

*Working Together
for Vermont*

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

Commissioner's Message

Patricia Moulton Powden, Commissioner

Internship Grant Awards

In the last several issues I have described the opportunities for funding available through the Next Generation (Act 46) monies appropriated by the legislature. I would like to congratulate the following for receiving internship grant funding and I have included a brief description of each program. Please visit our website <http://labor.vermont.gov> for information about upcoming opportunities.

ReCycle North: Between 8 and 10 students ranging in age from 16-20 will be selected from Burlington area high schools to participate in the following training options: appliance repair, computer systems, office administration, and retail. All will have an Individual Education Plan (IEP). Students will participate 2-3 hours, 2-3 days per week during the school year and most, if not all, will receive school credit and stipends. Four will be selected for paid summer work.

Castleton State College: Three college students majoring in Sports Administration will be placed at the Rutland Regional Fieldhouse. Each will spend approximately 400 hours in one of three school sessions (Fall, Spring, or Summer). They will complete work in administrative duties, maintenance, marketing, sales, event management and facility management and each will receive a monthly stipend. This program will allow these students an opportunity to complete an internship in their major within Vermont rather than having to go out of state.

Fletcher Allen Health Care: This program is a partnership between Fletcher Allen Health Care and UVM's Office of Nursing Workforce. It will enable the existing Vermont Nurse Extern Program to be expanded to include sophomores, all 5 schools of nursing and up to 10 additional hospitals throughout Vermont. Sophomores will undergo LNA training prior to entering an externship during their junior year. Currently only 48% of Vermont's working nurses report receiving their basic nursing training in Vermont. A goal of this program is to increase this percentage. An extensive evaluation of the program's effectiveness will be undertaken.

Southern Vermont College (SVC): As a result of this grant a permanent Office of Internships and Practica will be established that will allow SVC to expand its existing college internship program. Students will work with the college's Career Services Office to establish employment goals and assess how their skills and abilities might fit into the workplace and a learning contract will be developed for each intern. Internships will take place over a 15 week long semester and last from 50-150 hours. Students qualifying for financial aid will receive stipends for travel costs. SVC estimates that the number of businesses currently participating will increase from 15 to 30; the number of internships will

The Edge

Dissatisfied US Workers

Recent data published on workforce attitudes suggest a continued disconnect between employers and employees. This disconnect relates to the effectiveness of various employee retention tactics, including financial compensation, benefits, and work/life balance programs. Over three-quarters of the 3,152 employed adults surveyed view healthcare benefits (78 percent) as crucial to retaining them. Almost as many people viewed compensation (75 percent) as critical. Furthermore only 34 percent and 26 percent respectively are currently satisfied with these components of their jobs.

Recently conducted by Harris Interactive in conjunction with the staffing company Spherion, "The Emerging Workforce® Study" provides comprehensive and historical data on workplace trends and measures workers' views on evolving workplace values and job satisfaction, including what fosters company loyalty and increased productivity. The Study also shows that 29 percent of workers say their companies have put less effort into retaining employees and only 13 percent say their employers have put in more effort to keep them on their jobs.

"Our Study indicates some very troubling trends in the employee-employer relationship," says Roy Krause, Spherion® president and CEO. "The workforce is largely dissatisfied with employers' efforts

Commissioner's Message -

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increase from 215 to at least 260.

Smokey House Center:

In collaboration with Stafford Technical Center two advanced high school students majoring in Agriculture, Food or Natural Resources will be selected to participate in school-year internships. These internships will be for 2-3 days per week and last from 8:00 am to 4:30 pm. They will serve as assistants to Crew Leaders at Smokey House and, in that capacity, act as older role models to younger students in their respective crews. Each intern's workplan will be jointly developed by the Smokey House Crew Leader and their instructor at Stafford Tech and each will be evaluated every 6 weeks. During the summer, 10 more advanced high school or college interns will be selected. They will work for 7 weeks, 6 hours per day. In addition to academic content areas each intern will participate in leadership training. And each will receive a stipend equal to minimum wage.

