

*Working Together  
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## Commissioner's Message

*Patricia Moulton Powden, Commissioner*

### Next Generation News

On October 9th, Governor Douglas spoke at the Boys and Girls Club of Burlington's Teen Employment Center at the University Mall to celebrate the successes of this past year's Next Generation programs. Since its inception, the Vermont Department of Labor (VDOL) has awarded over \$2 million in Workforce Education and Training Funds (WETF) which are expected to create over 1,000 new jobs and train over 1800 incumbent workers for better jobs. The department still has training funds available for FY 2009 and will for the remaining 3 quarters of the fiscal year. In order to apply for WETF grants, please contact your local VDOL office for an application and information. Visit our website at <http://www.labor.vermont.gov/Default.aspx?tabid=1540> for additional information about our grants.

Over \$1.3 million have been awarded to internship programs throughout the state, serving more than 900 students. Career exploration grants totaling over \$614,000 are positively affecting the lives of more than 13,000 students, and alternative and intensive academic/technical education grant awards are helping Vermont students stay in school and graduating prepared to enter the workforce.

Just this week, the Governor announced an economic development plan to create more jobs in the software development and information technology sectors. At a press conference at the Champlain Mill in Winooski, he identified a package of incentives and programs that will help stimulate growth in these critical high tech industries. Included in his proposals was a directive to the Vermont Department of Labor to give internship applications for Next Generation awards that come from software and related technology firms priority in the next round of funding. The legislature will announce funding available for these programs in the spring of 2009. At that time, the department will announce the availability of funding and timeline for applications.

Participants in Next Generation internship programs may be secondary or post-secondary students, either attending school in Vermont or Vermont residents attending schools out of the state. Academic credit may or may not be a part of the internship; stipends may be used for students with demonstrated economic need. *To see the full text of the Governor's press release, see the Edge on back page.*

This past month, the VDOL announced the 2009 Alternative and Intensive Academic/Technical Education grantees. Next Generation 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 attend technical education and to earn necessary credits toward graduation. As Commissioner of the Vermont Department of Labor, I am pleased to share information about this year's awardees.

## Commissioner's Message - *(continued from front page)*

FY 2009 Alternative and Intensive Vocational/Academic Programs:

Applications received:	4
Applications fully funded:	1
Applications partially funded:	2
Denied:	1
Total funds requested:	\$451,272
Total funds awarded:	\$168,772
Expected enrollment:	150+

### **Smokey House - \$73,772**

In its second year, Smokey House and Stafford Tech will continue to work together with sending schools to identify and recruit disadvantaged, at risk students (grades 9 and 10) who need a pre-Tech experience to interest them in, and prepare them for, study at a technical center. Students will work in crews with a particular focus and have general exposure to different agricultural and natural resource vocational tracks.

### **VYCC - \$60,000**

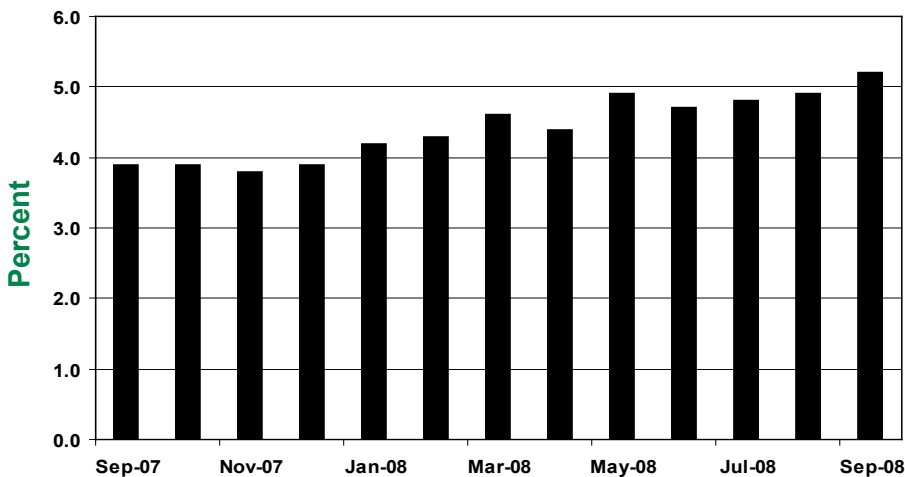
VYCC will continue its work-based learning program for youth at-risk of dropping out of high school. The program will serve students from Champlain Valley Union High School, the Center for Technology-Essex, Mount Mansfield Union High School and Lamoille Union High School. This work-based program creates an alternative within the public education system for students to earn a full load of academic credit while completing community projects.

