

# The Vermont Labor Market

Departments of Employment & Training / Labor & Industry

Vermont Department of

## Employment & Training

July 2004

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

#### Vermont Apprenticeship Opportunity Project

By Anne V. Ginevan, Commissioner of Employment & Training

The Vermont Apprenticeship Opportunity Project was created to expand access to the related instruction component for participants in Level II of the Electrical Apprenticeship program. It is a web-based instruction program that will be more cost efficient and will be accessible to a wider range of people, regardless of physical residence. As an example, an apprentice currently serving in the National Guard in Iraq would be able to keep up with his or her instruction on-line and at no charge.

We have known for a long time that apprenticeship programs help our economy by preparing skilled workers. Although many high school seniors plan on attending college, statistics show that by age 29 only about 50% of those who enrolled actually graduated. Apprenticeship is a proven

*(Continued on page 2)*

Labor & Industry section  
begins on page 10

### The Edge

#### Women in Prison

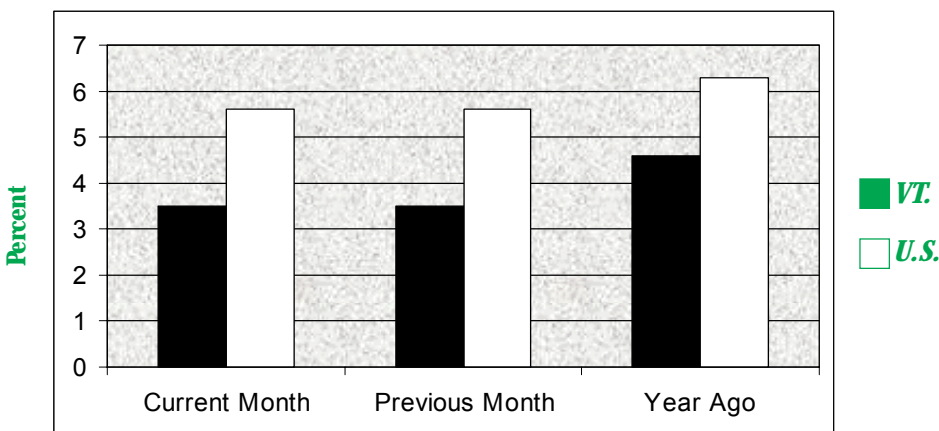
Given the many demographic changes we have seen in the past 20 years, it may not be surprising that the number of women in prison has risen at double the rate of men. Vermont actually exceeds the national trend and over 20% of the corrections population are women, compared to the national average of 17%.

What sends so many women to jail? A report published by the Department of Corrections in January of 2004 reports the most serious and most frequent offense perpetrated by females is "false pretenses". This basically is writing a bad check. For males, the most frequent offense is sexual assault on a minor. According to a commentary aired on Vermont Public Radio recently, there has been a 437 percent increase in the number of women jailed for non-violent crimes since 1995. Generally, these women are not in jail because they are dangerous.

*(Continued on page 3)*

#### Unemployment Rates Vermont and U.S.

June (SA) 2004 Rates  
VT 3.5% • U.S. 5.6%



## Commissioner's Message –

*(continued from front page)*

training strategy that combines on-the-job training with classroom instruction and results in attaining a skilled job that pays competitive wages. The rising cost of classroom training prompted Vermont's development of this new web-based learning system. A similar system in Maine resulted in grades rising by 17% and the dropout rate decreasing by a third!

"I was very impressed with a demonstration of this new on-line instruction program. Quizzes are available to test the individual's knowledge as s/he progresses through the lessons. Immediate feedback is available that reinforces his/her answers or helps point out areas that need more study," said Anne Ginevan, DET Commissioner.

All the modules in Level II Electrical Apprenticeship (EL II) have been converted to the on-line venue with help from Vermont Technical College and the Community College of Vermont. Piloting of the program was completed, changes were made and the on-line version is now complete. EL II will go 'live' in September for a full section of students. An introductory session will be held during the summer to familiarize prospective students with the "Blackboard" software program, the industry standard for on-line instruction.

Level II Electrical is part of a four-year electrical apprenticeship program. If successful and funding can be secured, Levels I, III and IV will be offered in the future. Combined with 8,000 hours of on-the-job training, completion of the

program enables students to sit for the journey-level electrical license. Once licensed, individuals immediately increase their earning potential. After 2 additional years of experience, journey workers may obtain a master's license which prepares them for higher level work, including working as an electrical contractor.

