



helping vermont work

Vermont Labor Market

May 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

DET to Work More Closely with Businesses

In the last few issues of this newsletter I have discussed DET's new service delivery system and our goal of working more closely with business. I strongly believe that the department needs to hear from businesses so that we can structure our recruitment and training programs in ways to help more Vermont workers into employment and to help businesses meet their human resource needs. Not only is the department changing to allow its staff to work more closely with business, but I am also getting out to talk directly with businesses to learn what the department needs to do. I would like to share with you what I am hearing and ask you to let me know your suggestions for improving the department's response to your needs.

Recently we held an open house in our Middlebury office to kick off the pilot of the new service delivery system. Businesses were invited in to talk to me and key staff. I also went to several area businesses to hear their comments. Here is what I learned.

DET's services can be a valuable resource. With low unemployment and a slow growing labor force, the potential of DET's database with 30,000 individuals who want jobs is a valuable resource for business. Business also recognizes that entering a job into DET's on-line system, www.vermontjoblink.com, automatically advertises the opening on a national listing, increasing the chance filling those hard to fill high skilled openings. Having a central database of job openings and job seekers will help business fill job openings.

There are areas we need to improve. Businesses want to have someone at DET who knows their operation and knows the type of workers who will make their business successful. They want DET to improve its screening when sending workers to interview for a job and they want DET to call when that exceptional worker comes into an office even if the business does not have a job listing.

The businesses I talked to all voiced the same or similar concerns about the current and future workforce. They see a lack of transferable core skills in many job seekers: the ability to be a team player, insufficient skills in math, science, problem-solving, computer technology, communication (oral and written) and, in some cases, an unwillingness to blend into established cultures (attitude). The department is committed to working with its partner agencies, business, and the Human Resources Investment Council to help address these concerns.

There are also occupational skill shortages. Some of the shortages such as ones in health care, skilled construction trades and highly skilled machinists are well known. Others may not be so easily identified and they must be if we are to encourage people to learn the necessary skills. We need business's help to identify those critical skills.

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The Edge

Gender-based Digital Divide

Ever since the president of Harvard spoke in January about women and their representation in science and engineering positions, the dialog around gender and scientific, technological, engineering and mathematical (STEM) occupations has heated up. In the last twenty years, although the proportion of jobs for women in the social and natural sciences has increased, only a slight increase occurred in engineering and there was a decline in the share of positions held by women in mathematics and computer sciences. In fact, in 20 years the percentage of jobs in engineering held by women only increased by 4 percent. Fewer than 30 percent of people employed in computer and mathematical occupations were women (US Census, 2000), and worse, there has been a steady decrease in the number of bachelor degrees in computer sciences awarded to women.

These dismal statistics have far-reaching consequences, not only for women, but for our entire economy. There is an undeniable economic imperative to increase the scientific and technological literacy of America's workforce and currently women are grossly underutilized. According to the Bureau of Labor Statistics, employment of computer systems specialists is expected to grow by 30 percent by 2012. If there are not enough qualified US applicants, business will have to rely on contract foreign labor or outsourcing.

Just as important is the perspective women bring to the

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Commissioner's Message –

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The department is committed to creating a demand driven system. To create such a system we need to know business's needs and concerns. It will require work on our part to build or rebuild relationships with you. Please let me know what the department can do to assist you with your human resource needs. You can contact me at pmcdonald@det.state.vt.us or talk to our staff at your local DET career resource center.

The Edge -

(continued from front page)

sciences. An example is software development. Isn't it important to design a product that meets the needs of all users? Additionally, women may have different priorities, which could affect decisions on allocating research dollars. In medicine, women are placing more emphasis on diseases and conditions primarily affecting women that were previously ignored. Linda Basch, National Council for Research on Women (NCRW) states, "We simply cannot continue to overlook the contributions of half our population. If we do, our society, our nation and our world will suffer."

As far as the economic health of women goes, two-thirds of white women, and three quarters of African American women work in just three areas: sales and clerical, service, and factory jobs. Young women, aged 16

to 34, are only 1 percent of automobile mechanics, 4 percent of airline pilots and navigators, and 10 percent of electronic technicians compared to young men in the same age category. We have long noted that women employed in nontraditional jobs earn higher wages than women employed in traditionally female occupations. Jobs in computing pay good salaries, are plentiful, and there are plentiful entrepreneurship opportunities.

