

The Vermont Labor Market

Departments of Employment & Training / Labor & Industry

Vermont Department of

Employment & Training

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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

Workforce Education and Training Consortium

The Workforce Education and Training Consortium is a partnership of all publicly funded agencies and institutions providing or supporting workforce development activities. The membership includes representatives of the Vermont State Colleges, Department of Education, UVM, the Agency of Commerce and Community Development, Vermont Student Assistance Corporation, the Human Resources Investment Council, Regional Technical Centers, Vocational Rehabilitation and the Department of Employment and Training. The goal of the Consortium is to produce a better public response to Vermont's workforce development needs without creating additional bureaucracy. The Consortium recently issued a supplement to its 2003 report. Today I will discuss some of the recommendations in the supplement. It is not possible to discuss all of the recommendations here so please contact us for a copy of the complete report.

The Consortium recognizes that the workforce development system is

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The Edge

Keeping Kids in School

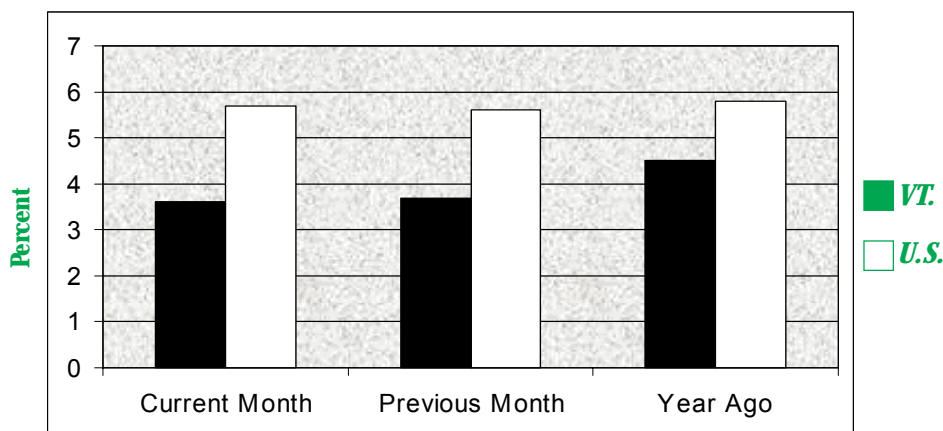
Some of Vermont's career and technical education programs were highlighted at the statehouse last month. One of the educators said that when the auto-tech program at one of our facilities was threatened by funding cuts, she received numerous calls from parents and students indicating that the students would not stay in school without that program, that they would drop out. A critical goal of the *No Child Left Behind (NCLB)* legislation is to raise student achievement. How can this happen if students continue to drop out at rates averaging 19 percent, or 29 percent as some estimate?

Career and Technical Education (CTE), because of its hands on nature, its immediate relevancy, and its obvious connection to an individual's future engages students in a way that traditional education does not. The changes CTE has gone through in the last decade to keep up with the rapidly changing workforce needs are tremendous. And, given those changes in the

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Unemployment Rates Vermont and U.S.

**March (SA) 2004 Rates
VT 3.6% • U.S. 5.7%**



Commissioner's Message –

(continued from front page)

complex and may be confusing to some individuals and businesses. Therefore, the consortium recommends implementing a one-stop work process for businesses in six technical education centers around the state and strengthening the DET Career Centers as the common intake point for individuals needing career planning, job training access, and placement services for individuals in DET's 12 Career Centers.

The functioning of the labor market can be improved with better information. To improve information the Consortium recommends creating a Workforce Education Data Center. The center would improve upon the work being done by the HRIC, DET, and the Vermont Public Education Partnership. Developing and publishing information on the relationship between education programs and workforce participation will inform students and policy makers leading to better decisions and a more efficient labor market. The Consortium also recommends that the center be given authority, with strict privacy protections, to collect student social security numbers to assist with the research.

There are a number of ways for individuals to develop knowledge and skills. The Consortium supports taking advantage of all the paths. Efficient use of various paths requires skills and knowledge to be evaluated and given the appropriate credential. Strengthening and marketing CCV's Assessment of Prior Learning and Vermont Technical College's Education and Training Evaluation Service will facilitate a more efficient use of education and training resources. The Consortium also recommends creating a statewide policy on dual enrollment to provide high school students with access to college

courses. The labor and education markets will respond more efficiently to employers and individuals needs by creating articulated career pathways. The HRIC and health care industry is using this approach and it needs to be expanded to other industries and careers.

Finally, the Consortium recommends developing a single workforce development Internet portal to make it easier for business and individuals to identify and connect with the appropriate service. The Consortium believes implementing these recommendations will help Vermont's workers and businesses respond to a changing environment.

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The Edge - (continued from front page)

jobs that are growing, there is evidence that CTE students are taking more math and science and higher levels of math and science than their general track counterparts.