*Anne Ginevan*

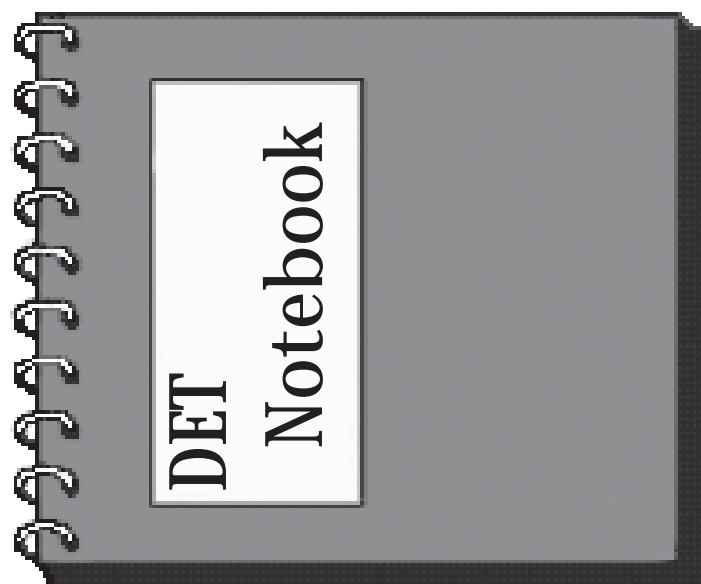
## The Edge - *(continued from front page)*

They do, however, have problems that need to be addressed. More than 80 percent suffer from drug addiction; many come to prison pregnant, some have their babies there. It seems unlikely that these women will come out of prison with a brighter future unless they are provided drug treatment, mental health services, and job skills. Ex-offenders, be they male or female, are terribly vulnerable to recidivism without the wherewithal to make a livable wage, affording them reasonable housing options.

The Department of Employment & Training, the Department of Corrections, and VSAC have joined forces and will be offering career management training to staff who work with offenders. This training is based on modules designed by the National Institute of Corrections, US Department of Justice and covers career development theory, assessment tools, best practices, time management and life roles, job seeking and keeping, and resources for ex-offenders to access. Currently, there is a three stage strategy planned, in which correctional staff and/or DET staff will interact with inmates months prior to their release to begin preparing them for the workforce. Barriers to employment will be explored on an individual basis and appropriate referrals made. Additionally, the Workforce Investment Boards will be working with employers and other agencies to set up a crosswalk system that will educate and support ex-offenders and their employers to strengthen our workforce.



For the many women who are incarcerated and have families to support when they are released, understanding the current job market is crucial to their success. Hopefully with interventions such as these, as well as an investment in drug treatment and mental health services for offenders, we will see the burgeoning numbers entering prison begin to decrease.



# WHAT IS VET NET

**Vet Net** stands for Veterans Network, which is a group of Military Veterans who meet once a week. There are two **Vet Net** groups in the state of Vermont, one in Barre and one in White River Jct. Both sites meet weekly at the American Legion Post in their area, or Tuesdays at 9:30 a.m. in Barre and Thursdays at 9:30 a.m. in White River Junction.

## What happens at Vet Net?

We meet as a group to provide moral support for each other, exchange labor market information, research jobs from Vermont, New

Hampshire, and the country. Job fairs are held specifically for veterans. Individual interviews are set up to determine needs and match resources. The Veteran's hospital sends a spokesperson who informs us of any new or pending changes in veteran's benefits. They also assist in getting veterans registered at the Veteran's Hospital and getting them started in the right direction for any medical needs.

Veterans exchange information on how to make the process work in order to obtain benefits and help run smoothly through hands on experience. We discuss the different employers and what

to expect during a job interview. We help them write a resume and work together on applications, making sure they are filled out correctly. We also discuss any issues that are causing stress in the veteran's life.

In summary, we work as a team to help each veteran become self-sufficient.

We have helped veterans get employment with businesses throughout Vermont. If you are a veteran and want more information, or an employer wishing to hire a vet, please call your local DET Career Resource Center.

# Economic Spotcheck

## Local Unemployment Rates (Not Seasonally Adjusted)

Town/City*	June '04	May '04	June '03
Barre City	5.7	5.4	7.6
Barre Town	1.9	1.7	2.7
Bennington Town	4.0	3.6	5.7
Brattleboro Town	3.4	3.1	4.7
Burlington City	3.3	2.8	4.3
Colchester Town	2.5	2.0	3.4
Essex Town	2.5	2.1	2.9
Hartford Town	1.3	1.3	1.6
Middlebury Town	2.1	1.7	2.6
Milton Town	4.3	3.9	4.5
Montpelier City	1.9	1.8	2.4
Rutland City	3.3	3.3	4.0
Shelburne Town	1.2	1.1	1.7
So. Burlington City	2.3	1.8	2.7
Springfield Town	4.2	4.1	8.4
Williston Town	0.9	0.7	1.1