Career information and advising is imperative in moving women into higher paying science, technical, engineering and mathematical occupations. Most women do not picture themselves in these jobs and need exposure to them. They need to see role models succeeding in the field. Beginning in childhood, familial, societal, and scholastic pressure on girls actually discourages an interest in computer science. (*Unlocking the Clubhouse: Women in Computing*, MIT Press, 2001) Teachers need to integrate science and technology learning with other disciplines such as history, literature and art and communities must invest in science and technology literacy at all levels.

The Vermont Institutes (www.vismt.org) sponsors summer programs called Tech Savvy Girls for younger girls, high school girls and educators. The programs came about to address the gender-based digital divides we find in technology. Institutes run for a week and more information is located at: <http://www.vismt.org/cfusion/techsavvy/presentation/summer.htm> Programs such as these will slowly change our culture and help to remove the persistent barriers and glass ceilings that continue to face women and girls in the sciences.

ADDITIONAL RESOURCES:

www.ncrw.org/research/scipress.htm

Balancing the Equation Press Release

www.iwitts.com/html/school-to-work_fact_sheet.html

National Institute for Women in Trades, Technology and Science

www.cpst.org

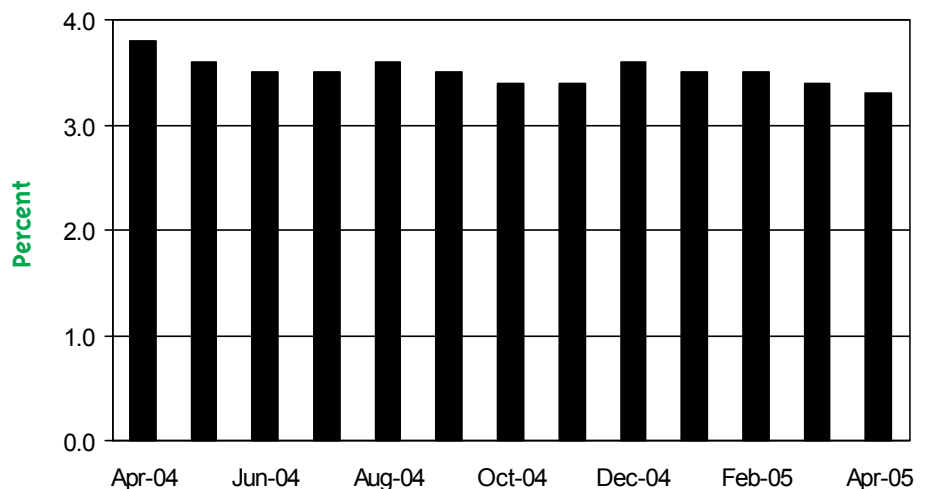
Commission on Professionals in Science and Technology

Unlocking the Clubhouse: Women in Computing, Jane Margolis and Allan Fisher, (MIT Press)

Contact DET

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

Vermont Seasonally Adjusted Unemployment Rate



Vermont Unemployment Estimates Statewide *(Seasonally Adjusted)*

	Apr. '05	Mar. '05	Apr. '04	Changes from:	
				Mar. '05	Apr. '04
TOTAL LABOR FORCE¹	352,400	352,700	353,400	-300	-1,000
EMPLOYED	340,800	340,800	340,000	0	800
UNEMPLOYED	11,700	11,900	13,300	-200	-1,600
RATE (%)	3.3	3.4	3.8	-0.1	-0.5

¹Includes proprietors, professionals, and unpaid family workers.

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

AREA	Total Labor Force	Number Employed	Number Unemployed	Apr-05 Rate (%)	Mar-05 Rate (%)	Apr-04 Rate (%)
Barre-Montpelier	25,300	24,150	1,150	4.5	5.4	4.9
Bennington	12,650	12,200	500	3.8	4.4	4.5
Bradford	4,450	4,250	200	4.5	5.3	5.0
Brattleboro	23,000	22,150	900	3.9	3.7	4.3
Burlington-South Burlington	115,800	112,300	3,500	3.0	3.3	3.5
Hartford	18,750	18,300	450	2.3	2.4	2.6
Manchester	9,950	9,450	500	5.2	4.4	5.7
Middlebury	17,100	16,450	650	3.8	4.7	4.3
Morristown-Stowe	18,150	17,250	850	4.8	5.2	5.5
Newport	14,300	13,450	800	5.7	6.4	5.6
Randolph	8,400	8,100	300	3.8	4.1	5.1
Rutland	29,100	28,000	1,150	3.9	3.6	4.6
Springfield	12,050	11,500	550	4.5	3.9	4.9
St. Johnsbury	15,400	14,800	600	3.8	4.5	4.4
Swanton-Enosburg	14,600	13,850	750	5.1	5.9	5.2
Warren-Waitsfield	4,350	4,250	100	2.8	2.0	3.2
Woodstock	3,750	3,650	100	3.0	2.8	3.0
Vermont Total	349,200	336,000	13,200	3.8	4.0	4.2

