

The Vermont Labor Market

Departments of Employment & Training / Labor & Industry

Vermont Department of

May
2003

Employment & Training

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<http://www.det.state.vt.us>

Labor & Industry section
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Commissioner's Message

Do You Know Your Local One-Stop?

The Center for Workforce Preparation, a nonprofit associated with the US Chamber of Commerce, conducted a survey to hear the voice of business - especially small business - on the success or lack thereof of the workforce development system.

Local organizations, such as the Addison County Chamber of Commerce, were partners and participated in the survey. Some of the key findings were:

- Less than half of employers are aware of one-stop centers in their areas.
- About 40 percent of employers believe the primary purpose of the public workforce development system is to help with job creation and business.
- 30 percent think it is human resource assistance, and the remaining 30 percent think its purpose is mainly social welfare.
- The main reason employers do not use the one-stops is lack of awareness of their services, or use of other resources.

Our Career Resource Centers are intended for use by both employers and job seekers and offer a range of services and resources. Overall, just over 40

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The Edge

H-1B Information Technology Training

In December of 2002, Vermont was successful at receiving a second H-1B grant from the U.S. Department of Labor. This two-year grant, amounting to over \$2.99 million, is designed to train legal U.S. residents in high skill occupational areas for which U.S. employers import foreign workers.

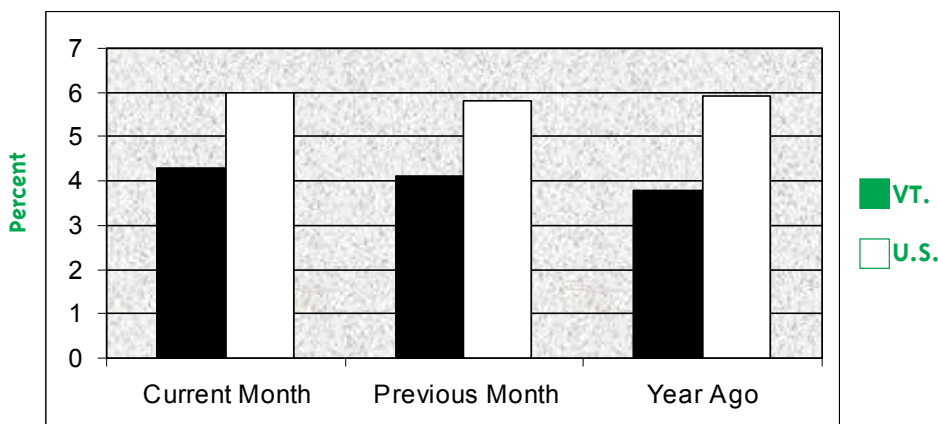
The federal law that authorizes these training programs is the American Competitiveness and Workforce Improvement Act. Grants are financed by a user fee paid by employers to bring foreign workers into the U.S. on a temporary basis to fill jobs for which legal U.S. residents are either not trained or there are not enough trained workers to fill available positions.

Vermont's H-1B grant provides training support in both high-end healthcare occupations and in information technology. The IT component of the grant is coordinated by the Vermont Information Technology Center (VITC.)

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Unemployment Rates Vermont and U.S.

April (SA) 2003 Rates
VT 4.3% • U.S. 6.0%



Commissioner's Message –

(continued from front page)

percent of employers are aware of one-stop centers. However, that percentage falls to 35 percent (nationally) when we look at employers of 10 or fewer employees. This is particularly troubling in Vermont, where almost 80 percent of our businesses employ 10 or fewer employees. These small businesses could benefit greatly from the services offered in their local career resource center; recruitment, skills assessment and skills development, human resource consultation, and applicant screening are all available there.

Among employers who use one-stop centers, satisfaction with services received is very high as measured by customer satisfaction surveys. When asked to list services that would meet their needs, employers who were unaware of one-stops, consistently listed the very services already offered there.

The Workforce Investment Boards (WIB's) provide a forum for business to work with community leaders and educators to address the training needs of Vermont. In order to be effective, workforce investment boards and career resource centers must be engaged in the business community. Although the Workforce Investment Act, which mandated the one-stop system, has been around for several years, additional emphasis in improving outreach to employers is needed. Employers who do use the one-stops give them high marks - let's spread the word.

The challenges facing American businesses are great. As the economy recovers, the demand for workers may exceed availability. The growth in native-born workers between the ages of 25 and 54 is expected to be flat over the next 20 years. At the same time, the vast majority of new jobs that will be created will require some post-secondary education. However, the number of workers with some education beyond high school will grow by just 4 percentage points between 2000 and 2020.

The Department of Employment & Training has 12 Career Resource Networks, with many services to help our employers. Please call or visit your local office to find out just how we can help. You may also visit our website at www.det.state.vt.us to access our services on-line.

