

*Working Together  
for Vermont*

<http://www.labor.vermont.gov>  
**P.O. Box 488 • Montpelier, VT 05601-0488**

## Commissioner's Message

*Patricia Moulton Powden, Commissioner*

### Next Generation Funding Opportunities

We at the Department of Labor are happy to say that the response to the Next Generation funding that the legislature appropriated for distribution has been excellent. Two weeks ago marked the first grant application deadline for our internship programs and awards will be made soon. Applications reflected wide geographical distribution, addressed a variety of economic sectors, and will ultimately enhance Vermont's labor force.

I'd like to take the time to review the Next Generation programs that are available. We have five more due dates and are hoping to have many programs up and running by the time the legislators come back to Montpelier.

#### **Career Exploration: Due October 26, 2007 by 4:30 PM**

It has long been recognized that students who have been exposed to some level of career education and who have an opportunity to explore their personal preferences regarding occupations, are more likely to stay in school. Projects in this category should increase career awareness and expose students to a variety of career options. They should encourage business involvement with Vermont schools and students and provide students with opportunities to explore careers that involve technical education. Eligible applicants for these funds are regional technical centers, comprehensive high schools, and other public or private organizations that will increase career awareness among students grades 7-12. Career planning, parental involvement, and integration into academic programs are important factors that will influence the awards. Application and budget forms are available on our website at: [http://labor.vermont.gov/Portals/0/WF%20Development/Career%20Exploration%2010%201%2007%20\(2\).doc](http://labor.vermont.gov/Portals/0/WF%20Development/Career%20Exploration%2010%201%2007%20(2).doc) and <http://labor.vermont.gov/Portals/0/WF%20Development/Budget%20forms%20and%20explanation.doc> respectively. Applications should be sent to [sally.redpath@state.vt.us](mailto:sally.redpath@state.vt.us), [greg.voorheis@state.vt.us](mailto:greg.voorheis@state.vt.us), and [labor-h433@state.vt.us](mailto:labor-h433@state.vt.us).

#### **Internship: Due November 15, 2007 by 4:30 PM**

The internship program, as designated by Act 46 (H-433), was designed to provide real workplace experiences, with appropriate expectations and consequences for secondary and post-secondary

## The Edge

### A Turnkey Approach to Internships

A recent study by The Internship Institute demonstrated that a single intern supervisor can gain up to 225 full workdays of productivity annually by using their time to manage and mentor instead of doing everything themselves. The Herman Group has long touted internships as a way for organizations to create and reinforce a pipeline of able graduates. With the right program, interns will stay with the company upon graduation. While many companies have internship programs, the few that focus on quality of experience and intern retention enjoy the best returns on investment.

Though internships have been popular for years, until recently no one had developed a model to help companies capitalize on this valuable resource.

Launched last summer, the Intern Toolkit offers a turnkey approach, providing forms for every internship-related administrative need you can imagine and more, including tracking timesheets, sample contracts, offer letter, interview questionnaire, applicant evaluation form, sample recruitment flyer, pages of best

# Commissioner's Message -

(continued from front page)

Vermont students. Eligible applicants include public and private entities that will manage internships and match Vermont employers with students from public and private secondary and post-secondary schools, regional technical centers and the Community High School of Vermont. Interns may or may not receive academic credit or financial remuneration, although employers who benefit at all from the use of interns are required to pay at least the federal minimum wage. The application and appropriate budget forms can be found at <http://labor.vermont.gov/LinkClick.aspx?link=WF+Development%2fInternship+Program+Update+10+1+07.doc&tabid=90&mid=2666> and <http://labor.vermont.gov/Portals/0/WF%20Development/Budget%20Forms%20and%20explanation.doc> respectively. The next due date for applications for Internship funds is November 15, 2007 by 4:30 PM. Applications should be sent to [sally.redpath@state.vt.us](mailto:sally.redpath@state.vt.us), [greg.voorheis@state.vt.us](mailto:greg.voorheis@state.vt.us), and [labor-h433@state.vt.us](mailto:labor-h433@state.vt.us).