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

Colebrook, NH-VT	3,450	3,200	250	7.2	4.1	17.5
Lebanon, NH-VT	44,700	43,750	950	2.2	2.3	1.6
Littleton, NH-VT	13,250	12,700	500	3.9	3.8	4.7
North Adams, MA-VT	16,900	16,050	850	5.1	6.2	5.8

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:	
	Apr. '05	Mar. '05	Apr. '04	Mar. '05	Apr. '04
Total - All Industries	305.6	305.2	302.6	0.4	3.0
Private Industries	252.8	252.5	250.3	0.3	2.5
Construction	17.8	17.2	17.0	0.6	0.8
Manufacturing	37.3	37.4	36.8	-0.1	0.5
Retail Trade *	40.3	40.2	40.0	0.1	0.3
Professional & Business Services	21.5	21.2	21.5	0.3	0.0
Private Ed. Services*	12.5	12.4	12.2	0.1	0.3
Health Care & Social Assistance*	41.6	41.4	40.7	0.2	0.9
Leisure & Hospitality*	32.8	33.4	32.2	-0.6	0.6
Total Government	52.8	52.7	52.3	0.1	0.5

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

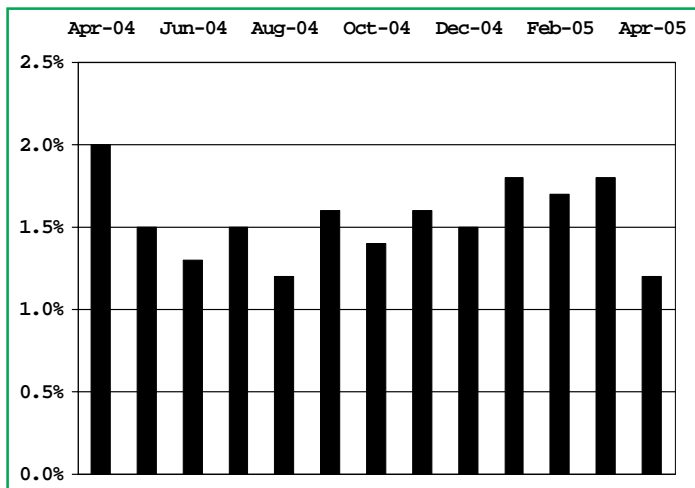
Note: Total - All Industries estimate is seasonally adjusted independently.

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

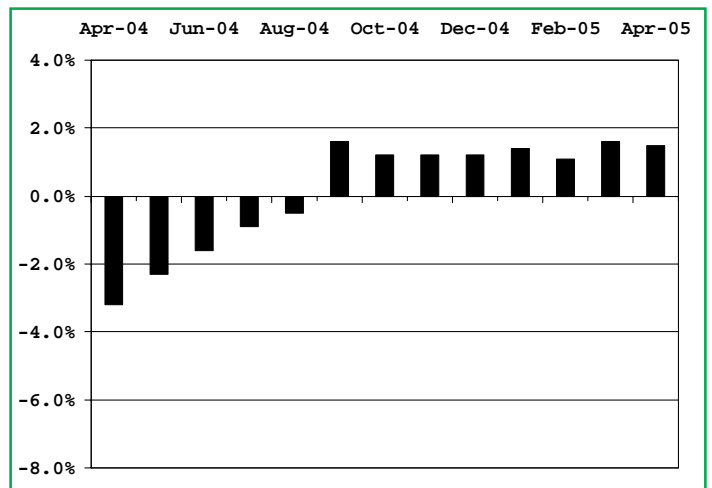
Produced by the Vermont Department of Employment & Training in cooperation with the U.S Bureau of Labor Statistics, unless otherwise noted.