<i>Barre</i>	(802) 476-2600	<i>Newport</i>	(802) 334-6545
<i>Bennington</i>	(802) 442-6376	<i>Rutland</i>	(802) 786-5837
<i>Brattleboro</i>	(802) 254-4555	<i>St. Albans</i>	(802) 524-6585
<i>Burlington</i>	(802) 658-1120	<i>St. Johnsbury</i>	(802) 748-317
<i>Middlebury</i>	(802) 388-4921	<i>Springfield</i>	(802) 885-2167
<i>Morrisville</i>	(802) 888-4545	<i>White River Jct.</i>	(802) 295-8805

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The Edge - *(continued from front page)*

Part of these funds are going to support professionally certified IT training at Champlain College in Burlington. These programs require between 15 and 24 credits and are intended for either employed individuals (incumbent workers) and unemployed or dislocated workers. The grant will pay up to 70% of the tuition for incumbent workers and 100% of the tuition for unemployed or dislocated workers. Employers are required to make up the remaining 30% either in direct tuition support or in-kind support.

Currently, there are five (5) professional certificates that will be offered: Computer Networking, Multimedia and Graphic Design, Global Networks and Telecommunications, Software Development, and Web Site Development and Management. The latter three areas are available totally on-line; the first two require some or all campus work. More certificate programs in IT may be offered in the future. All professional certificate courses are transferable to advanced postsecondary degrees.

Individuals who are employed should contact either Jane Faust (802-865-6402 or faust@champlain.edu) or David Binch (802-865-6439 or binch@champlain.edu) at VITC for information about applying for any of these programs. Unemployed and/or dislocated workers should contact their nearest One-Stop Career Resource Center. Each center has a H-1B contact person who will provide the individual with application information and will guide them through the process.

Another component of the grant's IT training is being managed by the Vermont State Colleges to provide training to employees of IBM at the Essex Junction site. Training areas comprise Engineering, Integrated Circuit Design and Programming, and EBI/MBI Technician training, and include multiple postsecondary training institutions.

One of the distinguishing features of Vermont's H-1B grant is the large amount of employer support that has been pledged. The grant required at least a 50% match made up of non-federal funds. Vermont was able to show 150% match by the employer community. Clearly, the H-1B grant is an excellent example of a government-employer partnership.



DET Notebook

In keeping with the mission of the Department of Employment & Training, “In partnership with others to provide services, information and support both to individuals to obtain and keep good jobs, and to employers to recruit and maintain a productive workforce”, among the many services provided, Career Resource Centers are staffed with Employment (Career) Counselors who are available to assist individuals who are experiencing job uncertainty.

If an individual is searching for answers to choose a career, change a career or manage a career, the career counselor may be able to help.

In choosing a career, where does one begin? Often, the best way to begin is to work with a career counselor to help identify interests, work values, skills and personal preferences necessary to get started.

Sometimes a person is forced to change employment, either because a current position is no longer satisfying, or because of some external cause, such as health issues or situations in the labor market. The career counselor can help identify one’s most marketable skills and experiences, and will help plan steps toward beginning a new career.

If one has difficulty obtaining or keeping jobs, the career counselor may help to identify problems and develop strategies to deal with them.

The Department of Employment & Training Career Counselor’s role and

case management of training programs go hand in hand. An individual may be set on a career goal which s/he feels is positively the one desired, but which has not been carefully analyzed. “Well, I see lots of job openings in this field. I’ve always thought it would be a fun job”. Once the individual finds out what is really involved, or what preparation is required, interest quickly wanes.

When an individual loses a job which s/he has held for many years, we can understand the devastation and process of grieving the person is going through. After all, our work comprises one third of our daily hours and becomes our very self-definition. Very often the initial response is shock and denial, and until the individual works through those emotions, s/he will not be able to move forward. A visit to the counselor can become crucial at this point. Having someone who can empathize and listen without judgement will be of great help in exploring and overcoming all of these conflicting feelings. This may be the only way the person will be able to move on.

Even once the individual begins to progress, s/he may become panicky and lost. The individual’s known skills are the only ones ever used. The individual may not even know how to approach the job application process. One may never have interviewed for that first job, but simply fell into it. Thus even when the individual would be

willing to search for work in new arenas, it is a thoroughly daunting process. Career counseling can assist an individual in identifying new goals and recognizing that skills can be applied in new directions.

Everyone wants the training program to be successful and to lead to positive employment. This creates a win-win situation for all concerned. Counseling can be advantageous in discovering the underlying factors behind barriers. “I can’t hold a job because authority frightens me. That is why my past work history is so short term”. It may be that outside support and counseling (therapeutic as well as career) will be required: counselors’ partnerships with mental health practitioners can prove beneficial in making the referral.