What is the relationship between taking CTE courses and staying in school? In an article by James Stone, III and Corinne Alfeld, appearing in the April 2004 edition of Techniques magazine, two distinct programs were identified: career pathways and work-based learning.

Career pathways incorporate a vocational focus in high schools by organizing curriculum around career clusters such as health, business, agriculture, or hospitality and tourism. Vermont currently has 13 career clusters which are listed on the Vermont Department of Education website at: www.state.vt.us/educ/. Students who participate in career pathways take CTE classes that prepare them for their selected occupation. They frequently are able to take advantage of work-based learning experiences, and by doing so, see first-hand the relevancy of education.

Career academies are schools-within schools: students are organized in a small learning community, acquiring their academics through a career focus. A study based in California found that career academy students were 2.5 times less likely to drop out than their peers. Work-relevant education was one of the main reasons given for staying in school. For information about Vermont's career academies, a part of Vermont's High Schools on the Move initiative, contact Shelley Cohen at the Department of Education (scohen@doe.state.vt.us).

Work based learning can include a variety of learning opportunities including: cooperative education, internships and apprenticeships, job shadowing, mentoring, and school-based enterprises. By connecting school learning to the world of work, increasing school course-work relevancy, and providing students with skills necessary for the workforce, work based learning has been shown to decrease the likelihood of dropping out by as much as 30 percent.

Keeping kids in school is not only crucial to the students involved, but to our entire society. Kids who finish high school are less likely to end up in the correctional system and more likely to be successful participants in the workforce. Research is showing that high school CTE, and particularly career pathways and work-based learning reduce the drop out rate by engaging students and providing them with practical, relevant learning opportunities. It is imperative that federal funding for CTE programs continues. The Carl Perkins Act is due to be reauthorized this year; information about reauthorization is available at www.acteonline.org. For more information about Career and Technical Education go to www.nccte.org.



DET Notebook

The Vermont Farm Youth Apprenticeship program was developed in response to a need expressed by farmers in Addison County for trained, competent farm workers. Statewide, the number of experienced farm workers in the labor pool has been steadily diminishing for over twenty years, while those farms still in operation have to modernize to successfully compete in the marketplace. Modernization requires a more sophisticated level of training, and means that the modern farmer cannot successfully operate on the traditional "family farm" basis.

Given the diminishing number of qualified individuals in the labor pool, the Farm Youth Apprenticeship is designed to grow new workers in the agriculture industry, using tested techniques and training outlines from the Federal Apprenticeship Program. This is a short-term response to a long-term problem, but has the potential to become a bridge into in-depth, formalized training, creating farmers and farm workers for the 21st Century.

The program, written in the

Middlebury Office of the DET, is supported by Vermont Adult Learning (VAL), the Farm Labor Cooperative, and the Addison County Business Education Partnership. Funding support was provided through a Workforce Education and Training Fund Mini-Grant. Michelle Thompson, Youth Specialist at the Middlebury DET CRC, coordinates the program.

On-the-job training is 7 weeks long. Initial recruitment and assessment is provided by DET, with classroom training provided by VAL. Each trainee receives 289 hours of training, comprised of 275 hours on the job and 14 hours in classroom. The participants learn feeding and care of cows, milking equipment operation, feed and production record keeping, machinery maintenance and repair, crop production and storage, barn operations and sanitation.

Stanley James, from the Farm Labor Service Cooperative, provides job development and oversees the on the job training. Stan plans to take the participants to farms that use different milking

systems, as well as visits to small and large farms to compare machinery and operating procedures.

Patricia King, Addison County Business Education Partnership, handles all administrative and bookkeeping functions of the program.

Patrick Bilodeau, a high school dropout lacking 2 credits to graduate, met with the school board explained his situation and is currently back in school so he can participate in the FYAP.

Vicki Sumner has been in the program since February at Nathan Millers Farm in Weybridge. She loves working with animals and had prior experience milking. She felt, with additional training, she would become a valuable employee to an area farmer.

Heather Smith is the newest enrollee in the FYAP program. She came to DET for assistance with training. She wanted formal training in the farm industry as she is currently staying with a family who owns and operates a farm. Heather is working at the Munger Farm in Bridport and hopes to expand her knowledge of artificial breeding to improve milk production.

These young people, who represent the future for the agriculture business in Addison County, will obtain their diplomas in June

Economic Spotcheck

Local Unemployment Rates (Not Seasonally Adjusted)

Town/City*	Mar. '04	Feb. '04	Mar. '03
Barre City	9.2	10.8	11.0
Barre Town	3.2	3.6	3.7
Bennington Town	5.3	5.7	7.1
Brattleboro Town	3.3	3.5	4.0
Burlington City	3.0	3.2	3.8
Colchester Town	3.1	3.4	3.5
Essex Town	2.8	3.1	3.2
Hartford Town	2.0	2.0	2.4
Middlebury Town	2.6	3.2	3.3
Milton Town	5.2	6.0	6.1
Montpelier City	2.0	2.3	3.0
Rutland City	2.7	3.0	3.6
Shelburne Town	1.3	1.6	2.1
So. Burlington City	2.2	2.6	2.6
Springfield Town	4.6	5.3	9.3
Williston Town	1.0	1.2	1.4

