

# The Vermont Labor Market

Departments of Employment & Training / Labor & Industry

Vermont Department of

## Employment & Training

January 2004

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

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## Commissioner's Message

### Federal Workforce Spending

In his State of the Union address, President Bush announced a series of initiatives targeted toward improving the nation's economy. This is the second January in a row that workforce issues have risen to the top of the national agenda. Last year, the President issued an economic stimulus plan proposing Personal Reemployment Accounts for unemployed individuals. This year, he has proposed a package of education and training initiatives called Jobs for the 21<sup>st</sup> Century.

The administration wants to expand a small Department of Labor (DOL) program, called the High Growth Jobs Initiative, which has focused on health care and other industries facing skill shortages. The President wants to work through the nation's community colleges to train workers for jobs in industries that will be determined locally. For instance, some

*(Continued on page 2)*

## The Edge

### Affirmative Action Plans

Employers who expect to prepare affirmative action plans in the near future will want to visit the U.S. Census Bureau's web site to access the Equal Employment Opportunity (EEO) file, which was released at the end of December. The Internet link is <http://www.census.gov/hhes/www/eeoindex.html>

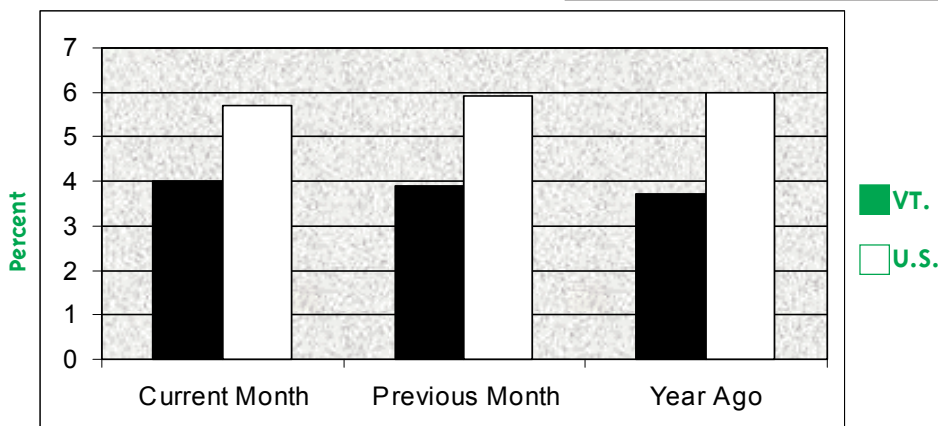
Data is available for the labor force of a state or county by occupational categories, with cross tabulations for race, ethnicity and gender. The detailed tables are based on information collected through the 2000 Census. The following is part of a "Background" paper from the Census Bureau explaining the recent history and use of the EEO file:

The idea of a data product designed to measure the effects of anti-discrimination laws and regulations in the workplace and to encourage employers' compliance goes back to the early 1970s. Private-sector employers who

*(Continued on page 2)*

### Unemployment Rates Vermont and U.S.

December (SA) 2003 Rates  
VT 4.0% • U.S. 5.7%



## Commissioner's Message –

*(continued from front page)*

communities may focus on manufacturing, others on biotechnology or construction.

Questions exist, however, surrounding the source of the \$250 million for FY 2005 that the President wants to invest. Is it new money, or a redirection of existing money? And if it is a redirection, where is that money coming from? Some workforce professionals worry that the money may come from existing programs for employment services. Of greatest concern among practitioners is the steady erosion of funding for adult, youth and dislocated worker programs since 2001, a reduction of \$434 million. Yet another source may be the unused training money from the H-1B visa program.

How the money will be distributed is not clear either. When the President's budget is released on February 2nd, it will identify whether the money will flow as competitive grants to states or directly to educational institutions. What types of training will be authorized, how industries or local employers will be targeted, and how the initiative will be administered are questions that all need to be addressed.

The passage of the 2004 Omnibus Appropriations Bill (H.R. 2673) will reduce the Unemployment Insurance state administration budget by \$15.5 million and state allotments for Employment Service by over \$700 million. Other programs receiving reductions are the WIA Adult program and the One-Stop Career Center/America's Labor Market Information System.