\*16 Largest Towns in Vermont

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

	June 2004	May 2004	June 2003
All Items Index	189.7	189.1	183.7
Annual Percent Change	3.3	3.1	2.1

**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 June employment jumped, up 1,100 from the previous month with 341,200 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 was up slightly. The over the month change was up 0.2 % to 301,300, for a gain of 500 jobs from the revised May estimate. Manufacturing, up 200 jobs over the month, has presented gains in three of the last four months. Government employment spiked in June. This is a period of seasonal transition due mostly to the education component and may be a major contributing factor to the increase. Leisure & Hospitality experienced seasonal growth in the unadjusted estimate. However, it was less than usual for the period, resulting in a downturn of 400 jobs in the seasonally adjusted estimate. The same was true of Construction, which was down as well.

The more detailed unadjusted estimates were up once again, adding 2,600 jobs. Most of the increases were seasonal in nature, typical for the period. The largest contributor to the gain was Leisure & Hospitality. Summer tourism tends to drive this industry upward. Construction also experienced seasonal growth. However, the gain was not quite as robust as some years past.

Manufacturing held on for another gain, adding 400 jobs in June. Retail lived up to its seasonal reputation in June, adding a fairly typical amount of jobs. Seasonal cuts in education, both public and private, did not add up to offset combined increases.

The preliminary June estimates reflect an annual increase of 0.3%. The annual change in Private Industry was not considered statistically significant. At the forefront was Health Care & Social Assistance. Manufacturing, once again, continued to lead the way in terms of annual losses. It was followed closely by Retail.

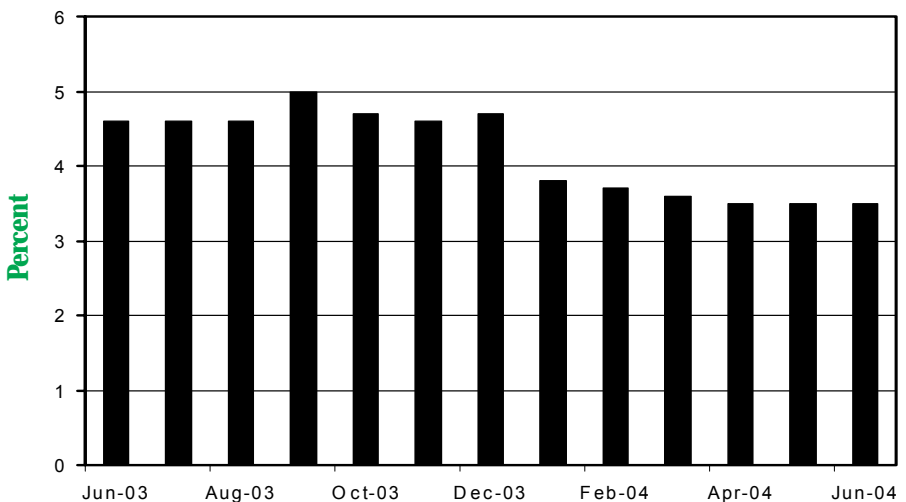
### Unemployment Trends

Vermont's seasonally adjusted June unemployment rate of 3.5% was unchanged from the May rate. An estimated 12,200 Vermonters were unemployed in June.

The comparable national unemployment rate was 5.6%, unchanged from the previous month. Vermont continues to be well under the national rate.

The number of initial claims for Unemployment Insurance filed in June was up slightly from the previous month. Seasonal changes in education impacted not only schools, but also many of the transportation companies that provide service during the school year.

## Vermont Seasonally Adjusted Unemployment Rate



# Labor Force Estimates *(Seasonally Adjusted)*

Vermont	June '04	May '04	June '03	Changes from:	
				May '04	June '03
<b>TOTAL LABOR FORCE<sup>1</sup></b>	353,400	352,300	350,900	1,100	2,500
<b>TOTAL EMPLOYMENT</b>	341,200	340,100	334,900	1,100	6,300
<b>TOTAL UNEMPLOYMENT</b>	12,200	12,200	16,100	0.0	-3,900
<b>RATE</b>	3.5	3.5	4.6	0.0	-1.1

