

*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 Awarded

Over the past few months, the Department of Labor has been accepting proposals for the 'Next Generation' funds that were appropriated by the legislature through Act 46. The response has been overwhelming, indicating the burgeoning need for Job Training, Internship, Career Exploration, and Intensive Vocational/Academic Programs. Review teams, which include readers from outside of the department, spent many hours reading and then meeting to discuss the proposals and ultimately to recommend funding for most. Following you will find brief descriptions of some of the projects we are funding. As an employer, there may be opportunities for you to provide training for your employees, to benefit from having an intern, or to share your expertise in a classroom. Please, visit our website <http://labor.vermont.gov/> for details on all the projects we are currently sponsoring. Also, while we have exhausted our funding for this year, we expect to have additional dollars in July. If you have training or skill development issues in your business, we would be happy to talk with you about these programs or other programs the Dept. of Labor has to address your workforce development needs. Please contact our district offices (locations are on our web site) for more information.

Workforce Education and Training Fund

These funds are intended to support training that will improve the occupational skills to Vermont workers who are unemployed, under-employed, or at risk of becoming unemployed due to changing workplace skill requirements. Described below are four projects that have been funded since October 1, 2007.

\$3,591 to The Cellars at Jasper Hill to support training in artisan cheese making for seven new employees to become cellar attendants at Jasper Hill's cutting-edge cheese aging facility in Greensboro. This facility will include seven subterranean vaulted cellars for the on-site maturation of quality farmstead and artisan cheeses, as well as packing and shipping facilities. It is projected that over 1,000,000 lbs of cheese will move through the Cellars at Jasper Hill annually by 2015. Off-site training in food safety and hygiene will be delivered at the Vermont Institute for Artisan Cheese at the University of Vermont. Immediate post-training wages will be \$14.15/hr. plus benefits.

\$37,925 to River Valley Technical Center to establish an alternative model for training entry level CNC machinists, using the facilities and equipment at the technical center. Two sessions of 300 hours of combined classroom and hands-on instruction will be delivered during the year, with

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The Edge

Hiring People with Disabilities Makes Business Sense

As the labor market tightens and employers begin considering overlooked population segments, they will find a gold mine in people with disabilities. According to Alexis Herman, former United States Secretary of Labor, "only one-third of disabled Americans are employed, even though more than two-thirds of unemployed people with disabilities say they would like to work".

Unfortunately, discrimination is alive and well. Mostly, this prejudice is rooted in fear and misunderstanding: fear of not knowing how to relate to people with disabilities, fear that accommodations will be costly, fear that "once hired, never fired", and fear of potential lawsuits. However, as companies and organizations that hire people with disabilities will tell you --- these fears are often groundless and easily can be overcome.

An organization of business leaders, the US Business Leadership Network (USBLN®) (www.usbln.org) is having a major impact on this situation. Representing over 5000 businesses networking together, members share best practices and look for innovative solutions for recruiting and retaining workers with disabilities. In the spirit of cooperation, they work together, dedicated to educating each other on the business imperative of hiring individuals with disabilities --- and the Return on Investment this socially responsible effort brings to the table.

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Commissioner's Message -

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up to 16 trainees enrolled in each session. Approximately two thirds of the slots will train for new jobs, and the remainder will train incumbent workers for new, upgraded positions with local employers. Graduates will be eligible to receive competency-based credentials from the National Institute for Metalworking Skills, and will complete the classroom instruction component of the CNC registered apprenticeship. The cost of this program will be shared equally by WETF and VTP.

\$14,005 to Helen Porter Healthcare and Rehabilitation Center (HPHRC) of Middlebury, to train 18-24 individuals for new positions as Licensed Nurse Assistants (LNA's). The Center will deliver the three week training sessions using its established curriculum combined with the practical application of learned skills in an appropriate clinical setting. HPHRC will collaborate with the Hannaford Career Center in an effort to recruit potential students for training. Graduates will be offered employment at HPHRC at starting wages that range from \$13.60-\$16.50/hr. including benefits.

