



Working Together for Vermont

Vermont Labor Market

June 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

Youth: the Workers of the Future

Recently the state and national press have been reporting on the impending labor shortage. Population growth has slowed and baby boomers are approaching retirement. This is not news to most businesses, many of which have experienced problems finding employees with the right skills and/or work habits. Labor shortages are likely to worsen in the future. The solution to this problem is to make sure that all that want to work can work to their full potential. An important part of the solution is helping all of our young people transition successfully to the workforce. This department is working with businesses, schools, and non-profits towards that goal. I would like to share with you two of our successes.

YOUTH SUCCESS STORIES: The department receives federal funding through the Workforce Investment Act to help the neediest of our youth and those most at risk between the ages of 16-21. The federal act clearly emphasizes the development of skills, knowledge, and competencies that lead to jobs and careers. Services are provided through a DET youth specialist trained to develop individual service strategies that take into account an individual's needs concerning secondary school completion, leadership development, supportive services, adult mentoring and guidance counseling. The DET youth specialist and the participant, along with other appropriate service providers, work together to develop short- and long-term goals to create a platform of success. These goals address such critical issues as housing, health, self-esteem, and employment issues. The end product is a strong involvement of local employers and a linkage to local labor market needs and a developed workforce.

In line with its youth initiatives and community partnership approach, the DET youth program has enjoyed notable success in forging links between community resources and employers. These relationships help address the increasing problems faced by today's young people.

For example, A.S.A.P. is a collaborative program with DET, area schools and adult basic education services, non-profit service providers, a countywide mentoring network, and a large area employer. The combined strategy of these organizations is designed to recover area dropouts and return them to the educational system while they enter the workforce concurrently. The employer makes available tutoring space and allows the youth to take time off twice a week to study or go to class so that they can graduate. The youth benefits with education and by developing work skills, the business benefits by meeting some of its short-term labor needs and longer-term creating a better labor pool. Once the youth have mastered the skills needed for entry-level employment, they are given the opportunity to seamlessly transition to another aspect of the company to develop additional skills. DET facilitates job placement and movement between these high-growth jobs that have different skill set requirements. The initial results show 80% of the youth getting educational credentials, twenty percent went on to post-secondary education, the remainder continued to work with the employer or moved to other jobs.

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The Edge

Nourishing our Workforce

As we face growing shortages of skilled workers in many areas of our economy, it seems clear that helping students begin thinking about what they hope to do after high school would contribute enormously to the solution. The worker shortage in Vermont is intensified by several unique factors. Population growth in Vermont has fallen below the national average. Although the population of the United States grew by 13 percent from 1990 to 2000, Vermont's only grew by 8.2 percent. Additionally, Vermont is now the 2nd oldest state in the country, with almost 30 percent of our population reaching retirement age by 2025.

During these last few weeks, two very important events addressing career development and worker shortages have occurred. In May, VSAC, the Vermont School Counselor Association (VSCA) with support from the Career Planning Task Force sponsored a daylong conference: *Creating Pathways Between Learning and Earning*. Panel discussions and workshops addressed both the difficulty of integrating career development into school programs, as well as highlighting successful resources and practices. The economic importance of a comprehensive career development program cannot be understated. We have limited human capital in our state, and without informed career decision making we are not using it efficiently.

Low skilled jobs are disappearing. Forty five of the fifty fastest growing occupations in Vermont require education or training beyond high school. We have an estimated high school completion rate of 82 percent,

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Commissioner's Message –

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This local model of implementation of delivery of youth services is being evaluated and considered in other DET regions with consideration and respect for the local labor market needs.

Business, schools, and the department are also working to keep youth is high school. In Chittenden County, a large employer has joined the high school, Linking Learning to Life, and this department to provide opportunities to youth that make the school experience more relevant. In school the youth learn basic work skills such as how to interview, how to work as a team, and how to work with a supervisor. During school vacations the business provided customer service training to the students. This department supported paid work experiences for the youth during the school year where they practice working under supervision, working cooperatively, and showing initiative. This summer the business has provided the youths with good summer jobs. In addition to learning basic work skill and occupational skills, these young people are realizing that academic skills do matter and will influence success in the workplace. They are more likely to complete their education and be better employees in the future.

There are many such success stories. DET's youth specialists work closely with area schools, businesses,

state agencies, and youth service providers to develop a comprehensive and effective mix of services that focuses on work, work readiness, and education. Businesses interested in learning more about the various youth initiatives and available programs are encouraged to contact the department by calling Rose Lucenti at 802-828-4271 or by email rlucenti@det.state.vt.us

The Edge - (continued from front page)

which leaves those students who do not complete high school with a dismal economic outlook. Career information and services reduce dropout rates and help students not only graduate from high school, but increase their chances of success in postsecondary settings. (University of Minnesota, 2003). Events like *Creating Pathways Between Learning and Earning* will help foster an improved career development system.

