



Vermont Labor Market

April 2005

Departments of

Employment & Training <http://www.det.state.vt.us> • P.O. Box 488, Montpelier, VT 05601-0488

Labor & Industry <http://www.state.vt.us/labind> • National Life Dr., Drawer 20, Montpelier, VT 05620-3401

Commissioners' Message

Patricia A. McDonald, DET Commissioner

Annual Apprenticeship Graduation Celebration

On Saturday, April 16th, the Department of Employment & Training and Vermont Technical College held the 4th annual apprenticeship graduation celebration at the VTC campus in Randolph. We were honored to have Governor Douglas address the graduates, family members and friends, employers and instructors, who nearly filled the Judd Gymnasium to capacity. The Governor recognized the importance of the skilled trades in Vermont's growing economy and acknowledged the accomplishment of the graduates in completing the rigorous apprenticeship program.

President Allan Rodgers of Vermont Technical College and I also spoke, and acknowledged the many partners who contribute to the success of the Apprenticeship Program. Among those partners are the State Apprenticeship Council, DET, VTC, and Labor & Industry, as well as program instructors, and the hundreds of employers throughout Vermont who employ and sponsor Registered Apprentices.

This year's celebration included not only graduates of the Plumbing and Electrical Apprenticeship Programs, but the first graduating class of the Tramway Maintenance Technician Program. The Tramway Program is noteworthy because it's the first of its kind in the country, and because it came about through the effort and support of many different parties, including state agencies, ski areas and their employees (particularly Sugarbush, Stowe, Stratton and Mt. Snow), and ski lift manufacturers. This is a major step towards ensuring the safety and reliability of the tramways that each year enable thousands of residents and visitors alike to participate in many of Vermont's recreational activities.

Registered Apprenticeship is a training model that consists of two equally important components: on-the-job training and classroom instruction. In total, approximately 150 graduates received certificates for completion of the classroom instruction. In addition, more than 80 graduates received Apprenticeship Completion Certificates, signifying they also completed the on-the-job training component. For apprentices in the Plumbing and Electrical trades, the next step is to sit for their Journey level licensing exam. Thanks to a new "fast track" process implemented by DET and the Department of Labor & Industry, more than 70 apprentices will be eligible to test on April 23rd.

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The Edge

Health Care Crisis

Employers of health care workers across the country are worried about the growing shortage of qualified employees. We reported the aging of the nursing occupation in this column a few months ago, and that problem is just the tip of the iceberg. Nursing instructors are in short supply; recruitment and retention of long-term care workers is a challenge; and new health care occupations are emerging faster than training programs can be developed.

It has been determined that workforce development is integral to finding solutions to our national, regional and state crisis. The quality of long-term care alone has become the focus of federal initiatives, after years of focusing on the acute care sector. As life-expectancy increases, and baby boomers age, long-term care is beginning to receive a great deal of attention. Until now, with the exception of initial certification requirements, the performance of the direct-care worker (nurse aide, home health care provider) has been an afterthought.

The importance of human interaction in long-term care is one of the major reasons why workforce development should be

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Commissioner's Message –

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In addition to the presentation of certificates, awards were presented for academic achievement. Thanks to the generosity of Klein Tools, the Vermont Ski Area Association, the Vermont Association of Electrical Inspectors and the Vermont Licensed Plumbers Association, awards were presented to the top students in Plumbing, Electrical, and Tramway Maintenance.

DET takes great pride in the current effectiveness of the Registered Apprenticeship Program. The most recent wage statistics, for individuals completing apprenticeship, clearly show the positive impact of training on both wages and job security. The average annual wage for the 185 apprentices who completed training in 2004 was just under \$38,000.

The success of a program as large and diverse as apprenticeship requires the full participation of many partners outside of DET. I especially want to recognize the contributions of the State Apprenticeship Council, the Department of Labor & Industry, employer sponsors, program instructors, and our educational partners at VTC.