Career counselors are authorized experts of assessment. They often can identify the tools necessary for objective documentation. They have historically been the interpreters of the General Aptitude Test Battery (GATB) test which evaluates potential in nine vocational aptitude areas. They are qualified to administer the Myers-Briggs Type Indicator (MBTI) which allows an individual to learn about his/her personality type, his/her preferred method of communication, and how all of this influences career satisfaction. Career counselors are very knowledgeable about all the formal tools used in assessment. In completing the Competency Based Counseling program (CBC), they must be able to critically analyse the instruments used. Do they really measure what they are supposed to measure? Are the results repeatable or will differences in the group to whom they are administered affect the results? What kinds of statistical analyses have been done in designing and preparing the tools for use?

If one desires further information about career counseling, please get in touch with the Career Resource Center in your area.

Economic Spotcheck

Local Unemployment Rates (Not Seasonally Adjusted)

Town/City*	Apr. '03	Mar. '03	Apr. '02
Barre City	8.7	9.8	7.2
Barre Town	2.9	3.2	2.9
Bennington Town	6.0	6.2	5.2
Brattleboro Town	3.9	3.6	3.3
Burlington City	3.7	3.5	3.0
Colchester Town	3.2	3.3	3.0
Essex Town	2.9	2.9	2.4
Hartford Town	2.3	2.3	2.0
Middlebury Town	2.4	2.8	2.5
Milton Town	4.4	5.4	4.0
Montpelier City	2.5	2.7	2.1
Rutland City	3.6	3.4	3.8
St. Albans City	3.7	4.2	3.6
St. Johnsbury Town	7.6	8.6	7.6
So. Burlington City	2.7	2.6	2.1
Springfield Town	7.6	8.0	8.2

*16 Largest Towns in Vermont

U.S. CONSUMER PRICE INDEX Base Period (1982 - 1984 = 100)

	Apr. 2003	Mar. 2003	Apr. 2002
All Items Index	183.8	184.2	179.8
Annual Percent Change	2.2	3.0	1.6

BRIEF EXPLANATION OF THE CPI - The Consumer Price Index (CPI) is a measure of the average change in prices over time of a fixed market basket of goods and services. It is based on prices of food, clothing, shelter, fuels, transportation fares, and other items that people buy for day to day living. The CPI shown above represents the U.S. city average for all urban consumers and is not seasonally adjusted.

There is no separate Consumer Price Index for Vermont or any area within the state.

Employment Trends

Total seasonally adjusted April employment gained slightly, adding 900 from the previous month with 338,300 working Vermonters. This estimate includes all Vermont residents who worked, whether at wage and salary jobs, or as self-employed.

On a seasonally adjusted basis, the estimated number of nonfarm jobs jumped by 1,800 from the previous month to 303,500. Revised March estimates increased slightly as well, adding 400 jobs from the preliminary estimates of the same month. Education & health services contributed the largest increase, adding 700 jobs. Government also presented a healthy gain, adding 400 jobs, with federal, state and local combining for the increase. Retail trade had a strong showing in April, with an increase of 300 jobs. Certain portions of retail are tied into leisure & hospitality, which gained slightly, due, in part, to late snowfall in several skiing & riding areas, thus allowing some surrounding retail businesses the opportunity to remain open for an extended period.

The more detailed unadjusted estimates fell by almost 2,300 in April, with the largest decline in hotels & motels, which lost almost 3,800 jobs. This is fairly typical as several resorts & motels surrounding ski areas were well within their seasonal lay-off period. However, late season snowfall allowed several areas to offer many skiing and riding opportunities on many trails. Construction got off to a slow start this spring, due to poor weather conditions, but added 900 jobs in April, which is fairly typical. Professional & business services

had a strong showing in April, adding 400 jobs. The healthiest gain within that sector was in administration, support & waste. Some companies providing temporary services to employers reported increases in employment over the month, which contributed a sizeable portion of the gain in this sector.

The preliminary April estimates reflect an annual increase of 1.0%. Health care & social assistance added the most jobs over the year contributing an additional 1,900. Manufacturing lost 3,000 jobs over the year, partially off setting the gain. Leading the way within manufacturing was computer & electrical equipment, which was down almost 1,300.

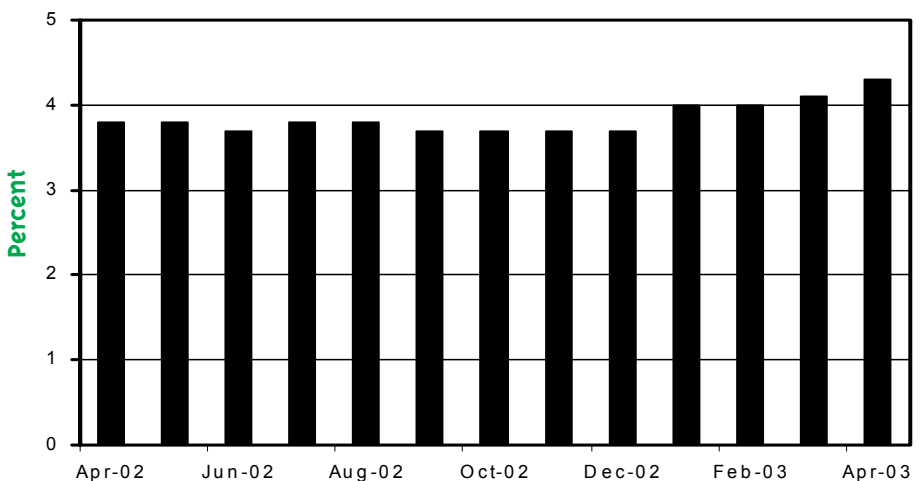
Unemployment Trends

Vermont's seasonally adjusted April unemployment rate of 4.3 percent was up two tenths from the revised March rate of 4.1, with an estimated 15,100 Vermonters unemployed during the month.