On June 1 & 2, 2005, the first Vermont Health Care Summit was held in Stowe. Subtitled *Advancing Workforce & Economic Solutions*, the summit addressed the crisis in recruiting, training, and retaining health care workers. Vermont's Area Health Education Centers (AHEC) work throughout the state providing meaningful career exploration opportunities for students interested in health care occupations. MEDQUEST is a health career exploration camp offered to students entering the 10th and 11th grades. Students participate in a week of various job shadow experiences throughout the hospital and community settings. Medical students from UVM serve as camp counselors for the entire week, providing much needed peer guidance. Other opportunities for students to explore occupations in the medical field include: Dare to Care, for 13-18 year olds, Learn to Earn, the YES Plan, Hands On Science Outreach (HOSO) for elementary school students, Club Scrubs and others. To learn more about careers in health care contact the Area Health Education Center closest to you:

Champlain Valley AHEC - www.cvahec.org

Northeastern Vermont AHEC - www.nevahec.org

Southern Vermont AHEC - www.southernvermontahec.org

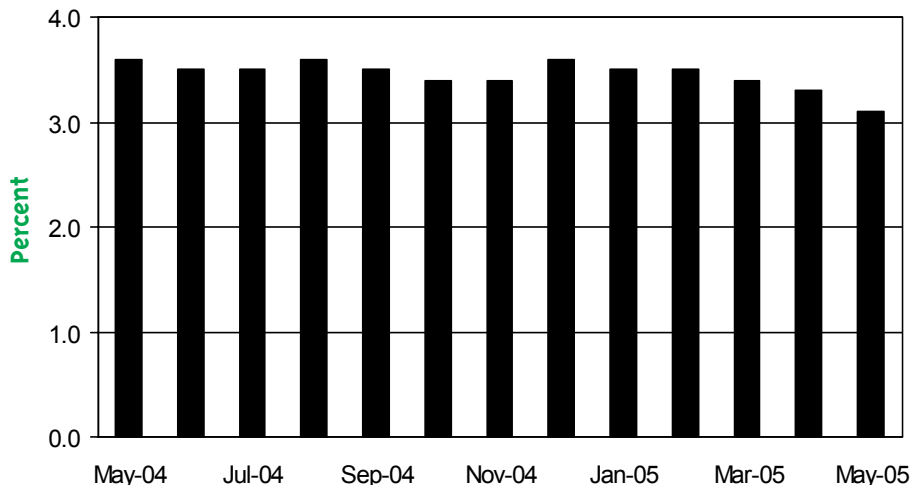
UVM AHEC - www.vtahec.org

Informed career decision making is our best tool for keeping Vermont's workforce and entire economy vital.

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)*

	May '05	Apr. '05	May '04	Changes from:	
				Apr. '05	May '04
TOTAL LABOR FORCE¹	351,600	352,300	352,900	-700	-1,300
EMPLOYED	340,700	340,700	340,300	0	400
UNEMPLOYED	10,900	11,600	12,600	-700	-1,700
RATE (%)	3.1	3.3	3.6	-0.2	-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	May-05 Rate (%)	Apr-05 Rate (%)	May-04 Rate (%)
Barre-Montpelier	25,450	24,600	850	3.3	4.5	4.0
Bennington	12,750	12,350	400	3.2	3.8	4.0
Bradford	5,100	4,950	150	2.8	3.9	3.8
Brattleboro	24,500	23,700	800	3.3	3.6	4.2
Burlington-South Burlington	112,050	109,100	2,950	2.6	3.1	3.1
Hartford	18,900	18,600	350	1.7	2.3	2.2
Manchester	11,900	11,500	400	3.5	4.2	4.8
Middlebury	18,100	17,650	450	2.6	3.6	3.4
Morristown-Stowe	19,300	18,700	600	3.1	4.5	4.1
Newport	13,950	13,450	550	3.8	5.9	4.3
Randolph	8,350	8,100	250	3.0	3.8	4.4
Rutland	27,800	26,700	1,050	3.9	4.0	4.5
Springfield	11,750	11,300	450	3.9	4.4	4.6
St. Johnsbury	15,050	14,600	400	2.8	3.9	3.3
Swanton-Enosburg	13,950	13,450	500	3.5	5.2	3.7
Warren-Waitsfield	4,000	3,900	100	2.5	2.9	3.0
Woodstock	3,700	3,600	100	2.6	3.2	2.7
Vermont Total	348,800	338,300	10,450	3.0	3.8	3.6