*16 Largest Towns in Vermont

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

	Mar. 2004	Feb. 2004	Mar. 2003
All Items Index	187.4	186.2	184.2
Annual Percent Change	1.7	1.7	3.0

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 March employment increased slightly, expanding by just 400 from the previous month with 341,100 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 by 0.1 % to 299,000 for a loss of 200 jobs. The decline was partly due to an unusual statistic at the aggregate level. The majority of the lower level industries showed modest improvement. Retail, Health Care and Leisure & Hospitality reported the largest gains, each adding 300 jobs. The struggling Manufacturing sector showed some improvement in March, with an additional 200 jobs. Professional & Business Services has presented a positive trend over the last three months. Private Ed. Services lost 200 jobs.

The more detailed unadjusted estimates remained flat from February to March. Increases in the aggregate Goods Producing offset decreases in Service Providing. Seasonal decreases in Leisure & Hospitality were fairly typical as the winter weather began to give way. Private Educational Services produced a slight loss, but was offset by gains in State Education. Manufacturing advanced slightly, adding 150 jobs. Retail and Professional & Business Services also showed some slight improvement during the month.

The preliminary March estimates reflect an annual increase of 1.0%. The annual change in private industry was not considered statistically significant. Leading the way in terms of growth was Health Care & Social Assistance, which contributed almost 1,900 jobs. Construction added 1,100 jobs. Historically low interest rates could have played a role in its annual growth. Manufacturing was the leader in terms of losses over the year, dropping almost 1,200 jobs. Though losses were found in Durable and Non-Durable Goods, Durable Goods was by far the greatest contributor, more specifically, Computer & Electrical Equipment Manufacturing.

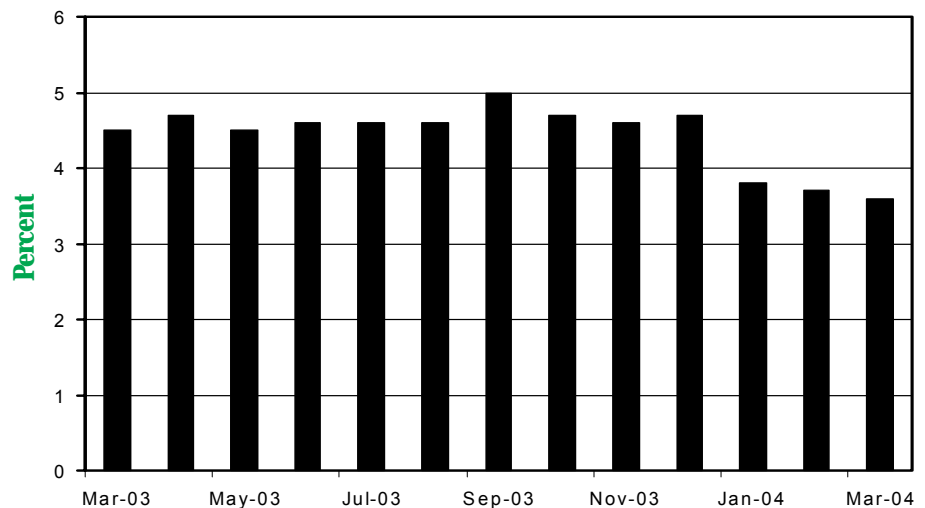
Unemployment Trends

Vermont's seasonally adjusted March unemployment rate of 3.6% was down just 0.1%, from the February rate, which remained unchanged at the revision. An estimated 12,800 Vermonters were unemployed in March.

The comparable national unemployment rate was 5.7%, up just 0.1% from the previous month. Vermont continues to be well under the national rate.

The number of initial claims for Unemployment Insurance filed in March was down slightly from the previous month. Less claims in both Manufacturing and Transportation & Warehousing were the main contributing factors. However, these decreases were partially offset by increases in service industries.

Vermont Seasonally Adjusted Unemployment Rate



Labor Force Estimates *(Seasonally Adjusted)*

Vermont	Mar. '04	Feb. '04	Mar. '03	Changes from:	
				Feb. '04	Mar. '03
TOTAL LABOR FORCE¹	353,900	353,700	350,300	200	3,600
TOTAL EMPLOYMENT	341,100	340,700	334,700	400	6,400
TOTAL UNEMPLOYMENT	12,800	13,000	15,600	-200	-2,800
RATE	3.6	3.7	4.5	-0.1	-0.9

