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## Commissioner's Message

*Patricia Moulton Powden, Commissioner*

### Registered Apprenticeship Graduation Ceremony

The sixth annual graduation ceremony for students in the Electrical, Plumbing and Tramway Maintenance Technician apprenticeship programs was held on April 7th at the Randolph campus of Vermont Technical College. I was pleased to join VTC President Ty Handy in addressing more than 100 graduates and an audience of several hundred, that included employers, instructors, family and friends.

The Vermont Department of Labor's (VDOL) Registered Apprenticeship is an intensive workforce development program that combines supervised on-the-job training with structured technical classroom instruction. While VDOL is responsible for the overall administration of all registered apprenticeship programs, the very nature of apprenticeship requires the active participation of education partners, and the Vermont businesses that employ and sponsor each apprentice. Since 2000, VDOL has partnered very successfully with VTC to deliver the instruction component of the state's two largest programs in Plumbing and Electrical. That partnership allows us to deliver high quality instruction at six sites statewide, using a nationally recognized curriculum and instructors who are professionals in their respective trades. The annual graduation ceremony was established in 2002 as a direct outcome of the VDOL/VTC partnership, providing an opportunity to recognize the effort and commitment of program graduates. All of the graduates have successfully balanced typical adult responsibilities with physically and mentally demanding work, plus evening classroom instruction.

Including the programs mentioned above, apprenticeship trains hundreds of Vermonters every year, using the traditional apprenticeship model. Vermont has also developed innovative variations of the traditional model, for example several IT programs, a CNC Machinist program, and two new health care programs that deliver all of the required instruction up-front, before the individual begins their supervised on-the-job training. Most apprenticeships are completed in two to four years, with exceptions based on pre-training qualifications and the complexity of the occupation. For every year of hands-on training, apprentices must complete 144 hours of classroom instruction that is directly related to their occupation. A major benefit to both apprentices and employers is the fact that apprentices are employed throughout the training, earning wages that progressively increase as their productivity rises with training and experience. An added bonus for eligible veterans, is the ability to receive educational benefits during apprenticeship.

VDOL currently has more than 900 individuals registered in approximately 35 different occupations, including skilled construction trades, advanced

*(Continued on page 2)*

## The Edge

### Gen Y Workers

The eldest Baby Boomers are already in retirement and the rest will soon follow. Generation Y will be the backfill for the Baby Boomers and will most likely prove to be one of the greatest assets of companies today, however integrating them into the existing workforce has its challenges.

Currently, there are four generations represented in our workforce. Each group has its own set of values, expectations, and work styles. Employers are faced with creating an environment that can meet the needs of all employees, regardless of the generation to which they belong.

Traditionalists (pre-1946) are familiar with hardship, respectful of authority, comfortable with top-down management, and are known for staying with one company. Baby Boomers (1946-1964) grew up in relative prosperity believing in growth, change, and expansion. They work long hours, think anything is possible, and strive for advancement. Generation X is a small group born between 1967 and 1979, squeezed between two huge demographic groups. These employees value work/life balance, often lack loyalty to their employers (the job for life concept ended with this group), change jobs often, and place family and community above work requirements.

The fastest growing segment of the workforce is Generation Y, sometimes known as echo-boomers, millennials, or the MyPod generation. Born

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# Commissioner's Message –

*(continued from front page)*

manufacturing, several occupations in Information Technology, service occupations such as Child Care, and two new programs in Health Care. The innovative programs in IT, CNC Machining and Health Care, that provide the instruction component up-front, have been developed through a partnership with Vermont HITEC, a highly respected training provider that designs and delivers instruction in an intensive, concentrated format. This method is particularly appropriate in occupations that require considerable technical knowledge as preparation for the hands on phase.

Registered apprenticeship continues to demonstrate its effectiveness, as a model that meets employers' ever changing demands for skilled workers, while providing affordable and accessible career training for Vermont workers. For the past five years, the Vermont Department of Labor has tracked the performance of program graduates from the standpoint of wages and job security. Because apprenticeship is typically used to train individuals in high demand occupations, and because apprentices are employed full time throughout training, post-training job security is much stronger than for most education and training programs. The vast majority of apprentices remain with their original employer indefinitely after completing their training. Eventually, over the long term, many former apprentices go on to establish successful businesses of their own.

The success of apprenticeship is also demonstrated in post-training wages. For the past five years, average annual wages for the year immediately following completion of apprenticeship, have risen steadily and are consistently well above Vermont's average annual wage. In 2002, the average annual wage for graduates was \$34,000, and over five years that figure has increased to \$42,000 in 2006. The fact that employers pay a substantial portion of the training cost, that apprentices are employed and paying taxes throughout their training, makes registered apprenticeship an extremely cost-effective workforce development program.