The comparable national unemployment rate was 6.0 percent for April, also up two tenths from March. Vermont continues to be well under the national rate.

The number of initial claims for Unemployment Insurance filed in April increased significantly from the previous month. The largest increase in initials was in service industries. This may be reflecting seasonal lay-offs within hotels & motels, particularly those surrounding ski areas. Initial claims in construction fell as warmer weather facilitated seasonal hires.

Vermont Seasonally Adjusted Unemployment Rate



Labor Force Estimates *(Seasonally Adjusted)*

Vermont	Apr. '03	Mar. '03	Apr. '02	Changes from:	
				Mar. '03	Apr. '02
TOTAL LABOR FORCE¹	353,400	352,000	347,100	1,400	6,300
TOTAL EMPLOYMENT	338,300	337,400	334,100	900	4,200
TOTAL UNEMPLOYMENT	15,100	14,600	13,100	500	2,000
RATE	4.3	4.1	3.8	0.2	0.5

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

Labor Market Areas *(Not Seasonally Adjusted)*

	Apr. 2003	Mar. 2003	Apr. 2002		Apr. 2003	Mar. 2003	Apr. 2002
BARRE-MONTPELIER				MORRISTOWN-STOWE			
Labor Force	41,000	41,350	39,800	Labor Force	18,950	20,050	18,150
Unemployment	1,950	2,200	1,700	Unemployment	1,250	1,200	1,050
Rate	4.7	5.4	4.2	Rate	6.5	5.9	5.9
Employment	39,050	39,150	38,100	Employment	17,700	18,850	17,100
BENNINGTON-MANCHESTER				NEWPORT			
Labor Force	21,800	22,050	21,000	Labor Force	13,700	13,700	12,950
Unemployment	1,100	1,100	950	Unemployment	1,250	1,300	1,000
Rate	5.1	5.0	4.5	Rate	9.3	9.4	7.8
Employment	20,700	20,950	20,050	Employment	12,450	12,400	11,950
BURLINGTON				RANDOLPH			
Labor Force	105,650	104,950	106,100	Labor Force	6,500	6,600	6,250
Unemployment	3,650	3,800	3,100	Unemployment	350	350	250
Rate	3.5	3.6	2.9	Rate	5.1	5.4	3.9
Employment	102,000	101,150	103,000	Employment	6,200	6,250	6,000
ENOSBURG				RUTLAND			
Labor Force	11,300	10,950	10,700	Labor Force	30,250	30,600	30,200
Unemployment	800	900	650	Unemployment	1,600	1,600	1,350
Rate	7.0	8.0	6.0	Rate	5.2	5.2	4.4
Employment	10,500	10,050	10,050	Employment	28,650	29,000	28,850
HARTFORD-LEBANON,VT-NH LMA (VT PORTION ONLY)				ST. JOHNSBURY			
Labor Force	29,800	29,450	29,450	Labor Force	15,400	15,450	14,900
Unemployment	800	850	600	Unemployment	950	1,050	900
Rate	2.6	2.8	2.0	Rate	6.2	6.9	6.1
Employment	29,050	28,600	28,850	Employment	14,450	14,350	13,950
KEENE-BRATTLEBORO,NH-VT LMA (ENTIRE AREA)				SPRINGFIELD			
Labor Force	N/A	59,150	56,900	Labor Force	10,300	10,700	10,000
Unemployment	N/A	1,750	2,050	Unemployment	650	650	700
Rate	N/A	2.9	3.6	Rate	6.5	6.2	6.8
Employment	N/A	57,400	54,900	Employment	9,650	10,050	9,350
MIDDLEBURY				STATEWIDE			
Labor Force	21,000	20,800	20,150	Labor Force	349,950	351,050	343,500
Unemployment	800	950	700	Unemployment	16,000	16,650	13,800
Rate	3.8	4.5	3.5	Rate	4.6	4.7	4.0
Employment	20,200	19,850	19,450	Employment	333,950	334,350	329,750

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:	
	Apr. '03	Mar. '03	Apr. '02	Mar. '03	Apr. '02
Total - All Industries	303.5	301.7	299.9	1.8	3.6
Private Industries	251.1	249.7	249.1	1.4	2.0
Construction	15.3	15.2	15.2	0.1	0.1
Manufacturing	38.8	38.9	41.5	-0.1	-2.7
Retail Trade *	40.6	40.3	40.1	0.3	0.5
Professional & Business Services	20.8	20.6	20.1	0.2	0.7
Education & Health Services	50.7	50.0	49.8	0.7	0.9
Leisure & Hospitality*	33.1	32.9	32.8	0.2	0.3
Total Government	52.4	52.0	50.8	0.4	1.6

*These estimates are not endorsed by the U.S Bureau of Labor Statistics.

