

Vermont

News

Labor Market

September 2009

Working Together
for Vermont

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Commissioner's Message

Patricia Moulton Powden

Sen. Patrick Leahy (D-Vt.), in partnership with the Vermont Department of Labor, the Vermont Commission on Women and other sponsors, will once again host Vermont's annual Women's Economic Opportunity Conference on October 17 at Vermont Technical College in Randolph Center. The conference is free and open to all Vermonters interested in attending. The doors at open at 8 for registration, exhibits and coffee; the conference will officially begin at 9:00 a.m.

"This past year has been trying for Vermonters. As a result, many Vermont women have had to be flexible and adapt to the new economic climate, whether by choice or by outside forces. As fall approaches, I look forward to joining you at the 13th annual Women's Economic Opportunity Conference to focus on the career and business development of Vermont's women," Senator Leahy said in his invitational letter.

This year's keynote speaker is Lilly Ledbetter, for whom the Lilly Ledbetter Fair Pay Act was named. She served as a manager at the Goodyear Tire and Rubber Company plant in Gadsden, Alabama for over nineteen years. She received the top performance award and was one of four area managers, and the only woman, selected to initiate the light truck production at that plant. After learning that over the course of her career she had been paid significantly less than her male colleagues, Ms. Ledbetter filed a complaint with the Equal Employment Opportunities Commission. In 2007, Ms. Ledbetter's legal battle came to an end with the Supreme Court's ruling which overturned her original jury award on a statute of limitations basis. Despite this loss, Ms. Ledbetter's fight against pay discrimination led to the introduction of the Lilly Ledbetter Fair Pay Act. The Lilly Ledbetter Fair Pay Act was the first bill signed into law by President Obama in January 2009. She continues to be an advocate for pay equity.

(continued on page 2)

Commissioner's Message - continued

Prior to her tenure at Goodyear, Ms. Ledbetter worked as a District Manager for H & R Block, Inc. and as an assistant Financial Aid Director at Jacksonville State University. A life-long resident of Alabama, she and her late husband of fifty-three years have two children and four grandchildren.

Each year the conference offers a wide variety of workshops. This year sessions include: Buying a Used Car, Testing your Business Venture Idea, Radical Career Change, A Resume that Stands Out, Workplace Conflict, Stress Relief with Felted Soaps, and many others. More information about the workshops may be found online at: www.vtsbdc.org and <http://leahy.senate.gov>.

The planning committee is expecting a good turnout at this event, so please register early online at: www.vtsbdc.org and <http://leahy.senate.gov> (*click on training link*).

You may also mail in your registration to Vermont SBDC, PO Box 188, Randolph Center, VT 05061.

Healthcare Reform

As the United States thinks about healthcare reform, it seemed appropriate to look at ways to reduce medical costs without sacrificing quality of care. Some of the leading edge healthcare solutions are clearly non-traditional. They include “disruptive healthcare innovations, such as medical tourism, retail clinics, medical homes, alternative and integrated medicine, and cyber visits. To help employers capitalize on these potential cost-reducing innovations, the consulting firm Deloitte LLP created the Deloitte Center for Health Solutions.



For a while now, we have heard about the tremendous cost advantages of “medical tourism”, traveling abroad to receive superior medical, dental and cosmetic care at what are characterized as “state-of-the-art medical facilities” throughout the world at a fraction of the cost of US, UK, or Canadian healthcare systems. In 2006 alone, more than 750,000 US citizens left the country to find less expensive medical treatments. That number is projected to grow to six million by next year, potentially saving US employers billions of dollars. Healthbase is one of the leading providers for direct access to US-, UK-, and internationally trained physicians performing over 300 different procedures at major accredited hospitals in Southeast Asia, Turkey, Belgium, Hungary, and certain countries in Central and South America, (particularly Brazil).