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. Apr. '05	Revised Mar. '05	Revised Apr. '04	Changes From:	
				Mar. '05	Apr. '04
TOTAL NONFARM	303,500	305,700	299,850	-2,200	3,650
TOTAL PRIVATE	248,300	250,450	245,250	-2,150	3,050
GOODS PRODUCING	54,400	52,700	53,150	1,700	1,250
MANUFACTURING	37,050	37,000	36,500	50	550
Durable Goods	26,800	26,700	26,100	100	700
Computer & Electrical Equipment Mfg.	9,300	9,250	9,150	50	150
Fabricated Metal Products Mfg.	2,950	3,000	2,750	-50	200
Machinery Mfg.	3,050	3,100	3,000	-50	50
Transportation Equipment Mfg.	2,400	2,400	2,400	0	0
Furniture & Related Product Mfg.	2,150	2,150	2,100	0	50
Non-Durable Goods	10,250	10,300	10,400	-50	-150
Food Mfg.	3,650	3,700	3,750	-50	-100
CONSTRUCTION	16,400	14,900	15,700	1,500	700
NATURAL RESOURCES & MINING	950	800	950	150	0
SERVICE-PROVIDING	249,100	253,000	246,700	-3,900	2,400
TRADE, TRANSPORTATION AND UTILITIES	58,150	57,950	57,850	200	300
Wholesale Trade	10,200	10,200	10,250	0	-50
Retail Trade	39,450	39,200	39,100	250	350
Food & Beverage Stores	9,300	9,300	8,900	0	400
General Merchandise Store	2,850	2,850	2,950	0	-100
Transportation, Warehousing and Utilities	8,500	8,550	8,500	-50	0
Utilities	1,700	1,700	1,700	0	0
Transportation & Warehousing	6,800	6,850	6,800	-50	0
INFORMATION	6,250	6,300	6,350	-50	-100
FINANCIAL ACTIVITIES	13,450	13,500	13,150	-50	300
Finance & Insurance	10,150	10,150	10,050	0	100
Real Estate, Rental & Leasing	3,300	3,350	3,100	-50	200
PROFESSIONAL AND BUSINESS SERVICES	21,350	20,650	21,400	700	-50
Professional, Scientific and Technical	12,400	12,450	12,600	-50	-200
Administrative, Support and Waste	8,700	8,050	8,500	650	200
EDUCATIONAL AND HEALTH SERVICES	54,450	54,200	53,150	250	1,300
Educational Services	13,000	12,900	12,650	100	350
College, Universities and Professional	7,050	6,950	6,850	100	200
Health Care and Social Assistance	41,450	41,300	40,500	150	950
Ambulatory Health Care Services	16,300	16,250	15,750	50	550
Hospitals	10,500	10,400	10,050	100	450
Nursing and Residential Care Facilities	6,700	6,750	6,600	-50	100
LEISURE AND HOSPITALITY	30,000	35,000	29,300	-5,000	700
Arts, Entertainment and Recreation	3,150	3,350	3,150	-200	0
Accommodation and Food Services	26,850	31,650	26,150	-4,800	700
Accommodations	9,100	13,600	8,650	-4,500	450
Hotel & Motels	8,200	12,550	7,750	-4,350	450
Food Services and Drinking Places	17,750	18,050	17,500	-300	250
OTHER SERVICES	10,250	10,150	10,900	100	-650
GOVERNMENT	55,200	55,250	54,600	-50	600
Federal Government	6,250	6,250	6,300	0	-50
State Government Education	8,600	8,850	8,600	-250	0
Local Government Education	24,200	24,000	23,900	200	300
Other State Government	9,500	9,450	9,150	50	350
Other Local Government	6,650	6,700	6,650	-50	0



First Reports of Injury - Information for Employers

Employers are required to file First Reports of Injury (Form 1) for work injuries. Many employers have questions or concerns about when to file and what it means when they do file. This article will provide helpful information concerning filing, cost concerns and tips on what you can learn from your first reports.

The Vermont Department of Labor & Industry receives approximately 22,000 First Reports of Injury each year. While this figure may sound significant, Vermont work injuries have decreased over the past three years. Nationally, and now in Vermont, the number of work injuries is steadily decreasing. This positive trend is likely the result of several factors including: safer work places, better training, advances in technology and reduction in harmful work practices such as overtime and repetitious work.

WHEN to file:

The law requires employers to record and report all work injuries that require either:

- 1) **medical attendance;** or
- 2) **absence from work for 1 day** or more.