## Alternative and Intensive Vocational/Academic Programs: Due November 16, 2007 by 4:30 PM

Grants in this category support alternative and intensive

(Continued on back page)

## Contact VDOL

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

# The Edge - (continued from front page)

practices, and even advice about addressing poor performance. There's also a companion resource, an instructional Video called "The Blueprint for Internship Success" which details their methodology for structuring, managing, and improving the internship experience.

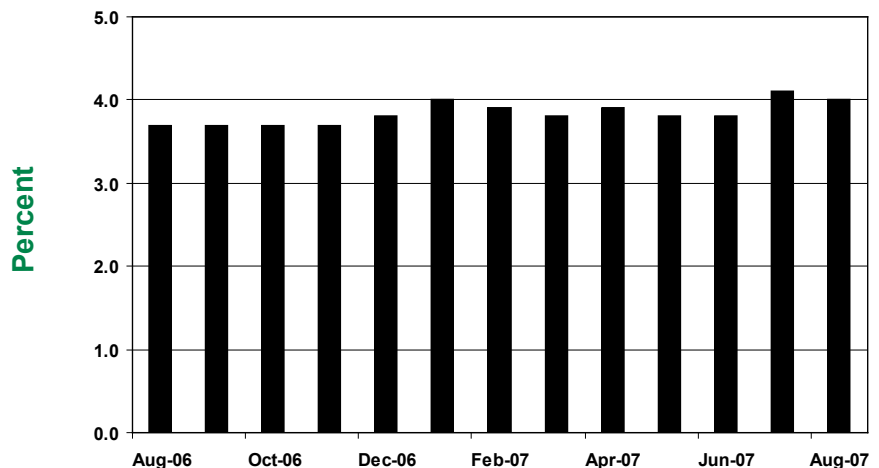
The brainchild of Matthew Zinman, a four-time intern with a background in marketing, advertising, and branding, his background is evident in the quality and professionalism of the materials. About 50 companies currently use the toolkit.

Thinking about an internship program? Take their free assessment to determine the feasibility and profitability for creating your own program. When you're ready, the toolkit will save you money and time. It would be impossible to replace all the time, effort, and expertise that went into the development of the kit for its low cost. If you already have a program, you probably don't know how much more profitable you could be. Visit [www.ZUniversity.org](http://www.ZUniversity.org) for more information or call 877-982-4769. (Enter the code "Herman" and enjoy 10 percent off.)

Internships are a profitable instrument for workforce development, when the organization follows best practices. As the labor market tightens further, expect to see more companies embracing internships and more start-ups to help them recruit and retain interns.

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## Vermont Seasonally Adjusted Unemployment Rate



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

	Aug. '07	July '07	Aug. '06	Changes from:	
				July '07	Aug. '06
<b>TOTAL LABOR FORCE<sup>1</sup></b>	356,800	359,700	361,800	-2,900	-5,000
<b>EMPLOYED</b>	342,500	345,100	348,200	-2,600	-5,700
<b>UNEMPLOYED</b>	14,300	14,700	13,600	-400	700
<b>RATE (%)</b>	4.0	4.1	3.7	-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	Aug.-07 Rate (%)	July-07 Rate (%)	Aug.-06 Rate (%)
Barre-Montpelier	28,900	27,900	1,000	3.4	3.9	3.4
Bennington	13,100	12,600	500	3.8	4.0	3.5
Bradford	5,150	4,950	200	3.4	3.5	3.2
Brattleboro	25,000	23,950	950	3.7	4.1	3.2
Burlington-South Burlington	114,450	110,800	3,600	3.2	3.5	3.0
Hartford	19,800	19,400	400	2.0	2.4	1.9
Manchester	12,300	11,850	400	3.4	3.7	3.0
Middlebury	19,350	18,700	650	3.4	3.6	2.8
Morristown-Stowe	19,550	18,900	650	3.4	3.8	2.9
Newport	13,500	12,900	600	4.4	5.1	4.3
Randolph	8,850	8,550	300	3.6	3.9	3.4
Rutland	28,850	27,650	1,150	4.0	4.5	3.8
Springfield	11,950	11,500	450	3.8	4.4	3.8
St. Johnsbury	15,450	14,900	550	3.6	4.1	3.4
Swanton-Enosburg	14,400	13,800	600	4.0	4.5	3.8
Warren-Waitsfield	4,100	4,000	100	2.7	3.2	2.8
Woodstock	3,950	3,850	100	2.4	2.6	2.0
<b>Vermont Total</b>	<b>360,850</b>	<b>348,550</b>	<b>12,350</b>	<b>3.4</b>	<b>3.8</b>	<b>3.2</b>