Note: Total - All Industries estimate is seasonally adjusted independently.

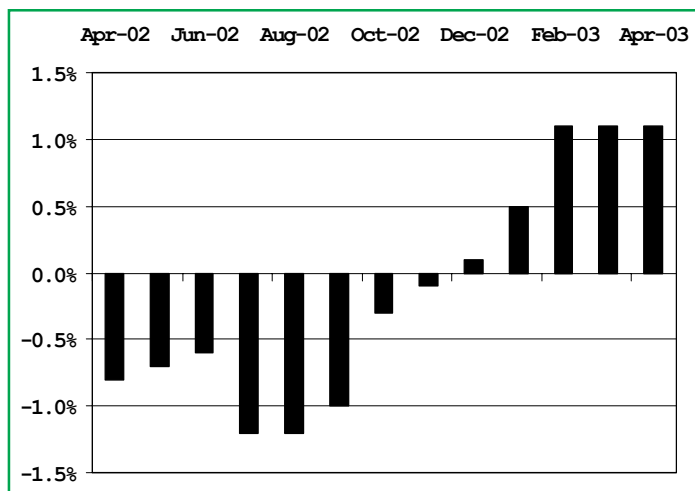
All seasonal adjustment performed with X12-ARIMA. Seasonal factors available from DET/LMI on request.

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

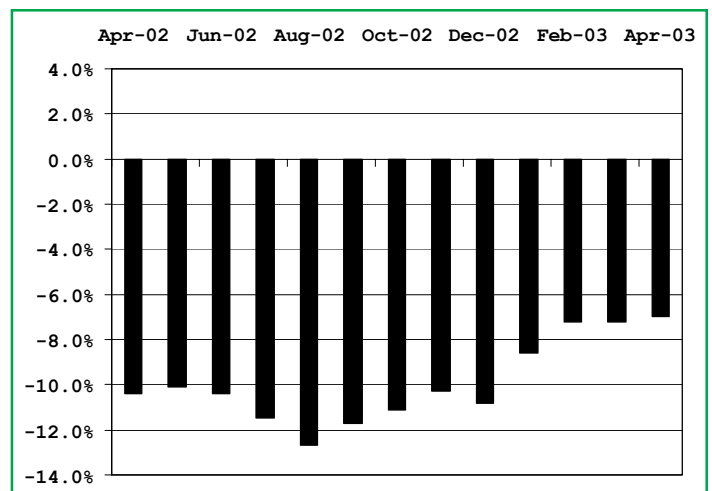
Vermont Annual Job Growth

Not Seasonally Adjusted Data

All Industries



Manufacturing



Nonfarm Employment In Vermont *(Not Seasonally Adjusted)*

Compiled by the Department of Employment and Training in cooperation with the Bureau of Labor Statistics, U.S. Department of Labor