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

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

	June 2004	May 2004	June 2003		June 2004	May 2004	June 2003
<b>BARRE-MONTPELIER</b>				<b>MORRISTOWN-STOWE</b>			
Labor Force	41,650	40,450	41,050	Labor Force	19,500	17,950	19,700
Unemployment	1,350	1,200	1,750	Unemployment	700	750	950
Rate	3.2	3.0	4.3	Rate	3.7	4.2	4.8
Employment	40,300	39,250	39,300	Employment	18,800	17,200	18,750
<b>BENNINGTON-MANCHESTER</b>				<b>NEWPORT</b>			
Labor Force	21,800	21,100	22,100	Labor Force	13,750	13,500	13,900
Unemployment	700	700	1,000	Unemployment	700	650	850
Rate	3.3	3.4	4.6	Rate	4.9	5.0	6.1
Employment	21,100	20,400	21,100	Employment	13,100	12,800	13,050
<b>BURLINGTON</b>				<b>RANDOLPH</b>			
Labor Force	109,550	108,600	107,600	Labor Force	6,600	6,400	6,600
Unemployment	2,900	2,550	3,700	Unemployment	300	250	300
Rate	2.6	2.4	3.4	Rate	4.4	4.2	4.3
Employment	106,650	106,050	103,900	Employment	6,300	6,150	6,300
<b>ENOSBURG</b>				<b>RUTLAND</b>			
Labor Force	11,950	11,100	12,050	Labor Force	31,300	30,900	30,400
Unemployment	450	450	600	Unemployment	1,450	1,500	1,800
Rate	4.0	3.9	5.0	Rate	4.6	4.8	5.9
Employment	11,500	10,650	11,450	Employment	29,850	29,400	28,600
<b>HARTFORD-LEBANON,VT-NH LMA (VT PORTION ONLY)</b>				<b>ST. JOHNSBURY</b>			
Labor Force	30,050	29,350	29,500	Labor Force	15,450	14,900	15,750
Unemployment	500	500	600	Unemployment	500	500	800
Rate	1.6	1.7	2.0	Rate	3.3	3.3	5.2
Employment	29,550	28,850	28,900	Employment	14,950	14,400	14,900
<b>KEENE-BRATTLEBORO,NH-VT LMA (ENTIRE AREA)</b>				<b>SPRINGFIELD</b>			
Labor Force	58,450	57,500	57,700	Labor Force	9,650	9,400	9,900
Unemployment	1,800	1,800	2,000	Unemployment	450	450	700
Rate	3.1	3.1	3.5	Rate	4.5	4.8	7.0
Employment	56,650	55,700	55,700	Employment	9,200	8,950	9,200
<b>MIDDLEBURY</b>				<b>STATEWIDE</b>			
Labor Force	22,100	21,350	22,300	Labor Force	357,500	348,750	354,650
Unemployment	500	450	750	Unemployment	11,300	10,900	14,800
Rate	2.3	2.2	3.3	Rate	3.2	3.1	4.2
Employment	21,600	20,900	21,550	Employment	346,200	337,800	339,850

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>June '04</i>	<i>May '04</i>	<i>June '03</i>	<i>May '04</i>	<i>June '03</i>
<b>Total - All Industries</b>	<b>301.3</b>	<b>300.8</b>	<b>298.8</b>	<b>0.5</b>	<b>2.5</b>
<b>Private Industries</b>	<b>248.9</b>	<b>249.0</b>	<b>246.8</b>	<b>-0.1</b>	<b>2.1</b>
Construction	15.5	15.8	15.3	-0.3	0.2
Manufacturing	37.3	37.1	37.5	0.2	-0.2
Retail Trade *	39.0	38.9	39.3	0.1	-0.3
Professional & Business Services	20.6	20.6	20.4	0.0	0.2
Private Ed. Services*	12.6	12.6	12.5	0.0	0.1
Health Care & Social Assistance*	41.1	40.9	39.9	0.2	1.2
Leisure & Hospitality*	32.7	33.1	32.4	-0.4	0.3
<b>Total Government</b>	<b>52.4</b>	<b>51.8</b>	<b>52.0</b>	<b>0.6</b>	<b>0.4</b>

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

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

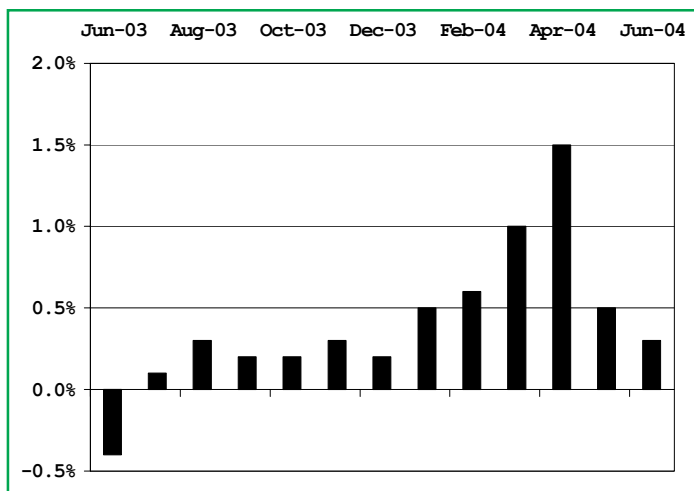
All seasonal adjustment performed with X12-ARIMA. Seasonal factors available from DET/LMI on request.