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

Labor Market Areas *(Not Seasonally Adjusted)*

	Mar. 2004	Feb. 2004	Mar. 2003		Mar. 2004	Feb. 2005	Mar. 2003
BARRE-MONTPELIER				MORRISTOWN-STOWE			
Labor Force	41,450	41,500	40,450	Labor Force	20,100	20,400	20,200
Unemployment	2,000	2,200	2,400	Unemployment	1,150	1,250	1,300
Rate	4.8	5.3	6.0	Rate	5.7	6.1	6.4
Employment	39,450	39,300	38,050	Employment	18,950	19,150	18,900
BENNINGTON-MANCHESTER				NEWPORT			
Labor Force	21,350	21,550	21,500	Labor Force	13,400	13,300	13,750
Unemployment	900	1,000	1,200	Unemployment	1,100	1,200	1,400
Rate	4.3	4.7	5.6	Rate	8.2	8.9	10.2
Employment	20,450	20,550	20,350	Employment	12,300	12,150	12,350
BURLINGTON				RANDOLPH			
Labor Force	108,250	108,150	105,850	Labor Force	6,450	6,350	6,400
Unemployment	3,450	3,800	4,150	Unemployment	400	450	400
Rate	3.2	3.5	3.9	Rate	6.2	6.7	6.0
Employment	104,850	104,350	101,700	Employment	6,050	5,950	6,000
ENOSBURG				RUTLAND			
Labor Force	10,250	10,250	10,600	Labor Force	31,650	31,450	31,400
Unemployment	750	900	950	Unemployment	1,450	1,550	1,750
Rate	7.2	8.6	9.0	Rate	4.6	5.0	5.6
Employment	9,500	9,350	9,650	Employment	30,200	29,900	29,650
HARTFORD-LEBANON,VT-NH LMA (VT PORTION ONLY)				ST. JOHNSBURY			
Labor Force	29,200	29,100	28,900	Labor Force	15,150	15,150	15,350
Unemployment	750	800	900	Unemployment	900	1,050	1,150
Rate	2.6	2.8	3.1	Rate	5.9	6.8	7.6
Employment	28,450	28,300	28,000	Employment	14,250	14,150	14,200
KEENE-BRATTLEBORO,NH-VT LMA (ENTIRE AREA)				SPRINGFIELD			
Labor Force	59,800	60,000	58,800	Labor Force	10,250	10,550	10,450
Unemployment	1,900	2,000	1,850	Unemployment	450	550	750
Rate	3.2	3.3	3.1	Rate	4.5	5.0	6.9
Employment	57,850	58,000	56,950	Employment	9,800	10,000	9,750
MIDDLEBURY				STATEWIDE			
Labor Force	20,500	20,300	20,750	Labor Force	352,900	352,700	349,750
Unemployment	850	950	1,050	Unemployment	14,950	16,450	18,150
Rate	4.2	4.8	5.0	Rate	4.2	4.7	5.2
Employment	19,650	19,350	19,700	Employment	337,950	336,250	331,600

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	<i>Prelim.</i>	<i>Revised</i>	<i>Revised</i>	<i>Changes From:</i>	
	<i>Mar. '04</i>	<i>Feb. '04</i>	<i>Mar. '03</i>	<i>Feb. '04</i>	<i>Mar. '03</i>
Total - All Industries	299.0	299.2	297.8	-0.2	1.2
Private Industries	247.4	247.6	246.1	-0.2	1.3
Construction	15.8	15.8	14.8	0.0	1.0
Manufacturing	37.0	36.8	38.1	0.2	-1.1
Retail Trade *	39.2	38.9	39.3	0.3	-0.1
Professional & Business Services	20.5	20.4	20.0	0.1	0.5
Private Ed. Services*	12.5	12.7	12.3	-0.2	0.2
Health Care & Social Assistance*	41.0	40.7	39.1	0.3	1.9
Leisure & Hospitality*	32.9	32.6	33.0	0.3	-0.1
Total Government	51.6	51.6	51.7	0.0	-0.1

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

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

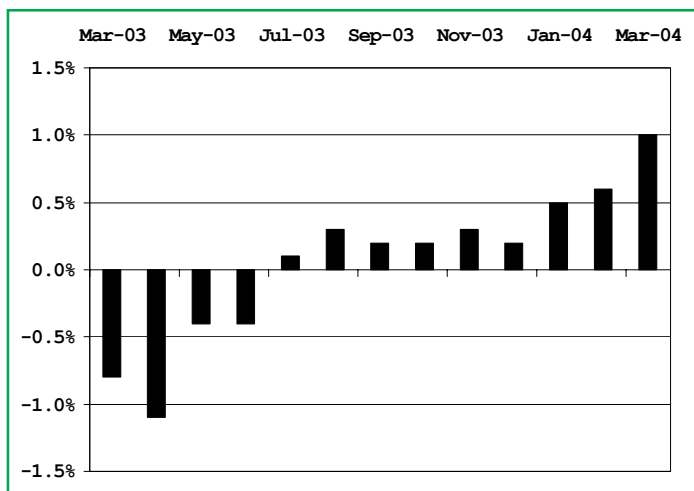
All seasonal adjustment performed with X12-ARIMA. Seasonal factors available from DET/LMI on request.