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

Colebrook, NH-VT	4,050	3,950	150	3.3	3.8	3.3
Lebanon, NH-VT	46,850	45,750	1,100	2.3	2.6	2.2
Littleton, NH-VT	16,200	15,600	550	3.5	3.6	2.9
North Adams, MA-VT	17,200	16,350	850	5.1	6.2	5.1

Monthly estimates are preliminary and subject to revision. Detail may not add to totals due to rounding.

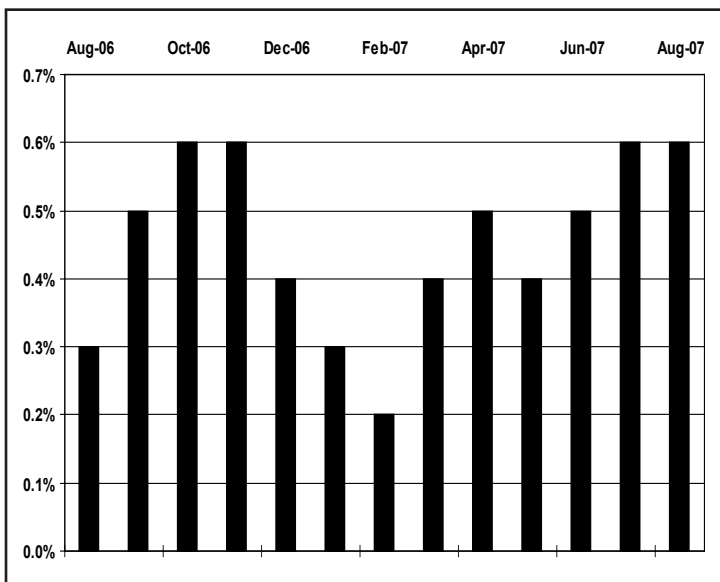
# Vermont Seasonally Adjusted Nonfarm Employment in Thousands

BY NAICS	Prelim.	Revised	Revised	Changes From:	
	Aug. '07	July '07	Aug. '06	July '07	Aug. '06
<b>Total - All Industries</b>	<b>308.8</b>	<b>308.2</b>	<b>307.1</b>	<b>0.6</b>	<b>1.7</b>
<b>Private Industries</b>	<b>255.4</b>	<b>254.9</b>	<b>253.7</b>	<b>0.5</b>	<b>1.7</b>
Construction	17.3	17.3	17.2	0.0	0.1
Manufacturing	35.8	35.8	36.0	0.0	-0.2
Durable Goods*	26.2	26.3	26.1	-0.1	0.1
Non-Durable Goods*	9.6	9.5	9.9	0.1	-0.3
Trade, Transportation & Utilities	59.6	59.6	59.5	0.0	0.1
Retail Trade	40.5	40.5	40.5	0.0	0.0
Trans., Warehousing & Utilities*	8.6	8.6	8.7	0.0	-0.1
Financial Activities	13.3	13.3	13.2	0.0	0.1
Professional & Business Services	22.5	22.5	22.3	0.0	0.2
Professional., Scientific & Technical*	13.4	13.4	13.3	0.0	0.1
Administrative Support & Waste*	8.8	8.8	8.7	0.0	0.1
Education & Health Services	56.6	56.5	55.7	0.1	0.9
Private Ed. Services	13.3	13.2	12.9	0.1	0.4
Health Care & Social Assistance	43.3	43.3	42.8	0.0	0.5
Leisure & Hospitality	33.3	33.0	33.2	0.3	0.1
Arts, Entertainment & Recreation*	3.9	4.0	3.9	-0.1	0.0
Accommodation & Food Services*	29.4	29.0	29.3	0.4	0.1
Other Services	9.9	9.9	9.9	0.0	0.0
Total Government	53.4	53.3	53.4	0.1	0.0
State Government*	18.1	18.2	17.9	-0.1	0.2
Local Government*	29.3	29.0	29.5	0.3	-0.2