### **Bennington/Mt Anthony High School/VTC - \$35,000**

This program will engage high school students in a semester long energy use and consumption curriculum that could result in college credit from Vermont Technical College. Students will study fundamentals of energy use, how to reduce energy consumption, and what job opportunities are emerging in the field. The course will be hands on and replicable.

*Patricia M. Pouch*

## Vermont Seasonally Adjusted Unemployment Rate



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### **Contact VDOL**

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[sally.redpath@state.vt.us](mailto:sally.redpath@state.vt.us)

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

	Sept. '08	Aug. '08	Sept. '07	Changes from:	
				Aug. '08	Sept. '07
<b>TOTAL LABOR FORCE<sup>1</sup></b>	353,300	351,100	352,600	2,200	700
<b>EMPLOYED</b>	334,900	333,800	339,000	1,100	-4,100
<b>UNEMPLOYED</b>	18,300	17,300	13,600	1,000	4,700
<b>RATE (%)</b>	5.2	4.9	3.9	0.3	1.3

<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	Sept-08 Rate (%)	Aug-08 Rate (%)	Sept-07 Rate (%)
Barre-Montpelier	28,650	27,200	1,450	5.1	4.4	3.6
Bennington	12,900	12,200	700	5.2	4.9	3.6
Bradford	4,750	4,500	250	5.1	4.3	3.7
Brattleboro	23,600	22,400	1,200	5.1	4.5	3.9
Burlington-South Burlington	112,850	107,800	5,050	4.5	3.8	3.3
Hartford	19,350	18,750	600	3.0	2.6	2.2
Manchester	12,000	11,400	650	5.2	4.2	3.7
Middlebury	18,150	17,300	850	4.7	4.2	3.4
Morristown-Stowe	19,950	19,000	950	4.8	4.1	3.4
Newport	13,550	12,700	850	6.3	5.7	4.7
Randolph	9,000	8,550	450	4.9	4.6	4.0
Rutland	28,000	26,300	1,700	6.1	5.4	4.1
Springfield	11,850	11,200	650	5.5	4.8	4.0
St. Johnsbury	15,000	14,200	800	5.3	4.5	3.7
Swanton-Enosburg	14,250	13,450	750	5.3	4.7	4.2
Warren-Waitsfield	3,700	3,550	150	3.5	3.0	3.0
Woodstock	3,700	3,550	150	3.5	2.7	2.7
<b>Vermont Total</b>	<b>353,500</b>	<b>336,300</b>	<b>17,250</b>	<b>4.9</b>	<b>4.2</b>	<b>3.6</b>

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

Colebrook, NH-VT	3,700	3,550	150	4.3	4.0	3.1
Lebanon, NH-VT	46,300	44,950	1,300	2.8	2.5	2.3
Littleton, NH-VT	14,900	14,300	600	4.1	4.2	3.2
North Adams, MA-VT	17,100	16,100	1,000	5.7	5.3	5.0