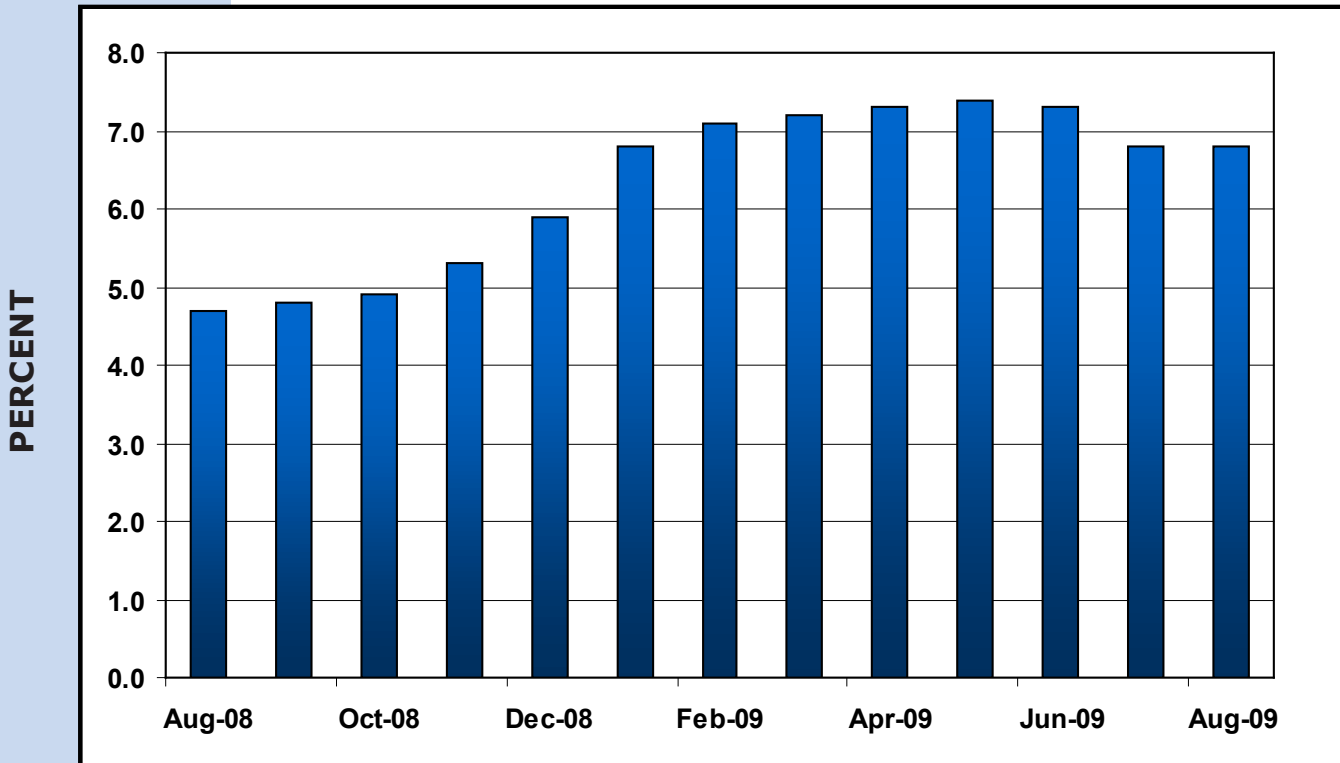
However, the latest trend is similar to Lakeshoring (as opposed to Off-Shoring), that is finding good facilities in lower cost domestic markets, so that the patient does not need to travel to a foreign country to have a particular procedure.

One of the leaders in domestic medical tourism is a company called Healthplace America which has saved its clients hundreds of thousands of dollars by helping to relocate the medical procedure to a lower-cost market within the US, saving up to 75 percent of the cost of having the procedure closer to home. US medical facilities are willing to be paid less because they are generally compensated upfront. Paying them before the procedures are conducted enables them to avoid the arduous task of seeking reimbursement afterward from insurers and third-party administrators.

Expect to see employers and others looking for non-traditional, yet effective ways to deliver healthcare smarter and less expensively. (Other innovations like retail clinics and cyber visits will be addressed in subsequent Herman Trend Alerts.)

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Vermont Seasonally Adjusted Unemployment Rate



Visit our website for more information and additional opportunities.

<http://labor.vermont.gov>

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). Interpretative services are available for limited English proficiency customers. For more information please visit: <http://www.dol.gov/oasam/programs/crc/ISpeakCards.pdf>.

Vermont Unemployment Estimates Statewide

(Seasonally Adjusted)

	Aug. '09	July '09	Aug. '08	Changes from:	
				July '09	Aug. '08
TOTAL LABOR FORCE¹	358,800	360,200	355,300	-1,400	3,500
EMPLOYED	334,500	335,600	338,700	-1,100	-4,200
UNEMPLOYED	24,300	24,600	16,600	-300	7,700
RATE (%)	6.8	6.8	4.7	0.0	2.1

¹Includes proprietors, professionals, and unpaid family workers.
VCM Regression Methodology

Labor Market Areas By Residence (Not Seasonally Adjusted)