INDUSTRY BY NAICS	Prelim.	Revised	Revised	Changes From:	
	Apr. '03	Mar. '03	Apr. '02	Mar. '03	Apr. '02
TOTAL NONFARM	300,250	302,500	297,300	-2,250	2,950
TOTAL PRIVATE	245,800	248,150	244,300	-2,350	1,500
GOODS PRODUCING	53,350	52,450	56,300	900	-2,950
MANUFACTURING	38,400	38,450	41,400	-50	-3,000
Durable Goods	27,750	27,600	30,250	150	-2,500
Computer & Electrical Equipment Mfg.	10,350	10,350	11,600	0	-1,250
Fabricated Metal Product Mfg.	2,800	2,800	2,900	0	-100
Machinery Mfg.	3,050	3,050	3,250	0	-200
Transportation Equipment Mfg.	2,350	2,200	2,450	150	-100
Furniture & Related Product Mfg.	2,400	2,400	2,800	0	-400
Non-Durable Goods	10,650	10,850	11,150	-200	-500
Food Mfg.	3,750	3,800	3,950	-50	-200
CONSTRUCTION	13,900	13,000	13,950	900	-50
NATURAL RESOURCES & MINING	1,050	1,000	950	50	100
SERVICE-PROVIDING	246,900	250,050	241,000	-3,150	5,900
TRADE TRANSPORTATION AND UTILITIES	59,100	58,650	57,950	450	1,150
Wholesale Trade	10,600	10,500	10,000	100	600
Retail Trade	39,700	39,450	39,250	250	450
Food & Beverage Stores	9,900	9,800	9,750	100	150
General Merchandise Store	3,250	3,200	3,300	50	-50
Transportation, Warehousing and Utilities	8,800	8,700	8,700	100	100
Utilities	1,700	1,700	1,700	0	0
Transportation & Warehousing	7,100	7,000	7,000	100	100
INFORMATION	6,650	6,700	6,850	-50	-200
FINANCIAL ACTIVITIES	13,200	13,200	12,950	0	250
Finance & Insurance	10,200	10,150	10,050	50	150
Real Estate, Rental & Leasing	3,000	3,050	2,900	-50	100
PROFESSIONAL AND BUSINESS SERVICES	20,500	20,100	19,950	400	550
Professional, Scientific and Technical	12,300	12,200	12,250	100	50
Administrative, Support and Waste	8,000	7,550	7,450	450	550
EDUCATIONAL AND HEALTH SERVICES	52,250	52,250	50,100	0	2,150
Educational Services	13,000	13,150	12,750	-150	250
College, Universities and Professional	7,250	7,200	7,050	50	200
Health Care and Social Assistance	39,250	39,100	37,350	150	1,900
Ambulatory Health Care Services	15,350	15,300	14,700	50	650
Hospitals	10,300	10,350	9,850	-50	450
Nursing and Residential Care Facilities	6,650	6,700	6,400	-50	250
LEISURE AND HOSPITALITY	30,550	34,650	30,350	-4,100	200
Arts, Entertainment and Recreation	2,750	2,900	3,050	-150	-300
Accommodation and Food Services	27,800	31,750	27,300	-3,950	500
Accommodations	10,500	14,300	10,400	-3,800	100
Hotel & Motels	9,700	13,450	9,500	-3,750	200
Food Services and Drinking Places	17,300	17,450	16,900	-150	400
OTHER SERVICES	10,200	10,150	9,850	50	350
GOVERNMENT	54,450	54,350	53,000	100	1,450
Federal Government	6,300	6,200	5,750	100	550
State Government Education	8,750	8,650	8,150	100	600
Local Government Education	23,550	23,450	23,600	100	-50
Other State Government	9,250	9,250	9,050	0	200
Other Local Government	6,600	6,800	6,450	-200	150

Nonfarm Employment By Area *(Not Seasonally Adjusted)*

Note: Monthly estimates are preliminary and subject to revision. See Annual Employment & Earnings for details. Benchmark 3/2002.

Burlington

INDUSTRY BY NAICS	Preliminary	Revised	Revised	Changes From:	
	Apr. '03	Mar. '03	Apr. '02	Mar. '03	Apr. '02
TOTAL NONFARM	107,400	106,600	108,500	800	(1,100)
TOTAL PRIVATE	88,600	88,050	90,400	550	(1,800)
GOODS PRODUCING	19,750	19,800	22,350	(50)	(2,600)
MANUFACTURING	15,200	15,300	17,550	(100)	(2,350)
Durable Goods	11,850	11,700	13,750	150	(1,900)
Natural Resources and Mining	4,550	4,500	4,800	50	(250)
SERVICE PROVIDING	87,650	86,800	86,150	850	1,500
TRADE, TRANSPORTATION AND UTILITIES	20,650	20,450	20,850	200	(200)
Wholesale Trade	3,700	3,650	3,600	50	100
Retail Trade	14,050	13,950	14,250	100	(200)
Transportation, Warehousing & Utilities	2,900	2,850	3,000	50	(100)
INFORMATION	3,100	3,150	3,150	(50)	(50)
FINANCIAL ACTIVITIES	5,350	5,300	5,250	50	100
PROFESSIONAL & BUSINESS SERVICES	10,150	9,900	9,400	250	750
Professional Scientific and Technical	6,600	6,400	6,200	200	400
EDUCATIONAL & HEALTH SERVICES	17,400	17,350	17,000	50	400
Health Care and Social Assistance	14,000	13,950	13,450	50	550
LEISURE AND HOSPITALITY	8,600	8,550	8,850	50	(250)
Accommodation and Food Services	7,400	7,150	7,350	250	50
Food Services and Drinking Places	6,200	5,900	6,150	300	50
OTHER SERVICES	3,600	3,550	3,550	50	50
GOVERNMENT	18,800	18,550	18,100	250	700
Federal Government	3,000	2,950	2,500	50	500
State Government Education	6,050	6,000	6,000	50	50
Local Government Education	6,150	5,900	6,100	250	50
Other State Government	1,500	1,500	1,600	0	(100)
Other Local Government	2,100	2,200	1,900	(100)	200