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

# Vermont Seasonally Adjusted Nonfarm Employment in Thousands

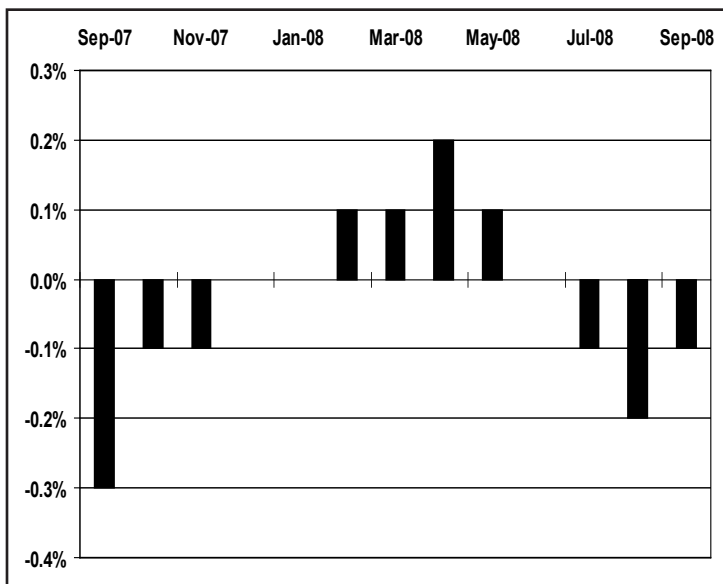
BY NAICS	Prelim.	Revised	Revised	Changes From:	
	Sept. '08	Aug. '08	Sept. '07	Aug. '08	Sept. '07
<b>Total - All Industries</b>	<b>306.8</b>	<b>306.7</b>	<b>307.5</b>	<b>0.1</b>	<b>-0.7</b>
<b>Private Industries</b>	<b>252.7</b>	<b>252.7</b>	<b>253.6</b>	<b>0.0</b>	<b>-0.9</b>
Construction	15.9	16.0	16.6	-0.1	-0.7
Manufacturing	34.9	35.0	35.7	-0.1	-0.8
Durable Goods	25.4	25.5	26.0	-0.1	-0.6
Non-Durable Goods	9.5	9.5	9.7	0.0	-0.2
Trade, Transportation & Utilities	59.0	58.7	58.9	0.3	0.1
Retail Trade	39.8	39.9	40.0	-0.1	-0.2
Trans., Warehousing & Utilities	8.9	8.6	8.8	0.3	0.1
Financial Activities	13.1	13.1	13.2	0.0	-0.1
Professional & Business Services	22.5	22.6	22.4	-0.1	0.1
Professional., Scientific & Technical	13.3	13.3	13.3	0.0	0.0
Administrative Support & Waste	8.9	9.0	8.8	-0.1	0.1
Education & Health Services	58.2	58.3	57.2	-0.1	1.0
Private Ed. Services	12.9	13.2	12.8	-0.3	0.1
Health Care & Social Assistance	45.3	45.1	44.4	0.2	0.9
Leisure & Hospitality	32.6	33.0	32.8	-0.4	-0.2
Arts, Entertainment & Recreation	3.8	3.8	3.9	0.0	-0.1
Accommodation & Food Services	28.8	29.2	28.9	-0.4	-0.1
Other Services	9.9	9.8	9.9	0.1	0.0
<b>Total Government</b>	<b>54.1</b>	<b>54.0</b>	<b>53.9</b>	<b>0.1</b>	<b>0.2</b>
State Government	18.6	18.3	18.3	0.3	0.3
Local Government	29.5	29.7	29.7	-0.2	-0.2

Total - All Industries estimate is seasonally adjusted independently. All seasonal adjustment performed with X12-ARIMA. Seasonal factors available from VDOL/LMI on request.