Patricia A. McDonald

Contact DET

If your address has changed or to discontinue your subscription, please email: sredpath@det.state.vt.us

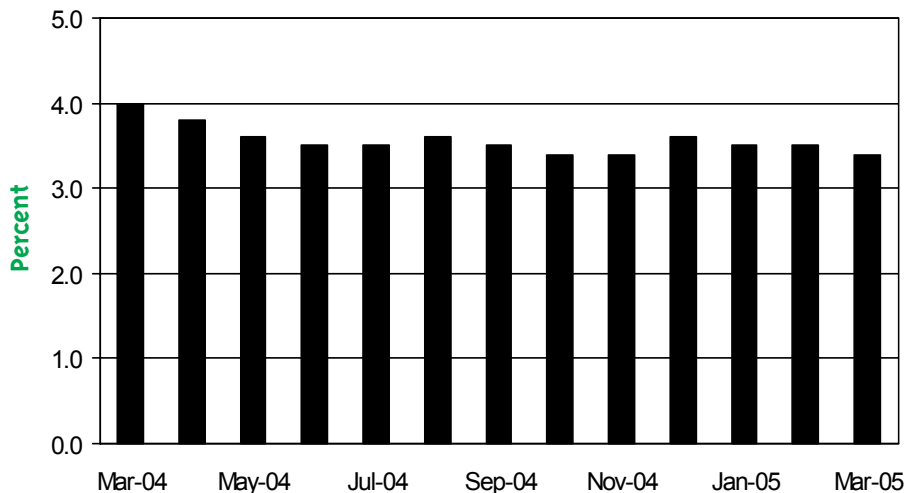
The Edge - *(continued from front page)*

considered an important element of defining and measuring the quality of care. Because of the high degree of personal interaction between the direct-care worker and the recipient, the quality of that care will enhance or impede ultimate outcomes. High turnover and vacancy rates among long-term care providers are well-documented. In 2003, over 52,000 certified nurse assistant (CNAs) positions were vacant nationwide. The annual nurse aide turnover rate ranges from 60 to 100 percent in 42 states. According to a Board of Nursing study, 60 percent of Vermont's licensed nurse assistants say they are very likely to leave their positions in the next 12 months.

The Department of Employment & Training (DET), the Human Resources Investment Council (HRIC), the Department of Health, UVM, the State Colleges and Community College of Vermont, the Vermont Association of Hospitals, and other partners have planned the first Vermont Health Care Summit to be held Wednesday, June 1, 2005 and Thursday, June 2, 2005. The Summit will take place at the Stoweflake Resort in Stowe. Its focus will be workforce development and how we can address the multiple challenges facing this critical section of our economy.

Three strands have been identified and workshops are scheduled in each of them: System Capacity, Human Resource, and Innovative Solutions. One workshop will focus on opportunities for learners to become familiar with health careers from kindergarten on in order to grow our own future health professionals. Several address the retention and recruitment issues, supply and demand issues, as well as challenges unique to the health care field. Workers, educators, government representatives and policy makers will be on hand to examine solutions and innovative methods of tackling the increasingly difficult problems that face our state health care system. More information and registration details will be available as the date approaches.

Vermont Seasonally Adjusted Unemployment Rate



Vermont Unemployment Estimates Statewide *(Seasonally Adjusted)*

	Mar. '05	Feb. '05	Mar. '04	Changes from:	
				Feb. '05	Mar. '04
TOTAL LABOR FORCE ¹	352,700	353,300	353,300	-600	-600
EMPLOYED	340,800	340,800	339,200	0	1,600
UNEMPLOYED	11,900	12,500	14,100	-600	-2,200
RATE (%)	3.4	3.5	4.0	-0.1	-0.6

¹Includes proprietors, professionals, and unpaid family workers.

Labor Market Areas By Residence *(Not Seasonally Adjusted)*

AREA	Total Labor Force	Number Employed	Number Unemployed	Mar-05 Rate (%)	Feb-05 Rate (%)	Mar-04 Rate (%)
Barre-Montpelier	25,300	23,950	1,350	5.4	5.8	6.3
Bennington	12,750	12,200	550	4.4	4.6	5.1
Bradford	4,150	3,950	200	5.4	6.1	6.7
Brattleboro	23,000	22,200	850	3.7	3.9	4.3
Burlington-South Burlington	115,100	111,300	3,800	3.3	3.4	3.9
Hartford	18,800	18,350	450	2.4	2.6	2.9
Manchester	10,700	10,200	450	4.4	4.5	4.8
Middlebury	16,950	16,150	800	4.7	4.6	5.5
Morristown-Stowe	18,600	17,600	950	5.2	5.3	6.1
Newport	14,250	13,350	900	6.4	6.5	7.0
Randolph	8,200	7,850	350	4.2	4.5	5.8
Rutland	29,900	28,800	1,100	3.6	3.8	4.4
Springfield	12,650	12,150	500	4.0	4.1	4.6
St. Johnsbury	15,100	14,400	650	4.5	4.8	5.5
Swanton-Enosburg	14,600	13,700	850	5.9	6.1	6.5
Warren-Waitsfield	4,800	4,700	100	2.0	1.8	2.5
Woodstock	3,800	3,700	100	2.8	3.1	3.0
Vermont Total	350,750	336,600	14,150	4.0	4.2	4.7

