

*Working Together  
for Vermont*

<http://www.labor.vermont.gov>

P.O. Box 488 • Montpelier, VT 05601-0488

National Life Drive • Drawer 20 • Montpelier, VT 05620-3401

## Commissioner's Message

*Patricia Moulton Powden, Commissioner*

### Health Care: The Challenge

"The state is looking for ways to keep our young people here and career opportunities in health care provide an excellent opportunity for us to do this," said Governor Douglas discussing available, good-paying occupations with high school students this month. The governor further highlighted the importance of addressing the health care worker shortage, and the opportunities available for Vermont's youth by declaring October as Health Care Career Awareness Month.

Research has shown that Vermont's young adults desire job security, challenging work, appreciation, and respect in their occupations. Many are unaware that health care professions can offer flexibility, security, good pay and benefits, as well as rewarding career opportunities and advancement.

We have heard much about the nursing shortage on both a national, as well as a local level, however, the shortage of health care workers extends beyond nurses into many other categories. Intensifying the problem is the graying baby boomers, whose need for health care resources is increasing, while concurrently more health care workers are reaching retirement age. Shortages in Vermont include primary care physicians, psychiatrists, substance abuse and mental health professionals, direct care workers, and many others. Radiographers, for instance, are one of four major types of diagnostic occupations. The Vermont annual salary is \$10,000 higher than the US average, and the majority of Vermont's radiographers are over the age of 40.

Interestingly, the rehabilitation niche among health care professionals is particularly at risk:

- Vermont hospitals showed double-digit vacancy rates among physical therapy assistants and speech therapists.
- The hospital vacancy rate for physical therapists was 9 percent.

The demand for medical laboratory technicians, with an average Vermont wage of over \$33,000, continues to grow. One-third of Vermont's technicians have worked in the position for more than 25 years, indicating a large group will be retiring soon. Over half of

*(Continued on page 2)*

## The Edge

The Vermont Department of Labor has just released the 2004-2014 statewide projections data. Every two years, the department calculates the state's long-term occupational projections which predict labor market trends for the next 10 years. Tables included on our website <http://www.vtmi.info/oic.cfm> are: fastest growing occupations, occupations with the most openings, occupations with the largest employment, occupations with declining employment, and highest paying occupations.

Not surprisingly, health care occupations represent over half of the top 25 fastest growing occupations.<sup>1</sup> In the next ten years, Vermont's population will need more workers in long term care (Personal and Home Care Aides, Home Health Aides), in hospitals and doctors' offices (Medical Assistants, Physician Assistants), and in other practitioners' offices (Dental Assistants and Hygienists, Healthcare Practitioners and Technical Workers - All Other). The Commissioner's Message, in this issue, addresses the reasons for those needs, and the challenges Vermont faces in the health care field.

Jobs in social services are well represented in the top 20 fastest

*(Continued on page 2)*

# Commissioner's Message –

(continued from front page)

Vermont's pharmacists are over the age of 40, and the current vacancy rate is high. More than a third of Vermont's dentists are planning to retire within the next 10 years and the demand for dental assistants and hygienists continues to grow. Currently, there are more nurses working in Vermont who are over 60 years old than are under 30.

Clearly, we are facing a serious problem, intensified by the shortage of professors of nursing, medicine, and other health sciences on whom the task of training our next generation of health care workers falls. Vermont's Health Care Workforce Development Partnership, made up of health professionals and organizations, is working to develop long-term solutions to sustain our health care workforce. Members of the partnership will be visiting high schools this year in order to provide information about occupations in Vermont's health care industry.

For more information about careers in health care, or to request a visit, go to: [www.vthealthcareers.org](http://www.vthealthcareers.org)



## Contact VDOL

If your address has changed or to discontinue your subscription, please email: [sredpath@labor.state.vt.us](mailto:sredpath@labor.state.vt.us)

# The Edge - (continued from front page)

growing occupations. For example, the need for Medical and Public Health Social Workers and Mental Health and Substance Abuse Social Workers will continue to grow. And, despite the much publicized 'dot-com' crash, information technology is represented in the table as well. Our state will continue to need more Network Systems and Data Communications Analysts, Software Engineers—both in Applications and in Systems, and Network Administrators.