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## The Edge - *(continued from front page)*

between 1977 and 2000, they are known for their optimism, education, collaborative ability, open-mindedness, and drive. They've spent their entire lives surrounded by technology—it's part of every aspect of their lives. They come to the workplace with higher expectations and a need for both challenge and recognition. They are more ethnically diverse than other generations. They also have a high regard for education and are more likely to obtain graduate degrees. Employers love their energy, drive and skills, however, have been taken aback by a perceived short attention span and reluctance to perform routine tasks.

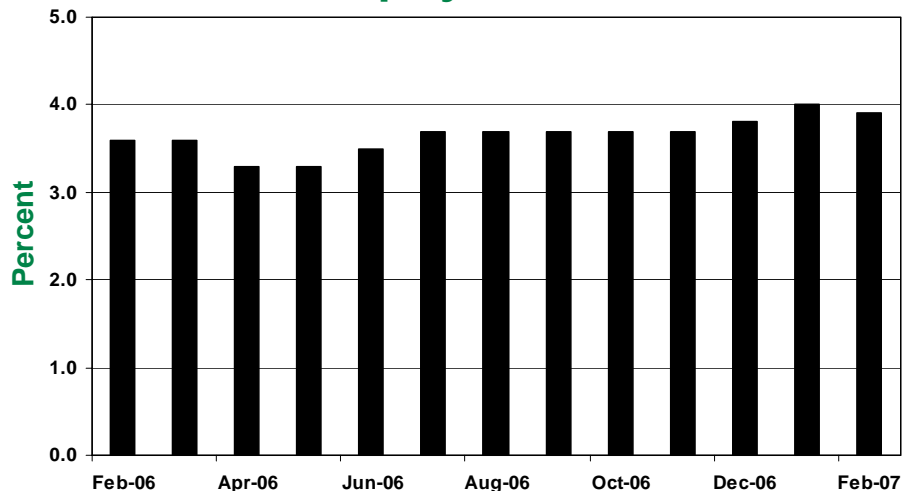
So, although many of Gen Y's characteristics put them in high demand in today's job market, some employers are having a difficult time understanding how to incorporate them into existing work environments. Some of their unique characteristics are:

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### Contact VDOL

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### Vermont Seasonally Adjusted Unemployment Rate



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

	Feb. '07	Jan. '07	Feb. '06	Changes from:	
				Jan. '07	Feb. '06
<b>TOTAL LABOR FORCE<sup>1</sup></b>	362,000	363,000	359,700	-1,000	2,300
<b>EMPLOYED</b>	348,000	348,600	346,600	-600	1,400
<b>UNEMPLOYED</b>	14,100	14,400	13,000	-300	1,100
<b>RATE (%)</b>	3.9	4.0	3.6	-0.1	0.3

<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	Feb-07 Rate (%)	Jan-07 Rate (%)	Feb-06 Rate (%)
Barre-Montpelier	28,900	27,250	1,650	5.7	6.5	5.2
Bennington	13,000	12,300	650	5.1	4.7	4.1
Bradford	5,150	4,900	250	5.0	6.0	5.3
Brattleboro	24,000	23,150	1,000	4.2	4.3	3.6
Burlington-South Burlington	113,450	109,200	4,250	3.7	4.0	3.8
Hartford	19,750	19,200	550	2.7	2.8	2.3
Manchester	12,200	11,600	550	4.6	4.6	4.3
Middlebury	19,750	18,900	850	4.3	4.6	4.1
Morristown-Stowe	20,050	18,950	1,100	5.5	5.4	5.1
Newport	14,100	13,050	1,100	7.7	7.6	7.4
Randolph	9,050	8,600	450	5.1	5.2	4.4
Rutland	29,500	28,200	1,350	4.5	4.5	4.2
Springfield	10,900	10,350	550	5.1	5.1	4.4
St. Johnsbury	15,500	14,750	750	4.8	5.0	5.2
Swanton-Enosburg	14,650	13,600	1,000	6.9	6.8	6.7
Warren-Waitsfield	3,500	3,400	150	3.6	3.7	2.6
Woodstock	4,150	4,050	100	2.4	2.7	2.5
Vermont Total	359,950	343,550	16,400	4.6	4.7	4.3

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

Colebrook, NH-VT	3,850	3,650	200	5.0	5.5	4.3
Lebanon, NH-VT	46,950	45,700	1,300	2.7	2.8	2.5
Littleton, NH-VT	14,700	14,100	600	4.1	4.3	3.7
North Adams, MA-VT	17,250	15,900	1,350	7.7	8.0	6.4