AREAS FROM ADJOINING STATES INCLUDING VERMONT TOWNS *(Not Seasonally Adjusted)*

Colebrook, NH-VT	3,750	3,550	150	4.3	4.3	11.9
Lebanon, NH-VT	44,900	43,850	1,050	2.3	2.5	1.8
Littleton, NH-VT	13,150	12,650	500	3.9	4.4	4.6
North Adams, MA-VT	17,100	16,050	1,050	6.1	6.3	7.0

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:	
	Mar. '05	Feb. '05	Mar. '04	Feb. '05	Mar. '04
Total - All Industries	305.4	305.8	301.4	-0.4	4.0
Private Industries	252.7	253.0	249.2	-0.3	3.5
Construction	17.2	17.0	16.5	0.2	0.7
Manufacturing	37.4	37.4	36.7	0.0	0.7
Retail Trade *	40.2	40.2	39.8	0.0	0.4
Professional & Business Services	21.2	21.2	21.0	0.0	0.2
Private Ed. Services*	12.4	12.4	12.3	0.0	0.1
Health Care & Social Assistance*	41.5	41.5	40.4	0.0	1.1
Leisure & Hospitality*	33.4	33.4	32.9	0.0	0.5
Total Government	52.7	52.8	52.2	-0.1	0.5

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

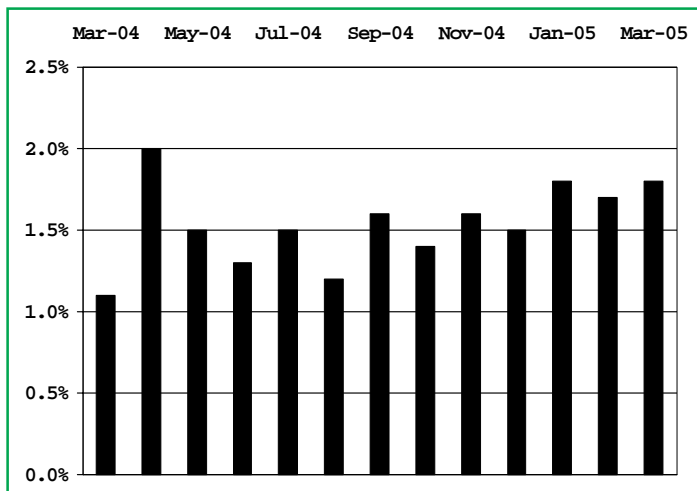
Note: Total - All Industries estimate is seasonally adjusted independently.

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

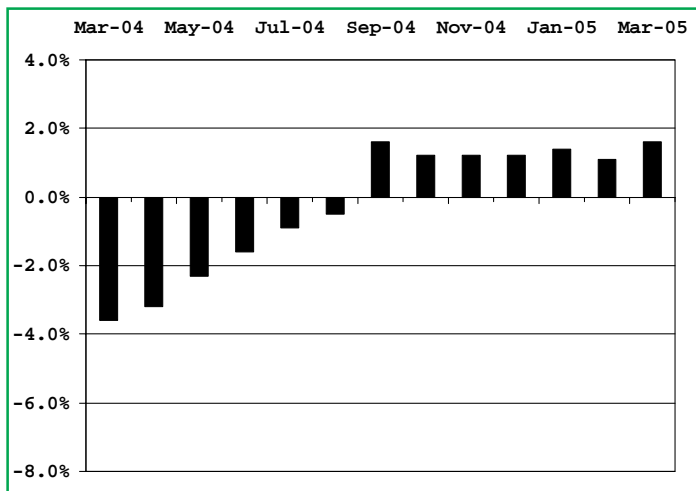
Produced by the Vermont Department of Employment & Training in cooperation with the U.S Bureau of Labor Statistics, unless otherwise noted.