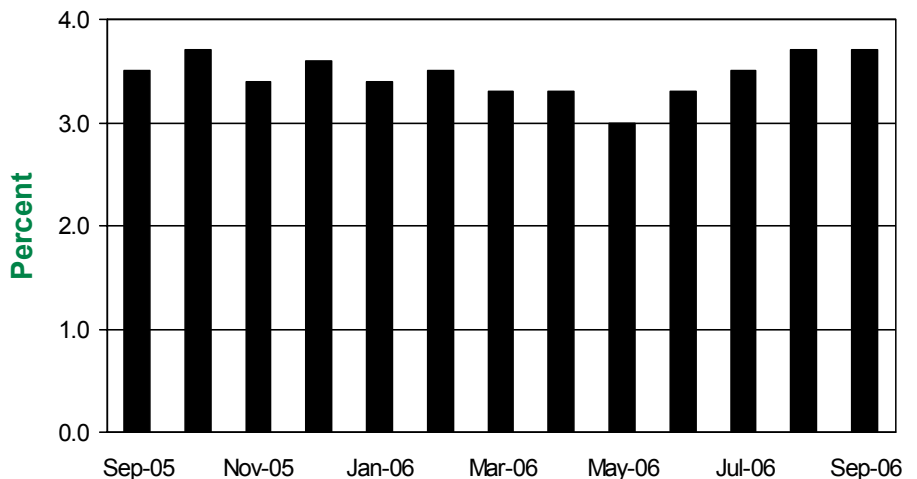
Shifting focus to Occupations with the Most Openings, Registered Nurses appear in the top five. An estimated 272 openings are projected annually in the state. Home Health Aides, Child Care Workers, and Teacher Assistants are all included in the top 10 occupations with the most openings. The need for carpenters continues through the 10 year period, as does an increasing need for Elementary School Teachers.

Many of the 'in-demand' jobs will require less than a four-year degree. Medical Assistants, Dental Assistants, Dental Hygienists and Registered Nurses are all jobs that provide a good wage, show substantial growth, and can be obtained without a four-year degree.

Projections can be used to help job seekers, educators, counselors, and policy makers as they plan for the future. Keep in mind, however, that they are a general guide to the economy's direction. View the complete set of 2004-2014 Vermont Statewide Occupational Projections at: <http://www.vtmi.info/public/occprjvt.xls>

<sup>1</sup> The term, fastest growing relates to Annual Percent Change using base year (2004) employment numbers. When reviewing the table, keep in mind that large percent increases may not directly translate to a large number of jobs in that occupation.

## Vermont Seasonally Adjusted Unemployment Rate



## Vermont Unemployment Estimates Statewide *(Seasonally Adjusted)*

	Sept. '06	Aug. '06	Sept. '05	Changes from:	
				Aug. '06	Sept. '05
<b>TOTAL LABOR FORCE<sup>1</sup></b>	366,200	364,200	357,100	2,000	9,100
<b>EMPLOYED</b>	352,600	350,800	344,600	1,800	8,000
<b>UNEMPLOYED</b>	13,500	13,400	12,500	100	1,000
<b>RATE (%)</b>	3.7	3.7	3.5	0.0	0.2

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

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

AREA	Total Labor Force	Number Employed	Number Unemployed	Sept-06 Rate (%)	Aug-06 Rate (%)	Sep-05 Rate (%)
Barre-Montpelier	30,100	29,100	1,000	3.4	3.3	3.3
Bennington	12,700	12,250	450	3.7	3.6	3.6
Bradford	5,400	5,200	200	3.4	2.9	2.7
Brattleboro	24,500	23,700	900	3.7	3.2	3.2
Burlington-South Burlington	117,000	113,150	3,850	3.3	3.0	3.2
Hartford	19,550	19,200	400	2.0	1.9	1.9
Manchester	12,350	11,950	400	3.3	2.9	3.2
Middlebury	18,250	17,700	550	3.1	2.9	3.0
Morristown-Stowe	21,150	20,500	600	2.9	2.7	2.9
Newport	14,700	14,100	600	4.0	4.0	3.6
Randolph	8,550	8,250	300	3.6	3.7	3.1
Rutland	29,650	28,550	1,100	3.7	3.6	3.4
Springfield	11,900	11,450	450	3.9	3.6	3.8
St. Johnsbury	15,300	14,800	500	3.3	3.3	2.9
Swanton-Enosburg	14,600	14,050	550	3.9	3.7	3.5
Warren-Waitsfield	4,400	4,250	100	2.6	2.6	2.8
Woodstock	3,800	3,700	100	2.3	2.1	2.1
<b>Vermont Total</b>	<b>366,400</b>	<b>354,200</b>	<b>12,200</b>	<b>3.3</b>	<b>3.1</b>	<b>3.1</b>

