

The Vermont Labor Market

Departments of Employment & Training / Labor & Industry

Vermont Department of

Employment & Training

September 2004

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

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Commissioner's Message

Partners in Transition

In a collaborative effort, the Department of Employment & Training (DET) joined the Department of Corrections (DOC) and the Vermont Student Assistance Corporation (VSAC) in designing and delivering the first Career Development Facilitator Training targeted to those working with offenders. The DOC Offender Re-entry program, which is sponsored by a Youth Offenders Grant, represents a significant opportunity to change the way we partner with communities in the delivery of human services. The training was created to help practitioners, by providing tools and career development content material, become better able to assist offenders successfully transition out of the correctional facilities.

Seventeen participants from all over the state came to Woodbury College in Montpelier to attend the two day workshop. Steve Gold, Commissioner of DOC, John Gorczyk, also from DOC, and I were on hand

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The Edge

Numbers Down for Benefits Participation

Fringe benefits have become increasingly important in the compensation package for employers in recent years. Both recruitment and retention can be affected by what kinds of benefits are available for employees. For most employees, medical insurance and retirement plans are two of the most important components of a compensation package.

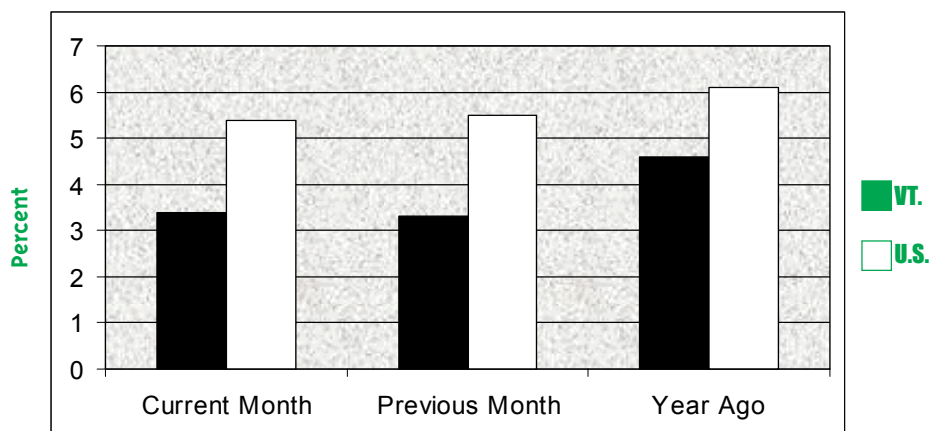
The last ten years have shown a decline in the percentage of workers choosing to participate in employer-provided medical care plans, according to an article in the August issue of the *Monthly Labor Review*. Sixty-three percent of workers were covered in 1992-93 compared with 45 percent in 2003. There were also declines in retirement plan coverage during that time period, although they were not as dramatic.

Changes in benefit coverage can be the result of many different

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Unemployment Rates Vermont and U.S.

August (SA) 2004 Rates
VT 3.4% • U.S. 5.4%



Commissioner's Message –

(continued from front page)

to welcome attendees and frame the transition process. This process will actually begin 60-90 days following admission as a sentenced offender. DET/Vocational Rehabilitation (VR) staff will meet with the participant and will begin work on the initial Career Development Plan. Approximately six months prior to the participant's release, staff will meet again to review progress and secure necessary documents. During the last two months of incarceration, the local DET office and any other providers will work to ensure successful re-entry into the workforce/school or a training opportunity as outlined in the Career Development Plan.

Training participants worked on life-skills activities that they can use with inmates. Both time-management and money management were addressed. Our hope is to provide offenders with the skills employers need. With our workforce shrinking and overseas recruitment increasing, this population is a resource that needs encouragement, training and support. The group had ongoing discussions of the various barriers ex-offenders face, and how to help employers deal with some of the issues they may face when hiring an ex-offender.

Katherine Stamper of Northern New England Tradeswomen presented on job seeking and employability skills after which small groups were able to design their own version of what an employment task force would look like. These prototypes will be reviewed by DOC and DET and will drive the creation of such a task force.

On the second day, Martha Maxim spoke about United Way Get Info, a

program that connects people with helping services and programs statewide. For many newly released offenders and support staff, finding resources is paramount to success outside the walls. 2-1-1 service will provide all people in Vermont with 24-hour, free access to community resources information and referral by the year 2005. This access will include personal assistance by telephone by dialing 2-1-1, in addition to an online, searchable database of services.

Trainees experienced taking informal assessments, explored career development websites, and learned about resources that will help inmates create a life/work portfolio, write resumes, identify the skills they have and how to use them and their unique abilities and interests to find jobs. We will be providing Career Development Facilitator Training on an ongoing basis as needed and welcome the input of any Vermont employer.