\$22,176 to Vermont Heating and Ventilating, to support implementation of structured classroom training for sheet metal apprentices registered with northern Vermont employers. A nationally recognized curriculum developed by the National Center for Construction

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Contact VDOL

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

The Edge - (continued from front page)

One major USBLN® initiative is its Annual Career Fair, held in conjunction with its Annual Conference, which provides an opportunity for businesses to meet with high school and college students about career choices. As reported by Career Opportunities for Students with Disabilities (www.cosdonline.org), about 45 percent of college graduates with disabilities are unemployed or underemployed. USBLN is working to fix this disconnect.

Beyond connecting businesses to youth, the USBLN® markets the business case for hiring people with disabilities. Aside from doing "the right thing", hiring people with disabilities enhances a company's bottom line by creating a more varied workforce with true diversity of thought in meeting workplace challenges. Surveys have shown that people with disabilities have lower absenteeism rates, which correspond to additional dollars going to a company's bottom line.

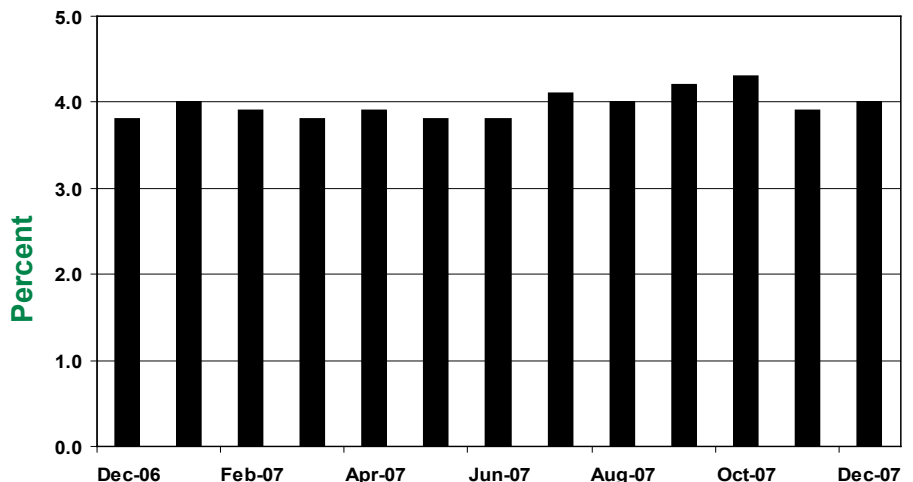
Hiring people with disabilities will attract customers with disabilities to your products and services as they'll see, through your employees, your commitment to their community. From a Gallup poll, we also know that 88 percent of American people would prefer to give their business to companies that hire people with disabilities. The time is overdue for companies to overcome their fears and increase the employment of people with disabilities within their ranks.

According to Katherine McCary, USBLN's President, and a loaned executive from SunTrust Bank, "Hiring people with disabilities requires CEO commitment; when CEOs get disability as a diversity case, they often get the business case".

Our forecast: business leaders worldwide will embrace the profitability of hiring people with disabilities to help them address the growing, critical skilled labor shortages.

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Vermont Seasonally Adjusted Unemployment Rate