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

Colebrook, NH-VT	3,750	3,600	100	3.0	3.3	3.4
Lebanon, NH-VT	45,950	44,900	1,050	2.3	2.2	2.3
Littleton, NH-VT	15,550	15,150	400	2.6	2.9	3.2
North Adams, MA-VT	17,100	16,200	900	5.3	4.7	4.7

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:	
	Sept. '06	Aug. '06	Sept. '05	Aug. '06	Sept. '05
<b>Total - All Industries</b>	<b>309.1</b>	<b>308.4</b>	<b>305.5</b>	<b>0.7</b>	<b>3.6</b>
<b>Private Industries</b>	<b>255.3</b>	<b>254.9</b>	<b>252.4</b>	<b>0.4</b>	<b>2.9</b>
Construction	18.0	18.0	17.0	0.0	1.0
Manufacturing	36.3	36.4	36.7	-0.1	-0.4
Trade, Transportation & Utilities	59.7	59.3	59.5	0.4	0.2
Retail Trade *	40.8	40.7	40.5	0.1	0.3
Financial Activities	13.2	13.3	13.2	-0.1	0.0
Professional & Business Services	22.3	22.2	21.7	0.1	0.6
Education & Health Care	55.5	55.4	54.4	0.1	1.1
Private Ed. Services*	12.3	12.4	12.5	-0.1	-0.2
Health Care & Social Assistance*	43.0	42.8	42.1	0.2	0.9
Leisure & Hospitality	33.0	33.1	32.9	-0.1	0.1
Other Services	10.0	9.9	9.9	0.1	0.1
<b>Total Government</b>	<b>53.8</b>	<b>53.5</b>	<b>53.1</b>	<b>0.3</b>	<b>0.7</b>

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

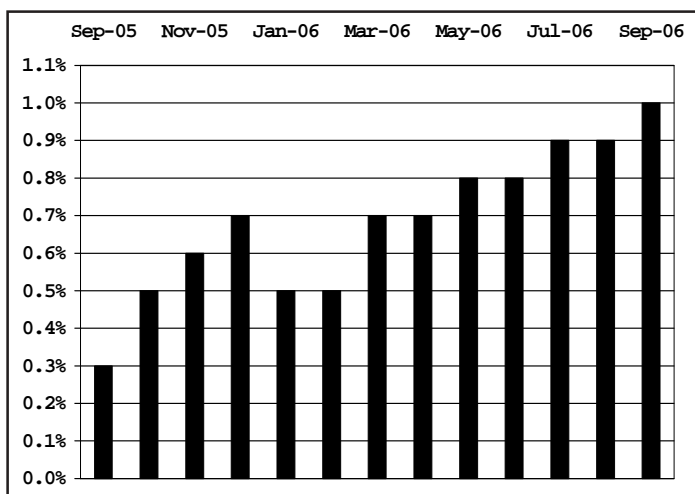
Note: Total - All Industries estimate is seasonally adjusted independently.

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

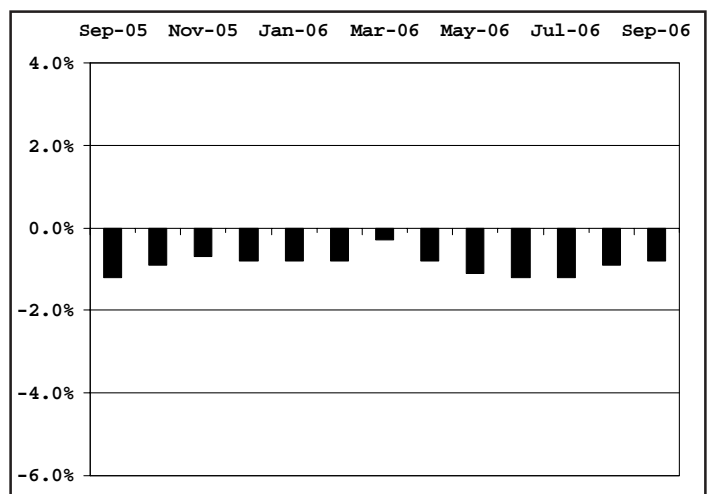
Produced by the Vermont Department of Labor in cooperation with the U.S Bureau of Labor Statistics, unless otherwise noted.