Vermont Annual Job Growth Not Seasonally Adjusted Data

All Industries



Manufacturing



Nonfarm Employment In Vermont *(Not Seasonally Adjusted)*

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

INDUSTRY BY NAICS	Prelim.	Revised	Revised	Changes From:	
	Mar. '05	Feb. '05	Mar. '04	Feb. '05	Mar. '04
TOTAL NONFARM	305,800	305,850	300,300	-50	5,500
TOTAL PRIVATE	250,500	250,800	246,000	-300	4,500
GOODS PRODUCING	52,700	52,350	51,100	350	1,600
MANUFACTURING	37,000	36,850	36,400	150	600
Durable Goods	26,700	26,600	25,950	100	750
Computer & Electrical Equipment Mfg.	9,250	9,250	9,150	0	100
Fabricated Metal Products Mfg.	3,000	2,950	2,900	50	100
Machinery Mfg.	3,100	3,050	3,000	50	100
Transportation Equipment Mfg.	2,400	2,400	2,300	0	100
Furniture & Related Product Mfg.	2,150	2,150	2,100	0	50
Non-Durable Goods	10,300	10,250	10,450	50	-150
Food Mfg.	3,700	3,700	3,800	0	-100
CONSTRUCTION	14,900	14,750	13,900	150	1,000
NATURAL RESOURCES & MINING	800	750	800	50	0
SERVICE-PROVIDING	253,100	253,500	249,200	-400	3,900
TRADE TRANSPORTATION AND UTILITIES	57,950	58,100	57,500	-150	450
Wholesale Trade	10,200	10,200	10,200	0	0
Retail Trade	39,200	39,300	38,750	-100	450
Food & Beverage Stores	9,350	9,300	9,200	50	150
General Merchandise Store	2,850	2,800	2,900	50	-50
Transportation, Warehousing and Utilities	8,550	8,600	8,550	-50	0
Utilities	1,700	1,700	1,700	0	0
Transportation & Warehousing	6,850	6,900	6,850	-50	0
INFORMATION	6,300	6,300	6,400	0	-100
FINANCIAL ACTIVITIES	13,500	13,400	13,200	100	300
Finance & Insurance	10,150	10,100	10,050	50	100
Real Estate, Rental & Leasing	3,350	3,300	3,150	50	200
PROFESSIONAL AND BUSINESS SERVICES	20,600	20,500	20,300	100	300
Professional, Scientific and Technical	12,450	12,300	12,450	150	0
Administrative, Support and Waste	8,050	7,950	7,550	100	500
EDUCATIONAL AND HEALTH SERVICES	54,300	54,200	53,050	100	1,250
Educational Services	12,900	13,000	12,800	-100	100
College, Universities and Professional	6,950	7,050	7,000	-100	-50
Health Care and Social Assistance	41,400	41,200	40,250	200	1,150
Ambulatory Health Care Services	16,250	16,200	15,750	50	500
Hospitals	10,450	10,550	10,300	-100	150
Nursing and Residential Care Facilities	6,750	6,750	6,600	0	150
LEISURE AND HOSPITALITY	35,000	35,900	34,450	-900	550
Arts, Entertainment and Recreation	3,350	3,400	3,200	-50	150
Accommodation and Food Services	31,650	32,500	31,250	-850	400
Accommodations	13,600	14,400	13,500	-800	100
Hotels & Motels	12,550	13,250	12,450	-700	100
Food Services and Drinking Places	18,050	18,100	17,750	-50	300
OTHER SERVICES	10,150	10,050	10,000	100	150
GOVERNMENT	55,300	55,050	54,300	250	1,000
Federal Government	6,300	6,300	6,200	0	100
State Government Education	8,850	8,700	8,650	150	200
Local Government Education	24,000	23,950	23,650	50	350
Other State Government	9,450	9,450	9,150	0	300
Other Local Government	6,700	6,650	6,650	50	50



Work Safety Enforcement Activities and Penalties

The Vermont Occupational Safety and Health Administration (VOSHA) is stepping up enforcement activities and issuing some hefty penalties. Springtime typically demands greater VOSHA enforcement as outdoor work activities expand. Warmer weather and longer days steps up work in trades that may be hazardous, including construction, carpentry, road work and roofing.