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

Colebrook, NH-VT	3,600	3,400	250	6.4	7.0	8.4
Lebanon, NH-VT	45,400	44,500	950	2.1	2.1	1.4
Littleton, NH-VT	14,750	14,300	450	3.1	3.5	3.1
North Adams, MA-VT	17,100	16,300	800	4.8	5.1	5.4

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:	
	May '05	Apr. '05	May '04	Apr. '05	May '04
Total - All Industries	307.9	305.7	302.9	2.2	5.0
Private Industries	255.0	252.9	250.6	2.1	4.4
Construction	17.9	17.8	16.7	0.1	1.2
Manufacturing	37.2	37.2	36.8	0.0	0.4
Retail Trade *	40.3	40.3	40.2	0.0	0.1
Professional & Business Services	21.7	21.6	20.9	0.1	0.8
Private Ed. Services*	12.5	12.5	12.3	0.0	0.2
Health Care & Social Assistance*	41.6	41.6	40.9	0.0	0.7
Leisure & Hospitality*	33.6	32.9	33.3	0.7	0.3
Total Government	52.9	52.8	52.3	0.1	0.6

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

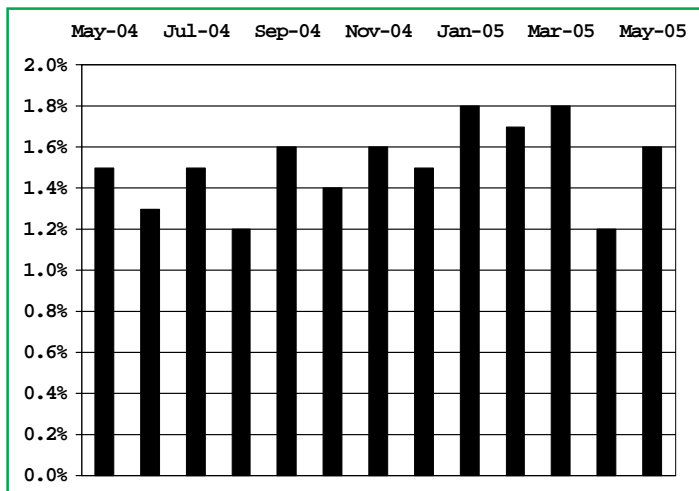
Note: Total - All Industries estimate is seasonally adjusted independently.

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

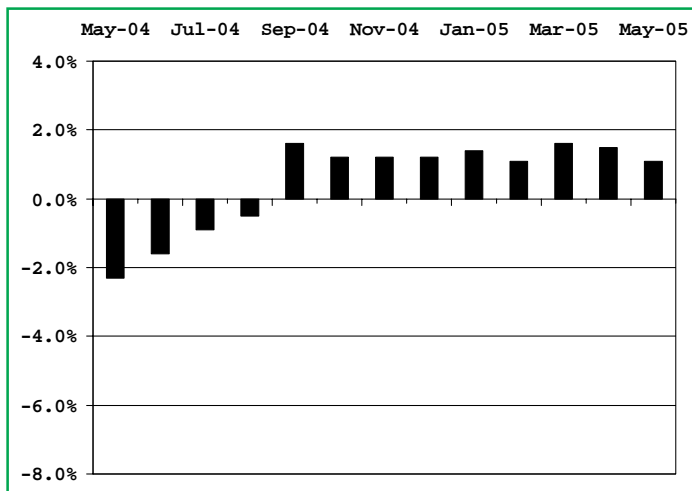
Produced by the Vermont Department of Employment & Training in cooperation with the U.S Bureau of Labor Statistics, unless otherwise noted.