“Medical attendance” refers to care that requires medical attention. A work injury that results in the worker seeing a doctor, nurse or other medical practitioner inside or outside of work would be considered “medical attendance” and must be reported. Alternatively, if the injury requires only first aid performed by a non-medical coworker, that injury would not require reporting. There is no prohibition against reporting relatively minor injuries. If in doubt, go ahead and report. Employers should require employees to report all injuries to them, no matter how minor, in order to learn of injuries, hazards and take corrective action.

FAILURE to file:

An employer is subject to administrative penalty of \$100 for each failure to report a work injury within 72 hours.

WHAT is an injury:

An injury is defined as any harmful work-related change in the body. It may occur instantaneously such as in a fall, or it may occur gradually, over time, such as with a repetitive motion. Since 1999, an injury also includes any occupational disease.

EDUCATE workers:

Employers must inform and educate workers about reporting work injuries. A worker may not know who to report to or when to report, unless you instruct them. Claim disputes commonly arise over “late reported” injuries. An injury reported that is claimed to have occurred 4 months ago is difficult to investigate months after the fact. Further, a minor injury that goes unattended may worsen with time and create unnecessary disability and expense.

FILING:

An employer is required to file a first report with the workers’ compensation division **within 72 hours of receiving notice** or knowledge of the injury. Some insurance carriers handle the reporting duty for their employer clients. You should be familiar with your reporting obligation, or, if in doubt, file yourself.

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Labor & Industry -

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WHAT to file:

The Form 1 is a 1-page form that asks for information relevant to a work injury. It may take a few moments to provide all requested information. The form should be fully completed by the employer – NOT the worker. The Form 1 is the employer's opportunity to provide full and accurate information. The information provided may prove invaluable months or years later, in the course of the claim. The form 1 is available on the Labor & Industry website at: <http://www.state.vt.us/labind/wcforms/Form01.pdf>.

DISPUTED CLAIM:

Some employers are reluctant to file reports for injuries that they feel are not work-related or not valid. An employer should always report any injury reported to them. Here are two big reasons:

1. Filing does not create liability.

Your insurance carrier has 21 days to investigate and accept or deny the claim. If in doubt about the claim, you may provide statements and information to your carrier and offer your assistance in providing evidence to support a denial. The burden of proof is on the injured worker to prove their claimed injury.

2. Form 1: the employer's record.

The Form 1 is the employer's opportunity to provide relevant information concerning the reported injury. The employer may supply *any* additional evidence that may shed light on the cause or validity of the claimed injury. For example, a statement from a supervisor or co-worker, a listing of job duties or even the time of a reported injury may be relevant to the claimed injury. The worker is afforded a separate opportunity to report, therefore the employer's failing to file does not prevent a report from issuing, it only delays the opportunity to perform a timely investigation.

LEARN from injuries:

A Form 1 provides information every employer can learn from. By reviewing the cause and circumstances of your work injuries you can identify your hazards, weaknesses in training or safety and minimize or eliminate injuries. Every business is unique and so are your hazards. Your Form 1's can help you identify if a particular tool, duty, job or time of day causes your injuries.

Filing a First Report of Injury is a mandatory for all employers but the practical steps that are involved in this reporting ensure early intervention and can ultimately serve to assist employers in eliminating hazards and injuries.



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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

Partnership in Safety Program Series • “Fleet Safety” • June 15, 2005

Sponsored by: Project WorkSafe • Green Mountain Coffee Roasters Foundation and
The Vermont Small Business Development Center

On June 15, 2005 representatives of Project WorkSafe, Green Mountain Coffee Roasters (GMCR), the Vermont Small Business Development Center, and industry representatives are hosting the twentieth in a series of free programs targeted at improving workplace safety and health for small businesses. This event's focus is “**Fleet Safety**”. Operating motor vehicles is the most hazardous activity performed by most employers. What can you do to keep your employees safe? Come and find out. The event will take place at Green Mountain Coffee Roasters in Waterbury from 1:00 P.M. to 4:30 P.M.. Pre-registration for this no cost program is required. Call John McNamara at the GMCR Foundation ((802) 882-2251 or e-mail john.mcnamara@gmcr.com) for registration or more information.

NEW Vermont Safety Publication: “Developing an Effective Safety and Health Program - Suggestions for Business Owners and Managers”. Available at: www.state.vt.us/labind/projectws/PWSTrainingdoc.pdf, or in hard copy at: 888-SAFE-YES.

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.