Linking Learning to Life (LLL) and WIB partners: This grant will allow LLL to expand its existing successful Training Interns and Partnering for Success Program (TIPS) to areas outside Chittenden County. Linking Learning to Life will provide start-up training and on-going technical assistance to replication sites around the state. The three components of TIPS include an initial 20 hours of pre-employment skills training, a 40 hour unpaid internship with an area employer spread out over several weeks for which they receive

school credit, and summer employment for which they receive wages. During the first component students define their career interests, identify potential internship placements and develop a training plan. The plan is signed off on by the student, the employer and the internship coordinator. Students between the ages of 16 and 18 are given priority to participate. Replication sites are currently being selected.

Lake Champlain Chamber of Commerce: Designed by a 2005 Leadership Champlain Project Team, a high school version of Leadership Champlain will expose up to 18 high school juniors to multiple occupational sectors. These educational seminars will occur monthly throughout the school year and culminate in approximately 12 internships with area businesses in the summer of 2008.

Peter M. Poole

The Edge - (continued from front page)

on the factors most important to them and that will keep them in their current jobs.”

If they intend to win the war for talent, employers must not only understand, but adapt to their employees' evolving needs and attitudes toward work. Particularly among the younger workers, employees are redefining their ideas of “career success” and valuing aspects like life/work balance programs, providing comprehensive benefits, appropriate financial compensation, and secure work environment fostering creativity and participation.

The “emergent worker” is self-reliant, highly confident, and seeks personal and professional development. Professionally, nearly every worker surveyed preferred jobs allowing them to think creatively (96 percent) and requiring an innovative approach to tasks (91 percent). Personally, employees say the most attractive workplaces are those that help meet family obligations through flex-time, job sharing, telecommuting, and other life/work balance programs.

Sixty-four percent of workers now state that job stability and security are important facets of work, probably the result of continued economic and political uncertainty.

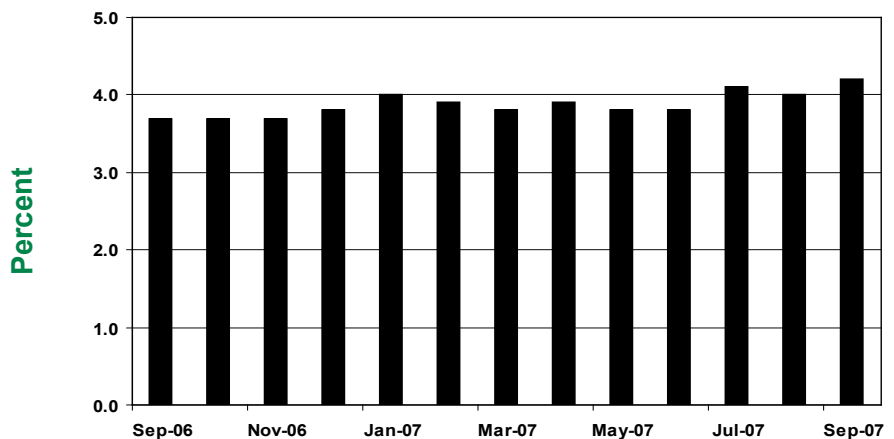
Certainly, a wake-up call for employers!