Vermont Unemployment Estimates Statewide *(Seasonally Adjusted)*

	Dec. '07	Nov. '07	Dec. '06	Changes from:	
				Nov. '07	Dec. '06
TOTAL LABOR FORCE¹	355,900	357,900	363,600	-2,000	-7,700
EMPLOYED	341,600	343,800	349,900	-2,200	-8,300
UNEMPLOYED	14,300	14,100	13,700	200	600
RATE (%)	4.0	3.9	3.8	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.-07 Rate (%)	Nov.-07 Rate (%)	Dec.-06 Rate (%)
Barre-Montpelier	28,800	27,650	1,150	4.0	3.9	4.0
Bennington	12,800	12,350	450	3.6	3.6	3.6
Bradford	4,800	4,600	200	4.3	3.7	3.7
Brattleboro	24,500	23,550	850	3.5	3.8	3.4
Burlington-South Burlington	111,700	108,200	3,500	3.1	3.3	3.1
Hartford	19,100	18,700	400	2.1	2.2	1.9
Manchester	12,550	12,100	450	3.7	4.1	3.7
Middlebury	18,650	17,950	650	3.6	3.4	3.0
Morristown-Stowe	19,650	18,650	950	4.9	4.7	4.2
Newport	13,700	12,850	900	6.4	5.6	6.0
Randolph	8,650	8,250	400	4.6	4.5	3.8
Rutland	28,800	27,750	1,050	3.6	4.1	3.5
Springfield	12,400	12,000	450	3.5	4.1	4.2
St. Johnsbury	14,600	13,950	650	4.5	4.1	3.9
Swanton-Enosburg	14,250	13,500	750	5.4	5.0	5.6
Warren-Waitsfield	4,600	4,500	100	2.3	3.1	2.9
Woodstock	3,650	3,600	100	2.3	2.5	2.5
Vermont Total	355,400	342,250	13,150	3.7	3.7	3.5

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

Colebrook, NH-VT	3,700	3,500	200	5.6	4.7	5.4
Lebanon, NH-VT	46,050	45,100	950	2.1	2.2	2.1
Littleton, NH-VT	15,200	14,700	500	3.2	3.4	3.2
North Adams, MA-VT	16,850	15,950	900	5.3	4.6	6.2

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. '07	Nov. '07	Dec. '06	Nov. '07	Dec. '06
Total - All Industries	309.2	308.8	308.4	0.4	0.8
Private Industries	255.5	255.1	254.7	0.4	0.8
Construction	17.1	17.3	16.9	-0.2	0.2
Manufacturing	35.5	35.6	35.9	-0.1	-0.4
Durable Goods*	25.9	26.0	26.0	-0.1	-0.1
Non-Durable Goods*	9.6	9.6	9.9	0.0	-0.3
Trade, Transportation & Utilities	60.0	59.9	59.8	0.1	0.2
Retail Trade	40.4	40.4	40.4	0.0	0.0
Trans., Warehousing & Utilities*	9.0	8.9	9.0	0.1	0.0
Financial Activities	13.3	13.2	13.2	0.1	0.1
Professional & Business Services	22.6	22.5	22.4	0.1	0.2
Professional., Scientific & Technical*	13.6	13.6	13.4	0.0	0.2
Administrative Support & Waste*	8.7	8.6	8.7	0.1	0.0
Education & Health Services	56.3	56.1	55.8	0.2	0.5
Private Ed. Services	12.7	12.7	12.7	0.0	0.0
Health Care & Social Assistance	43.6	43.4	43.1	0.2	0.5
Leisure & Hospitality	33.7	33.5	33.5	0.2	0.2
Arts, Entertainment & Recreation*	4.1	3.9	4.0	0.2	0.1
Accommodation & Food Services*	29.6	29.6	29.5	0.0	0.1
Other Services	9.9	9.9	10.0	0.0	-0.1
Total Government	53.7	53.7	53.7	0.0	0.0
State Government*	18.3	18.2	18.3	0.1	0.0
Local Government*	29.4	29.6	29.5	-0.2	-0.1