One notably large penalty was recently issued to Scott Construction, Inc., located in Newport. VOSHA issued 10 willful violations with a total penalty of \$560,000.00 to the construction company. The tragic events leading to the VOSHA investigation occurred on October 20, 2004. A Scott Construction employee was fatally injured at a worksite in Saxtons River, VT while dismantling a trench box inside a trench. Scott Construction was removing spreaders from one end of the trench box to accommodate the placement of concrete wing walls. One of the spreaders became stuck and an excavator was used to spread the trench box to ease the tension on the spreader. The spreader released suddenly striking the employee and fatally injuring him.

Scott Construction has been inspected in the past in both Vermont and New Hampshire and has been cited for repeat and willful violations of the trenching and excavation standard. This tragic death was completely avoidable. Employers should prohibit their employees from working inside a trench box during the dismantling process.

The Department of Labor and Industry and VOSHA urge employers to put extra time and energy into safety, training, and supervision in order to ensure work safety and to prevent work injuries and deaths. Extra attention to safety and training pays off in many ways.

Mandatory Workplace Posters Available for Free

A number of different state and federal laws require that posters that cover a variety of employment topics be displayed in the workplace. These posters are available free of charge. Each poster must be displayed in a prominent location where employees can readily see them.

The Department of Labor & Industry would like to assure companies that all **mandatory workplace posters are available for FREE** from the agencies that require them. Despite this, many companies advertise and sell posters, sometimes for a hefty fee. The Department of Labor & Industry has received many questions and concerns from employers who have been targeted by ad campaigns for the for-profit poster companies. Employers should be assured that all workplace posters and current posting requirements are available by calling or visiting the websites of the various agencies.

In order to assist Vermont employers, the Department of Labor & Industry has compiled information about workplace postings. Specific posting requirements may vary depending on the size of the employer,

the particular industry, or the characteristics of the workforce. If in doubt, there should be no problem in displaying more posters than are required.

Eight posters are distributed by the Vermont Department of Labor and Industry. These include:

- **Employer's Liability and Workers' Compensation** (all employers)
- **Employer's Reinstatement Liability** (all employers)
- **Safety and Health Protection on the Job** (all employers)
- **Sexual Harassment is Illegal** (all employers)
- **Vermont Minimum Wage** (employers of 2 or more employees)
- **Vermont Parental and Family Leave** (employers of 10 or more employees)
- **Child Labor** (employers of minors)
- **Healthcare Whistleblower Protection** (hospitals and nursing homes)

Any of these posters may be downloaded from the Department of Labor & Industry website at <http://www.state.vt.us/labind/Wagehour/posters.htm>. Or, they may be ordered by leaving a request with our automated attendant at (802) 828-2157 option 2, or by submitting a request from our website at <http://www.state.vt.us/labind/Wagehour/infoform.htm>

[Please be aware that this contact information may change due to the pending merger of the Department of Labor & Industry and the Department of Employment & Training. Updated contact information will be publicized as it becomes available.]

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Labor & Industry -

(continued from page 6)

One Poster is distributed by the Vermont Department of Health:

- **Workplace Smoking** (all employers)

This poster may be obtained by calling the VT DOH at (802) 863-7220 or toll free from within Vermont at (800) 439-8550 x7220 and providing the requested mailing information.

One poster is distributed by the Vermont Department of Employment and Training


- **Unemployment Insurance** (most employers)

This poster may be obtained by calling the VT DET at (802) 828-4200 and providing the requested mailing information.

Eight posters are distributed by the United States Department of Labor. These include:

- **Equal Employment Opportunity** (most employers)
- **Employee Polygraph Protection** (most employers)
- **Uniformed Services Employment and Reemployment** (most employers)
- **Fair Labor Standards Act** (most employers)
- **Job Safety and Health Protection** (not required if VT "Safety and Health Protection on the Job" is posted)
- **Federal Family and Medical Leave** (employers of 50 or more employees)
- **Notice to Workers With Disabilities** (employers authorized by U.S. Dept. of Labor certification to pay special minimum wages to disabled workers)
- **Migrant and Seasonal Agricultural Worker Protection** (employers of migrant or seasonal agricultural workers)

Any of these posters may be downloaded from the U.S. Department of Labor website at <http://www.dol.gov/osbp/sbrefa/poster/main.htm> . Or, they may be ordered by calling (866) 4-USA-DOL.


