

*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

The face of the Department of Labor has changed in some communities, and I want to take this opportunity to review the new office locations and hours. Although some of our locations have changed in order to lower our overhead costs, the department is committed to maintaining and improving our services to all of our customers. While we have changed our hours, we have expanded our service locations. Please be sure to check hours in your location.

We are also available 24 hours a day, seven days a week on the web at **www.labor.vermont.gov**.

Barre Resource Center

47 North Main Street
Barre, VT 05641
Monday - Thursday: 7:45 am - 4:30 pm
Friday: 9:45 am - 4:30 pm

Bennington Resource Center

200 Veterans Memorial Drive, Suite 2
Bennington, VT 05201
Monday - Thursday: 7:45 am - 4:30 pm
Friday: 9:45 am - 4:30 pm

Brattleboro Resource Center

State Office Building
232 Main Street
Brattleboro, VT 05302-0920
Monday - Thursday: 7:45 am - 4:30 pm
Friday: closed to walk-in services

Burlington Resource Center

63 Pearl Street
Burlington, VT 05401
Monday - Thursday: 7:45 am - 4:30 pm
Friday: 9:45 am - 4:30 pm

Middlebury Resource Center

ACCAG Building
282 Boardman St.
Middlebury, VT 05753
Monday Thursday: 8 am - 4 pm
Friday: closed

Morrisville Resource Center

63 Professional Drive
Morrisville, VT 05661-0429
Mon, Tues, Thurs, Fri: 7:45 am - 4:30 pm
Wednesday: 10:00 am - 4:30 pm
Closed for Lunch: 12:30 pm - 1:15 pm

Newport Resource Center:

Eva L. Warner Adult Education Center
One Main Street
Newport, VT 05855
Mon, Wed, Thurs: 7:45 am - 4:30 pm
Fridays: 9:45 am - 4:30 pm

Tuesdays: 9:00 am - 3:00 pm
Island Pond Town Hall
Adult Education Room Rear Entrance
Main Street
Island Pond, VT 05846

Thursdays: 8:30 am - 4:00 pm
COFEC Building (Central Orleans
Family Education Center)
Kinsey Road
Barton, VT 05822

****Note: The Reach Up staff will remain at:**

Emory E. Hebard
State Office Building
100 Main Street, Suite 120
Newport, VT 05855

The Edge

Growing our Future

Last month in this column, we cited three recent reports and their common conclusion regarding the education of our young people. This month, we will focus on the Next Generation Report and some of its recommendations for Vermont as we face the impending worker shortage.

In order to maintain and enrich Vermont's economy, the Next Generation Commission has put forth four "equally vital" components. The report warns that unless all four are addressed, all areas of Vermont will suffer: our workforce, as well as what our state can offer to current and future residents.

The recommendations as stated are:

1. Integrate and coordinate the state's development, workforce development, and education system, and appoint a 'Champion' with the authority and accountability to ensure implementation.
2. Dramatically increase state funding for postsecondary education and training (scholarships, loan repayment, and workforce development) by implementing bold, innovative financing mechanisms.
3. Provide additional state funding for postsecondary education and training (scholarships, loan repayment, and workforce development grants) while developing the mechanisms in Recommendation #2.
4. Raise postsecondary aspirations by markedly strengthening career awareness education beginning in elementary school. Continue exposure to careers and the need for postsecondary education and training in middle and high schools through technical education, school to work initiatives, internships, dual enrollment, and other efforts.

Commissioner's Message –

(continued from front page)

Rutland Resource Center

200 ASA Bloomer Building
Rutland, VT 05701
Monday - Thursday: 7:45 am - 4:30 pm
Friday: 9:45 am - 4:30 pm

St. Albans Resource Center

20 Houghton Street
Room 101
St. Albans, VT 05478
Monday - Thursday: 7:45 am - 4:30 pm
Friday: closed to walk-in services

St. Johnsbury Resource Center

1197 Main Street, Suite 1
St. Johnsbury, VT 05819-0129
Monday - Thursday: 7:45 am - 4:30 pm
Friday: 9:45 am - 4:30 pm

Springfield Resource Center

56 Main Street, Suite 101
Springfield, VT 05156
Monday - Thursday: 7:45 am - 4:30 pm
Friday: 9:45 am - 4:30 pm

White River Junction Resource Center

220 Holiday Drive, Suite 28
Gilman Office Center
White River Jct., VT 05001
Monday Thursday: 7:45 am - 4:30 pm
Friday: closed to walk-in services
Closed for Lunch: 12:30 pm - 1:15 pm



Contact VDOL

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

The Edge - (continued from front page)

The first three components may require legislative action, but we can begin addressing the fourth immediately. Over two thirds of all current and new jobs require some post-high school education or training. The challenge we face is how to keep our students in school through high school graduation, and ensure that they leave school as lifetime learners.