Barre-Montpelier

TOTAL NONFARM	34,800	34,850	34,000	-50	800
TOTAL PRIVATE	26,100	26,050	25,450	50	650
GOODS PRODUCING	4,450	4,350	4,650	100	-200
Manufacturing	3,050	3,050	3,250	0	-200
Natural Resources & Mining	1,400	1,300	1,400	100	0
SERVICE-PROVIDING	30,350	30,500	29,350	-150	1000
TRADE, TRANSPORTATION AND UTILITIES	6,100	6,050	5,950	50	150
Wholesale Trade	1,050	1,050	1,000	0	50
Retail Trade	4,250	4,200	4,100	50	150
Transportation, Warehousing & Utilities	800	800	850	0	-50
INFORMATION	700	700	700	0	0
FINANCIAL ACTIVITIES	2,900	2,850	2,700	50	200
PROFESSIONAL AND BUSINESS SERVICES	2,000	1,900	1,900	100	100
EDUCATIONAL & HEALTH SERVICES	5,600	5,500	5,250	100	350
Health Care and Social Assistance	3,850	3,800	3,650	50	200
LEISURE AND HOSPITALITY	2,950	3,300	2,900	-350	50
Accommodation and Food Services	2,650	2,650	2,600	0	50
OTHER SERVICES	1,400	1,400	1,400	0	0
GOVERNMENT	8,700	8,800	8,550	-100	150
Federal Government	350	350	350	0	0
State Government Education	300	300	300	0	0
Local Government Education	2,850	2,950	2,700	-100	150
Other State Government	4,550	4,500	4,550	50	0
Other Local Government	650	700	650	-50	0

Unemployment Insurance Program Summary

	April 2003	March 2003	April 2002	Percent Change From Last Month Last Year	
UI Trust Fund	\$255,606,560	\$253,325,542	\$301,641,532	0.9%	-15.3%
UI Reg. Benefit Payments *	\$9,860,850	\$13,056,579	\$10,268,461	-24.5%	-4.0%
UI Initial Claims	5,954	4,500	4,799	32.3%	24.1%
UI Weeks Claimed	44,753	56,989	42,824	-21.5%	4.5%

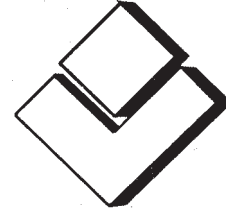
**Includes benefit payments for reimbursable employers.*

Average Hours and Earnings of Production and Nonsupervisory Workers

INDUSTRY BY NAICS	Average Weekly Earnings(\$)			Average Weekly Hours			Average Hourly Earnings(\$)		
	Apr. '03 Prelim.	Mar. '03 Revised	Apr. '02 Revised	Apr. '03 Prelim.	Mar. '02 Revised	Apr. '02 Revised	Apr. '03 Prelim.	Mar. '03 Revised	Apr. '02 Revised
GOODS PRODUCING	583.99	581.72	584.26	39.7	39.6	40.1	14.71	14.69	14.57
Natural Resources & Mining	457.95	429.98	451.23	33.5	31.5	33.4	13.67	13.65	13.51
Construction	601.36	599.43	610.13	39.1	39.0	39.8	15.38	15.37	15.33
Manufacturing	581.85	580.00	578.31	40.1	40.0	40.3	14.51	14.50	14.35
Durable Goods	602.36	602.36	597.63	40.4	40.4	40.6	14.91	14.91	14.72
Non-Durable Goods	516.75	515.04	518.24	39.0	38.9	39.5	13.25	13.24	13.12
SERVICE PROVIDING									
Wholesale Trade	624.71	622.57	631.90	34.9	34.8	35.5	17.90	17.89	17.80
Retail Trade	362.92	360.24	342.22	30.6	30.4	29.1	11.86	11.85	11.76
Health Care & Social Assist.	536.38	536.09	536.70	29.7	29.7	30.0	18.06	18.05	17.89
BURLINGTON AREA									
Manufacturing	571.16	569.26	584.33	37.7	37.6	38.8	\$15.15	\$15.14	\$15.06

Vermont Department of

Labor & Industry



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Commissioner's Message

The Workers' Compensation Division is one of the largest divisions within the Department of Labor & Industry. It is responsible for administering the state's laws on Workers' Compensation, and every year division specialists assist countless Vermonters and Vermont businesses. In terms of number of employees Vermont's Workers' Comp Division is the leanest in the United States, but in terms of quality and service they are second to none.

This week the division welcomes a new director. Laura Backus Hall joins us after serving the past 3 ½ years as a Market and Insurance Analyst at the Department of Banking, Insurance, Securities and Health Care Administration (BISHCA). Prior to her employment with the State of Vermont, she was a workers' compensation underwriter for a national insurance company specializing in workers' compensation insurance programs for Vermont employers. We are excited to have Laura Hall join our team, and we know that she will do a great job for Vermont.

The previous Director of Workers' Compensation, Laura Collins, now serves as the Deputy Commissioner of Labor & Industry. Her experience with Vermont's workers comp laws – both as a state employee and as an attorney in private practice – have proven to be indispensable as workers' comp reform has been debated at the State House.