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

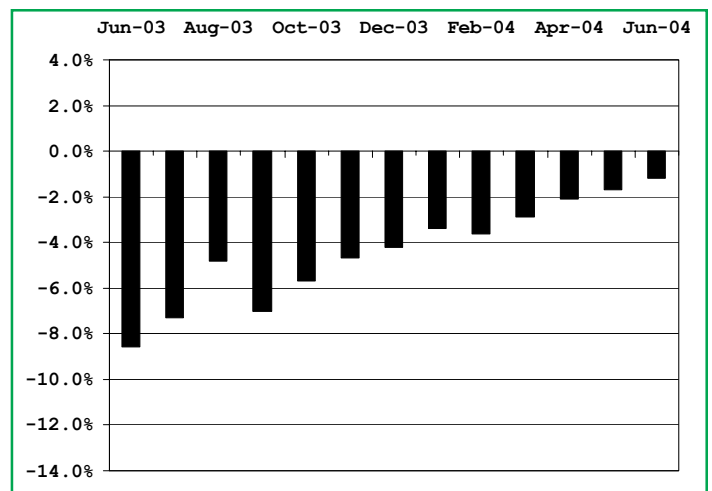
## Vermont Annual Job Growth

### 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	<i>Prelim.</i>	<i>Revised</i>	<i>Revised</i>	<i>Changes From:</i>	
	<i>June '04</i>	<i>May '04</i>	<i>June '03</i>	<i>May '04</i>	<i>June '03</i>
<b>TOTAL NONFARM</b>	<b>302,150</b>	<b>299,550</b>	<b>301,100</b>	<b>2,600</b>	<b>1,050</b>
<b>TOTAL PRIVATE</b>	<b>250,100</b>	<b>245,500</b>	<b>249,100</b>	<b>4,600</b>	<b>1,000</b>
<b>GOODS PRODUCING</b>	<b>55,200</b>	<b>53,950</b>	<b>55,500</b>	<b>1,250</b>	<b>-300</b>
MANUFACTURING	37,500	37,100	37,950	400	-450
Durable Goods	26,650	26,400	27,250	250	-600
Computer & Electrical Equipment Mfg.	9,450	9,300	9,850	150	-400
Fabricated Metal Products Mfg.	2,950	2,900	2,800	50	150
Machinery Mfg.	3,100	3,050	3,000	50	100
Transportation Equipment Mfg.	2,450	2,450	2,250	0	200
Furniture & Related Product Mfg.	2,550	2,500	2,300	50	250
Non-Durable Goods	10,850	10,700	10,700	150	150
Food Mfg.	3,850	3,800	3,750	50	100
CONSTRUCTION	16,650	15,850	16,550	800	100
NATURAL RESOURCES & MINING	1,050	1,000	1,000	50	50
<b>SERVICE-PROVIDING</b>	<b>246,950</b>	<b>245,600</b>	<b>245,600</b>	<b>1,350</b>	<b>1,350</b>
TRADE, TRANSPORTATION AND UTILITIES	58,150	57,350	58,450	800	-300
Wholesale Trade	10,350	10,250	10,300	100	50
Retail Trade	39,050	38,500	39,450	550	-400
Food & Beverage Stores	9,450	9,300	9,600	150	-150
General Merchandise Store	2,950	2,850	2,950	100	0
Transportation, Warehousing and Utilities	8,750	8,600	8,700	150	50
Utilities	1,750	1,750	1,750	0	0
Transportation & Warehousing	7,000	6,850	6,950	150	50
INFORMATION	6,600	6,600	6,550	0	50
FINANCIAL ACTIVITIES	13,300	13,150	13,450	150	-150
Finance & Insurance	10,050	10,050	10,250	0	-200
Real Estate, Rental & Leasing	3,250	3,100	3,200	150	50
PROFESSIONAL AND BUSINESS SERVICES	21,050	20,850	20,950	200	100
Professional, Scientific and Technical	12,150	12,100	12,300	50	-150
Administrative, Support and Waste	8,500	8,250	8,400	250	100
EDUCATIONAL AND HEALTH SERVICES	52,900	53,750	51,700	-850	1,200
Educational Services	11,750	12,800	11,700	-1,050	50
College, Universities and Professional	6,300	7,050	6,250	-750	50
Health Care and Social Assistance	41,150	40,950	40,000	200	1,150
Ambulatory Health Care Services	15,850	15,750	15,550	100	300
Hospitals	10,350	10,300	10,450	50	-100
Nursing and Residential Care Facilities	6,750	6,750	6,650	0	100
LEISURE AND HOSPITALITY	32,550	29,750	32,150	2,800	400
Arts, Entertainment and Recreation	4,100	3,600	4,300	500	-200
Accommodation and Food Services	28,450	26,150	27,850	2,300	600
Accommodations	10,050	8,750	9,500	1,300	550
Hotel & Motels	8,900	7,850	8,250	1,050	650
Food Services and Drinking Places	18,400	17,400	18,350	1,000	50
OTHER SERVICES	10,350	10,100	10,350	250	0
<b>GOVERNMENT</b>	<b>52,050</b>	<b>54,050</b>	<b>52,000</b>	<b>-2,000</b>	<b>50</b>
Federal Government	6,150	6,100	6,250	50	-100
State Government Education	6,000	7,500	5,950	-1,500	50
Local Government Education	23,150	24,300	23,150	-1,150	0
Other State Government	9,350	9,250	9,450	100	-100
Other Local Government	7,400	6,900	7,200	500	200