“There is an emergent understanding that students who have an awareness of the career relatedness of education are more likely to engage and achieve in school.” (*The Educational, Social, and Economic Value of Informed and Considered Career Decisions* Scott Gillie and Meegan Gillie Isehour)

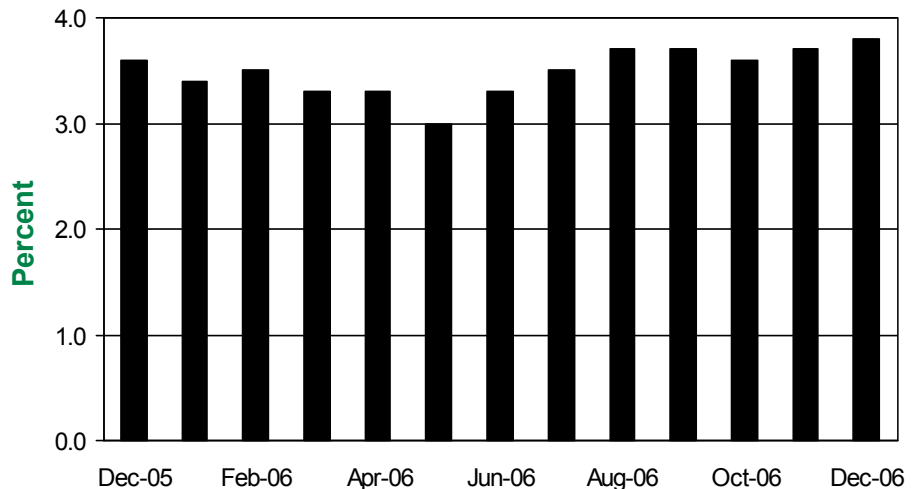
The No Child Left Behind Act has put pressure on our schools to document increased academic achievement. However, if students do not believe their schoolwork is relevant to what comes after high school, i.e. work, life, they are at a much higher risk of disengaging and dropping out. Academics without relevancy will not keep our students in school.

Given the recommendation that we incorporate more career awareness into our schools, we will need to evaluate our current education system. How can we integrate workplace skills, occupational awareness, and necessary job-specific technical skills to all of our students? Are there systemic changes we need to make in order to prepare our young people for the emerging economy? Time is of the essence. The number of students graduating from Vermont high schools is anticipated to decline nearly 20 percent by 2018. Given that fact, we will have to increase the percentage of high school graduates who pursue post high school education or training to about 90 percent, just to maintain our skilled work force at current levels.

The Career Planning Task Force (CTPF) is a collaborative partnership committed to supporting and increasing career planning resources in the state. The taskforce has co-sponsored two career development conferences and is currently planning a third. It is in the process of developing a web-based resource that will be available to all, and will include resources for parents, students, teachers, counselors and job seekers. Curriculum such as The Real Game Series, which has versions for elementary, middle, and high schools is available for teachers and is a nationally recognized career exploration tool, incorporating the ‘soft’ employment skills that employers so desperately seek. Service learning experiences, job shadows, internships, apprenticeships, and dual enrollments are all opportunities that will ultimately enrich our economy with skilled workers.

To read the Next Generation Commission report, go to:
http://www.leg.state.vt.us/reports/06NextGeneration/Next_Gen_Report.pdf

Vermont Seasonally Adjusted Unemployment Rate



Vermont Unemployment Estimates Statewide *(Seasonally Adjusted)*

	Dec. '06	Nov. '06	Dec. '05	Changes from:	
				Nov. '06	Dec. '05
TOTAL LABOR FORCE¹	367,300	366,500	359,300	800	8,000
EMPLOYED	353,300	352,800	346,500	500	6,800
UNEMPLOYED	14,000	13,700	12,900	300	1,100
RATE (%)	3.8	3.7	3.6	0.1	0.2

¹Includes proprietors, professionals, and unpaid family workers.