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. May '05	Revised Apr. '05	Revised May '04	Changes From:	
				Apr. '05	May '04
TOTAL NONFARM	307,450	303,500	302,650	3,950	4,800
TOTAL PRIVATE	252,150	248,300	248,300	3,850	3,850
GOODS PRODUCING	56,450	54,450	55,050	2,000	1,400
MANUFACTURING	37,300	37,050	36,900	250	400
Durable Goods	27,050	26,850	26,400	200	650
Computer & Electrical Equipment Mfg.	9,350	9,300	9,200	50	150
Fabricated Metal Products Mfg.	3,100	3,050	2,800	50	300
Machinery Mfg.	3,050	3,050	3,050	0	0
Transportation Equipment Mfg.	2,400	2,400	2,450	0	-50
Furniture & Related Product Mfg.	2,050	2,100	2,100	-50	-50
Non-Durable Goods	10,250	10,200	10,500	50	-250
Food Mfg.	3,600	3,600	3,750	0	-150
CONSTRUCTION	18,100	16,400	17,200	1,700	900
NATURAL RESOURCES & MINING	1,050	1,000	950	50	100
SERVICE-PROVIDING	251,000	249,050	247,600	1,950	3,400
TRADE, TRANSPORTATION AND UTILITIES	58,650	58,100	58,600	550	50
Wholesale Trade	10,300	10,250	10,300	50	0
Retail Trade	39,950	39,400	39,800	550	150
Food & Beverage Stores	9,500	9,350	9,250	150	250
General Merchandise Store	2,850	2,800	2,950	50	-100
Transportation, Warehousing and Utilities	8,400	8,450	8,500	-50	-100
Utilities	1,700	1,700	1,700	0	0
Transportation & Warehousing	6,700	6,750	6,800	-50	-100
INFORMATION	6,300	6,200	6,400	100	-100
FINANCIAL ACTIVITIES	13,600	13,450	13,350	150	250
Finance & Insurance	10,250	10,200	10,150	50	100
Real Estate, Rental & Leasing	3,350	3,250	3,200	100	150
PROFESSIONAL AND BUSINESS SERVICES	21,950	21,400	21,200	550	750
Professional, Scientific and Technical	12,500	12,400	12,500	100	0
Administrative, Support and Waste	9,150	8,700	8,350	450	800
EDUCATIONAL AND HEALTH SERVICES	54,500	54,450	53,450	50	1,050
Educational Services	12,750	13,000	12,500	-250	250
College, Universities and Professional	6,950	7,100	6,650	-150	300
Health Care and Social Assistance	41,750	41,450	40,950	300	800
Ambulatory Health Care Services	16,450	16,350	15,800	100	650
Hospitals	10,500	10,500	10,150	0	350
Nursing and Residential Care Facilities	6,800	6,750	6,550	50	250
LEISURE AND HOSPITALITY	30,400	30,000	30,050	400	350
Arts, Entertainment and Recreation	3,700	3,150	3,800	550	-100
Accommodation and Food Services	26,700	26,850	26,250	-150	450
Accommodations	8,400	9,100	8,100	-700	300
Hotel & Motels	7,150	8,200	7,050	-1,050	100
Food Services and Drinking Places	18,300	17,750	18,150	550	150
OTHER SERVICES	10,300	10,250	10,200	50	100
GOVERNMENT	55,300	55,200	54,350	100	950
Federal Government	6,300	6,250	6,250	50	50
State Government Education	7,800	8,600	7,700	-800	100
Local Government Education	24,650	24,200	24,300	450	350
Other State Government	9,650	9,500	9,350	150	300
Other Local Government	6,900	6,650	6,750	250	150



Occupational Disease Alert: **Silicosis**

Silicosis is a preventable occupational lung disease caused by inhaling dust containing crystalline silica; no effective treatment for silicosis is available. Chronic or classic silicosis, most commonly occurs after 15 to 20 years of moderate to low exposures. Symptoms may not be obvious, therefore, chest x-rays are recommended to track worker health. As the disease progresses the exposed worker may develop shortness of breath, fatigue, chest pain, or respiratory failure. Acute silicosis can cause death. Crystalline silica exposure and silicosis have been associated with work in **mining, quarrying, stone cutting/working, tunneling, sandblasting, masonry, foundry work, glass manufacture, ceramic and pottery production, cement and concrete production, and work with certain materials in dental laboratories**. Progress has been made in reducing the incidence of silicosis in the United States and Vermont. However, new cases of silicosis still arise. Because no effective treatment for silicosis is available, effective control of exposure to crystalline silica in the workplace is crucial.

Vermont is one of several states nationwide that indicated an elevated silicosis mortality rate (age-adjusted) during 1968 - 2002. Findings indicate a general decline in silicosis mortality nationwide over this period. Two main factors are likely responsible for the general decline: 1) the imposition of regulatory limits and recommendations starting in the early 1970's; and 2) a decline in employment in heavy industries where silica exposures were prevalent. Preventive measures such as respiratory protection may have also reduced personal exposure.

In Vermont, the Department of Health developed the Industrial Hygiene Division in the mid 1940s to address silicosis that was affecting Vermont granite workers. This work continued when the division was reorganized into the Occupational and Radiological Health Division. During this time period, large amounts of air quality data and medical monitoring information was generated and countless studies were conducted. Recommendations were given to the granite industry for ventilation, work practice and respiratory protection. When VOSHA was promulgated many of these recommendations became rules to be followed. The

Vermont granite industry began to see a reduction in silicosis by consciously reducing exposure rates.