## 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:	
	June '04	May '04	June '03	May '04	June '03
<b>TOTAL NONFARM</b>	<b>109,700</b>	<b>110,100</b>	<b>108,300</b>	<b>-400</b>	<b>1,400</b>
<b>TOTAL PRIVATE</b>	<b>92,400</b>	<b>90,900</b>	<b>91,400</b>	<b>1,500</b>	<b>1,000</b>
<b>GOODS PRODUCING</b>	<b>20,950</b>	<b>20,300</b>	<b>21,100</b>	<b>650</b>	<b>-150</b>
MANUFACTURING	15,350	14,850	15,650	500	-300
Durable Goods	11,300	11,350	12,050	-50	-750
NATURAL RESOURCES, MINING & CONST.	5,600	5,450	5,450	150	150
<b>SERVICE PROVIDING</b>	<b>88,750</b>	<b>89,800</b>	<b>87,200</b>	<b>-1,050</b>	<b>1,550</b>
TRADE, TRANSPORTATION AND UTILITIES	21,250	20,950	21,300	300	-50
Wholesale Trade	3,700	3,700	3,800	0	-100
Retail Trade	14,500	14,250	14,350	250	150
Transportation, Warehousing & Utilities	3,050	3,000	3,150	50	-100
INFORMATION	3,400	3,350	3,100	50	300
FINANCIAL ACTIVITIES	5,400	5,350	5,450	50	-50
PROFESSIONAL & BUSINESS SERVICES	10,050	10,000	9,850	50	200
Professional Scientific and Technical	6,400	6,350	6,100	50	300
EDUCATIONAL & HEALTH SERVICES	17,850	17,950	17,300	-100	550
Health Care and Social Assistance	14,900	14,800	14,350	100	550
LEISURE AND HOSPITALITY	9,800	9,300	9,600	500	200
Accommodation and Food Services	7,750	7,400	7,700	350	50
Food Services and Drinking Places	6,550	6,300	6,400	250	150
OTHER SERVICES	3,700	3,700	3,700	0	0
<b>GOVERNMENT</b>	<b>17,300</b>	<b>19,200</b>	<b>16,900</b>	<b>-1,900</b>	<b>400</b>
Federal Government	2,800	2,850	2,950	-50	-150
State Government Education	4,600	6,150	4,350	-1,550	250
Local Government Education	5,700	6,100	5,500	-400	200
Other State Government	1,750	1,700	1,650	50	100
Other Local Government	2,450	2,400	2,450	50	0

### Barre-Montpelier

<b>TOTAL NONFARM</b>	<b>34,950</b>	<b>34,400</b>	<b>34,600</b>	<b>550</b>	<b>350</b>
<b>TOTAL PRIVATE</b>	<b>26,050</b>	<b>25,550</b>	<b>25,750</b>	<b>500</b>	<b>300</b>
<b>GOODS PRODUCING</b>	<b>4,800</b>	<b>4,700</b>	<b>4,850</b>	<b>100</b>	<b>-50</b>
MANUFACTURING	3,000	2,950	3,100	50	-100
NATURAL RESOURCES, MINING & CONST.	1,800	1,750	1,750	50	50
<b>SERVICE-PROVIDING</b>	<b>30,150</b>	<b>29,700</b>	<b>29,750</b>	<b>450</b>	<b>400</b>
TRADE, TRANSPORTATION AND UTILITIES	6,000	5,900	5,950	100	50
Wholesale Trade	900	900	1,000	0	-100
Retail Trade	4,300	4,250	4,200	50	100
Transportation, Warehousing & Utilities	800	750	750	50	50
INFORMATION	700	650	700	50	0
FINANCIAL ACTIVITIES	2,600	2,600	2,700	0	-100
PROFESSIONAL AND BUSINESS SERVICES	2,150	2,100	2,000	50	150
EDUCATIONAL & HEALTH SERVICES	5,300	5,350	5,300	-50	0
Health Care and Social Assistance	3,750	3,750	3,850	0	-100
LEISURE AND HOSPITALITY	3,100	2,850	2,850	250	250
Accommodation and Food Services	2,700	2,500	2,450	200	250
OTHER SERVICES	1,400	1,400	1,400	0	0
<b>GOVERNMENT</b>	<b>8,900</b>	<b>8,850</b>	<b>8,850</b>	<b>50</b>	<b>50</b>
Federal Government	350	350	350	0	0
State Government Education	300	300	300	0	0
Local Government Education	2,800	2,800	2,750	0	50
Other State Government	4,750	4,750	4,750	0	0
Other Local Government	700	650	700	50	0