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

AREA	Total Labor Force	Number Employed	Number Unemployed	Dec-06 Rate (%)	Nov-06 Rate (%)	Dec-05 Rate (%)
Barre-Montpelier	29,850	28,650	1,200	3.9	3.7	3.7
Bennington	12,800	12,300	500	3.7	3.6	3.4
Bradford	5,250	5,050	200	3.6	3.5	3.6
Brattleboro	24,500	23,750	850	3.5	4.0	3.1
Burlington-South Burlington	116,650	113,050	3,600	3.1	3.2	3.1
Hartford	19,400	19,050	400	2.0	2.1	1.7
Manchester	13,050	12,600	450	3.5	4.0	3.5
Middlebury	18,050	17,450	600	3.3	3.2	3.3
Morristown-Stowe	21,000	20,150	850	4.1	4.0	3.8
Newport	14,950	14,100	850	5.7	5.1	5.4
Randolph	8,350	8,000	350	4.2	4.0	3.3
Rutland	30,150	29,100	1,050	3.5	3.7	3.2
Springfield	12,700	12,200	450	3.7	4.2	4.0
St. Johnsbury	14,900	14,250	650	4.2	3.7	3.6
Swanton-Enosburg	14,850	14,050	850	5.6	5.1	5.5
Warren-Waitsfield	4,600	4,500	100	2.3	2.9	2.3
Woodstock	3,600	3,500	100	2.9	2.9	1.9
Vermont Total	367,050	353,950	13,100	3.6	3.6	3.4

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

Colebrook, NH-VT	3,650	3,450	200	5.4	4.9	5.1
Lebanon, NH-VT	45,900	44,950	950	2.1	2.2	2.1
Littleton, NH-VT	15,650	15,150	500	3.2	3.2	3.2
North Adams, MA-VT	17,050	16,000	1,050	6.1	5.2	5.3

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:	
	Dec. '06	Nov. '06	Dec. '05	Nov. '06	Dec. '05
Total - All Industries	308.6	308.9	306.6	-0.3	2.0
Private Industries	255.5	255.4	253.6	0.1	1.9
Construction	17.5	17.7	16.8	-0.2	0.8
Manufacturing	36.6	36.4	36.8	0.2	-0.2
Trade, Transportation & Utilities	59.9	60.2	59.7	-0.3	0.2
Retail Trade *	40.8	40.8	40.7	0.0	0.1
Financial Activities	13.2	13.2	13.3	0.0	-0.1
Professional & Business Services	22.5	22.4	22.0	0.1	0.5
Education & Health Care	55.3	55.2	54.6	0.1	0.7
Private Ed. Services*	12.4	12.5	12.4	-0.1	0.0
Health Care & Social Assistance*	43.1	43.0	42.4	0.1	0.7
Leisure & Hospitality	32.9	32.8	32.9	0.1	0.0
Other Services	10.1	10.1	9.9	0.0	0.2
Total Government	53.1	53.5	53.0	-0.4	0.1

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

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

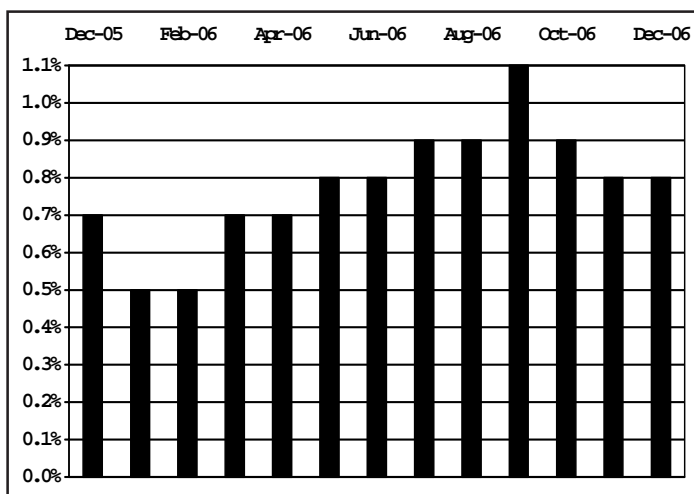
All seasonal adjustment performed with X12-ARIMA. Seasonal factors available from VDOL/LMI on request.