Over the summer and fall both this department and BISHCA will be working with a special advisory council to examine Vermont's workers compensation system. We want to have a better idea of how Vermont measures up with the rest of the nation, and we want to be able to make recommendations to the Legislature as to what changes need to be made. A big undertaking like this will be made much easier and more enjoyable due to the presence of Laura Collins and Laura Hall, two people who have dedicated themselves to Vermont's workers' compensation system.

Changing Spaces at Home and Office – Are There Changing Fire Risks?

Buying a new home? Renting a new space for your business office? Finding just the right location to start that business you have always wanted to?

In each case a change in use of space in a building creates changes that may affect the risk to people in the building from fire hazards. The Vermont Fire Prevention & Building Code has different requirements for different types of building use depending on the number of people using the space, whether they are familiar with the space, awake or asleep and other different conditions. While risks might be different, the change in ownership or change in tenants offers an opportunity to take care of these risks.

The most important place to take care of the risk from fire is where you live. Any single family dwelling constructed in Vermont after January 1, 1994 must be equipped with smoke detectors installed in accordance with the manufacturers instructions. They must be powered by the house

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electrical service with battery back up. Any single-family dwelling built prior to January 1, 1994 must also have working smoke detectors installed in accordance with the manufacturers instructions when the property is sold or transferred. The smoke detectors for a single-family dwelling built prior to January 1, 1994 may be powered by the house electrical service with battery back up, or, powered by the house electrical service, or, powered by battery. At the time of the sale a form must be completed as part of the closing advising the buyer of this important safety feature. The manufacturers instructions that come with each smoke detector provide information on the required placement outside of each sleeping area with at least one smoke detector on each floor level as well as other details on the proper installation of the smoke detector.

The fire safety requirements for multifamily housing are more involved than single-family dwellings. Single-family dwellings that are rented fall under the same requirements as multifamily housing. Many requirements are based on the number of dwelling units and age of the units. For instance multifamily housing with three or more units that were built after January 11, 1995 must be provided with smoke detectors that are powered by the building electrical service with battery back up, but units built prior to that time may continue to use smoke detectors that are powered by the building electrical service without battery back up. For multifamily housing built after April 15, 2000, smoke detectors must be installed in each sleeping room, in addition

to being located outside of each sleeping area with at least one smoke detector on each floor level. Besides being notified of a fire people must have a secondary means of escape in case a fire blocks the normal exit path of travel. Every sleeping and living area in multifamily housing must have an exterior door or escape window. They must be useable from the inside without the use of tools, keys or special knowledge. Escape windows must have an opening at least 20" wide and 24" in height with a window opening of 5.7 square feet for new windows.

People in multifamily housing that are located in the same building with other types of tenants such as retail stores or business offices may have an increased risk from fire due to additional combustible materials and specialized equipment. Additional protection may be required in the form of fire rated construction between the residential and commercial tenants, separate exiting from the residential space, additional fire detection or automatic fire sprinkler protection for the building.

People are less at risk from fire at the office than at home because they are familiar with the building and aware of what is happening, but there are still important considerations for fire safety because of the number of people and special equipment and combustible materials that are present. When deciding on a new office space the first thing you should look at for fire safety is the arrangement for exiting. Make sure there are two ways out from every space, either directly to the outside or to an area that is protected by fire rated construction such as a

stairwell. Security provisions may be important but make sure they do not impede egress from the building. You and your co-workers need to get out of the building quickly in an emergency. Office equipment and records are important to any business, but office equipment may start a fire if improperly installed or used. Have a licensed electrician review all electrical wiring for equipment and make upgrades where needed, and follow the manufacturers instructions for equipment installation and use.

Regardless of what your business does, or what your product is, a fire sprinkler system is an important safety feature protecting both people and property. A business closed by fire seldom recovers. Close to 80% of businesses never reopen after a fire or if they do reopen they go out of business due to the cost of repairs and the loss of business to competitors. The cost of a fire sprinkler system may be a good business investment.

Remember, change may create new risks at your home or office but change also creates an opportunity to do something about those risks. Assistance is available for people who are just getting started in the change process, have special concerns with technical problems, are working with sensitive issues in historic buildings or have run into problems in the permit process.

Contact
1-800-640-2106
for assistance or
additional
information.



P.O. Box 488 • Montpelier, VT 05601-0488
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Announcement

LABOR EXCHANGE INFORMATION

The Labor Market Information Section has added a new resource to our web site that provides a summary of recent job applicant and job opening information. In the past, we provided a limited amount of information about applicants and openings in Adobe pdf format. Our new system is much more flexible and allows the user to create their own table from our database to see a summary of applicant characteristics, e.g. age, education, gender, etc., and a tally of recent jobs openings with average wages. Although the data reflects only clients using DET services in our Jobs & Training Division, it should be helpful in gauging current labor market conditions.

It is available at <http://www.vtlmi.info/laborexchange.cfm>