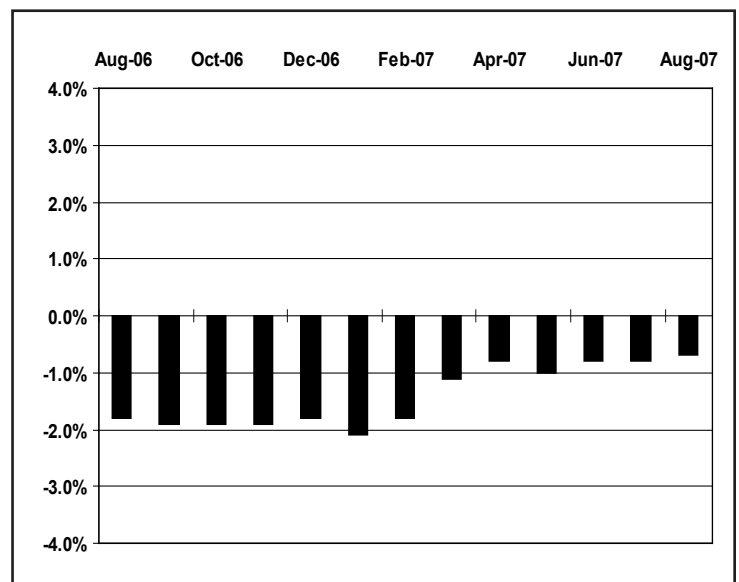
Note: Retail, Private Ed. Services and Health Care & Social Assistance are now estimated using the official BLS methodology. Total - All Industries estimate is seasonally adjusted independently. All seasonal adjustment performed with X12-ARIMA. Seasonal factors available from VDOL/LMI on request. Produced by the Vermont Department of Labor in cooperation with the U.S Bureau of Labor Statistics, unless otherwise noted.  
\* New series for 2007.

## 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. Aug. '07	Revised July '07	Revised Aug. '06	Changes From:	
				July '07	Aug. '06
<b>TOTAL NONFARM</b>	<b>304,050</b>	<b>303,250</b>	<b>302,300</b>	<b>800</b>	<b>1,750</b>
<b>TOTAL PRIVATE</b>	<b>260,000</b>	<b>259,350</b>	<b>258,450</b>	<b>650</b>	<b>1,550</b>
<b>GOODS PRODUCING</b>	<b>56,500</b>	<b>56,450</b>	<b>56,650</b>	<b>50</b>	<b>-150</b>
MANUFACTURING	36,200	36,150	36,450	50	-250
Durable Goods	26,350	26,450	26,350	-100	0
Computer & Electrical Equipment Mfg.	9,250	9,300	9,350	-50	-100
Fabricated Metal Products Mfg.	3,050	3,050	2,950	0	100
Non-Durable Goods	9,850	9,700	10,100	150	-250
Food Mfg.	3,800	3,800	3,800	0	0
CONSTRUCTION	19,300	19,300	19,250	0	50
NATURAL RESOURCES & MINING	1,000	1,000	950	0	50
<b>SERVICE-PROVIDING</b>	<b>247,550</b>	<b>246,800</b>	<b>245,650</b>	<b>750</b>	<b>1,900</b>
TRADE, TRANSPORTATION AND UTILITIES	59,900	59,750	59,400	150	500
Wholesale Trade	10,650	10,550	10,400	100	250
Retail Trade	40,800	40,800	40,650	0	150
Food & Beverage Stores	10,000	9,950	10,000	50	0
General Merchandise Store	2,800	2,800	2,800	0	0
Transportation, Warehousing and Utilities	8,450	8,400	8,350	50	100
Utilities	1,750	1,750	1,750	0	0
Transportation & Warehousing	6,700	6,650	6,600	50	100
INFORMATION	6,050	6,100	6,050	-50	0
FINANCIAL ACTIVITIES	13,550	13,500	13,400	50	150
Finance & Insurance	10,050	10,050	10,000	0	50
Real Estate, Rental & Leasing	3,500	3,450	3,400	50	100
PROFESSIONAL AND BUSINESS SERVICES	23,100	22,950	22,900	150	200
Professional, Scientific and Technical	13,500	13,500	13,300	0	200
Administrative, Support and Waste	9,250	9,150	9,250	100	0
EDUCATIONAL AND HEALTH SERVICES	55,400	55,650	54,750	-250	650
Educational Services	11,900	12,050	11,800	-150	100
College, Universities and Professional	6,650	6,600	6,600	50	50
Health Care and Social Assistance	43,500	43,600	42,950	-100	550
Ambulatory Health Care Services	15,600	15,700	15,550	-100	50
Hospitals	11,500	11,500	11,200	0	300
Nursing and Residential Care Facilities	6,900	6,900	6,850	0	50
LEISURE AND HOSPITALITY	35,400	34,850	35,200	550	200
Arts, Entertainment and Recreation	4,850	5,000	4,800	-150	50
Accommodation and Food Services	30,550	29,850	30,400	700	150
Accommodations	11,100	10,550	11,000	550	100
Hotel & Motels	9,000	8,850	8,900	150	100
Food Services and Drinking Places	19,450	19,300	19,400	150	50
OTHER SERVICES	10,100	10,100	10,100	0	0
<b>GOVERNMENT</b>	<b>44,050</b>	<b>43,900</b>	<b>43,850</b>	<b>150</b>	<b>200</b>
Federal Government	6,000	6,000	6,000	0	0
State Government Education	6,300	6,150	6,350	150	-50
Local Government Education	13,900	13,900	13,850	0	50
Other State Government	10,200	10,350	9,950	-150	250
Other Local Government	7,650	7,500	7,700	150	-50