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

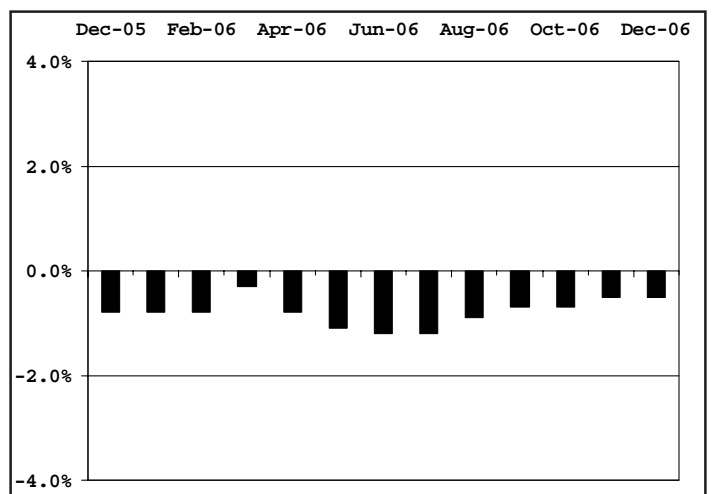
Vermont Annual Job Growth

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.	Revised	Revised	Changes From:	
	Dec. '06	Nov. '06	Dec. '05	Nov. '06	Dec. '05
TOTAL NONFARM	314,600	310,900	312,100	3,700	2,500
TOTAL PRIVATE	258,500	254,450	256,300	4,050	2,200
GOODS PRODUCING	54,900	55,750	54,450	-850	450
MANUFACTURING	36,900	36,700	37,100	200	-200
Durable Goods	26,700	26,500	26,750	200	-50
Computer & Electrical Equipment Mfg.	9,400	9,350	9,250	50	150
Fabricated Metal Products Mfg.	3,200	3,150	3,000	50	200
Machinery Mfg.	3,000	3,000	2,950	0	50
Transportation Equipment Mfg.	2,400	2,350	2,450	50	-50
Furniture & Related Product Mfg.	1,900	1,900	2,050	0	-150
Non-Durable Goods	10,200	10,200	10,350	0	-150
Food Mfg.	3,800	3,800	3,900	0	-100
CONSTRUCTION	17,200	18,200	16,450	-1,000	750
NATURAL RESOURCES & MINING	800	850	900	-50	-100
SERVICE-PROVIDING	259,700	255,150	257,650	4,550	2,050
TRADE, TRANSPORTATION AND UTILITIES	61,950	61,200	61,700	750	250
Wholesale Trade	10,200	10,350	10,100	-150	100
Retail Trade	42,700	41,900	42,600	800	100
Food & Beverage Stores	9,850	9,700	9,750	150	100
General Merchandise Store	2,950	2,800	3,100	150	-150
Transportation, Warehousing and Utilities	9,050	8,950	9,000	100	50
Utilities	1,750	1,700	1,700	50	50
Transportation & Warehousing	7,300	7,250	7,300	50	0
INFORMATION	6,400	6,400	6,300	0	100
FINANCIAL ACTIVITIES	13,300	13,150	13,350	150	-50
Finance & Insurance	10,050	9,950	10,050	100	0
Real Estate, Rental & Leasing	3,250	3,200	3,300	50	-50
PROFESSIONAL AND BUSINESS SERVICES	22,650	22,500	22,050	150	600
Professional, Scientific and Technical	13,350	13,150	13,000	200	350
Administrative, Support and Waste	8,900	9,000	8,750	-100	150
EDUCATIONAL AND HEALTH SERVICES	55,950	55,900	55,350	50	600
Educational Services	12,750	12,900	12,850	-150	-100
College, Universities and Professional	6,900	7,100	6,950	-200	-50
Health Care and Social Assistance	43,200	43,000	42,500	200	700
Ambulatory Health Care Services	15,800	15,800	15,650	0	150
Hospitals	11,000	10,900	10,900	100	100
Nursing and Residential Care Facilities	6,800	6,800	6,800	0	0
LEISURE AND HOSPITALITY	33,250	29,550	33,150	3,700	100
Arts, Entertainment and Recreation	3,150	3,050	3,050	100	100
Accommodation and Food Services	30,100	26,500	30,100	3,600	0
Accommodations	11,950	8,800	12,050	3,150	-100
Hotel & Motels	11,100	8,000	11,250	3,100	-150
Food Services and Drinking Places	18,150	17,700	18,050	450	100
OTHER SERVICES	10,100	10,000	9,950	100	150
GOVERNMENT	56,100	56,450	55,800	-350	300
Federal Government	6,000	6,000	6,050	0	-50
State Government Education	9,250	9,450	9,150	-200	100
Local Government Education	24,350	24,350	24,250	0	100
Other State Government	9,300	9,350	9,150	-50	150
Other Local Government	7,200	7,300	7,200	-100	0



The Health Care Workforce Development Partnership

In 2000 the Health Care Workforce Development Partnership(WDP) was created as a standing committee of Vermont's statewide Workforce Investment Board(formerly the Human Resources Investment Board, or HRIC, and now called the Vermont Workforce Development Council). Vermont's Department of Labor had been successful in applying for and receiving a \$2.6 million training grant, the primary focus of which was health care occupational training.