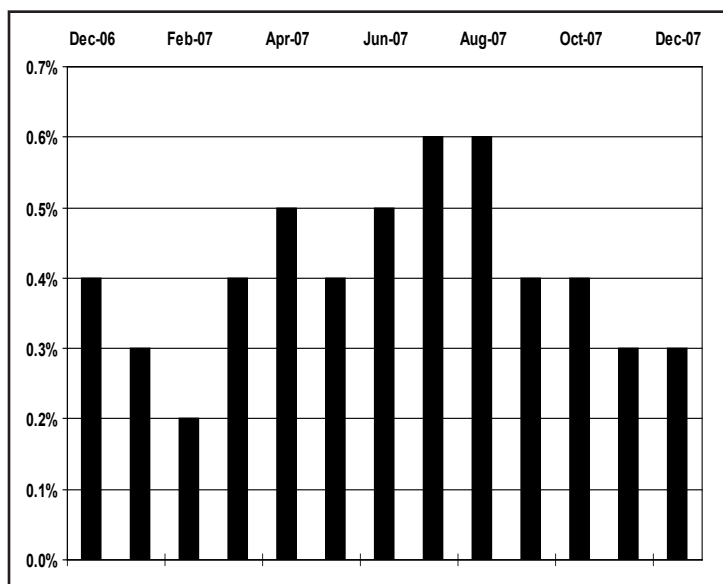
Note: Retail, Private Ed. Services and Health Care & Social Assistance are now estimated using the official BLS methodology. Total - All Industries estimate is seasonally adjusted independently. All seasonal adjustment performed with X12-ARIMA. Seasonal factors available from VDOL/LMI on request. Produced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

* New series for 2007.