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:	
	Feb. '07	Jan. '07	Feb. '06	Jan. '07	Feb. '06
<b>Total - All Industries</b>	<b>307.7</b>	<b>308.2</b>	<b>307.0</b>	<b>-0.5</b>	<b>0.7</b>
<b>Private Industries</b>	<b>254.1</b>	<b>254.3</b>	<b>253.4</b>	<b>-0.2</b>	<b>0.7</b>
Construction	17.1	17.1	17.2	0.0	-0.1
Manufacturing	35.9	35.8	36.4	0.1	-0.5
Durable Goods*	26.2	26.1	26.2	0.1	0.0
Non-Durable Goods*	9.7	9.7	10.2	0.0	-0.5
Trade, Transportation & Utilities	59.6	59.8	59.3	-0.2	0.3
Retail Trade	40.4	40.6	40.3	-0.2	0.1
Trans., Warehousing & Utilities*	8.9	9.0	8.7	-0.1	0.2
Financial Activities	13.3	13.4	13.3	-0.1	0.0
Professional & Business Services	22.6	22.7	22.3	-0.1	0.3
Professional, Scientific & Technical*	13.5	13.5	13.2	0.0	0.3
Administrative Support & Waste*	8.9	8.8	8.8	0.1	0.1
Education & Health Services	55.8	55.6	54.9	0.2	0.9
Private Ed. Services	12.7	12.7	12.6	0.0	0.1
Health Care & Social Assistance	43.1	42.9	42.3	0.2	0.8
Leisure & Hospitality	33.1	33.0	33.1	0.1	0.0
Arts, Entertainment & Recreation*	4.1	4.1	4.0	0.0	0.1
Accommodation & Food Services*	29.0	28.9	29.1	0.1	-0.1
Other Services	9.9	9.8	9.9	0.1	0.0
<b>Total Government</b>	<b>53.6</b>	<b>53.9</b>	<b>53.6</b>	<b>-0.3</b>	<b>0.0</b>
State Government*	17.9	18.1	17.6	-0.2	0.3
Local Government*	29.7	29.7	29.9	0.0	-0.2

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

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

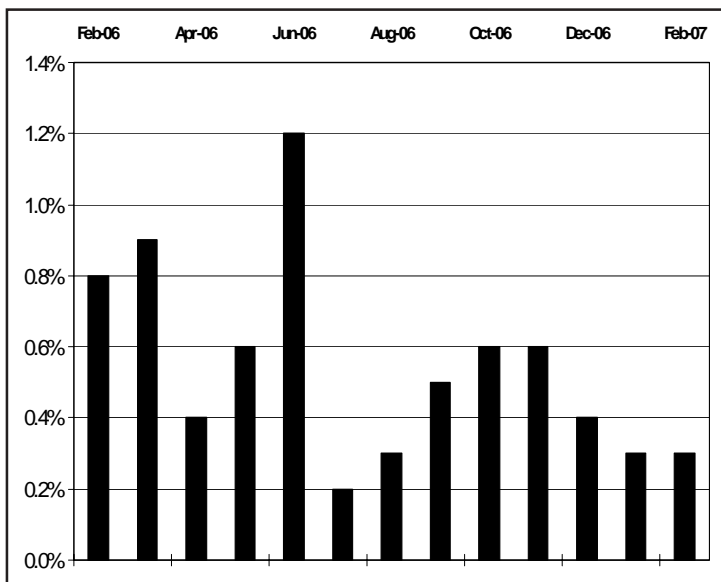
All seasonal adjustment performed with X12-ARIMA. Seasonal factors available from VDOL/LMI on request.