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.



# Green Mountain VPP, A Case for Better Business

Vermont's Green Mountain Voluntary Protection Programs (GMVPP) is a partnership program between employers, VOSHA, and employees. Voluntary Protection Programs are available in every state in the nation and all U.S. territories. The GMVPP recognizes excellence in the safety and health management systems of a jobsite and covers both construction and general industry workplaces. The foundation of this partnership focuses on four essential areas of safety and health management. They are: 1) management commitment and employee involvement, 2) worksite hazard analysis, 3) hazard prevention and control, and 4) employee safety and health training. In addition, the jobsite must have an injury/illness reportable rate equal to, or better than the Bureau of Labor Statistics (BLS) posted rate for industries of the same type as the applying jobsite.

Once an employer has reached the goals set forth in the GMVPP, they would fill out an application to be accepted in this prestigious program. A team of VOSHA personnel would schedule an onsite review of the employer's safety and health management systems, to insure they meet the criteria laid out in the GMVPP. This evaluation, while not a compliance visit, is nonetheless a very in depth exercise, that focuses on three areas of criteria: A) physical review of the working conditions of the jobsite, B) complete review of the employers documented safety and health programs, and C) interviews of employees. The evaluation lasts from two to seven working days, with most being completed within three or four days.

With all that being said, why in the world would an employer "choose" to open themselves up to such scrutiny by a regulatory agency, especially VOSHA!

The fundamental crux of the GMVPP initiatives is the increase safety and health of employees, however, the effect of VPP and the resulting development of advanced level safety and health management systems, have introduced convincing verification that, indeed the GMVPP is just good business.

Let's consider the most obvious benefit, the increased safety and health of employees. In Vermont, companies which have taken part in the GMVPP have realized injury/illness (VOSHA recordable) rates which are 30% to more than 90% lower than the national average for industries in their NAICS (North American Industrial Classification System) codes. Consider that in Vermont, for 2002, the average cost of a workers compensation claim was \$8,235. Also consider the hidden cost (costs associated with hiring new workers, loss of productivity, loss associated with morale issues, etc.) of lost time incidents can multiply up to five times the direct costs of a lost time injury.

Though most direct claim costs would be covered by workers' compensation insurance, most indirect costs will come straight out of the employer's pocket. In addition, a higher experience modification (which will happen with increased workers' comp claims) will significantly affect what employers will pay for workers' compensation insurance. For most Vermont employers, being able to reduce substantially these events and the significant increase in workers'

*(continued on page 7)*

compensation insurance premiums associated with them, can make a huge difference in the bottom line.

While reduction in injury/illness reportable rates and the costs associated with them is a very important recognized benefit of the GMVPP, it is certainly not the only one. So let's take a look at some others.