STATE OF VERMONT
**Employer's Liability
And
Workers' Compensation**

NOTICE TO EMPLOYEES

THIS EMPLOYER, _____,
HAS COMPLIED WITH THE PROVISIONS OF TITLE 21 OF THE VERMONT
STATUTES, ANNOTATED §687, BY OBTAINING WORKERS' COMPENSATION INSURANCE
COVERAGE THROUGH:

(INSURANCE CARRIER)

WORKERS' COMPENSATION BENEFITS FOR LOST TIME, MEDICAL EXPENSES, DISABILITY OR
DEATH BECAUSE OF A WORK-RELATED INJURY ARE AVAILABLE THROUGH THIS COMPANY.

- AN INJURED EMPLOYEE MUST IMMEDIATELY NOTIFY HIS/HER EMPLOYER OF AN INJURY.
- THE EMPLOYER MUST FILE AN EMPLOYEE CLAIM AND EMPLOYERS FIRST REPORT OF INJURY (FORM 1) WITH THE DEPARTMENT OF LABOR AND INDUSTRY WITHIN 72 HOURS OF THE NOTICE OF AN INJURY THAT REQUIRES MEDICAL ATTENTION OR RESULTS IN TIME LOST FROM WORK. THE EMPLOYER MUST ALSO PROVIDE A COPY OF THE FORM 1 TO THE INJURED WORKER AND TO THE INSURANCE CARRIER.
- IF THE EMPLOYER FAILS TO FILE A FIRST REPORT, AN EMPLOYEE MAY FILE A **NOTICE OF INJURY AND CLAIM FOR COMPENSATION (FORM 5)** WITH THE DEPARTMENT OF LABOR AND INDUSTRY WITHIN SIX MONTHS OF THE DATE OF INJURY.
- INFORMATION CONCERNING INJURED WORKER RIGHTS AND BENEFITS IS AVAILABLE ON THE WORKERS' COMPENSATION WEBSITE AT <http://www.state.vt.us/labind/wcindex.htm> OR BY CALLING (802) 828-2286.

FORM 31 2/03

Welcome to

VermontJobLink

from the Vermont Department of Employment & Training

www.vermontjoblink.com



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

Announcements

2005 Vermont Employer Outreach Seminars

You are invited to attend any of the one-day Employer Outreach Seminars provided by the Department of Employment & Training and other state and federal agencies at no cost. This year we will host four seminars throughout the state.

All seminars will be held on Wednesdays, from 8:30 am - 4:30 pm on the following dates:

June 8, 2005 - Killington

Cortina Inn & Resort
103 US Route 4

September 14, 2005 - Springfield

Howard Dean Center
307 South Street

June 22, 2005 - Burlington

Sheraton Hotel & Conference Center
870 Williston Rd.

September 28, 2005 - Lyndonville

Charles Carter Business Resource Center
St. Johnsbury/Lyndonville Industrial Park, 1713 Industrial Parkway

If you are interested in registering in one of the seminars listed above, please send an e-mail to kjacobs@det.state.vt.us with the following information:

1. Location you wish to attend
2. Your name
3. Business name and address
4. Telephone and e-mail
5. Number of attendees

Mastering the Skills for the 21st Century Workforce • Wednesday, May 11, 2005 • Gillette Stadium, Foxboro, MA

- Learn about the many free services and information available to you from Department of Labor agencies
- Develop key contacts and a better knowledge of how to navigate systems within the Department of Labor
- Learn about the laws that impact your workplace and receive important and accurate information on health coverage, financial security and retirement benefits, federal wage laws and employee benefits, such as FMLA
- Share some of the problems workers encounter and discover possible rights and remedies
- Learn about the workplace in the future, how to diversify your workforce, the high growth jobs, mentoring, apprenticeships, flex options, wages and benefits
- Obtain resource materials on compliance, employment and network resources from your organization
- Learn about health and safety in the workplace including OSHA's free Consultation Program

To Register, go to: <http://www.doleta.gov/regions/reg01bos/trainingresources/2005/Mastering21stCentury/>

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.