For more detailed information on the President's initiative go to

[www.whitehouse.gov/news/releases/2004/01/20040121.html](http://www.whitehouse.gov/news/releases/2004/01/20040121.html)



## The Edge - *(continued from front page)*

report to the Office of Federal Contract Compliance Programs (OFCCP), within the Department of Labor, and the Equal Employment Opportunity Commission (EEOC) often need to compare the minority and sex compositions of their workforce, by occupation, against the external labor force in the geographic areas in which the employers operate. OFCCP further requires employers who contract with the federal government to develop affirmative action programs based, in part, on external benchmark data.

Concerned that disputes over compliance would lead to unwanted litigation, the Equal Employment Advisory Council (EEAC) asked both an industry consultant, the Organization Resources Council (ORC), and the National Data Planning Corporation (NDPC), to design a product containing census data that would help employers measure their compliance with EEO regulations. EEAC represented large corporations who were directly affected by federal regulation of the workplace.

Under contract with ORC, the Census Bureau created the first EEO tabulation as a special tabulation after the 1970 Census. This product got the name "ORC Tapes," after its sponsor. As emphasis on employment discrimination increased during the 1970s, this tabulation became a very popular product, primarily sold by NDPC.

For Census 2000, because of budget considerations, the Census 2000 Special EEO Tabulation became a special tabulation funded entirely by outside sources rather than a standard Census Bureau product. As a result, the Census Bureau negotiated with four federal agencies - EEOC, OFCCP, Department of Justice, and OPM - to produce a product similar to a combination of the 1990 Census/EEO File and the 1990 Census/EEO Supplemental Tabulations.

Access to the files is free through the Internet, or you can purchase CD products from the Census Bureau.



## DET Notebook

The Veteran's Employment Program in White River Junction really isn't confined to that office or district alone. Due to the recent re-organization of the Department of Employment & Training the offices of both Barre and White River Junction are now formed into a single district. A Local Veteran's Employment Representative (LVER) will be dividing his or her time between the two offices.

The basic responsibilities are to assist veterans in job development, placement and re-training if necessary. The Veteran's Employment Representative will accomplish this by ensuring that current directives governing employment, re-employment or training of our veterans are adhered to. This will be

accomplished by assisting fellow staff on the latest updates concerning the employment of veterans as well as one-on-one interviews with the Veteran's Employment Representative and other staff.

In White River Junction there is a Vet-net Job Club that takes place at the local American Legion Hall. It's every Thursday and runs from 9:30 am to 12 noon. Employers are welcome and invited to send representatives to present their open positions for these skilled and dependable workers. In Barre, there are plans to re-establish the job club that had been operating there; we hope to have it up and running within a month or so.

The Local Veteran's Employment Representative will also be making visits to employers who have received federal contracts, to assist and advise them on the current federal regulations and how they pertain to veterans. The Veteran's Employment Representative can also assist veterans in researching information about training or retraining that might be available, through referrals to various sources and other state agencies and departments.

**If you have any questions, you are most welcome to contact the Local Veteran's Employment Representative at 802/476-2600 in Barre and 802/295-8805 in White River Junction.**

# Economic Spotcheck

## Local Unemployment Rates (Not Seasonally Adjusted)

Town/City*	Dec. '03	Nov. '03	Dec. '02
Barre City	6.2	6.3	7.7
Barre Town	2.2	2.3	2.8
Bennington Town	4.3	4.3	5.0
Brattleboro Town	3.2	3.9	2.6
Burlington City	2.9	3.3	2.8
Colchester Town	2.8	2.9	2.6
Essex Town	2.9	3.1	2.6
Hartford Town	1.8	1.8	1.5
Middlebury Town	2.4	2.5	2.2
Milton Town	4.3	4.5	3.9
Montpelier City	2.0	2.1	1.8
Rutland City	2.5	3.1	2.5
Shelburne Town	1.2	1.7	1.5
So. Burlington City	2.5	2.5	2.3
Springfield Town	4.8	5.4	5.8
Williston Town	1.0	1.1	1.0

\*16 Largest Towns in Vermont

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

	Dec. 2003	Nov. 2003	Dec. 2002
All Items Index	184.3	184.5	180.9
Annual Percent Change	1.9	1.8	2.4

**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 December employment decreased, down 1,600 from the previous month with 338,400 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 increased only slightly, adding just 100 jobs. However, Construction presented a healthy increase of 400 jobs. The combination of low interest rates and somewhat mild weather in early December could have contributed to some of the strength. Education & Health Care also added 400 jobs, though somewhat volatile at times, the estimate rebounded after three months of decline. Leisure & Hospitality led the way in terms of loss, dropping 700. Depending on weather conditions, area resorts can stagger their seasonal hiring process from month to month. Professional & Business Services also experienced a modest decline due mostly to larger than average losses in businesses engaged in landscaping services.