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

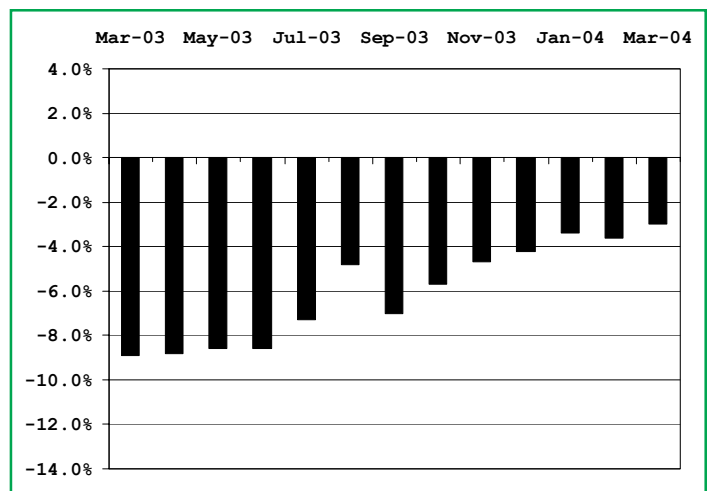
Vermont Annual Job Growth

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	<i>Prelim.</i>	<i>Revised</i>	<i>Revised</i>	<i>Changes From:</i>	
	<i>Mar. '04</i>	<i>Feb. '04</i>	<i>Mar. '03</i>	<i>Feb. '04</i>	<i>Mar. '03</i>
TOTAL NONFARM	299,850	299,850	297,000	0	2,850
TOTAL PRIVATE	245,750	245,950	243,150	-200	2,600
GOODS PRODUCING	51,000	50,800	51,100	200	-100
MANUFACTURING	36,600	36,450	37,750	150	-1,150
Durable Goods	26,100	25,900	27,050	200	-950
Computer & Electrical Equipment Mfg.	9,150	9,100	9,900	50	-750
Fabricated Metal Products Mfg.	2,900	2,900	2,800	0	100
Machinery Mfg.	3,000	3,000	3,000	0	0
Transportation Equipment Mfg.	2,400	2,350	2,250	50	150
Furniture & Related Product Mfg.	2,500	2,500	2,350	0	150
Non-Durable Goods	10,500	10,550	10,700	-50	-200
Food Mfg.	3,750	3,800	3,650	-50	100
CONSTRUCTION	13,550	13,550	12,450	0	1,100
NATURAL RESOURCES & MINING	850	800	900	50	-50
SERVICE-PROVIDING	248,850	249,050	245,900	-200	2,950
TRADE, TRANSPORTATION AND UTILITIES	56,850	56,800	56,800	50	50
Wholesale Trade	10,200	10,200	10,100	0	100
Retail Trade	38,150	38,050	38,300	100	-150
Food & Beverage Stores	9,150	9,000	9,450	150	-300
General Merchandise Store	2,750	2,800	2,700	-50	50
Transportation, Warehousing and Utilities	8,500	8,550	8,400	-50	100
Utilities	1,750	1,750	1,700	0	50
Transportation & Warehousing	6,750	6,800	6,700	-50	50
INFORMATION	6,450	6,400	6,500	50	-50
FINANCIAL ACTIVITIES	13,050	12,950	13,000	100	50
Finance & Insurance	10,100	10,050	10,100	50	0
Real Estate, Rental & Leasing	2,950	2,900	2,900	50	50
PROFESSIONAL AND BUSINESS SERVICES	19,850	19,700	19,350	150	500
Professional, Scientific and Technical	11,900	11,800	12,050	100	-150
Administrative, Support and Waste	7,600	7,650	7,000	-50	600
EDUCATIONAL AND HEALTH SERVICES	53,900	53,850	51,800	50	2,100
Educational Services	13,000	13,200	12,800	-200	200
College, Universities and Professional	7,150	7,300	7,050	-150	100
Health Care and Social Assistance	40,900	40,650	39,000	250	1,900
Ambulatory Health Care Services	15,600	15,500	15,150	100	450
Hospitals	10,350	10,250	10,150	100	200
Nursing and Residential Care Facilities	6,750	6,700	6,550	50	200
LEISURE AND HOSPITALITY	34,700	35,550	34,650	-850	50
Arts, Entertainment and Recreation	3,300	3,300	3,250	0	50
Accommodation and Food Services	31,400	32,250	31,400	-850	0
Accommodations	14,200	14,950	14,100	-750	100
Hotel & Motels	13,250	13,900	13,150	-650	100
Food Services and Drinking Places	17,200	17,300	17,300	-100	-100
OTHER SERVICES	9,950	9,900	9,950	50	0
GOVERNMENT	54,100	53,900	53,850	200	250
Federal Government	6,050	6,100	6,200	-50	-150
State Government Education	8,550	8,350	8,350	200	200
Local Government Education	23,800	23,850	23,600	-50	200
Other State Government	9,000	9,000	8,950	0	50
Other Local Government	6,700	6,600	6,750	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:	
	Mar. '04	Feb. '04	Mar. '03	Feb. '04	Mar. '03
TOTAL NONFARM	108,000	107,500	106,150	500	1,850
TOTAL PRIVATE	88,450	88,250	87,450	200	1,000
GOODS PRODUCING	19,550	19,500	20,050	50	-500
MANUFACTURING	14,650	14,600	15,550	50	-900
Durable Goods	11,050	11,000	11,900	50	-850
NATURAL RESOURCES, MINING & CONST.	4,900	4,900	4,500	0	400
SERVICE PROVIDING	88,450	88,000	86,100	450	2,350
TRADE, TRANSPORTATION AND UTILITIES	20,700	20,650	20,500	50	200
Wholesale Trade	3,700	3,750	3,850	-50	-150
Retail Trade	14,050	13,950	13,700	100	350
Transportation, Warehousing & Utilities	2,950	2,950	2,950	0	0
INFORMATION	3,250	3,200	3,050	50	200
FINANCIAL ACTIVITIES	5,200	5,150	5,200	50	0
PROFESSIONAL & BUSINESS SERVICES	9,450	9,350	9,150	100	300
Professional Scientific and Technical	6,000	5,900	6,000	100	0
EDUCATIONAL & HEALTH SERVICES	18,200	18,200	17,550	0	650
Health Care and Social Assistance	14,850	14,700	14,000	150	850
LEISURE AND HOSPITALITY	8,450	8,550	8,300	-100	150
Accommodation and Food Services	6,850	6,800	6,900	50	-50
Food Services and Drinking Places	5,800	5,850	5,750	-50	50
OTHER SERVICES	3,650	3,650	3,650	0	0
GOVERNMENT	19,550	19,250	18,700	300	850
Federal Government	2,850	2,850	2,950	0	-100
State Government Education	6,800	6,400	6,000	400	800
Local Government Education	5,950	6,100	5,900	-150	50
Other State Government	1,650	1,650	1,550	0	100
Other Local Government	2,300	2,250	2,300	50	0