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

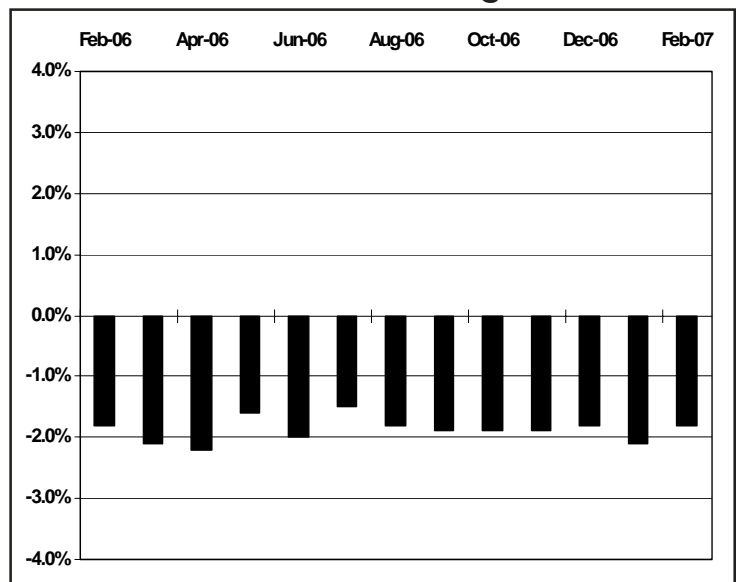
## Vermont Annual Job Growth

### 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. Feb. '07	Revised Jan. '07	Revised Feb. '06	Changes From:	
				Jan. '07	Feb. '07
<b>TOTAL NONFARM</b>	<b>307,550</b>	<b>306,300</b>	<b>306,600</b>	<b>1,250</b>	<b>950</b>
<b>TOTAL PRIVATE</b>	<b>251,550</b>	<b>251,850</b>	<b>250,700</b>	<b>-300</b>	<b>850</b>
<b>GOODS PRODUCING</b>	<b>50,600</b>	<b>51,000</b>	<b>51,250</b>	<b>-400</b>	<b>-650</b>
MANUFACTURING	35,300	35,250	35,950	50	-650
Durable Goods	25,850	25,750	25,950	100	-100
Computer & Electrical Equipment Mfg.	9,150	9,250	9,100	-100	50
Fabricated Metal Products Mfg.	3,000	3,050	2,900	-50	100
Non-Durable Goods	9,450	9,500	10,000	-50	-550
Food Mfg.	3,600	3,650	3,600	-50	0
CONSTRUCTION	14,500	14,950	14,550	-450	-50
NATURAL RESOURCES & MINING	800	800	750	0	50
<b>SERVICE-PROVIDING</b>	<b>256,950</b>	<b>255,300</b>	<b>255,350</b>	<b>1,650</b>	<b>1,600</b>
TRADE, TRANSPORTATION AND UTILITIES	58,600	59,150	58,350	-550	250
Wholesale Trade	10,250	10,350	10,100	-100	150
Retail Trade	39,550	39,950	39,500	-400	50
Food & Beverage Stores	9,400	9,550	9,300	-150	100
General Merchandise Store	2,700	2,800	2,750	-100	-50
Transportation, Warehousing and Utilities	8,800	8,850	8,750	-50	50
Utilities	1,700	1,700	1,700	0	0
Transportation & Warehousing	7,100	7,150	7,050	-50	50
INFORMATION	6,050	6,050	6,150	0	-100
FINANCIAL ACTIVITIES	13,200	13,200	13,200	0	0
Finance & Insurance	9,950	9,950	10,000	0	-50
Real Estate, Rental & Leasing	3,250	3,250	3,200	0	50
PROFESSIONAL AND BUSINESS SERVICES	21,700	21,700	21,500	0	200
Professional, Scientific and Technical	13,250	13,150	13,100	100	150
Administrative, Support and Waste	8,150	8,250	8,150	-100	0
EDUCATIONAL AND HEALTH SERVICES	56,150	55,450	55,050	700	1,100
Educational Services	13,300	12,550	13,100	750	200
College, Universities and Professional	7,250	7,050	7,100	200	150
Health Care and Social Assistance	42,850	42,900	41,950	-50	900
Ambulatory Health Care Services	15,250	15,200	15,300	50	-50
Hospitals	11,300	11,400	11,050	-100	250
Nursing and Residential Care Facilities	6,700	6,700	6,700	0	0
LEISURE AND HOSPITALITY	35,500	35,550	35,500	-50	0
Arts, Entertainment and Recreation	3,650	3,550	3,650	100	0
Accommodation and Food Services	31,850	32,000	31,850	-150	0
Accommodations	13,650	14,000	13,650	-350	0
Hotel & Motels	12,700	13,050	12,650	-350	50
Food Services and Drinking Places	18,200	18,000	18,200	200	0
OTHER SERVICES	9,750	9,750	9,700	0	50
<b>GOVERNMENT</b>	<b>56,000</b>	<b>54,450</b>	<b>55,900</b>	<b>1,550</b>	<b>100</b>
Federal Government	5,950	6,000	6,000	-50	-50
State Government Education	9,150	7,950	8,950	1,200	200
Local Government Education	24,750	24,350	24,850	400	-100
Other State Government	9,500	9,500	9,350	0	150
Other Local Government	6,650	6,650	6,750	0	-100

NOTE: DATA COMPILED IN COOPERATION WITH THE U.S. BUREAU OF LABOR STATISTICS.  
ESTIMATES ARE PRELIMINARY AND SUBJECT TO REVISION. SEE ANNUAL SUMMARY FOR DETAILS.