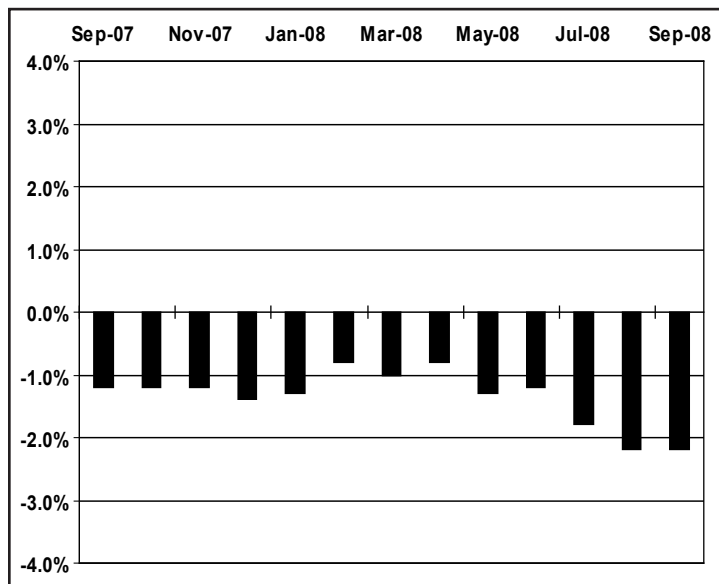
Produced by the Vermont Department of Labor in cooperation with the U.S Bureau of Labor Statistics, unless otherwise noted.

## 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. Sept. '08	Revised Aug. '08	Revised Sept. '07	Changes From:	
				Aug. '08	Sept. '07
<b>TOTAL NONFARM</b>	<b>309,250</b>	<b>302,000</b>	<b>309,650</b>	<b>7,250</b>	<b>-400</b>
<b>TOTAL PRIVATE</b>	<b>254,450</b>	<b>257,500</b>	<b>255,150</b>	<b>-3,050</b>	<b>-700</b>
<b>GOODS PRODUCING</b>	<b>53,200</b>	<b>54,150</b>	<b>54,700</b>	<b>-950</b>	<b>-1,500</b>
MANUFACTURING	34,950	35,350	35,750	-400	-800
Durable Goods	25,350	25,600	25,950	-250	-600
Computer & Electrical Equipment Mfg.	9,100	9,300	9,350	-200	-250
Fabricated Metal Products Mfg.	3,000	3,000	2,900	0	100
Non-Durable Goods	9,600	9,750	9,800	-150	-200
Food Mfg.	3,850	3,900	3,800	-50	50
CONSTRUCTION	17,300	17,850	18,050	-550	-750
NATURAL RESOURCES & MINING	950	950	900	0	50
<b>SERVICE-PROVIDING</b>	<b>256,050</b>	<b>247,850</b>	<b>254,950</b>	<b>8,200</b>	<b>1,100</b>
TRADE, TRANSPORTATION AND UTILITIES	58,600	58,650	58,650	-50	-50
Wholesale Trade	10,250	10,250	10,200	0	50
Retail Trade	39,450	40,100	39,600	-650	-150
Food & Beverage Stores	9,500	9,750	9,550	-250	-50
General Merchandise Store	2,900	2,900	2,900	0	0
Transportation, Warehousing and Utilities	8,900	8,300	8,850	600	50
Utilities	1,800	1,800	1,750	0	50
Transportation & Warehousing	7,100	6,500	7,100	600	0
INFORMATION	5,900	5,950	5,950	-50	-50
FINANCIAL ACTIVITIES	13,000	13,200	13,200	-200	-200
Finance & Insurance	9,650	9,750	9,850	-100	-200
Real Estate, Rental & Leasing	3,350	3,450	3,350	-100	0
PROFESSIONAL AND BUSINESS SERVICES	22,800	23,200	22,650	-400	150
Professional, Scientific and Technical	13,250	13,400	13,200	-150	50
Administrative, Support and Waste	9,300	9,550	9,200	-250	100
EDUCATIONAL AND HEALTH SERVICES	58,550	57,250	57,600	1,300	950
Educational Services	13,250	11,900	13,250	1,350	0
College, Universities and Professional	7,000	6,550	7,150	450	-150
Health Care and Social Assistance	45,300	45,350	44,350	-50	950
Ambulatory Health Care Services	16,250	16,200	16,000	50	250
Hospitals	12,300	12,250	11,850	50	450
Nursing and Residential Care Facilities	6,750	6,800	6,800	-50	-50
LEISURE AND HOSPITALITY	32,550	35,100	32,500	-2,550	50
Arts, Entertainment and Recreation	4,350	4,750	4,350	-400	0
Accommodation and Food Services	28,200	30,350	28,150	-2,150	50
Accommodations	9,350	10,850	9,250	-1,500	100
Hotel & Motels	8,150	8,750	8,100	-600	50
Food Services and Drinking Places	18,850	19,500	18,900	-650	-50
OTHER SERVICES	9,850	10,000	9,900	-150	-50
<b>GOVERNMENT</b>	<b>54,800</b>	<b>44,500</b>	<b>54,500</b>	<b>10,300</b>	<b>300</b>
Federal Government	6,100	6,100	5,950	0	150
State Government Education	9,100	6,550	8,950	2,550	150
Local Government Education	22,950	14,000	22,850	8,950	100
Other State Government	9,750	10,100	9,800	-350	-50
Other Local Government	6,900	7,750	6,950	-850	-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 Voluntary Protection Program (GMVPP)**