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Contact VDOL

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

Vermont Seasonally Adjusted Unemployment Rate



Vermont Unemployment Estimates Statewide *(Seasonally Adjusted)*

| | Sept. '07 | Aug. '07 | Sept. '06 | Changes from: | |
|--------------------------------------|-----------|----------|-----------|---------------|-----------|
| | | | | Aug. '07 | Sept. '06 |
| TOTAL LABOR FORCE¹ | 357,900 | 356,800 | 362,300 | 1,100 | -4,400 |
| EMPLOYED | 343,000 | 342,500 | 348,800 | 500 | -5,800 |
| UNEMPLOYED | 14,900 | 14,300 | 13,500 | 600 | 1,400 |
| RATE (%) | 4.2 | 4.0 | 3.7 | 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 | Sept.-07 Rate (%) | Aug.-07 Rate (%) | Sept.-06 Rate (%) |
|-----------------------------|-------------------|-----------------|-------------------|-------------------|------------------|-------------------|
| Barre-Montpelier | 28,950 | 27,800 | 1,100 | 3.9 | 3.4 | 3.5 |
| Bennington | 12,950 | 12,450 | 500 | 3.9 | 3.8 | 3.6 |
| Bradford | 5,000 | 4,800 | 200 | 3.8 | 3.4 | 3.7 |
| Brattleboro | 25,000 | 23,750 | 1,000 | 4.1 | 3.7 | 3.6 |
| Burlington-South Burlington | 113,800 | 109,750 | 4,050 | 3.6 | 3.2 | 3.3 |
| Hartford | 19,400 | 19,000 | 450 | 2.2 | 2.0 | 2.0 |
| Manchester | 12,300 | 11,800 | 500 | 4.0 | 3.4 | 3.4 |
| Middlebury | 19,150 | 18,450 | 700 | 3.6 | 3.4 | 2.8 |
| Morristown-Stowe | 19,600 | 18,850 | 750 | 3.7 | 3.4 | 3.1 |
| Newport | 13,500 | 12,800 | 700 | 5.1 | 4.4 | 4.3 |
| Randolph | 8,850 | 8,500 | 400 | 4.3 | 3.6 | 3.4 |
| Rutland | 27,950 | 26,700 | 1,250 | 4.4 | 4.0 | 3.9 |
| Springfield | 11,850 | 11,350 | 500 | 4.3 | 3.8 | 4.0 |
| St. Johnsbury | 15,050 | 14,450 | 600 | 3.9 | 3.6 | 3.3 |
| Swanton-Enosburg | 14,300 | 13,700 | 650 | 4.4 | 4.0 | 3.9 |
| Warren-Waitsfield | 4,100 | 3,950 | 150 | 3.1 | 2.7 | 2.8 |
| Woodstock | 3,900 | 3,800 | 100 | 2.9 | 2.4 | 2.3 |
| Vermont Total | 357,800 | 344,150 | 13,600 | 3.8 | 3.4 | 3.3 |

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

| | | | | | | |
|--------------------|--------|--------|-------|-----|-----|-----|
| Colebrook, NH-VT | 3,950 | 3,800 | 150 | 3.2 | 3.3 | 3.0 |
| Lebanon, NH-VT | 46,450 | 45,350 | 1,100 | 2.4 | 2.3 | 2.3 |
| Littleton, NH-VT | 15,350 | 14,850 | 500 | 3.2 | 3.5 | 2.6 |
| North Adams, MA-VT | 16,900 | 16,050 | 900 | 5.2 | 5.1 | 5.5 |

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. '07 | Aug. '07 | Sept. '06 | Aug. '07 | Sept. '06 |
| Total - All Industries | 309.4 | 308.8 | 307.4 | 0.6 | 2.0 |
| Private Industries | 255.5 | 255.4 | 254.0 | 0.1 | 1.5 |
| Construction | 17.3 | 17.3 | 17.3 | -0.1 | -0.1 |
| Manufacturing | 35.8 | 35.9 | 35.9 | -0.1 | -0.1 |
| Durable Goods* | 26.1 | 26.3 | 26.0 | -0.2 | 0.1 |
| Non-Durable Goods* | 9.7 | 9.6 | 9.9 | 0.1 | -0.2 |
| Trade, Transportation & Utilities | 60.0 | 59.6 | 59.5 | 0.4 | 0.5 |
| Retail Trade | 40.4 | 40.5 | 40.4 | -0.1 | 0.0 |
| Trans., Warehousing & Utilities* | 8.9 | 8.6 | 8.8 | 0.3 | 0.1 |
| Financial Activities | 13.3 | 13.3 | 13.2 | 0.0 | 0.1 |
| Professional & Business Services | 22.3 | 22.5 | 22.3 | -0.2 | 0.0 |
| Professional., Scientific & Technical* | 13.3 | 13.4 | 13.3 | -0.1 | 0.0 |
| Administrative Support & Waste* | 8.7 | 8.8 | 8.7 | -0.1 | 0.0 |
| Education & Health Services | 56.7 | 56.6 | 55.7 | 0.1 | 1.0 |
| Private Ed. Services | 13.1 | 13.3 | 12.8 | -0.2 | 0.3 |
| Health Care & Social Assistance | 43.6 | 43.3 | 42.9 | 0.3 | 0.7 |
| Leisure & Hospitality | 33.2 | 33.3 | 33.1 | -0.1 | 0.1 |
| Arts, Entertainment & Recreation* | 3.8 | 3.9 | 3.8 | -0.1 | 0.0 |
| Accommodation & Food Services* | 29.4 | 29.4 | 29.3 | 0.0 | 0.1 |
| Other Services | 9.8 | 9.9 | 10.0 | -0.1 | -0.2 |
| Total Government | 53.9 | 53.4 | 53.4 | 0.5 | 0.5 |
| State Government* | 18.6 | 18.1 | 18.1 | 0.5 | 0.5 |
| Local Government* | 29.4 | 29.3 | 29.4 | 0.1 | 0.0 |