The more detailed unadjusted estimates added a fairly typical number of jobs with seasonal hiring in Retail and Leisure & Hospitality combining for a majority of the increase. Hotels & Motels alone added 3,800 jobs in December. Health Care & Social Assistance grew by 150 from November to December. Seasonal layoffs in Construction contributed a loss of 350. Seasonal layoffs in

Administrative & Related Services were larger than in past years during this period with a decline of 300 jobs. Manufacturing was relatively flat over the month.

The preliminary December estimates reflect an annual increase of 0.7%, with the change in private sector employment not considered statistically significant. State Government Education led the way, adding 1,400 over this time last year. This is primarily due to the fact that the educational calendar, as it related to the annual holiday break varied somewhat from this time last year. Manufacturing, on the other hand, was the loss leader, with a decline of 750 jobs from this time last year.

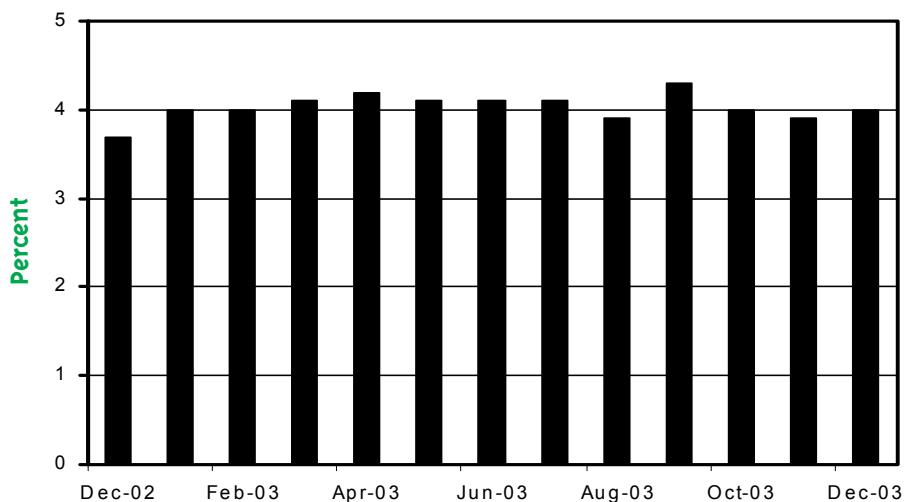
## Unemployment Trends

Vermont's seasonally adjusted December unemployment rate of 4.0% was up just 0.1% from the revised November rate, with an estimated 14,200 Vermonters unemployed during the month.

The comparable national unemployment rate was down 0.2% to 5.7% for December. Vermont continues to be well under the national rate.

The number of initial claims for Unemployment Insurance filed in December increased substantially from the previous month. Seasonal lay-offs in Construction were the leading cause of the increase in claims. However, other rather typical layoffs were found in several areas of manufacturing.

## Vermont Seasonally Adjusted Unemployment Rate



# Labor Force Estimates *(Seasonally Adjusted)*

Vermont	Dec. '03	Nov. '03	Dec. '02	Changes from:	
				Nov. '03	Dec. '02
<b>TOTAL LABOR FORCE<sup>1</sup></b>	352,600	354,000	351,900	-1,400	700
<b>TOTAL EMPLOYMENT</b>	338,400	340,000	338,700	-1,600	-300
<b>TOTAL UNEMPLOYMENT</b>	14,200	14,000	13,200	200	1,000
<b>RATE</b>	4.0	3.9	3.7	0.1	0.3

<sup>1</sup>Includes proprietors, professionals, and unpaid family workers.  
VCM Regression Methodology