The VOSHA Program officially implemented the Green Mountain Voluntary Protection Program (GMVPP) in 2004. This program recognizes companies that have exemplary safety and health programs and have demonstrated a superior management commitment to the safety and health of their employees.

Since that time, VOSHA has approved seven Vermont worksites in the GMVPP. These sites are Entergy Vermont Yankee Nuclear Power, Earthtech, General Electric Aviation, Cianbro Construction Missisquoi Bridge Project, Energizer Bennington, Ben and Jerry's St. Albans and IBM .


The Voluntary Protection Program is designed to recognize and promote effective safety and health management. In the VPP, management, labor, and VOSHA establish a cooperative relationship at a workplace that implements strong safety and health programs:

- Management agrees to operate an effective program that meets an established set of criteria.
- Employees agree to participate in the program and work with management to assure a safe and healthful workplace.
- VOSHA initially verifies that the program meets the VPP criteria. We then publicly recognize the site's exemplary program, and remove the site from routine scheduled inspection lists (VOSHA may still investigate major accidents, valid formal employee complaints, and chemical spills).
- VOSHA also conducts period reassessments to confirm that the site continues to meet VPP criteria.

VPP participants are a select group of facilities that have designed and implemented outstanding health and safety programs. Star participants meet all VPP requirements. Merit participants have demonstrated the potential and willingness to achieve Star program status, and are implementing planned steps to fully meet all Star requirements.

The Department of Labor assigned Dan Whipple to the position of Compliance Assistance Specialist/ GMVPP Coordinator in the VOSHA enforcement program. Dan is providing advice and assistance to businesses, particularly small business employers, local labor affiliates and other stakeholders to help achieve VOSHA's compliance assistance goals through effective outreach, training, education, and information sharing. He provides expert level advice and training on regulations and VOSHA programs, primarily in response to requests by employers and employees.

*(continued on page 7)*



Dan coordinates compliance assistance work with the VOSHA office and the Program Manager, to support initiatives in such areas as external and internal training programs and the identification of small business needs and concerns. He serves as a liaison to stakeholders in partnerships and other strategic initiatives, keeping the VOSHA office staff informed of these activities.

**His major duties include:**

Planning, developing and implementing external training and education program, providing for or personally conducting outreach sessions on new standards, directives, and emerging industry practices and processes.

Analyzing stakeholder requests for training/compliance assistance and designing and developing training and outreach materials to meet those needs.

Presenting training and/or outreach materials and evaluating the outcomes of these efforts.

Responding to public queries regarding technical interpretations of VOSHA standards and policies.

Promoting voluntary compliance to keeping the public aware of changes in the occupational safety and health field.