The trend in Vermont now is to educate construction companies and their employees about the high risk of exposure they face. Employers are obligated to review materials that are old and new to the market and inform their staff of the content of the material, especially of silica (CFR 29, 1910. 1200 and 1926). In July of 2002 the Vermont Department of Health moved the Occupational Health section to the Vermont Department of Labor. The VOSHA program now has complete regulatory authority over workplace silica issues. Project WorkSAFE program, Vermont's consultation program, can confidentially consult with companies free of charge on workplace exposures.

WorkSAFE has recently published "**Developing an Effective Safety and Health Program**" - suggestions for business owners and managers. This publication is free and is a good place to start in reducing the risk of workplace exposures. We would also encourage everybody to visit the OSHA web page at www.osha.gov and review the Silica Hazard page.

Despite the reductions in mortality associated with silicosis, silica overexposure remains widespread, indicating

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Labor & Industry -

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a need for hazard surveillance and developing work place - specific interventions. An estimated 121,100 workers in the US were exposed dangerously. The industries with the largest number of workers exposed include research and testing services (46,200 workers), masonry (20,400), heavy construction (12,200 [excluding highway construction]), and iron and steel foundries (8,600).

Industries with fewer worker exposures include painting and paper hanging (5,100), structural clay products (2,100), metal services (1,300), and cut stone (700). The geographic patterns of silicosis offer some guidance for intervention. The greatest age-adjusted mortality rates were clustered in western, northeastern and north Atlantic states. The mortality rates in these states were often associated with mining or construction industries. There are some limitations in the data, however.

The data was not nationally representative for some of the reporting period. Additionally, reporting and coding factors present other limitations. New silicosis cases and deaths still occur even in young workers in the United States. Because no effective treatment for silicosis is available, primary prevention (i.e., engineering or

other control of exposure) should be maintained or improved to reduce worker morbidity and mortality.

Acknowledgments

The information in this article in are based, in part, on contributions by CDC MMWR April 29, 2005/ 54(16); 401-405 and OSHA.

New Safety Guide for Businesses Available

A new business safety and health guide is available entitled: **Developing an Effective Safety and Health Program**. It has been developed by Project WorkSAFE and the Vermont Occupational Safety & Health Administration (VOSHA) in partnership with the Vermont Small Business Development Center and content assistance from Oregon OSHA.

Here is a quick look at the topics covered in the booklet:

- Introduction to workplace safety and health programs

- The steps to a successful program
- The value of commitment, accountability, employee involvement, hazard control, accident investigation, education, training and ongoing evaluating
- Getting your program recognized: *SHARPS*, *VPP*
- VT Workers' Compensation Tips
- Getting help: Project WorkSAFE and other places to obtain assistance

This booklet can start you on the road to a safer and healthier workplace. It is available by calling Project WorkSAFE at:

1-888-SAFE-YES.

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from the Vermont Department of Employment & Training

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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:

September 14, 2005 - Springfield Howard Dean Center 307 South Street	September 28, 2005 - Lyndonville Charles Carter Business Resource Center St. Johnsbury/Lyndonville Industrial Park, 1713 Industrial Parkway
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If you are interested in registering in one of the seminars listed above, please send an e-mail to [kjacobson@det.state.vt.us](mailto: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

NEW Vermont Business Safety Publication

Need help in controlling your Work Comp costs and creating a safer workplace? The Vermont Small Business Development Center, Project Work**SAFE**, the VT Dept. of Labor & Industry Workers' Compensation Division have partnered to create the 1st Vermont specific safety publication for businesses: "DEVELOPING AN EFFECTIVE SAFETY & HEALTH PROGRAM Tips for Business Owners and Managers". This plain English resource can help your business develop or fine tune an injury prevention management system at your workplace. Each of the seven essential steps to developing an effective safety and health program are detailed. Also included are cost saving tips from the Vermont Workers' Compensation Division, and resources for assistance. Available at: <http://www.state.vt.us/labind/projectws/PWSTrainingdoc.pdf> or in hard copy at: 888-SAFE-YES.

Equal Opportunity is the Law - The State of Vermont is an Equal Opportunity/Affirmative Action Employer. Applications from women, individuals with disabilities, and people from diverse cultural backgrounds are encouraged. Auxiliary aids and services are available upon request to individuals with disabilities. 711 (TTY/Relay Service) or 802-828-4203 TDD (Vermont Department of Labor).