# Teen Workers

It is that time of year again when employers are gearing up for summer work. As in previous years there are many teen workers looking for jobs. Teen workers can be an asset to your workforce. They are enthusiastic and eager to learn. However, injuries can have a lifelong impact, and on-the-job injuries to teens can be costly, even deadly.

According to NIOSH, each year about 70 teens die and about 77,000 are injured seriously enough to require hospital emergency department treatment. An estimated 230,000 working teens may be injured each year.

The Vermont Occupational Safety and Health Act requires that employers provide a safe and healthful work environment for employees and comply with Vermont occupational safety and health standards. This includes, but is not limited to:

- Employers must assess the hazards in their workplace, select the appropriate (PPE) personal protective equipment for their employees, (such as gloves, aprons, and foot protection) and have their employees use the PPE [1910.132(a)] and [1910.132(d)].

- Employers must make any employees exposed to hazardous materials aware of the hazards and train them to protect themselves from these hazards [1910.1200 Hazard Communication Standard].
- Employers must display a poster prepared by the Vermont Department of Labor (VDOL) informing employees of the protections of the Vermont Occupational Safety and Health and its amendments.

## Employers should consider implementing the following:

- A review of the worksite to identify and eliminate hazards to ensure that jobs are as safe as possible.
- Provide **training** to ensure that adolescents recognize hazards and are competent in **safe work practices**. Training should include how to prepare for fires, accidents, violent situations, and what to do if they get injured. Teens need to know that if they get injured, they have the right to file a claim to cover their medical benefits and some of their lost work time.
- **Provide appropriate supervisors** for teens that can recognize hazards and be competent in safe work practices.
- Routinely verify through **supervision** that teens continue to recognize hazards and use **safe workpractices**.
- **Stress safety**, particularly among first-line supervisors; they have the greatest opportunity to influence teens and their work habits.
- Implement a **mentoring or buddy system** for new youth workers. Have either an adult or experienced teen work with the teen to answer questions to help the inexperienced worker learn the ropes of a new job.

## Teen Workers - (continued from page 6)

- Encourage teens to **ask questions** about tasks or procedures that are unclear or not understood.
- Remember that teens are not just “little adults.” Employers must be mindful of the unique aspects of communicating with teens.
- Ensure that equipment operated by teens is both legal and safe for them to use. Employers should label equipment young workers **are not allowed to** operate.



- Develop a drug-free workplace program. Abuse of alcohol and other drugs by workers of any age creates significant but avoidable workplace hazards. Drug-free workplace programs that educate employees about drug issues help improve workplace safety and health and send a clear, early signal to young workers that in order to work, they must be drug free.
- Develop a **safety and health program** in your facility to help prevent workplace injuries. A strong safety and health program involves all workers, supervisors, management, experienced workers, and teen workers.

The US Department of Labor has set up a website for employers, educators and workers on the rights and responsibilities of each party. This website can be found at:  
<http://www.osha.gov/SLTC/teenworkers/index.html>

If you have questions,  
you can contact VOSHA at  
802-828-2765 or  
Project WorkSAFE consultation at  
1-888-SAFE YES.

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## The Edge - (continued from page 2)

- Y'ers want fair and direct managers, highly engaged in their professional development
- Known for their ability to multitask, they need challenging projects in order to prevent boredom and attrition. They view colleagues as valuable resources from whom to gain knowledge. Y'ers do not want to take orders from others in the workforce; they want ownership and control of their own fate.
- Y'ers want small goals with tight deadlines in order to build ownership of tasks. They should be challenged to find technological solutions to everyday issues.
- They want to make an important impact immediately on projects. They are looking for immediate gratification and an opportunity to excel.
- They are looking for flexibility and balance, telecommuting options. Money is important, but maintaining work-life balance outranks it. They value the opportunity to work for a company that fosters strong workplace relationships and inspires a sense of balance and/or purpose.
- They are not afraid of hard work; but they want the recognition they deserve. Don't save it for a year-end evaluation, compliment and give positive reinforcement during a project.

*Generation Y is a powerful group of young individuals with unique attributes and a potential considered by most social scientists and researchers to be infinite. – Cara Spiro, Generation Y in the Workplace*

By working with young employees, listening to them, understanding what makes them tick, employers can provide the environment for them to succeed. Additionally, by meeting the needs of Generation Y, we meet the needs of talented people across all generations. In this highly competitive market for workers, there is nothing more important than being able to attract, manage and engage the most talented.



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