## Labor Market Areas *(Not Seasonally Adjusted)*

	Dec. 2003	Nov. 2003	Dec. 2002		Dec. 2003	Nov. 2003	Dec. 2002
<b>BARRE-MONTPELIER</b>				<b>MORRISTOWN-STOWE</b>			
Labor Force	41,950	42,150	41,250	Labor Force	19,650	18,850	20,000
Unemployment	1,500	1,550	1,600	Unemployment	950	900	950
Rate	3.6	3.7	3.9	Rate	4.9	4.8	4.8
Employment	40,450	40,550	39,650	Employment	18,700	17,950	19,050
<b>BENNINGTON-MANCHESTER</b>				<b>NEWPORT</b>			
Labor Force	21,950	21,800	22,250	Labor Force	13,000	13,250	13,550
Unemployment	850	900	850	Unemployment	900	850	950
Rate	3.9	4.0	3.8	Rate	6.8	6.3	7.2
Employment	21,050	20,900	21,400	Employment	12,150	12,400	12,550
<b>BURLINGTON</b>				<b>RANDOLPH</b>			
Labor Force	108,450	109,400	106,150	Labor Force	6,550	6,400	6,650
Unemployment	3,250	3,450	3,000	Unemployment	300	250	250
Rate	3.0	3.1	2.8	Rate	4.4	3.9	4.1
Employment	105,200	105,950	103,150	Employment	6,250	6,150	6,350
<b>ENOSBURG</b>				<b>RUTLAND</b>			
Labor Force	10,950	11,050	11,300	Labor Force	30,600	30,800	30,300
Unemployment	700	650	650	Unemployment	1,300	1,450	1,050
Rate	6.5	6.1	5.9	Rate	4.2	4.8	3.5
Employment	10,200	10,400	10,600	Employment	29,300	29,350	29,250
<b>HARTFORD-LEBANON,VT-NH LMA (VT PORTION ONLY)</b>				<b>ST. JOHNSBURY</b>			
Labor Force	29,800	29,800	30,400	Labor Force	15,100	15,000	15,400
Unemployment	600	550	550	Unemployment	750	700	700
Rate	2.0	1.9	1.8	Rate	5.1	4.7	4.6
Employment	29,200	29,250	29,850	Employment	14,350	14,300	14,650
<b>KEENE-BRATTLEBORO,NH-VT LMA (ENTIRE AREA)</b>				<b>SPRINGFIELD</b>			
Labor Force	61,050	60,700	58,500	Labor Force	9,900	9,550	10,100
Unemployment	1,750	1,850	1,650	Unemployment	400	450	450
Rate	2.8	3.1	2.8	Rate	4.3	4.9	4.4
Employment	59,300	58,850	56,850	Employment	9,450	9,100	9,650
<b>MIDDLEBURY</b>				<b>STATEWIDE</b>			
Labor Force	20,200	20,350	20,700	Labor Force	353,450	353,700	352,550
Unemployment	750	650	700	Unemployment	13,050	13,300	12,350
Rate	3.8	3.3	3.4	Rate	3.7	3.8	3.5
Employment	19,450	19,650	20,000	Employment	340,400	340,400	340,200

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:	
	Dec. '03	Nov. '03	Dec. '02	Nov. '03	Dec. '02
<b>Total - All Industries</b>	<b>302.0</b>	<b>301.9</b>	<b>299.9</b>	<b>0.1</b>	<b>2.1</b>
<b>Private Industries</b>	<b>250.4</b>	<b>250.3</b>	<b>249.4</b>	<b>0.1</b>	<b>1.0</b>
Construction	15.4	15.0	15.1	0.4	0.3
Manufacturing	38.0	38.2	38.8	-0.2	-0.8
Retail Trade *	39.7	39.6	39.3	0.1	0.4
Professional & Business Services	20.6	20.9	20.6	-0.3	0.0
Education & Health Services	51.5	51.1	51.0	0.4	0.5
Leisure & Hospitality*	33.6	34.3	34.1	-0.7	-0.5
<b>Total Government</b>	<b>51.6</b>	<b>51.6</b>	<b>50.5</b>	<b>0.0</b>	<b>1.1</b>