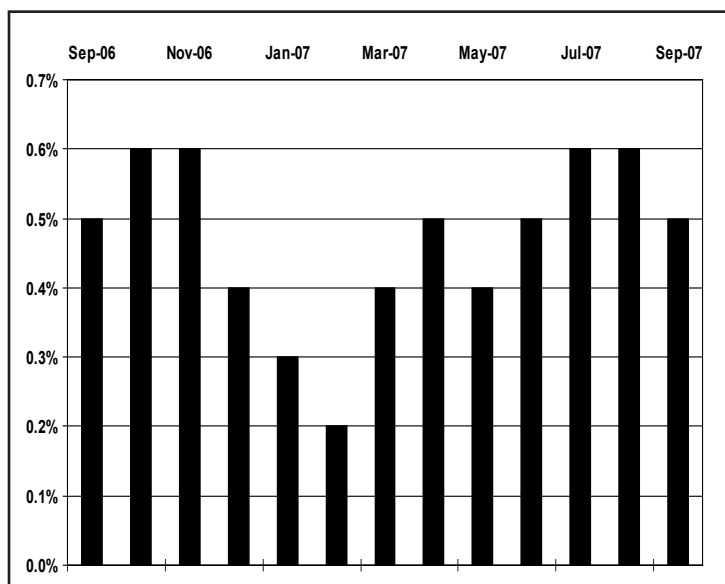
Note: Retail, Private Ed. Services and Health Care & Social Assistance are now estimated using the official BLS methodology. Total - All Industries estimate is seasonally adjusted independently. All seasonal adjustment performed with X12-ARIMA. Seasonal factors available from VDOL/LMI on request. Produced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

* New series for 2007.