## Vermont Annual Job Growth Not Seasonally Adjusted Data

### All Industries



### Manufacturing



# Nonfarm Employment In Vermont *(Not Seasonally Adjusted)*

Compiled by the Vermont Department of Labor in cooperation with the Bureau of Labor Statistics, U.S. Department of Labor

INDUSTRY BY NAICS	Prelim. Sept. '06	Revised Aug. '06	Revised Sept. '05	Changes From:	
				Aug. '06	Sept. '05
<b>TOTAL NONFARM</b>	<b>310,900</b>	<b>303,450</b>	<b>307,800</b>	<b>7,450</b>	<b>3,100</b>
<b>TOTAL PRIVATE</b>	<b>256,850</b>	<b>259,400</b>	<b>254,000</b>	<b>-2,550</b>	<b>2,850</b>
<b>GOODS PRODUCING</b>	<b>56,650</b>	<b>57,450</b>	<b>56,100</b>	<b>-800</b>	<b>550</b>
MANUFACTURING	36,500	36,750	36,800	-250	-300
Durable Goods	26,300	26,400	26,350	-100	-50
Computer & Electrical Equipment Mfg.	9,250	9,300	9,100	-50	150
Fabricated Metal Products Mfg.	3,100	3,100	2,900	0	200
Machinery Mfg.	3,000	3,050	3,000	-50	0
Transportation Equipment Mfg.	2,350	2,400	2,400	-50	-50
Furniture & Related Product Mfg.	1,900	1,950	2,050	-50	-150
Non-Durable Goods	10,200	10,350	10,450	-150	-250
Food Mfg.	3,750	3,750	3,850	0	-100
CONSTRUCTION	19,300	19,850	18,350	-550	950
NATURAL RESOURCES & MINING	850	850	950	0	-100
<b>SERVICE-PROVIDING</b>	<b>254,250</b>	<b>246,000</b>	<b>251,700</b>	<b>8,250</b>	<b>2,550</b>
TRADE, TRANSPORTATION AND UTILITIES	59,500	59,750	59,050	-250	450
Wholesale Trade	10,200	10,300	10,100	-100	100
Retail Trade	40,450	40,900	40,150	-450	300
Food & Beverage Stores	9,500	9,700	9,450	-200	50
General Merchandise Store	2,650	2,750	2,800	-100	-150
Transportation, Warehousing and Utilities	8,850	8,550	8,800	300	50
Utilities	1,700	1,750	1,700	-50	0
Transportation & Warehousing	7,150	6,800	7,100	350	50
INFORMATION	6,250	6,300	6,200	-50	50
FINANCIAL ACTIVITIES	13,200	13,450	13,200	-250	0
Finance & Insurance	9,950	10,050	9,900	-100	50
Real Estate, Rental & Leasing	3,250	3,400	3,300	-150	-50
PROFESSIONAL AND BUSINESS SERVICES	22,700	22,900	22,000	-200	700
Professional, Scientific and Technical	13,000	13,000	12,650	0	350
Administrative, Support and Waste	9,300	9,550	9,050	-250	250
EDUCATIONAL AND HEALTH SERVICES	55,450	54,150	54,750	1,300	700
Educational Services	12,600	11,200	12,750	1,400	-150
College, Universities and Professional	6,700	6,200	6,800	500	-100
Health Care and Social Assistance	42,850	42,950	42,000	-100	850
Ambulatory Health Care Services	15,750	15,850	15,600	-100	150
Hospitals	10,850	10,900	10,800	-50	50
Nursing and Residential Care Facilities	6,750	6,850	6,750	-100	0
LEISURE AND HOSPITALITY	33,050	35,200	32,800	-2,150	250
Arts, Entertainment and Recreation	4,500	4,750	4,400	-250	100
Accommodation and Food Services	28,550	30,450	28,400	-1,900	150
Accommodations	9,450	11,050	9,400	-1,600	50
Hotel & Motels	8,300	8,850	8,200	-550	100
Food Services and Drinking Places	19,100	19,400	19,000	-300	100
OTHER SERVICES	10,050	10,200	9,900	-150	150
<b>GOVERNMENT</b>	<b>54,050</b>	<b>44,050</b>	<b>53,800</b>	<b>10,000</b>	<b>250</b>
Federal Government	6,000	6,000	6,000	0	0
State Government Education	8,450	6,450	8,350	2,000	100
Local Government Education	22,800	13,850	22,750	8,950	50
Other State Government	9,600	9,800	9,500	-200	100
Other Local Government	7,200	7,950	7,200	-750	0



## Green Mountain Voluntary Protection Program (GMVPP)

The VOSHA Program officially implemented the Green Mountain Voluntary Protection Program (GMVPP) in 2004. This program recognizes companies that have exemplary safety and health programs and have demonstrated a superior management commitment to the safety and health of their employees.

Since that time, VOSHA has approved four Vermont worksites in the GMVPP. These sites are Entergy Vermont Yankee Nuclear Power, Earthtech, General Electric Aviation and Cianbro Construction Missisquoi Bridge Project. Cianbro is the most recent VPP approval and is the first construction VPP in New England. The official flag raising was done on site on October 26.