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

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

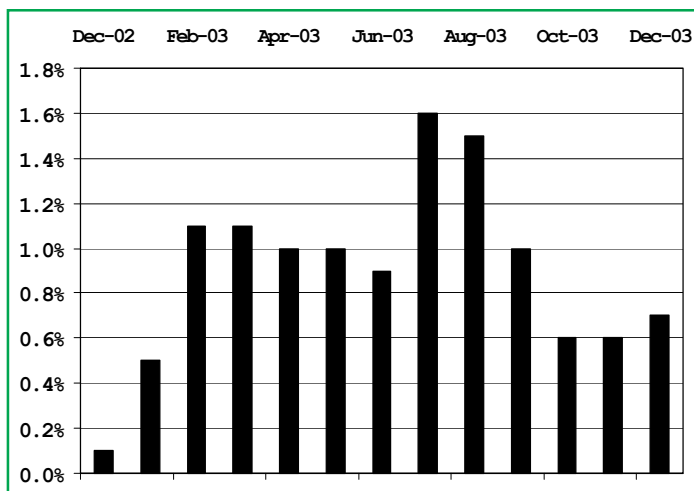
All seasonal adjustment performed with X12-ARIMA. Seasonal factors available from DET/LMI on request.

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

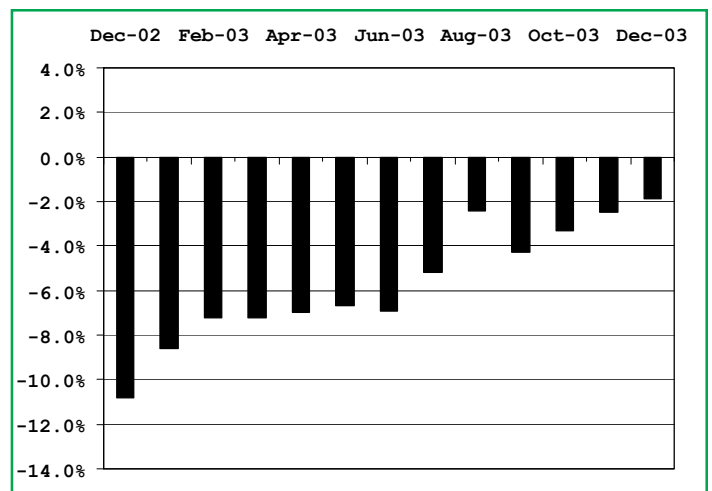
## Vermont Annual Job Growth

### 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:	
	Dec. '03	Nov. '03	Dec. '02	Nov. '03	Dec. '02
<b>TOTAL NONFARM</b>	<b>308,350</b>	<b>304,650</b>	<b>306,250</b>	<b>3,700</b>	<b>2,100</b>
<b>TOTAL PRIVATE</b>	<b>253,500</b>	<b>250,000</b>	<b>252,700</b>	<b>3,500</b>	<b>800</b>
<b>GOODS PRODUCING</b>	<b>54,850</b>	<b>55,200</b>	<b>55,300</b>	<b>-350</b>	<b>-450</b>
MANUFACTURING	38,450	38,400	39,200	50	-750
Durable Goods	27,600	27,550	27,850	50	-250
Computer & Electrical Equipment Mfg.	9,800	9,750	10,050	50	-250
Fabricated Metal Products Mfg.	2,650	2,650	2,800	0	-150
Machinery Mfg.	3,100	3,100	3,200	0	-100
Transportation Equipment Mfg.	2,300	2,250	2,200	50	100
Furniture & Related Product Mfg.	2,600	2,600	2,450	0	150
Non-Durable Goods	10,850	10,850	11,350	0	-500
Food Mfg.	3,750	3,800	4,050	-50	-300
CONSTRUCTION	15,250	15,600	15,050	-350	200
NATURAL RESOURCES & MINING	1,150	1,200	1,050	-50	100
<b>SERVICE-PROVIDING</b>	<b>253,500</b>	<b>249,450</b>	<b>250,950</b>	<b>4,050</b>	<b>2,550</b>
TRADE TRANSPORTATION AND UTILITIES	61,000	60,150	60,200	850	800
Wholesale Trade	10,800	10,700	10,500	100	300
Retail Trade	41,450	40,750	41,100	700	350
Food & Beverage Stores	10,050	10,050	10,150	0	-100
General Merchandise Store	3,800	3,650	3,500	150	300
Transportation, Warehousing and Utilities	8,750	8,700	8,600	50	150
Utilities	1,700	1,700	1,700	0	0
Transportation & Warehousing	7,050	7,000	6,900	50	150
INFORMATION	6,700	6,700	6,700	0	0
FINANCIAL ACTIVITIES	13,500	13,400	13,300	100	200
Finance & Insurance	10,500	10,400	10,200	100	300
Real Estate, Rental & Leasing	3,000	3,000	3,100	0	-100
PROFESSIONAL AND BUSINESS SERVICES	20,750	20,950	20,800	-200	-50
Professional, Scientific and Technical	12,450	12,400	12,300	50	150
Administrative, Support and Waste	8,200	8,500	8,100	-300	100
EDUCATIONAL AND HEALTH SERVICES	52,550	52,500	52,050	50	500
Educational Services	13,400	13,500	13,200	-100	200
College, Universities and Professional	7,100	7,250	7,400	-150	-300
Health Care and Social Assistance	39,150	39,000	38,850	150	300
Ambulatory Health Care Services	15,650	15,600	15,350	50	300