Take for instance the benefit of a higher level of employee involvement in their own safety and health. The GMVPP allows for employees to share an equal part in the partnership with their employer and VOSHA. Business wise there is a very prudent reason for this. Evidence has shown, time and again that employees who are properly trained, meaningfully involved and take ownership in their worksite safety management, are safer employees, thereby decreasing the possibility of workplace injury. In addition, these employees virtually always prove to be more productive and experience less "non work related" absenteeism. Morale at VPP sites is noticeably higher, while turnover tends to be lower. We have experienced the personal investment of employees at GMVPP sites, in the overall health and viability of their employers. They actually care about their employers and want them to do well. In today's realities of low numbers of skilled employees and high competition for those who are out there, this benefit pays off in a number of ways.

Another very tangible benefit of the GMVPP is increased efficiency brought about by the systematic evaluation of an employer's worksite and the improvement of conditions this leads to. Initiatives such as improved preventative maintenance, evaluation of production flows, workplace cleanliness, tracking hazards to completion, all add to an increased efficiency. Very often we find that in a production or construction oriented environment, improving the workplace for safety translates to added efficiency. Initiatives which might not be rooted in VPP, such as ISO, 5S, and lean manufacturing, quite often dovetail with VPP requirements.

The Voluntary Protections Program Participants Association (VVPP) is a network of more than 1500 employers nationwide. An employer can join this association either as GMVPP member or as an associate member if the employer is actively trying to attain GMVPP status. The VPPPA is an important voice for employers in the U.S. Congress, when consideration of safety and health policy and new regulation is debated. Through this association an employer can get information about safety and health programs, can attend regional and national conferences

which, are informational bonanzas in all things safety and health related. Further services available through the association include networking and one-on-one mentoring by employers who are VPP members.

As a partnership program, members of the GMVPP are exempted from programmed (planned, random) VOSHA inspections. Even though VOSHA still reserves the right to conduct un-programmed inspections (based on employee complaints, fatalities, etc.), the improved relationship with VOSHA means such benefits as better conduit for communications, the ability to sponsor VOSHA training for your employees and others and the ability to be "out front" on issues that affect you such as when new regulations and interpretations are enacted.

Although, the foremost beneficiaries of the GMVPP are employees, who, at the end of the workday, go home safely to their families, the business case for superior safety and health management systems is very compelling and the GMVPP is an ideal vehicle to help an employer achieve them.

If you would like further information about Green Mountain Voluntary Protection Programs, you can contact Dan Whipple, GMVPP coordinator at (802) 334-4367, or email at dan.whipple@state.vt.us. Information can also be attained via the Vermont Department of Labor Website [www.labor.vermont.gov](http://www.labor.vermont.gov) keyword workplace safety.

### Next Generation Funding Opportunities - (continued from page 2)

vocational/academic programs that lead to a reduction of the high school dropout rate while enabling secondary students to earn necessary credits toward graduation. In order to attain these goals, all projects should provide credit toward high school graduation and include vocational/technical programs with a significant academic component. Programs should serve in-school as well as out-of-school youth participating in Act 176. Eligible applicants include regional technical centers, comprehensive high schools, the Community High School of Vermont, and non-profit organizations designated by the Workforce Development Council. Multi-school, multi-partner applications are encouraged to apply. Application and budget forms are available on our website at: <http://labor.vermont.gov/Portals/0/WF%20Development/Alternative%20and%20Intensive%2010%201%2007.doc> and <http://labor.vermont.gov/Portals/0/WF%20Development/Budget%20forms%20and%20explanation.doc> respectively. Applications should be sent to [sally.redpath@state.vt.us](mailto:sally.redpath@state.vt.us) , [greg.voorheis@state.vt.us](mailto:greg.voorheis@state.vt.us) , and [labor-h433@state.vt.us](mailto:labor-h433@state.vt.us).

A second round of applications for the Career Exploration Program will be due on January 18, 2008, and for the Alternative and Intensive Vocational/Academic Programs on February 15, 2008.

Employers should be aware of opportunities through their regional technical centers. We are also providing grants to technical centers to fund adult education programs that support the economic development and employer training needs in the region. Employers are encouraged to contact regional technical centers to discuss the types of adult training that would help prepare future workers.

For more information, call Sally Redpath at 802-828-4394.