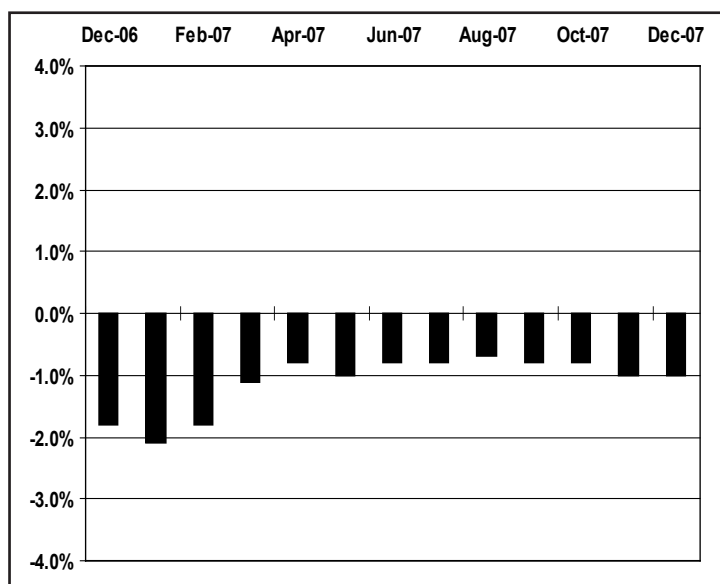
Vermont Annual Job Growth

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.	Revised	Revised	Changes From:	
	Dec. '07	Nov. '07	Dec. '06	Nov. '07	Dec. '06
TOTAL NONFARM	315,950	310,900	315,000	5,050	950
TOTAL PRIVATE	259,400	254,050	258,400	5,350	1,000
GOODS PRODUCING	53,650	54,700	53,950	-1,050	-300
MANUFACTURING	35,850	35,800	36,200	50	-350
Durable Goods	26,150	26,100	26,200	50	-50
Computer & Electrical Equipment Mfg.	9,200	9,250	9,250	-50	-50
Fabricated Metal Products Mfg.	3,100	3,050	3,000	50	100
Non-Durable Goods	9,700	9,700	10,000	0	-300
Food Mfg.	3,850	3,850	3,850	0	0
CONSTRUCTION	16,850	17,900	16,850	-1,050	0
NATURAL RESOURCES & MINING	950	1,000	900	-50	50
SERVICE-PROVIDING	262,300	256,200	261,050	6,100	1,250
TRADE, TRANSPORTATION AND UTILITIES	62,050	61,050	61,850	1,000	200
Wholesale Trade	10,650	10,650	10,450	0	200
Retail Trade	42,200	41,300	42,150	900	50
Food & Beverage Stores	9,800	9,650	9,750	150	50
General Merchandise Store	3,050	3,000	3,050	50	0
Transportation, Warehousing and Utilities	9,200	9,100	9,250	100	-50
Utilities	1,700	1,700	1,750	0	-50
Transportation & Warehousing	7,500	7,400	7,500	100	0
INFORMATION	6,100	6,050	6,100	50	0
FINANCIAL ACTIVITIES	13,350	13,250	13,250	100	100
Finance & Insurance	10,000	9,950	9,950	50	50
Real Estate, Rental & Leasing	3,350	3,300	3,300	50	50
PROFESSIONAL AND BUSINESS SERVICES	22,650	22,600	22,400	50	250
Professional, Scientific and Technical	13,700	13,550	13,450	150	250
Administrative, Support and Waste	8,650	8,700	8,650	-50	0
EDUCATIONAL AND HEALTH SERVICES	57,000	56,550	56,450	450	550
Educational Services	13,250	13,200	13,250	50	0
College, Universities and Professional	7,300	7,250	7,300	50	0
Health Care and Social Assistance	43,750	43,350	43,200	400	550
Ambulatory Health Care Services	15,650	15,650	15,600	0	50
Hospitals	11,600	11,550	11,300	50	300
Nursing and Residential Care Facilities	6,800	6,750	6,750	50	50
LEISURE AND HOSPITALITY	34,700	30,050	34,450	4,650	250
Arts, Entertainment and Recreation	3,600	3,200	3,550	400	50
Accommodation and Food Services	31,100	26,850	30,900	4,250	200
Accommodations	12,950	9,200	12,800	3,750	150
Hotel & Motels	12,000	8,300	11,900	3,700	100
Food Services and Drinking Places	18,150	17,650	18,100	500	50
OTHER SERVICES	9,900	9,800	9,950	100	-50
GOVERNMENT	56,550	56,850	56,600	-300	-50
Federal Government	6,100	6,050	6,050	50	50
State Government Education	9,450	9,600	9,650	-150	-200
Local Government Education	24,500	24,500	24,550	0	-50
Other State Government	9,700	9,750	9,450	-50	250
Other Local Government	6,800	6,950	6,900	-150	-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.

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Education and Research (NCCER), will be used to deliver 144 hours of instruction for each year of apprenticeship. In the first year, 15 newly hired workers, and 20 incumbent workers will be trained. The application was reviewed as a two-year project, and will be funded a second year at the same level contingent upon successful outcomes and the availability of funds.

Internship Programs

Grants in this category support work-based learning opportunities with Vermont employers. 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. A description of four of the funded projects follows; please visit our website for a complete list. There may be opportunities for employers to work with funded programs to bring interns to your worksites.

\$70,216 to Norwich University to accelerate the development of internships in four sectors of Vermont's economy: architecture, engineering, environmental services, and financial services. Norwich will place 10-14 interns this year, with 8-12 in full time summer internships that will run between eight and ten weeks. Interns will work a full 40-hour week and earn one credit for 45 on-site hours. There will be two fall/spring internships which will be for different lengths of time.

\$97,472 to Champlain College to create 20-25 internships for their summer program with Vermont employers in the information technology, healthcare, and telecommunications fields. The number of interns participating in the spring semester will depend on housing. Summer interns will complete 160 hours in a workplace; spring interns up to 240 hours. There will be a classroom component, an Internship Preparation Course, and employer training. Students will receive 6 college credits for the summer, and a maximum of 9 in the spring.

\$22,616 to National Life to provide real workplace learning and growth opportunities for Vermont college students in preparation for fulltime employment. A maximum of 20 internships will be available per academic semester in 4 areas of the National Life Group: National Life Insurance, Sentinel Asset Management, Financial Management Group, and Corporate Services. Training options include part-time during the school year (13-26 weeks) and full-time during the summer (approximately 10 weeks). The first year goal is to capture a minimum of 30% of all participants in the program into full-time positions following graduation.