Hospitals	10,450	10,450	10,050	0	400
Nursing and Residential Care Facilities	6,700	6,600	6,700	100	0
LEISURE AND HOSPITALITY	33,950	30,950	34,200	3,000	-250
Arts, Entertainment and Recreation	2,950	2,950	2,950	0	0
Accommodation and Food Services	31,000	28,000	31,250	3,000	-250
Accommodations	13,350	10,550	13,750	2,800	-400
Hotel & Motels	12,550	8,750	12,800	3,800	-250
Food Services and Drinking Places	17,650	17,450	17,500	200	150
OTHER SERVICES	10,200	10,150	10,150	50	50
<b>GOVERNMENT</b>	<b>54,850</b>	<b>54,650</b>	<b>53,550</b>	<b>200</b>	<b>1,300</b>
Federal Government	6,300	6,300	6,300	0	0
State Government Education	9,200	9,200	7,800	0	1,400
Local Government Education	23,650	23,550	23,600	100	50
Other State Government	8,900	8,900	9,000	0	-100
Other Local Government	6,800	6,700	6,850	100	-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:	
	Dec. '03	Nov. '03	Dec. '02	Nov. '03	Dec. '02
<b>TOTAL NONFARM</b>	<b>110,600</b>	<b>110,500</b>	<b>107,700</b>	<b>100</b>	<b>2,900</b>
<b>TOTAL PRIVATE</b>	<b>91,150</b>	<b>91,050</b>	<b>89,900</b>	<b>100</b>	<b>1,250</b>
<b>GOODS PRODUCING</b>	<b>20,050</b>	<b>20,200</b>	<b>20,450</b>	<b>(150)</b>	<b>(400)</b>
MANUFACTURING	14,850	14,900	15,850	(50)	(1,000)
Durable Goods	11,600	11,700	12,250	(100)	(650)
NATURAL RESOURCES, MINING & CONST.	5,200	5,300	4,600	(100)	600
<b>SERVICE PROVIDING</b>	<b>90,550</b>	<b>90,300</b>	<b>87,250</b>	<b>250</b>	<b>3,300</b>
TRADE, TRANSPORTATION AND UTILITIES	21,700	21,450	21,550	250	150
Wholesale Trade	3,750	3,750	3,650	0	100
Retail Trade	15,000	14,750	14,950	250	50
Transportation, Warehousing & Utilities	2,950	2,950	2,950	0	0
INFORMATION	3,350	3,350	3,100	0	250
FINANCIAL ACTIVITIES	5,500	5,550	5,200	(50)	300
PROFESSIONAL & BUSINESS SERVICES	10,600	10,600	10,050	0	550
Professional Scientific and Technical	6,850	6,850	6,450	0	400
EDUCATIONAL & HEALTH SERVICES	17,150	17,050	17,350	100	(200)
Health Care and Social Assistance	13,450	13,350	14,000	100	(550)
LEISURE AND HOSPITALITY	9,050	9,150	8,600	(100)	450
Accommodation and Food Services	7,450	7,550	7,200	(100)	250
Food Services and Drinking Places	6,200	6,250	5,950	(50)	250
OTHER SERVICES	3,750	3,700	3,600	50	150
<b>GOVERNMENT</b>	<b>19,450</b>	<b>19,450</b>	<b>17,800</b>	<b>0</b>	<b>1,650</b>
Federal Government	2,950	2,950	2,950	0	0
State Government Education	6,550	6,600	5,200	(50)	1,350
Local Government Education	6,200	6,150	5,950	50	250
Other State Government	1,650	1,650	1,550	0	100
Other Local Government	2,100	2,100	2,150	0	(50)