The Voluntary Protection Program is designed to recognize and promote effective safety and health management. In the VPP, management, labor, and VOSHA establish a cooperative relationship at a workplace that implements strong safety and health programs:

- Management agrees to operate an effective program that meets an established set of criteria.

- Employees agree to participate in the program and work with management to assure a safe and healthful workplace.
- VOSHA initially verifies that the program meets the VPP criteria. We then publicly recognize the site's exemplary program, and remove the site from routine scheduled inspection lists (VOSHA may still investigate major accidents, valid formal employee complaints, and chemical spills).
- VOSHA also conducts periodic reassessments to confirm that the site continues to meet VPP criteria. VPP participants are a select group of facilities that have designed and implemented outstanding health and safety programs. Star participants meet all VPP requirements. Merit participants have demonstrated the potential and willingness to achieve Star program status, and are implementing planned steps to fully meet all Star requirements.

The Department of Labor assigned Dan Whipple to the position of Compliance Assistance Specialist/GMVPP Coordinator in the VOSHA enforcement program. Dan is providing advice and assistance to businesses, particularly small business employers, local labor affiliates, and other stakeholders to help achieve VOSHA's compliance assistance goals through effective outreach, training, education, and information sharing. He provides expert level advice and training on regulations and VOSHA programs, primarily in response to requests by employers and employees.

Dan coordinates compliance assistance work with the VOSHA office and the Program Manager, to support initiatives in such areas as external and internal training programs and the identification of small business needs

## Green Mountain Voluntary Protection Program (GMVPP) - continued

and concerns. He serves as a liaison to stakeholders in partnerships and other strategic initiatives, keeping the VOSHA office staff informed of these activities.

### **His major duties include:**

Planning, developing and implementing external training and education program, providing for or personally conducting outreach sessions on new standards, directives, and emerging industry practices and processes.

Analyzing stakeholder requests for training/compliance assistance and designing and developing training and outreach materials to meet those needs.

Presenting training and/or outreach materials and evaluating the outcomes of these efforts.

Responding to public queries regarding technical interpretations of VOSHA standards and policies.

Promoting voluntary compliance to keeping the public aware of changes in the occupational safety and health field.

Conducting public demonstrations of OSHA computer-based Internet outreach materials, advisors, e-Tools etc., to further public knowledge and use of

materials interpreting safety and health standards and regulations.

Dan works as the Green Mountain Voluntary Protection Program (GMVPP) coordinator for the VOSHA office providing advice, assistance and guidance to VOSHA stakeholders interested in Voluntary Protection Programs (VPP) and arranging for specialized training on compliance issues and standards interpretations.

He identifies and maintains working relationships with public and private stakeholders (state and local governments, unions, trade/industry associations, chambers of commerce, insurance companies, educational institutions and others) to promote safety and health programs and the concept of voluntary compliance with VOSHA safety and health standards.

Dan is based in Newport, but works statewide with stakeholders. He can be reached at 802-334-4367 or at his e-mail [dan.whipple@labor.state.vt.us](mailto:dan.whipple@labor.state.vt.us)

## **VDOL Announces Grants**

**\$375,000 in grants will be distributed through the Workforce Education and Training Fund, which works to improve the quality of Vermont's work force. Applications will be accepted until the funds are exhausted.**

**The grants, which are given in categories above and below \$10,000, give Vermont businesses the opportunity to address critical need for skilled workers, in addition to providing Vermonters job security and increased earning potential.**

**Information, application material and details:**

**[www.labor.vermont.gov](http://www.labor.vermont.gov)**

**Additional help: Contact Lori Camp at 802-828-4301 or [lcamp@labor.state.vt.us](mailto:lcamp@labor.state.vt.us)**



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

---

# Announcements

## Labor Market Publications

In order to insure the widest possible distribution and efficient use of taxpayer dollars, the Economic and Labor Market Information Section of the Vermont Department of Labor is moving to electronic distribution of our current publications. Our publications are available in PDF format on our website. You will be able to access them at: [www.vtlni.info](http://www.vtlni.info). Click ELMI Publications and select the publications(s) you wish to view or download.

We would be pleased to notify you by email of our recently released publications. If you wish to be notified by email when a new publication becomes available, please contact us at [lmi@labor.state.vt.us](mailto:lmi@labor.state.vt.us) or at 802-828-4202.

**Note:** For the present time, this newsletter will continue to be mailed as well as published in electronic form on our website.

**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).