## Unemployment Insurance Program Summary

	<i>June 2004</i>	<i>May 2004</i>	<i>June 2003</i>	<i>Percent Change From Last Month    Last Year</i>	
UI Trust Fund	\$228,844,688	\$234,601,724	\$255,466,751	-2.5%	-10.4%
UI Reg. Benefit Payments *	\$5,698,612	\$5,804,857	\$7,946,146	-1.8%	-28.3%
UI Initial Claims	3,234	2,489	4,453	29.9%	-27.4%
UI Weeks Claimed	25,657	28,303	37,935	-9.3%	-32.4%

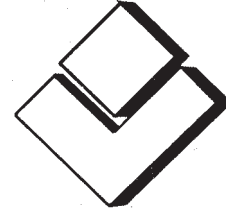
*\*Includes benefit payments for reimbursable employers.*

## 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>June '04 Prelim.</i>	<i>May '04 Revised</i>	<i>June '03 Revised</i>	<i>June '04 Prelim.</i>	<i>May '04 Revised</i>	<i>June '03 Revised</i>	<i>June '04 Prelim.</i>	<i>May '04 Revised</i>	<i>June '03 Revised</i>
<b>GOODS PRODUCING</b>	600.8	600.1	596.4	40.4	40.3	40.3	14.87	14.89	14.80
Natural Resources & Mining	463.7	462.0	462.4	33.6	33.5	33.7	13.80	13.79	13.72
Construction	640.7	638.3	633.9	41.2	41.1	41.0	15.55	15.53	15.46
Manufacturing	586.5	587.5	584.5	40.2	40.1	40.2	14.59	14.65	14.54
Durable Goods	610.1	608.2	606.6	40.7	40.6	40.6	14.99	14.98	14.94
Non-Durable Goods	519.5	527.1	517.9	38.8	38.7	39.0	13.39	13.62	13.28
<b>SERVICE PROVIDING</b>									
Wholesale Trade	645.8	644.0	629.3	35.9	35.8	35.1	17.99	17.99	17.93
Retail Trade	369.0	369.0	365.3	30.9	30.9	30.7	11.94	11.94	11.90
Health Care & Social Assist.	551.8	549.6	540.6	30.4	30.3	29.9	18.15	18.14	18.08
<b>BURLINGTON AREA</b>									
Manufacturing	576.1	574.2	573.8	37.7	37.6	37.8	15.28	15.27	15.18

*Vermont Department of*

# *Labor & Industry*



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

## *Commissioner's Message*

### **PARTNERS IN SAFETY**

*By Michael Bertrand, Commissioner of Labor & Industry*

Creating a "Culture of Safety" in workplaces across Vermont is a theme that has been addressed several times in this space. The benefits of having a safe and healthy workplace are obvious: higher morale, higher productivity, and potentially lower workers' compensation insurance costs. It's also good business, as a good safety record can give a business a significant advantage over competitors. Most importantly, it's the right thing to do: embracing a culture of safety ensures that our co-workers can return home at the end of the day free of injury to enjoy life, their family and their friends.

The State of Vermont has two programs – VOSHA and Project WorkSAFE – dedicated to protecting the health and safety of Vermont's workers. VOSHA is the Green Mountain State's version of federal OSHA, conducting unannounced inspections of worksites to ensure that health and safety regulations are being adhered to. Project WorkSAFE works cooperatively with employers and employees – at no charge – to identify and correct health and safety violations.

However, government alone cannot ensure the safety of all. VOSHA and Project WorkSAFE are privileged to have several "Partners in Safety" who are committed to keeping our workplaces safe and our workers free from injury:

- The Small Business Development Center (SBDC) and the Vermont Chamber of Commerce have teamed up with WorkSAFE and the state workers' compensation division for a series of safety training seminars for small business owners. Plans call for those seminars to begin this fall in a series of locations throughout Vermont.
- The Vermont Ski Areas Association, along with Hackett, Valine and MacDonald, have joined with WorkSAFE to help ski area operators keep their employees safe, healthy and happy.
- Green Mountain Coffee Roasters and SBDC continue to offer free small business safety training seminars at Green Mountain's beautiful (and safe!) facility in Waterbury.
- VOSHA recently entered into an alliance with the Vermont Agency of Transportation to address the safety of VTrans personnel.
- The Vermont Towing Association and WorkSAFE are collaborating on ways to ensure safety for towing personnel, an extremely hazardous job.