### Barre-Montpelier

<b>TOTAL NONFARM</b>	<b>35,950</b>	<b>35,750</b>	<b>35,000</b>	<b>200</b>	<b>950</b>
<b>TOTAL PRIVATE</b>	<b>27,250</b>	<b>26,950</b>	<b>26,400</b>	<b>300</b>	<b>850</b>
<b>GOODS PRODUCING</b>	<b>4,600</b>	<b>4,700</b>	<b>4,700</b>	<b>-100</b>	<b>-100</b>
MANUFACTURING	3,050	3,050	3,150	0	-100
NATURAL RESOURCES, MINING & CONST.	1,550	1,650	1,550	-100	0
<b>SERVICE-PROVIDING</b>	<b>31,350</b>	<b>31,050</b>	<b>30,300</b>	<b>300</b>	<b>1050</b>
TRADE, TRANSPORTATION AND UTILITIES	6,350	6,300	6,250	50	100
Wholesale Trade	1,100	1,100	1,050	0	50
Retail Trade	4,400	4,350	4,400	50	0
Transportation, Warehousing & Utilities	850	850	800	0	50
INFORMATION	700	700	700	0	0
FINANCIAL ACTIVITIES	3,000	2,950	2,850	50	150
PROFESSIONAL AND BUSINESS SERVICES	2,100	2,100	1,950	0	150
EDUCATIONAL & HEALTH SERVICES	5,750	5,700	5,400	50	350
Health Care and Social Assistance	3,950	3,900	3,800	50	150
LEISURE AND HOSPITALITY	3,300	3,050	3,150	250	150
Accommodation and Food Services	2,850	2,700	2,450	150	400
OTHER SERVICES	1,450	1,450	1,400	0	50
<b>GOVERNMENT</b>	<b>8,700</b>	<b>8,800</b>	<b>8,600</b>	<b>-100</b>	<b>100</b>
Federal Government	300	350	350	-50	-50
State Government Education	350	350	300	0	50
Local Government Education	2,750	2,800	2,750	-50	0
Other State Government	4,550	4,550	4,500	0	50
Other Local Government	750	750	700	0	50

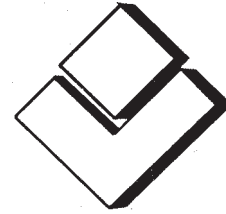
## Unemployment Insurance Program Summary

	December 2003	November 2003	December 2002	Percent Change From Last Month Last Year	
UI Trust Fund	\$241,925,274	\$251,244,471	\$281,388,449	-3.7%	-14.0%
UI Reg. Benefit Payments *	\$9,511,716	\$5,509,529	\$11,298,535	72.6%	-15.8%
UI Initial Claims	8,013	4,856	8,409	65.0%	-4.7%
UI Weeks Claimed	38,697	32,952	51,043	17.4%	-24.2%