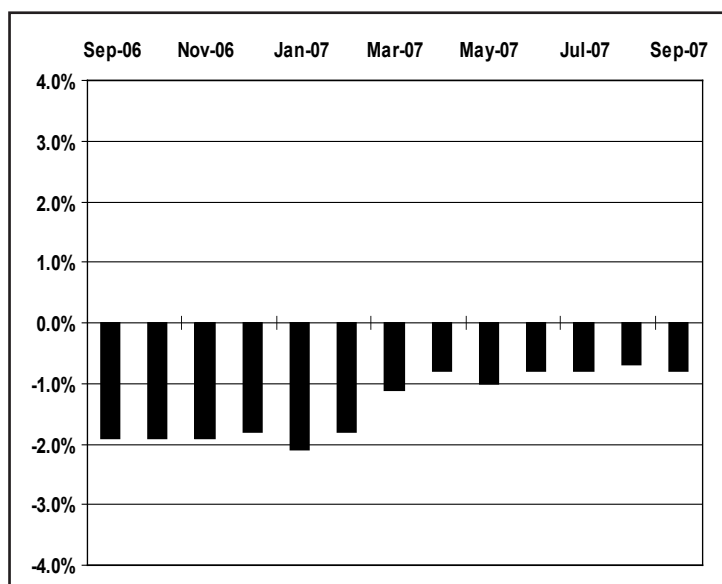
Vermont Annual Job Growth

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. Sept. '07 | Revised Aug. '07 | Revised Sept. '06 | Changes From: | |
|---|----------------------|---------------------|----------------------|---------------|--------------|
| | | | | Aug. '07 | Sept. '06 |
| TOTAL NONFARM | 311,400 | 304,000 | 309,950 | 7,400 | 1,450 |
| TOTAL PRIVATE | 257,050 | 259,950 | 255,650 | -2,900 | 1,400 |
| GOODS PRODUCING | 55,600 | 56,500 | 55,800 | -900 | -200 |
| MANUFACTURING | 35,850 | 36,200 | 36,150 | -350 | -300 |
| Durable Goods | 26,100 | 26,350 | 26,100 | -250 | 0 |
| Computer & Electrical Equipment Mfg. | 9,150 | 9,250 | 9,250 | -100 | -100 |
| Fabricated Metal Products Mfg. | 3,000 | 3,050 | 2,900 | -50 | 100 |
| Non-Durable Goods | 9,750 | 9,850 | 10,050 | -100 | -300 |
| Food Mfg. | 3,750 | 3,800 | 3,800 | -50 | -50 |
| CONSTRUCTION | 18,750 | 19,300 | 18,700 | -550 | 50 |
| NATURAL RESOURCES & MINING | 1,000 | 1,000 | 950 | 0 | 50 |
| SERVICE-PROVIDING | 255,800 | 247,500 | 254,150 | 8,300 | 1,650 |
| TRADE, TRANSPORTATION AND UTILITIES | 59,650 | 59,850 | 59,250 | -200 | 400 |
| Wholesale Trade | 10,600 | 10,600 | 10,400 | 0 | 200 |
| Retail Trade | 40,150 | 40,800 | 40,000 | -650 | 150 |
| Food & Beverage Stores | 9,650 | 9,950 | 9,650 | -300 | 0 |
| General Merchandise Store | 2,750 | 2,800 | 2,750 | -50 | 0 |
| Transportation, Warehousing and Utilities | 8,900 | 8,450 | 8,850 | 450 | 50 |
| Utilities | 1,750 | 1,750 | 1,750 | 0 | 0 |
| Transportation & Warehousing | 7,150 | 6,700 | 7,100 | 450 | 50 |
| INFORMATION | 6,000 | 6,050 | 6,000 | -50 | 0 |
| FINANCIAL ACTIVITIES | 13,250 | 13,550 | 13,150 | -300 | 100 |
| Finance & Insurance | 9,900 | 10,050 | 9,850 | -150 | 50 |
| Real Estate, Rental & Leasing | 3,350 | 3,500 | 3,300 | -150 | 50 |
| PROFESSIONAL AND BUSINESS SERVICES | 22,700 | 23,100 | 22,450 | -400 | 250 |
| Professional, Scientific and Technical | 13,400 | 13,500 | 13,200 | -100 | 200 |
| Administrative, Support and Waste | 9,000 | 9,250 | 9,000 | -250 | 0 |
| EDUCATIONAL AND HEALTH SERVICES | 56,750 | 55,400 | 56,100 | 1,350 | 650 |
| Educational Services | 13,250 | 11,900 | 13,150 | 1,350 | 100 |
| College, Universities and Professional | 6,950 | 6,650 | 6,950 | 300 | 0 |
| Health Care and Social Assistance | 43,500 | 43,500 | 42,950 | 0 | 550 |
| Ambulatory Health Care Services | 15,550 | 15,600 | 15,500 | -50 | 50 |
| Hospitals | 11,500 | 11,500 | 11,200 | 0 | 300 |
| Nursing and Residential Care Facilities | 6,850 | 6,900 | 6,750 | -50 | 100 |
| LEISURE AND HOSPITALITY | 33,150 | 35,400 | 32,950 | -2,250 | 200 |
| Arts, Entertainment and Recreation | 4,500 | 4,850 | 4,450 | -350 | 50 |
| Accommodation and Food Services | 28,650 | 30,550 | 28,500 | -1,900 | 150 |
| Accommodations | 9,600 | 11,100 | 9,500 | -1,500 | 100 |
| Hotel & Motels | 8,400 | 9,000 | 8,300 | -600 | 100 |
| Food Services and Drinking Places | 19,050 | 19,450 | 19,000 | -400 | 50 |
| OTHER SERVICES | 9,950 | 10,100 | 9,950 | -150 | 0 |
| GOVERNMENT | 54,350 | 44,050 | 54,300 | 10,300 | 50 |
| Federal Government | 5,950 | 6,000 | 5,950 | -50 | 0 |
| State Government Education | 8,650 | 6,300 | 8,800 | 2,350 | -150 |
| Local Government Education | 22,950 | 13,900 | 22,900 | 9,050 | 50 |
| Other State Government | 9,900 | 10,200 | 9,700 | -300 | 200 |
| Other Local Government | 6,900 | 7,650 | 6,950 | -750 | -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.