Barre-Montpelier

TOTAL NONFARM	34,400	34,250	33,600	150	800
TOTAL PRIVATE	25,550	25,450	25,150	-400	400
GOODS PRODUCING	4,300	4,200	4,100	100	200
MANUFACTURING	2,900	2,850	2,900	50	0
NATURAL RESOURCES, MINING & CONST.	1,400	1,350	1,200	50	200
SERVICE-PROVIDING	30,100	30,050	29,500	50	600
TRADE, TRANSPORTATION AND UTILITIES	5,800	5,800	5,700	0	100
Wholesale Trade	950	950	950	0	0
Retail Trade	4,150	4,150	4,000	0	150
Transportation, Warehousing & Utilities	700	700	750	0	-50
INFORMATION	650	700	700	-50	-50
FINANCIAL ACTIVITIES	2,600	2,550	2,700	50	-100
PROFESSIONAL AND BUSINESS SERVICES	2,100	2,050	1,850	50	250
EDUCATIONAL & HEALTH SERVICES	5,350	5,300	5,350	50	0
Health Care and Social Assistance	3,750	3,750	3,700	0	50
LEISURE AND HOSPITALITY	3,350	3,450	3,350	-100	0
Accommodation and Food Services	2,900	3,000	2,950	-100	-50
OTHER SERVICES	1,400	1,400	1,400	0	0
GOVERNMENT	8,850	8,800	8,450	50	400
Federal Government	350	350	350	0	0
State Government Education	350	350	300	0	50
Local Government Education	2,750	2,700	2,650	50	100
Other State Government	4,750	4,750	4,450	0	300
Other Local Government	650	650	700	0	-50

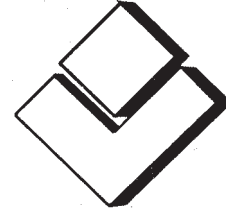
Unemployment Insurance Program Summary

	<i>March 2004</i>	<i>February 2004</i>	<i>March 2003</i>	<i>Percent Change From Last Month Last Year</i>	
UI Trust Fund	\$220,272,158	\$231,448,676	\$253,325,542	-4.8%	-13.0%
UI Reg. Benefit Payments *	\$11,600,998	\$9,752,714	\$13,056,579	19.0%	-11.1%
UI Initial Claims	3,381	3,261	4,500	3.7%	-24.9%
UI Weeks Claimed	42,758	41,413	56,989	3.2%	-25.0%