Conducting public demonstrations of OSHA computer-based Internet outreach materials, advisors, e-Tools etc., to further public knowledge and use of materials interpreting safety and health standards and regulations.

Dan works as the Green Mountain Voluntary Protection Program (GMVPP) coordinator for the VOSHA office providing advice, assistance and guidance to VOSHA stakeholders interested in Voluntary Protection Programs (VPP) and arranging for specialized training on compliance issues and standards interpretations.

He identifies and maintains working relationships with public and private stakeholders (state and local governments, unions, trade/industry associations, chambers of commerce, insurance companies, educational institutions and others) to promote safety and health programs and the concept of voluntary compliance with VOSHA safety and health standards.

Dan is based in Newport, but works statewide with stakeholders. He can be reached at 802-334-4367 or at his e-mail [dan.whipple@labor.state.vt.us](mailto:dan.whipple@labor.state.vt.us)

## Governor Douglas Announces Software Development Initiative

### *Economic Development Plan Will Grow Software, IT Sector Jobs*

WINOOSKI – Governor Jim Douglas on Tuesday announced an economic development plan to create more jobs in the software development and information technology sectors.

At a press conference at the Champlain Mill in Winooski, the Governor rolled out a package of incentives and programs that will help stimulate growth in these critical high tech industries.

“These incentives will help establish the Champlain Mill – and Vermont – as a center for software development,” Governor Douglas said. “The combination of Winooski’s downtown re-development, Champlain College’s students, and the college’s commitment to this industry will create a critical mass for firms that will create good jobs and power our economy into the future.”

The press conference was held in conjunction with the unveiling of Champlain College’s new Emergent Media Center at the Champlain Mill, which has been renovated into space to accommodate software development firms being recruited to set up operations in Vermont.

Among the proposals and incentives the governor announced included:

- A grant of \$150,000 to the Vermont Center for Emerging Technologies to be used to make three very low interest loans to help young software designers from the state’s colleges and universities start a business;
- A \$47,500 grant to the Vermont Software Developers Alliance to help it continue its mission as a trade association promoting the industry in Vermont;
- A plan to enhance state’s cash incentive program, the Vermont Employment Growth Incentive or so-called VEGI program, to provide a higher level of benefit to eligible companies creating jobs in software industry;
- A plan to establish a Research and Development tax credit in Vermont, and;
- Directing the Vermont Department of Labor under the Next Generation initiative to give internship applications from software and related technology firms priority in their next and subsequent rounds of funding.

“Our vision of a software development cluster, anchored in partnership with Champlain College and their Emergent Media Center, includes a community of students and professionals, living, learning, and working together in this revitalized neighborhood,” Douglas said. “Through innovative, pro-growth partnerships such as this, Vermont’s economy will be strengthened through the creation of many more good-paying jobs.”

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## Announcement

### **IMPORTANT NOTICE REGARDING 2009 Minimum Wage Increase**

The Vermont Department of Labor has announced the state minimum wage will increase to \$8.06 per hour from \$7.68 per hour on January 1, 2009. Vermont’s minimum wage increases at the same rate as the August Consumer Price Index (CPI) each year or five percent whichever is smaller. The CPI increased for the period September 1 2007- August 31, 2008 was 5.4%. The increase to the minimum wage was set at 5% for the preceding 12 month period.

The basic wage for tipped employees will increase from \$3.72 to \$3.91 per hour. Service or tipped employees are individuals working in hotels, motels, tourist places, and restaurants who customarily and regularly receive more than \$120.00 a month in tips for direct and personal service.

Tipped employees’, like other workers’, total earnings during a pay period must equal or exceed \$8.06 per hour. If a combination of tips and the basic wage do not meet that requirement, the employer must make up the difference.

Anyone with a question about the minimum wage may visit the Department of Labor online at [www.labor.vermont.gov](http://www.labor.vermont.gov) or contact the Wage and Hour Program at 802-828-0267.

**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).