WORKERS' COMPENSATION: IS MY EMPLOYEE ENTITLED TO VOCATIONAL REHABILITATION SERVICES?

A primary goal of Vermont's workers' compensation law is get injured workers back to work in their old jobs as soon as medically reasonable and appropriate. Nevertheless, some disabled workers simply cannot perform the functions required for their positions.

Are they entitled to vocational rehabilitation (V.R.) services under Vermont Workers' Compensation law? And how is an entitlement determination made? This article attempts to address these questions for employers and in a subsequent article we will address other aspects of vocational rehabilitation services.

In March of this year, the Vermont Department of Labor significantly amended its Workers' Compensation Vocational Rehabilitation Rules (Rules) to provide greater clarity concerning who should receive V.R. services, how a determination of eligibility shall be made, and how services will be delivered, consistent with recent statutory amendments. Both the enabling statute, 21 V.S.A. §641, and Rule 50.0000 (formerly Rule 30) contemplate that V.R. services shall be provided to a worker when, because of the work injury, s/he is unable to return to suitable employment for which s/he has prior training or experience relevant to currently available suitable employment. The services provided include retraining and job placement, as may be reasonably necessary to restore the employee to suitable employment. The benefits provided are specifically tied to restoration of earning skills and not tied to providing specific employment. The statute (21 V.S.A. §641) envisions a collaborative process between a worker and the employer/insurer to develop and implement an appropriate plan. The Commissioner of Labor may order such rehabilitation, treatment or training necessary and appropriate to render the worker fit for a remunerative occupation, but a plan that is arrived at through the cooperative efforts of the employer/insurer and injured employee is preferable for all concerned.

The law requires that a worker who requests V.R. services or who has received more than 90 days of continuous temporary total disability (TTD) benefits receives a timely and cost-effective screening to determine eligibility for V.R. services.

Consistent with 2007 legislation, screenings are now performed by qualified V.R. professionals employed by the Vermont Department of Disabilities, Aging and Independent Living's (DAIL) Division of Vocational Rehabilitation (DVR), rather than by certified V.R. counselors in the private sector. This ensures an impartial recommendation as the DAIL staff does not develop, and therefore has no vested interest in, the development of a V.R. plan and the delivery of V.R. services. Absent extenuating circumstances, the assigned DAIL screeners must complete each screening 10 days from the date they receive a referral from the Department of Labor. See Rule 53.1500.

If a DAIL screener recommends a full entitlement assessment, and this determination is not contested, then the actual assessment and subsequent delivery of V.R. services are provided by a certified V.R. counselor. See Rule 53.5000. The Department of Labor maintains a list of these individuals and the employer/insurer has the right and obligation to designate a counselor from this list.* The V.R. counselor conducting the entitlement assessment must contact the employer and the

Workers' Compensation - continued from page 6

employee to discuss the possibility of the employee's potential for return to work with the employer, including discussion of any opportunity for light duty work, job modifications or any other possibility of return to suitable employment.** An assessment as to the entitlement for V.R. services shall be made and a report must be filed with the Department of Labor within 30 days of the filing of the V.R. referral, unless an extension of 30 days is granted. The written report must include, at a minimum, the following: (1) a summary of current medical status including physical capabilities, secondary conditions affecting recovery, treatment, prognosis and estimate of time frames if possible; (2) a vocational profile that includes an educational background and work history; (3) a summary of positive and negative indicators for return to work; and (4) the V.R. counselor's conclusion regarding the employee's entitlement to V.R. services. Rule 54.2100-54.2400.