- VOSHA and major Vermont utilities are working together to address electrical safety for utility workers.

- The Vermont Nursing Home Alliance and WorkSAFE continue to address safety in the state's nursing homes and similar facilities, with an emphasis on ergonomics and bloodborne pathogens.

We are grateful to all of these fine organizations for all of their help in spreading the gospel of workplace safety. Moving forward, we expect VOSHA and WorkSAFE will enter into even more partnerships as we continue to look for new and creative ways to protect the health and safety of all Vermont's workers.

I would also like to take this opportunity to once again congratulate Ryegate Associates and DEW Construction for meeting the stringent requirements for federal SHARP designation. Ryegate and DEW are the first two Vermont employers to achieve this distinction, which recognizes their exemplary health and safety programs. Our most sincere congratulations go out to both of these fine Vermont companies.

## ***Labor & Industry*** *(continued from page 10)*

### **TEEN WORKERS**

Teen workers can be an asset to your workforce. They are enthusiastic and eager to learn. However, injuries can have a lifelong impact. On-the-job injuries to teens can be costly, even deadly.

In 1994, according to NIOSH: Each year about 70 teens die and about 77,000 are injured seriously enough to require hospital emergency department treatment. An estimated 230,000 working teens may be injured each year.

**Adolescent workers are protected by** The Vermont Occupational Safety and Health Act (VOSHA) Employers must comply with state laws. When federal and state standards are different, the rules that provide the most protection to youth workers will apply.

The VOSHA Act requires that employers provide a safe and healthful work environment and comply with occupational safety and health standards. This includes following VOSHA standards such as:

- Employers must assess the hazards in their workplace, select the appropriate (PPE) personal protective equipment for their employees, (such as gloves, aprons, and foot protection) and have their employees use the PPE [1910.132(a)] and [1910.132(d)].
- Employers must make any employees exposed to hazardous materials aware of the

hazards and train them to protect themselves from these hazards [1910.1200 Hazard Communication Standard].

- Employers must display a poster prepared by the Vermont Department of Labor and Industry informing employees of the protections of the Vermont Occupational Safety and Health Act.

Employers should consider implementing the following to reduce hazards in the workplace:

- A review of the worksite to eliminate identified hazards and ensure jobs are as safe as possible.
- Provide **training** to ensure that adolescents recognize hazards and are competent in **safe work practices**. Training should include how to prepare for fires, accidents, violent situations, and what to do if they get injured. Teens need to know that if they get injured, they have the right to file a claim to cover their medical benefits and some of their lost work time.
- **Provide appropriate supervisors** for teens that recognize hazards and are competent in safe work practices.
- Routinely verify through **supervision** that teens continue to recognize hazards and use **safe work practices**.
- **Stress safety**, particularly among first-line supervisors; they have the greatest opportunity to influence teens and their work habits.
- Implement a **mentoring or buddy system** for new youth workers. Have either an adult or experienced teen be a buddy to answer questions to help the inexperienced worker learn the ropes of a new job.

- Encourage teens to **ask questions** about tasks or procedures that are unclear or not understood.

- Remember that teens are not just “little adults.” Employers must be mindful of the unique aspects of communicating with teens.

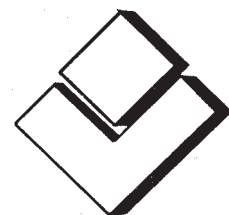
- Ensure that equipment operated by teens is **both legal and safe for them to use**. Employers should label equipment young workers **are not allowed to operate**. The OSHA *YouthRules!* website has available downloadable stickers for employers to place on hazardous equipment to alert all workers that no one under 18 years of age may operate the equipment. There is also a sticker designed specifically for forklifts developed by the Massachusetts Department of Public Health.

- Develop a **safety and health program** in your facility to help prevent workplace injuries.

- A strong safety and health program involves all workers, supervisors, management, experienced workers, and teen workers.

- Many safety and health problems and injuries can be prevented through simple workplace or work process redesign.

- For help in establishing or improving your safety and health program, Project WorkSAFE is available to assist employers in making your workplace safer.





P.O. Box 488 • Montpelier, VT 05601-0488  
Official Business • Penalty for Private Use \$300

---

Welcome to  
**VermontJobLink**  
from the Vermont Department of Employment & Training

**[www.vermontjoblink.com](http://www.vermontjoblink.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.*

---