Annex. Hinevan

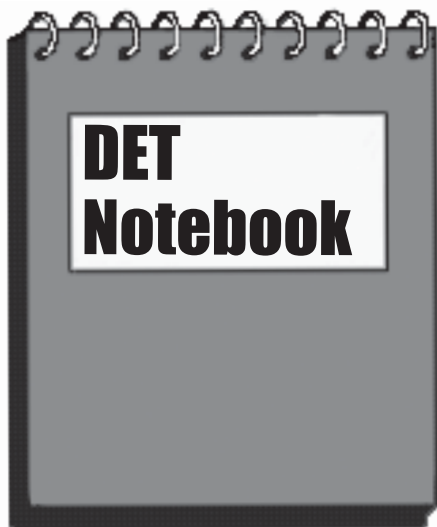
The Edge - *(continued from front page)*

factors. The make-up of our labor force has changed significantly over the last decade. Employment has shifted from full-time to part-time and from union to nonunion. Full-time workers have traditionally been much more likely to have access to and participate in benefit plans, as have unionized employees. As an example, in 2003, 56 percent of full time workers participated in medical care benefits compared to 9 percent of part-time workers.

There have also been legal changes during the last ten years, such as the introduction of the 401 (k) plan, which can change the benefit packages available to employees or change their advantages. Changes in the law can serve to encourage employers to offer certain plans or conversely, can discourage them from doing so.

Probably the most influential factor regarding benefits is financial liability. Employers may alter decisions about benefits because of increased costs, just as employees may choose to look for coverage elsewhere because of the cost of a benefit plan. Both health insurance and retirement plans most often require an employee contribution, and so, while employers may be providing the opportunity for workers to be covered by a benefit, coverage is not automatic. The 'take-up rate' (the percent of workers offered a benefit who actually choose to participate) has declined from about 85 percent to 75 percent. This decision not to participate can be directly related to the increase in employee costs. Even occupations that were traditionally fully covered, such as teachers, now require a contribution; and even large corporations are shifting from a defined benefit retirement package to a defined contribution plan...all results of financial implications, including the rising cost of healthcare.

The department publishes a Vermont specific benefits survey on our website at www.vtmi.info/wageincome.htm and results of the National Compensation Survey are reviewed in the Monthly Labor Review, available at: www.bls.gov/opub/mlr/mlrhome.htm



VETERANS

The Chittenden County DET staff have been stepping up to recent challenges to support local employers, military units and area customers. This is driven by the implementation of the Vermont Job Link, the call-ups of our National Guard and Reserves and the new requirements directed by the US Department of Labor (DOL).

To assist local area employers and Federal Contractors with the many questions and issues concerning deployed or about to be deployed National Guard employees, and the hiring preferences for Veterans, a Seminar for Human Resource Managers was organized in order to help alleviate their concerns. Guest speakers included Lieutenant Governor of the State of Vermont, DOL, ESGR (Employer Support of the Guard and Reserves), and the State Veteran Grant coordinator from the Department of Employment and Training, and members of the Vet staff.

DET and the US DOL needed to address these issues and Networking was the key word for

the day. Several of the attending employers had many innovative ideas. Some companies who had a “wait till the employee/soldier calls us” approach, were taking notes and asking other company HR reps a lot of questions. Several employers told about the “above and beyond” measures they were doing for their activated & deployed employees. Some examples were: Maintaining benefits and matching or supplementing wages, trying to provide for the family’s needs, contacting employees families to make sure driveways were plowed or lawns mowed, sending care packages and keeping coworkers informed of latest news from the deployed employee/soldier.

The overall outcome of the seminar was a “we’re all in it together” philosophy and “Networking - Networking - Networking”!

The Vet staff has participated in a Stand Down for homeless vets and has set up procedures with The Burlington Emergency Shelter & COTS (Committee on Temporary Shelter) for “Ultimate Job Search” workshops and availability to offer special assistance to homeless veterans. In addition, we are working to develop a program with the Vermont Department of Corrections to conduct transitional workshops to prepare the incarcerated veteran for the work force.

The Chittenden County staff presented the basic attributes of the DET VETS program at an Army Career and Alumni Program Transition Workshop at Camp Johnson, Colchester, Vermont. Twenty retiring Guard & Reservists and spouses were given DET brochures, instructions on how to activate an account on the Vermont

Job Link and information for their pending resumes and the basic Labor Market & job search information needed to start their next career.