AREA	Total Labor Force	Number Employed	Number Unemployed	Aug-09 Rate (%)	July-09 Rate (%)	Aug-08 Rate (%)
Barre-Montpelier	29,750	28,000	1,800	6.0	6.4	4.2
Bennington	13,400	12,450	950	7.0	7.6	4.6
Bradford	5,100	4,750	300	6.2	6.6	3.9
Brattleboro	24,350	22,800	1,550	6.3	6.6	4.4
Burlington-South Burlington	114,800	108,500	6,300	5.5	5.9	3.8
Hartford	21,250	20,450	750	3.6	3.9	2.4
Manchester	12,600	11,800	750	6.1	6.4	4.1
Middlebury	18,500	17,400	1,100	6.0	6.5	4.0
Morristown-Stowe	21,400	20,150	1,250	5.9	6.4	4.0
Newport	14,350	13,200	1,150	8.0	8.4	5.5
Randolph	8,850	8,250	600	6.9	7.4	4.6
Rutland	25,650	23,550	2,100	8.3	8.9	5.4
Springfield	12,500	11,600	900	7.2	7.5	4.5
St. Johnsbury	15,450	14,350	1,100	7.1	7.4	4.3
Swanton-Enosburg	14,300	13,350	950	6.7	7.1	4.6
Warren-Waitsfield	3,850	3,650	200	4.9	5.6	2.8
Woodstock	3,900	3,750	150	4.2	4.4	2.5
Vermont Total	362,400	340,250	22,150	6.1	6.5	4.1

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

Colebrook, NH-VT	3,900	3,600	300	7.5	6.3	3.7
Lebanon, NH-VT	49,550	47,550	2,000	4.1	3.8	2.4
Littleton, NH-VT	14,800	13,800	1,000	6.8	6.6	4.0
North Adams, MA-VT	17,950	16,300	1,650	9.1	9.3	5.5

Vermont Seasonally Adjusted Nonfarm Employment in Thousands

BY NAICS	Prelim.	Revised	Revised	Changes From:		Otm	Oty
	Aug. '09	July '09	Aug. '08	July '09	Aug. '08	Change %	Change %
Total - All Industries	294.5	294.6	306.5	-0.1	-12.0	0.0	-3.9
Private Industries	239.3	239.3	252.2	0.0	-12.9	0.0	-5.1
Construction	13.1	13.2	15.5	-0.1	-2.4	-0.8	-15.5
Manufacturing	30.2	30.3	34.8	-0.1	-4.6	-0.3	-13.2
Durable Goods	21.2	21.3	25.2	-0.1	-4.0	-0.5	-15.9
Non-Durable Goods	9.0	9.0	9.6	0.0	-0.6	0.0	-6.3
Trade, Transportation & Utilities	56.7	56.7	59.2	0.0	-2.5	0.0	-4.2
Retail Trade	37.7	37.7	40.0	0.0	-2.3	0.0	-5.7
Trans., Warehousing & Utilities	8.9	8.9	8.9	0.0	0.0	0.0	0.0
Financial Activities	12.5	12.6	12.9	-0.1	-0.4	-0.8	-3.1
Professional & Business Services	20.5	20.8	22.7	-0.3	-2.2	-1.4	-9.7
Professional., Scientific & Technical	12.7	12.7	13.5	0.0	-0.8	0.0	-5.9
Administrative Support & Waste	7.8	7.9	8.9	-0.1	-1.1	-1.3	-12.4
Education & Health Services	60.9	60.6	58.8	0.3	2.1	0.5	3.6
Private Ed. Services	13.5	13.6	13.2	-0.1	0.3	-0.7	2.3
Health Care & Social Assistance	47.4	47.0	45.6	0.4	1.8	0.9	3.9
Leisure & Hospitality	30.5	30.4	32.3	0.1	-1.8	0.3	-5.6
Arts, Entertainment & Recreation	3.7	3.7	3.9	0.0	-0.2	0.0	-5.1
Accommodation & Food Services	26.8	26.7	28.4	0.1	-1.6	0.4	-5.6
Other Services	9.5	9.5	9.7	0.0	-0.2	0.0	-2.1
Total Government	55.2	55.3	54.3	-0.1	0.9	-0.2	1.7
State Government	18.4	18.5	18.0	-0.1	0.4	-0.5	2.2
Local Government	30.5	30.6	30.0	-0.1	0.5	-0.3	1.7
Burlington - S. Burlington MSA							
Total - All Industries	108.6	108.6	113.8	0.0	-5.2	0.0	-4.6

Statewide Total - All Industries estimate is seasonally adjusted independently.