Should a worker undergo an entitlement assessment and be found "Entitled" to V.R. services, then the employer/insurer bears responsibility for payment of V.R. benefits, but the cost of services is controlled by a fee schedule. In the event a worker undergoes an entitlement assessment and is found "Not Entitled" to V.R. services, then the employer/insurer bears no responsibility for payment or provision of further V.R. benefits. Rule 54.3000. An employer/insurer who wishes to contest an entitlement recommendation must file a written denial, with supporting evidence. The written denial must be filed within 21 days of receiving the V.R. counselor's entitlement assessment. Rule 54.5000. The Commissioner of Labor shall review the evidence upon which the denial is based and if the evidence does not reasonably support the denial, the Commissioner may order that V.R. services be provided. See 21 V.S.A. §662 (b).

Should the V.R. counselor determine that the employee is unable to return to suitable work and therefore entitled to V.R. services, or the Commissioner so orders, then the counselor must proceed to work with the injured worker to develop a plan within 45 days of the completion of the entitlement assessment. This plan is known as a Return To Work Plan. Rule 55.1000. The plan must be developed in consultation with the worker and the employer/insurer. The plan must also identify a specific vocational goal or goals and contain a plan of action for achieving the goal(s). The plan should identify the specific skills, training or expertise that will result in the employee's return to suitable employment.*** The plan must clearly establish steps and a time table for attainment of the objective. The

faster an employee is returned to the work force, the better it is for the employee, the employer, and society in general. Studies consistently demonstrate that the quicker an injured worker returns to suitable employment, the lower the workers' compensation costs.

* See the Department web site at <http://www.labor.vermont.gov/> and click on "Workers' Compensation" under the yellow "Businesses" bar, and under "Related Links" click "Vocational Rehabilitation in Vermont Workers' System." If an employer/insurer does not designate a rehabilitation counselor within 15 days of receiving the screener's report, the employee may choose a counselor by filing a Form V.R.-8. Rule 53.5100.

** An employee may subsequently select another counselor upon written notice to the employer/insurer of the reasons for dissatisfaction with the designated provider and the name and address of the new V.R. counselor. 21 V.S.A. §641(a)(1).

*** "Suitable work" or "suitable employment" refers to work for which the worker has the necessary physical capacities, knowledge, skills and abilities to perform. The work should also be located where the worker customarily worked, or within a reasonable commute. The pay goal is the worker's average weekly wage or at least 80% of that.



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Forklift Operator Safety Training - 9:00 am – 3:30 pm • December 3 – Rock Tenn, Sheldon Springs, VT

Did you know that VOSHA requires that all Fork Truck operators be trained by a “qualified person”?

This forklift training is designed for powered lift truck operators in manufacturing, construction and retail. A complete overview of 29 CFR 1910.178 VOSHA standards will be followed with a discussion on load balance, characteristics and truck components, engineering design, fueling, and fundamentals of operation, with a hands on forklift safety inspection. This course can be used as a train-the-trainer seminar. Valuable handouts and lunch included. \$75. Please register on-line @ www.vtsbdc.org (training tab). Sponsored with Northwestern Occupational Health.

Partnership in Safety Seminar- Free

Emergency Response in the Workplace – December 5, 2007 - 1:00 – 4:30 pm
Waterbury – Green Mountain Coffee Roasters, 81 Demeritt Place

Emergency Response Teams are the first line of defense in emergencies. Before deciding what, who and how the response team will be and work, each organization needs to assess and recognize their safety, health and security risks. After the assessment, the company needs to decide how to minimize each risk identified and then develop a plan for emergencies. This workshop will help you assess and plan for your workplace’s emergency response needs from the inside out, including an overview of how to plan for the unplanned (emergency) so you can go home to plan, evaluate, assess and re-plan the emergency response efforts at your facility. Workshop coordinated by Pauline Singley, President of the Vt Safety & Health Council and Stan DeGray, Safety Coordinator of Green Mt. Coffee Roasters. Pre-registration for this no-cost program is requested; please contact Peter Crawford at the Vt SBDC by email at: pcrawford@vtc.edu, or by calling 728-1423.

Mark your calendars for 2/13/2008 – 6th Annual Vermont Workplace Safety Conference

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).