Shortly after Vermont received this grant and created the WDP, a Blue Ribbon Commission on the Nursing Shortage issued its report. It revealed the not so pleasant fact that Vermont would need more nurses over the next 30 years than would be available, that the average age of nurses was over 45, and that nurses over the age of 41 made up 72% of all nurses. The state, along with the rest of the country, was facing a health care worker crisis.

To compound this problem the Department of Aging and Disabilities published a report on the status of direct care workers and how many would be needed to care for the elderly and the disabled. The future projections were equally grim. Vermont's population was aging at a much faster rate than most other states (already it was the second oldest state in the Union) and its need for direct care workers was going to explode. Coupling the aging baby boom with the chronic loss of its young people clearly put Vermont on a collision course with meeting its future health care needs. More direct care workers would be needed than would be available. Not only did recruitment efforts have to

improve, but the workplace environment needed to become more positive and employee supportive in order to increase current employee retention.

Shortly after these events the substance abuse/ counseling community published its workforce report and it came as no surprise that the need for substance abuse counselors would outpace the availability of qualified workers. Another factor, however, was observed that had a great impact on this projected shortfall. There appeared to be an inverse relationship between advanced education and pay; the more education and training one got the more their pay remained the same. This produced a disincentive to both enter and/or stay in the field.

Clearly there was a need to address, as a state, in a comprehensive way the multiple needs of the entire health care workforce. The WDP was just the group that could look at this continuum of need, analyze the multiple aspects of the health care workforce and make recommendations that would enable Vermont to more affectively meet its current and future health care workforce needs.

Over the past several years the WDP's membership has grown to include the entire array of the health care world including practitioners, educators, employers, associations and government officials. It published a report in response to new certificate of need legislation that identified the most seriously affected health care occupational areas in terms of current vacancies, turnover rates, and projected needs. It sponsored a statewide health care workforce summit that identified and prioritized actions that needed to be taken to meet Vermont's growing health care workforce needs. It has encouraged youth to consider health care occupations through high school visits, Medquest sponsorship and high school health care career academies. It has examined health care education and clinical capacities. It has supported the work of special health care grants and activities such as Better Jobs/ Better Care, the Gold Star Awards Program and the Direct Care Registry. And it has provided the key stakeholders an on-going forum for information exchange, problem solving, and resources alignment. Much has been accomplished but much more needs to be done if Vermont is to truly meet its health care workforce needs of tomorrow. Collaborative efforts as exemplified by the Health Care Workforce Development Partnership help make this progress possible.

Vermont Department of Labor

Workers' Compensation & Safety Division

The 3rd Annual Governor's Award for Outstanding Workplace Safety is seeking nominations for companies who have outstanding workplace safety programs.

Nominations of businesses who have met the following criteria should be forwarded to the Workers' Compensation & Safety Division of the Vermont Department of Labor. Please keep in mind that the workplace is not just a fixed location, but also includes our highways, outdoor locations as well as temporary sites. The nomination must be supported by information that demonstrates outstanding workplace safety. The four basic criteria are:

- Experience modification rate of 0.90 or less;
- Existence of an active safety committee;
- A three-year history of no work fatalities, or catastrophic injuries;
- Additional evidence of outstanding safety, such as a significant number of days worked or miles traveled without a lost time injury.

Nominations may come from businesses themselves or from other sources with knowledge of the company in the four criteria areas. Please complete the attached form and forward it, with a cover letter to:

Workers' Compensation & Safety Division
Vermont Department of Labor
Attn: Becky Morris
National Life Building, Drawer 20
Montpelier, VT 05620-3401

Or email, with attachments to: becky.morris@state.vt.us

The Governor's Award for workplace safety is the highest honor given by the State of Vermont to recognize an employer's commitment to excellence in workplace safety and health. Nominees should reflect that recognition.

The deadline for nominations is Wednesday, March 14, 2007. All nominations will be reviewed by a special panel of judges March 15-23 with awardees identified and notified by March 28. Selections will be made in two categories: businesses with 1 to 15 employees and businesses with more than 16 employees.

The presentation of awards will be made by Governor Douglas at the Capital Plaza Hotel & Conference Center in Montpelier on Wednesday, April 18, 2007 at 9:00 am.

Last year, Mack Molding of Arlington was the "large employer" recipient and Swanton Lumber Co. of Swanton was the "small employer" recipient.

Since we expect to receive several nominations, completed nominating forms, with cover letters should be sent as soon as possible.



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. 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 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).