**Includes benefit payments for reimbursable employers.*

Average Hours and Earnings of Production and Nonsupervisory Workers

INDUSTRY BY NAICS	<i>Average Weekly Earnings(\$)</i>			<i>Average Weekly Hours</i>			<i>Average Hourly Earnings(\$)</i>		
	<i>Mar. '04 Prelim.</i>	<i>Feb. '04 Revised</i>	<i>Mar. '03 Revised</i>	<i>Mar. '04 Prelim.</i>	<i>Feb. '04 Revised</i>	<i>Mar. '03 Revised</i>	<i>Mar. '04 Prelim.</i>	<i>Feb. '04 Revised</i>	<i>Mar. '03 Revised</i>
GOODS PRODUCING	595.76	595.36	581.72	40.2	40.2	39.6	14.82	14.81	14.69
Natural Resources & Mining	463.01	462.67	429.98	33.6	33.6	31.5	13.78	13.77	13.65
Construction	637.87	635.91	599.43	41.1	41.0	39.0	15.52	15.51	15.37
Manufacturing	583.60	584.66	580.00	40.0	40.1	40.0	14.59	14.58	14.50
Durable Goods	607.10	608.19	602.36	40.5	40.6	40.4	14.99	14.98	14.91
Non-Durable Goods	517.03	517.03	515.04	38.7	38.7	38.9	13.36	13.36	13.24
SERVICE PROVIDING									
Wholesale Trade	643.33	641.89	622.57	35.8	35.7	34.8	17.97	17.98	17.89
Retail Trade	368.64	368.33	360.24	30.9	30.9	30.4	11.93	11.92	11.85
Health Care & Social Assist.	547.53	551.15	536.09	30.2	30.4	29.7	18.13	18.13	18.05
BURLINGTON AREA									
Manufacturing	572.25	573.78	569.26	37.5	37.6	37.6	15.26	15.26	15.14



Commissioner's Message

With the snow quickly disappearing, many families and employers are beginning to consider summer jobs for teenagers. In October 2003 this Department adopted new Child Labor Rules consistent with the federal child labor regulations adopted by the US Department of Labor. The full text of these Rules is available on our website at www.state.vt.us/labind/Wagehour/vtlawsrules.htm. Following is a very general summary of these Rules relative to teenagers in non-agricultural work. For more detailed information, visit our website or call the Wage & Hour Program at (802) 828-0267.

16 and 17 year old children

- There are no limitations on the hours of work performed by children of this age.
- Children of this age are prohibited from working in the seventeen occupations listed below, but may work in any other occupation:
 1. Manufacturing or storing explosives
 2. Motor-vehicle driver and outside helper
 3. Coal-mine occupations
 4. Logging, sawmill, lath mill, shingle mill and cooperage stock mill occupations
 5. Operation of power-driven woodworking machines
 6. Occupations involving exposure to radioactive substances and ionizing radiation
 7. Operation of power-driven hoisting apparatus
 8. Operation of power-driven metal forming, punching, and shearing machines
 9. All occupations connected with mining, other than coal
 10. Operations involving power driven meat-processing machines, slaughtering, meat packing, processing or rendering
 11. Operation of bakery machines
 12. Operation of paper-products machines
 13. Manufacture of brick, tile, and kindred products
 14. Operation of circular saws, band saws, and guillotine shears
 15. Wrecking, demolition, and shipbreaking operations
 16. Roofing operations
 17. Excavation operations

14 and 15 year old children

- Children of this age may only work limited hours:

- Not during school hours (unless as part of a duly approved educational or vocational course of study, or with an Employment Certificate).
- Not before 7:00 AM or after 7:00 PM (not after 9:00 PM between June 1 and Labor Day).
- No more than 3 hours on a school day or 8 hours on a non-school day.
- No more than 18 hours during a school week or 40 hours during a non-school week.
- No more than six days a week.
- Children of this age **are prohibited** from working in a number of occupations in addition to the seventeen noted above.
- Children of this age **may** perform many jobs in offices, grocery or retail stores, restaurants, movie theaters, baseball parks, amusement parks or gasoline service stations, such as:
 - Bagging and carrying out customer orders
 - Cashiering, window trimming, comparative shopping
 - Clean-up and grounds maintenance (but not work with power-driven mowers, cutters or trimmers)
 - Deliveries by foot, bicycle or public transportation
 - Pricing and tagging goods, assembling orders, packing or shelving
 - Preparing and serving food and drinks (but not cooking or baking)

(Continued on page 11)