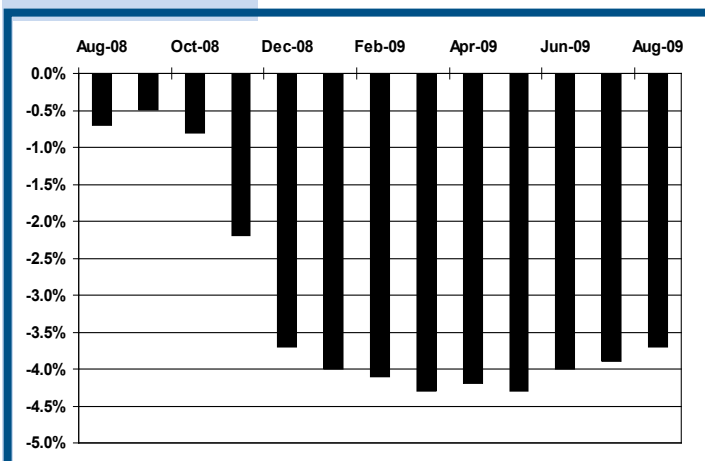
Note: Beginning January 2009 Vermont will publish a seasonally adjusted Total-All Industries estimate for the Burlington - S. Burlington MSA. Seasonal factors available from VDOL/LMI on request.

Produced by the Vermont Department of Labor in cooperation with the U.S Bureau of Labor Statistics.

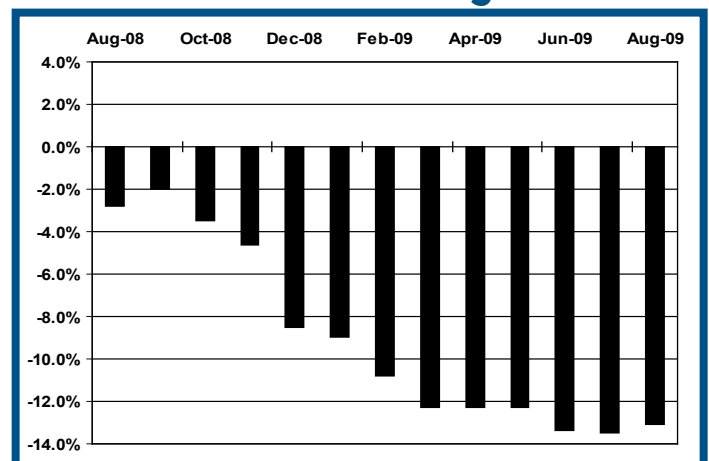
Vermont Annual Job Growth

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:	
	Aug. '09	July '09	Aug. '08	July '09	Aug. '08
TOTAL NONFARM	289,900	289,650	301,050	250	-11,150
TOTAL PRIVATE	244,450	244,250	256,550	200	-12,100
GOODS PRODUCING	46,000	46,200	53,250	-200	-7,250
MANUFACTURING	30,500	30,550	35,100	-50	-4,600
Durable Goods	21,300	21,400	25,350	-100	-4,050
Computer & Electrical Equipment Mfg.	8,400	8,450	9,100	-50	-700
Fabricated Metal Products Mfg.	2,500	2,500	2,550	0	-50
Non-Durable Goods	9,200	9,150	9,750	50	-550
Food Mfg.	4,000	3,900	4,050	100	-50
CONSTRUCTION	14,650	14,800	17,250	-150	-2,600
MINING & LOGGING	850	850	900	0	-50
SERVICE-PROVIDING	243,900	243,450	247,800	450	-3,900
TRADE, TRANSPORTATION AND UTILITIES	56,800	56,700	58,950	100	-2,150
Wholesale Trade	10,150	10,100	10,300	50	-150
Retail Trade	38,100	38,100	40,200	0	-2,100
Food & Beverage Stores	10,250	10,200	10,300	50	-50
General Merchandise Store	2,750	2,750	2,850	0	-100
Transportation, Warehousing and Utilities	8,550	8,500	8,450	50	100
Utilities	1,850	1,850	1,800	0	50
Transportation & Warehousing	6,700	6,650	6,650	50	50
INFORMATION	5,550	5,550	5,850	0	-300
FINANCIAL ACTIVITIES	12,700	12,700	13,100	0	-400
Finance & Insurance	9,350	9,350	9,650	0	-300
Real Estate, Rental & Leasing	3,350	3,350	3,450	0	-100
PROFESSIONAL AND BUSINESS SERVICES	21,250	21,400	23,250	-150	-2,000
Professional, Scientific and Technical	12,750	12,750	13,500	0	-750
Administrative, Support and Waste	8,250	8,350	9,500	-100	-1,250
EDUCATIONAL AND HEALTH SERVICES	60,100	60,000	58,100	100	2,000
Educational Services	12,550	12,650	12,300	-100	250
College, Universities and Professional	6,750	6,700	6,800	50	-50
Health Care and Social Assistance	47,550	47,350	45,800	200	1,750
Ambulatory Health Care Services	16,200	16,250	16,000	-50	200
Hospitals	12,800	12,800	12,150	0	650
Nursing and Residential Care Facilities	7,100	7,050	7,000	50	100
LEISURE AND HOSPITALITY	32,350	31,950	34,200	400	-1,850
Arts, Entertainment and Recreation	4,500	4,600	4,650	-100	-150
Accommodation and Food Services	27,850	27,350	29,550	500	-1,700
Accommodations	10,300	9,850	10,900	450	-600
Hotel & Motels	8,350	8,150	8,950	200	-600
Food Services and Drinking Places	17,550	17,500	18,650	50	-1,100
OTHER SERVICES	9,700	9,750	9,850	-50	-150
GOVERNMENT	45,450	45,400	44,500	50	950
Federal Government	6,300	6,300	6,250	0	50
State Government Education	6,300	6,200	6,300	100	0
Local Government Education	14,300	14,250	14,000	50	300
Other State Government	10,500	10,600	10,100	-100	400
Other Local Government	8,050	8,050	7,850	0	200