Requests are coming in from around the country, from stateside military bases, from Europe and from the Middle East increasing the DET on-line contact over the past year. Families new to the area or Veterans returning from active duty who were prior residents are inquiring about jobs and information on our Vermont Job Link! It seems surreal to be sending a job referral and/or application information to someone stationed in Iraq via e-mail. This must be a first in DET!

Thanks to the Vermont Job Link we can offer a person, Veteran or not, the ability to contact a DET staff member to present their resume, obtain Job & Labor Market Information as well as local area information and even have an interview scheduled before their arrival or return to the Green Mountain State.

Since Vermont has one of the highest activated National Guard in the nation, the DET staff and Vet staff are continually expanding services and outreach to support the needs of the military families and local employers.



Economic Spotcheck

Local Unemployment Rates *(Not Seasonally Adjusted)*

Town/City*	Aug. '04	July '04	Aug. '03
Barre City	6.5	6.1	7.7
Barre Town	2.3	2.4	2.6
Bennington Town	4.7	4.4	6.2
Brattleboro Town	3.1	3.3	5.0
Burlington City	3.1	3.1	4.2
Colchester Town	2.4	2.3	3.8
Essex Town	2.6	2.4	3.3
Hartford Town	1.2	1.3	1.7
Middlebury Town	2.1	2.2	2.6
Milton Town	3.8	4.0	5.8
Montpelier City	1.6	1.6	2.5
Rutland City	2.6	2.8	3.7
Shelburne Town	1.2	1.4	1.6
So. Burlington City	1.7	1.9	2.6
Springfield Town	5.2	5.7	7.9
Williston Town	0.9	0.9	1.2

*16 Largest Towns in Vermont

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

	Aug. 2004	July 2004	Aug. 2003
All Items			
Index	189.5	189.4	184.6
Annual Percent Change	2.7	3.0	2.2

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 August employment edged up slightly, adding 200 from the previous month with 342,500 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 non-farm jobs rebounded, having shown a gain of 1,500 from the revised July estimate. Gains appeared to be spread over several industries. Retail presented a strong showing, with 200 additional jobs. Private Education also produced the same amount of jobs over the month. Health Care & Social Assistance added jobs for the third straight month and lead the way in terms of largest over the year growth. Manufacturing was flat over the month and was at virtually the same level as a year ago. Leisure & Hospitality declined slightly. More than average rainfall could have dampened activities at many locations.

The more detailed unadjusted estimates grew at rate slightly stronger than average. Accommodation & Food Service experienced the largest growth. However, growth was somewhat weaker than is typical for the period. Retail added slightly more jobs than usual in August. Part of the increase could be due to tourist activity within the state. Manufacturing ticked up slightly, with improvements in both Durable and Non-Durable Manu-

facturing. Hospitals added employment in August after having experienced a downturn in July. Wholesale Trade dipped as a major firm relocated a portion of its operation to another state.

The preliminary August estimates reflect an annual increase of 0.5%. The annual change in Private Industry was not considered statistically significant. Health Care & Social Assistance, once again, experienced the largest year to year growth. Computer & Electrical Equipment Mfg. and Finance & Insurance tied, each losing 300 jobs over the year.

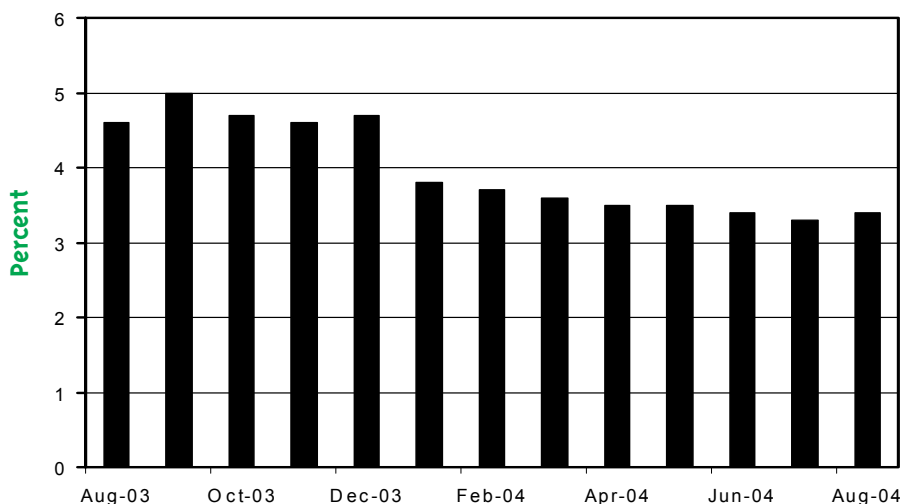
Unemployment Trends

Vermont's seasonally adjusted August unemployment rate of 3.4% was up 0.1% from the revised July rate. An estimated 11,900 Vermonters were unemployed in August.