\$69,007 to Vermont Businesses for Social Responsibility which will provide opportunities to students at Vermont colleges and universities to find permanent jobs in Vermont after graduation through an internship program during their junior or senior undergraduate years, or during graduate studies. Student interns will be matched by their area of study with a member business. Twenty student interns will participate in internships that will last a minimum of 250 hours, working at least 10 hours/week.

Career Exploration Programs

Grants in this category support career exploration projects for students in grades 7 through 12. The following are examples of projects funded in the first round of applications; a second round will be reviewed in February.

\$15,000 to Vermont's Small Business Development Center to expand the Rural Entrepreneurship through Action Learning (REAL) program in Vermont. The program will expand to at least 10 additional middle and/or high schools and tech centers and serve at least 15 students. A dual enrollment program with CCV will be available for up to 3 college credits.

\$185,000 to the Vermont Area Health Education Center to introduce at least 1,560 7-9 graders to health care occupations. Additional, older youth will be involved in a statewide conference on health care occupations.

\$5,000 to the Vermont Software Developers' Alliance to support the Creative/Tech Career Jam. The Creative/Tech Career Jam took place in Burlington on January 26 and attracted more than the 500 career seekers originally expected. It was an overwhelming success.

\$9,800 to Green Mountain Tech Center to serve up to 20 students in a Robotics Program. Students will be exposed to occupations in electrical engineering, modern manufacturing and the use of computers in multiple industries.

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Alternative and Intensive Vocational/Academic Programs

Grants in this category support alternative and intensive vocational/academic programs that lead to a reduction of the high school dropout rate while enabling secondary students to earn necessary credits toward graduation. The following are some of the programs we have funded. A second round of applications is due February 22, 2008.

\$60,484 to the Center for Technology Essex to provide a structured, alternative educational experience for female students in 9th or 10th grades who are struggling in traditional academic or technical education environments and are failing to meet course requirements.

\$86,556 to Smokey House Center to implement a Pre-tech Foundation Program in partnership with Stafford Technical Center which will serve 9th and 10th grade students who are unmotivated and underperforming in school.

\$178,310 to Vermont Futures to provide a school program, during which students spend half a day in school and half a day in the field working with crew leaders on meaningful projects which combine career exploration and core curriculum learning. This contextual learning program will prepare youth for the workplace and provide them with a solid academic foundation.

\$45,000 to ReCycle North YouthBuild to offer young men and women the opportunity to attain their high school diplomas and acquire marketable skills in the construction trades.



**Visit our website for
more information on the
projects funded and
additional opportunities.**

<http://labor.vermont.gov>

GRANTS



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ANNOUNCEMENTS:

February 13, 2008 - **6th Annual Vermont Workplace Safety Conference & Governor's Safety Awards** - 9:00 am – 3:30 pm, DoubleTree Hotel and Conference Center (former Clarion), 1117 Williston Rd., Burlington. An Excellent professional development opportunity for HR and Safety Staff. **Topics include: Selling Safety To their Employees - How two Vermont businesses do this; Keeping Your Employees Safer on the Road; THE ERGO FEUD by MEMIC; Fit For Duty – How to Develop Functional Job Descriptions and a RTW Program; and the Governors' Safety Awards.** With no cost registration for Governor's Awards only @ www.vtsbdc.org/WorkPlaceSafety.cfm

Forklift Operator & Train-the-Trainer Safety Seminar - February 15, 2008, 8:30 am – 3:00 pm - NSK Steering Systems America, Inc., Bennington. March 6, 2008, Energizer Battery, St. Albans.

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. In partnership with the Vermont Training Program, Department of Economic Development, we are able to offer a \$50 discount to the following business sectors; Manufacturing, Healthcare, Telecommunications, Information Technology and Environmental. Please register on-line @ www.vtsbdc.org (training tab).

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).