*\*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(\$)		
	Dec. '03 Prelim.	Nov. '03 Revised	Dec. '02 Revised	Dec. '03 Prelim.	Nov. '03 Revised	Dec. '02 Revised	Dec. '03 Prelim.	Nov. '03 Revised	Dec. '02 Revised
<b>GOODS PRODUCING</b>	599.54	598.05	573.21	40.4	40.3	39.1	14.84	14.84	14.66
Natural Resources & Mining	468.16	467.82	435.75	33.9	33.9	31.9	13.81	13.80	13.66
Construction	644.50	642.53	594.05	41.5	41.4	38.7	15.53	15.52	15.35
Manufacturing	585.46	584.00	568.54	40.1	40.0	39.4	14.60	14.60	14.43
Durable Goods	607.50	606.00	589.55	40.5	40.4	39.7	15.00	15.00	14.85
Non-Durable Goods	520.65	520.65	511.61	39.0	39.0	38.7	13.35	13.35	13.22
<b>SERVICE PROVIDING</b>									
Wholesale Trade	644.40	642.60	640.10	35.8	35.7	35.9	18.00	18.00	17.83
Retail Trade	371.33	370.14	363.53	31.1	31.0	30.6	11.94	11.94	11.88
Health Care & Social Assist.	551.15	550.85	527.69	30.4	30.4	29.3	18.13	18.12	18.01
<b>BURLINGTON AREA</b>									
Manufacturing	574.93	574.55	567.01	37.7	37.7	37.6	15.25	15.24	15.08



## Commissioner's Message

### The Art of Plumbing

The art of plumbing was first developed by the ancient Romans. They developed the first toilet and drain system, built aqueducts to transport potable water and even constructed the first public sewage system. The Romans recognized that the health and safety of their citizens depended upon a reliable system that provided fresh water and removed waste. Today's licensed plumbers share those same goals.

Vermont's laws and regulations on plumbing exist to protect your health and safety. The general rule in Vermont is that you must use a licensed plumber to perform plumbing work. There are a few exceptions to this general rule. For example, Vermont law allows a homeowner to perform plumbing work in their own home without a license. However, given the complexity of today's plumbing systems, you should consider using a licensed plumber in all instances – not just when the law requires you to do so.

The Department of Labor and Industry licenses plumbers in Vermont. The Plumbing Examiners Board is responsible for interpreting and updating the state plumbing code, and the State Plumbing Inspector enforces both the code and the licensing requirements. Here are some more important facts about licensed plumbers in Vermont:

**1. *The road to becoming a licensed plumber begins with Apprenticeship.***

Apprenticeship, for plumbing, consists of four years (8,000 hours) of 'on-the-job' training under the tutelage of a Master

Plumber as well as classroom instruction. The long training period is designed to make the apprentice familiar with the techniques of proper plumbing installation.

**2. *Journey and Master level licenses are only granted after successfully passing a test.***

After an individual completes the four-year apprenticeship, they must pass the Journey level test in order to become licensed. A Journeyman can work for a Master, but cannot sign work permits or work as a self-employed plumber. To qualify for the Master level, an individual must possess the Journey level license for a period of one year. Only when the Master license is achieved can an individual hold themselves out as a Plumbing Contractor.

## Labor & Industry

(continued from page 10)

### 3. Plumbers' Examining Board regulates licenses.

Licensed plumbers must follow the state Plumbing Rules. The Plumbers' Examining Board has the power to reprimand, suspend or remove a license from any individual who violates those rules or the Vermont Plumbing Code. Also, the Department of Labor and Industry has the power to assess penalties for Code and Rule violations (including penalties for performing plumbing work without a license).

### 4. Licensed Plumbers are required to take Continuing Education.

Each licensee is required to complete 8 hours of Continuing Education every two years as a prerequisite to license renewal. This



exposes licensees to up-to-date trade information, new products and techniques.

### 5. The State Plumbing Inspector enforces licensing requirements.

The State Plumbing Inspector visits job sites to ensure that all individuals performing plumbing work hold the proper credentials. If he finds unlicensed individuals doing plumbing work, he has the authority to issue a stop work order. The Department may then issue penalties against the unlicensed individual, which may be as high as \$1,000 for violation of the licensing requirements and up to \$1,000 per *each* violation of the Vermont Plumbing Code.

The value in using a licensed plumber cannot be underestimated. Plumbing work that is not up to code can present serious health and safety risks to you and your family, such as legionella, mold growth, and hot water scald burns. An improper installation that creates a cross connection can also cause untreated sewage to enter the potable water system. A licensed plumber can help you avoid

or minimize those health and safety risks. Perhaps most importantly, a licensed plumber whose work is not "up to code" can be held accountable by the Plumbers' Examining Board.

Albert Einstein once remarked, "if I had my life to live over again, I'd be a plumber." It can be assumed that a man of such great intellect would have seen fit to not only become a plumber, but to commit himself to the trade and become a *licensed* plumber.





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