - currently \$2.81 per hour - will increase to \$3.17 per hour.

It should be noted that the minimum base rate for the hotel, motel, tourist place and restaurant industry is the minimum required employer contribution toward the minimum wage. If an employee does not receive sufficient tips in the workweek to at least achieve the minimum wage for all hours worked that week, the employer must make up the difference.

Vermont employers are required by law to display a poster indicating the state's current minimum wage. The Department of Labor and Industry will be mailing out these posters - at no charge - to Vermont employers. You can also download the poster or order additional copies, along with other labor law posters that employers are legally required to post, at www.state.vt.us/labind/Wagehour/posters.

In recent years, many employers have received stern-sounding solicitations from companies offering "all in one" state and federal

labor law posters. Often these companies charge \$50 or more for their "all in one" posters, and some companies neglect to inform business owners that free posters can be obtained from the appropriate state and federal agencies. While the "all in one" format may save you a little space on the company bulletin board, you can save your business a little money by obtaining free posters from the government.

Wage and hour laws and regulations can be confusing for both employers and employees.

The Wage and Hour division at the Department of Labor and Industry is available by phone or e-mail to help answer your questions: (802) 828-2157 or wagehour@labind.state.vt.us. The division also maintains a list of frequently asked questions on their website at www.state.vt.us/labind/wagehr.

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(continued from page 10)

5 Year Strategic Plan

The Vermont Occupational Safety and Health Administration (VOSHA) has developed a 5 year strategic plan to reduce injuries, illnesses and fatalities in Vermont workplaces.

The plan defines VOSHA's goals and objectives and establishes measures for the division's performance. Through this strategic plan initiative VOSHA will be results oriented, with clearly measurable goals that mark progress toward achieving the plan.

Based on the broad goals and objectives outlined in the Five Year Plan, VOSHA will develop an Annual Performance Plan each year that defines program activities and goals to be achieved annually. Over the course of five years, the accomplishment of the Annual Performance Plan objectives will contribute to achieving the overall goals and objectives of the Five Year Plan.

The Vermont Occupational Safety and Health Strategic Plan Goals are:

GOAL 1:

Reduce occupational hazards through direct intervention.

Goal 2:

Promote a safety and health culture through compliance assistance, cooperative programs and strong leadership.

Goal 3:

Improve VOSHA'S intelligence gathering, analytical targeting and performance measures capabilities.

This plan is designed to provide direction and resource allocation through fiscal year 2008. It is expected that over the term of VOSHA'S Strategic Plan, accomplishment of our strategic goals will contribute greatly to the realization of a safe and healthy workplace for all employees in the State of Vermont.

VOSHA has set the following performance goals as targets for the five-year period of this strategic plan.

By 2008 reduce the rate of work place fatalities by 25%

By 2008 reduce the rate of workplace injuries and illnesses by 20%. VOSHA will focus it's efforts on construction and general industry with particular emphasis on high incident/high severity industries. These industries include:

- Landscaping/horticultural services
- Food processing

- Concrete, gypsum and plaster
- Towing industry
- Public warehousing and storage
- Traffic work zone safety
- Amputations
- Ergonomics
- Silica related disease

VOSHA plans to increase participation in the inspection exemption programs such as SHARP and VPP. Additionally we plan to increase the number of strategic partnerships and alliances. To increase the total number of people participating in outreach and training programs VOSHA will target efforts toward youth workers, immigrant employers and employees, small businesses, transportation and ergonomics.

To coordinate the efforts to reduce injuries and illnesses, VOSHA will select high hazard industries to receive information and training. The OSHA website has many electronic compliance assistance tools to help employers reduce or eliminate the hazards in their workplaces. There are tools to help employers develop and implement safety and health programs. All these assets and more will be used to make Vermont workplaces safer for employees and reduce Workers' Compensation costs for Vermont employers.



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Occupational Wage Survey

The occupational employment and wage survey will continue in mid-November when approximately 900 Vermont employers will receive a large white window envelope containing a questionnaire for the November 2003 panel. The Occupational Employment Statistics (OES) program is conducted in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, throughout the country. The results provide comparable wage and employment data by occupation that employers and workers can use to help assess pay levels. We always appreciate the time and effort of the employers who respond to our surveys.

The latest results are available on our web page at www.vtLmi.info/occupation.cfm.