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. Beginning with the January '09 estimates CES has implemented a change to the Super Sector previously titled "Natural Resources & Mining" to "Mining & Logging". It's merely a change of title to better reflect the true makeup of the Super Sector in CES.

Announcements

Industry Training Information

November 4, 2009: **Emergency Response Planning** – What you need to know to prepare an Integrated Contingency Plan (ICP) - Green Mountain Coffee Roasters, 81 Demeritt Place, Waterbury, Vermont. Cost = \$30.00 per person; Food and beverages (including lunch) to be provided for all registrants. 8:00 a.m. - 4 p.m. -- Lunch Provided. <http://vtsbdc.centerdynamics.com/workshop.aspx?ekey=11290023>

November 6, 2009: **Forklift Operator & Train-the-Trainer Safety Seminar**, 8:30 a.m. – 3:30 p.m. Blair Park Williston, Room 213. Please register on-line @ www.vtsbdc.org (training tab), or direct registration link: <http://vtsbdc.centerdynamics.com/workshop.aspx?ekey=40290017>

December 7 – 10, 2009: **General Industry OSHA-30 Class**, sponsored by the Vermont Safety & Health Council, Asa Bloomer State Office Building in Downtown Rutland, Vermont

More Information: www.vshc.org (events calendar)

Forklift Operator & Train-the-Trainer Safety Seminar: December 6, 2009, Blair Park, Williston, Room 213; 8:30 am – 3:30 pm. 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, inspection and fundamentals of operation. This course can be used as a train-the-trainer seminar. Valuable handouts and lunch included. \$125. Please register on-line @ www.vtsbdc.org (training tab). This seminar will be posted soon.

Mark Your Calendars for General Industry OSHA-30 Class, sponsored by the Vermont Safety & Health Council, December 7 to 10, 2009 at the Asa Bloomer State Office Building in Downtown Rutland, VT. More Information is available at www.vshc.org.

The 4th Vermont GREENING UPH YOUR BOTTOM LINE – A Conference for & by Vermont Businesses: October 21, 2009 9:00 am – 3:30 pm, Stowe Mountain Lodge, Stowe. Come find out what Vermont businesses can do to reduce their environmental impacts and improve their bottom lines. Topics will include a Plenary Session: The Coming Carbon Market by Michael Dworkin of Vermont Law School and The Business & Policy of Carbon Panel – A discussion by business and policy leaders of the potential business impacts of potential new carbon policy, and how businesses can prepare themselves, broadcast LIVE over WDEV, with moderator Mark Johnson. Other topics will include: Understanding and Managing Your Carbon Footprint; Building Business Sustainability; 21st Century Lighting; Understanding the Return on your Investment in your Energy Project; Greener Janitorial Products Options; and Product Stewardship & Life Cycle Cost Analysis. A Green Drinks session will follow the conference. Sponsored by: Vermont Environmental Consortium and the VT Business Environmental Partnership (a program of the VT Small Business Development Center and VT Dept. of Environmental Conservation); Green Mountain Power; gro Solar; Green Mountain Coffee Roasters; VT Business Magazine; Hall Communications; The Vermont Sustainable Jobs Fund; Environmental Compliance Services; Efficiency Vermont; Cabot Creamery; Green Living Journal; Lightworks and Interrobang Design. Registration and full agenda is at: www.vbep.org. Green Drinks networking session after conference.