Labor & Industry

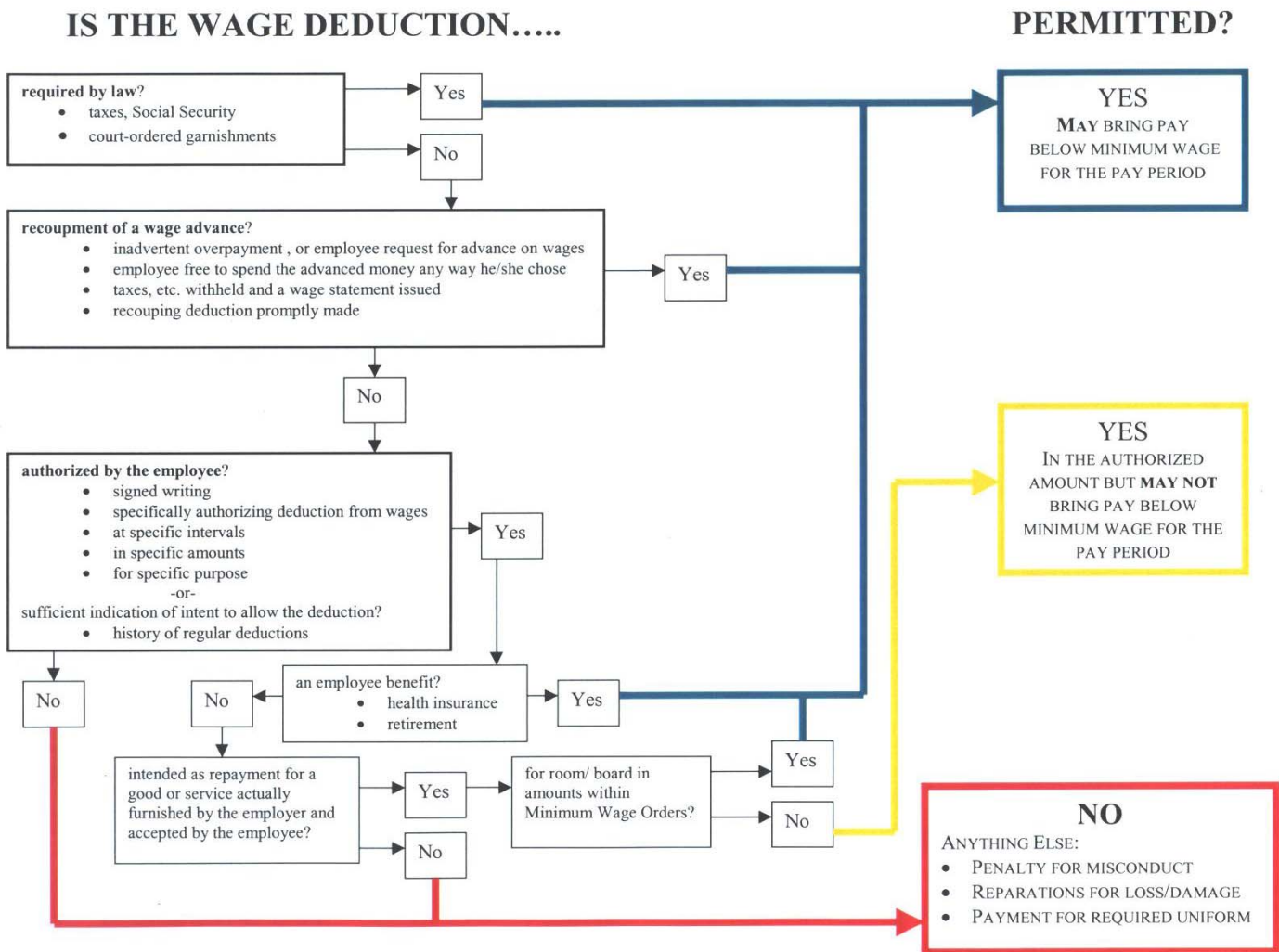
(continued from page 10)

- Office and clerical work
- Pumping gas, cleaning and polishing cars and trucks (but not auto repair work)
- Wrapping, weighing, pricing or stocking goods (except meat preparation, or work in freezers or meat coolers)

Among other activities, the Wage & Hour Program at the Department of Labor and Industry investigates employees' complaints of unpaid wages. Frequently, these complaints involve deductions taken from wages. When an employee has performed work for an employer, the wages earned belong to the employee, and an employer is permitted to make deductions only under limited circumstances.

In order to assist employers in understanding what deductions may lawfully be made, and in what amounts, we have compiled the flow chart below. The examples listed are representative, not exhaustive. To discuss a particular situation in detail, contact the Wage & Hour Program at (802) 828-0267.

Melissa





P.O. Box 488 • Montpelier, VT 05601-0488
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RAISING THE BAR - Thriving by Continuous Improvement

May 26, 2004, 8:30 a.m. - 4:30 p.m.

Co-sponsored by
Vermont Council for Quality and Department of Employment & Training

RAISING THE BAR is a one-day introduction to the Performance Excellence framework. It provides an overview of the 2004 Criteria for Performance Excellence and scoring guidelines that are the basis of an effective management system that will drive performance improvement.

Location: Department of Employment & Training Central Office, 5 Green Mountain Drive, Montpelier.

Cost: VCQ Members: \$166.00 per person. Non-members: \$195.00 per person.

To register or for questions, contact
Vermont Council for Quality at 802-655-1910
or e-mail at
info@performanceexcellence.com

The Department of Employment & Training is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. TDD: (802) 828-4203.