The comparable national unemployment rate was 5.4%, down -0.1 from the previous month. Vermont continues to be well under the national rate.

The number of initial claims for Unemployment Insurance filed in August was down almost 300 from the previous month. Initials fell in schools, possibly signaling a return to work for some employees. Also contributing to the downturn was a drop in claims within Machinery Manufacturing.

Vermont Seasonally Adjusted Unemployment Rate



Labor Force Estimates *(Seasonally Adjusted)*

Vermont	August '04	July '04	August '03	Changes from:	
				July '04	August '03
TOTAL LABOR FORCE¹	354,400	354,200	350,900	200	3,500
TOTAL EMPLOYMENT	342,500	342,300	334,600	200	7,900
TOTAL UNEMPLOYMENT	11,900	11,800	16,300	100	-4,400
RATE	3.4	3.3	4.6	0.1	-1.2

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

Labor Market Areas *(Not Seasonally Adjusted)*

	Aug. 2004	July 2004	Aug. 2004		Aug. 2004	July 2004	Aug. 2004
BARRE-MONTPELIER				MORRISTOWN-STOWE			
Labor Force	41,600	42,050	40,750	Labor Force	19,750	19,200	19,800
Unemployment	1,350	1,400	1,700	Unemployment	650	700	800
Rate	3.2	3.3	4.2	Rate	3.4	3.6	4.1
Employment	40,300	40,650	39,050	Employment	19,050	18,500	19,000
BENNINGTON-MANCHESTER				NEWPORT			
Labor Force	21,600	21,500	21,800	Labor Force	13,550	13,550	13,750
Unemployment	700	700	1,000	Unemployment	600	650	850
Rate	3.3	3.3	4.6	Rate	4.4	4.6	6.2
Employment	20,900	20,800	20,800	Employment	12,950	12,950	12,900
BURLINGTON				RANDOLPH			
Labor Force	110,700	111,850	107,300	Labor Force	6,300	6,200	6,350
Unemployment	2,850	2,850	3,950	Unemployment	200	250	350
Rate	2.6	2.5	3.7	Rate	3.6	4.0	5.2
Employment	107,850	109,000	103,400	Employment	6,050	5,950	6,000
ENOSBURG				RUTLAND			
Labor Force	11,000	10,950	11,150	Labor Force	31,400	31,500	30,650
Unemployment	500	500	600	Unemployment	1,300	1,350	1,800
Rate	4.5	4.5	5.4	Rate	4.2	4.3	5.9
Employment	10,500	10,450	10,550	Employment	30,100	30,150	28,850
HARTFORD-LEBANON,VT-NH LMA (VT PORTION ONLY)				ST. JOHNSBURY			
Labor Force	28,950	28,800	29,950	Labor Force	15,250	15,300	15,350
Unemployment	450	500	600	Unemployment	550	500	750
Rate	1.6	1.7	2.0	Rate	3.5	3.4	5.0
Employment	28,500	28,300	29,350	Employment	14,750	14,800	14,600
KEENE-BRATTLEBORO,NH-VT LMA (ENTIRE AREA)				SPRINGFIELD			
Labor Force	61,000	61,700	58,800	Labor Force	9,500	9,600	9,650
Unemployment	1,650	1,650	2,000	Unemployment	400	450	600
Rate	2.7	2.7	3.4	Rate	4.4	4.7	6.3
Employment	59,350	60,050	56,800	Employment	9,100	9,150	9,050
MIDDLEBURY				STATEWIDE			
Labor Force	21,500	21,900	21,700	Labor Force	356,200	357,850	352,300
Unemployment	600	550	750	Unemployment	10,850	11,050	14,750
Rate	2.8	2.5	3.5	Rate	3.1	3.1	4.2
Employment	20,900	21,350	20,900	Employment	345,300	346,800	337,550

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:	
	August '04	July '04	August '03	July '04	August '03
Total - All Industries	301.4	299.9	299.4	1.5	2.0
Private Industries	249.5	248.2	247.5	1.3	2.0
Construction	15.7	15.6	15.5	0.1	0.2
Manufacturing	37.2	37.2	37.3	0.0	-0.1
Retail Trade *	39.3	39.1	39.3	0.2	0.0
Professional & Business Services	20.7	20.7	20.4	0.0	0.3
Private Ed. Services*	12.8	12.6	12.8	0.2	0.0
Health Care & Social Assistance*	41.3	41.2	40.2	0.1	1.1
Leisure & Hospitality*	32.7	32.9	32.6	-0.2	0.1
Total Government	51.9	51.7	51.9	0.2	0.0

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

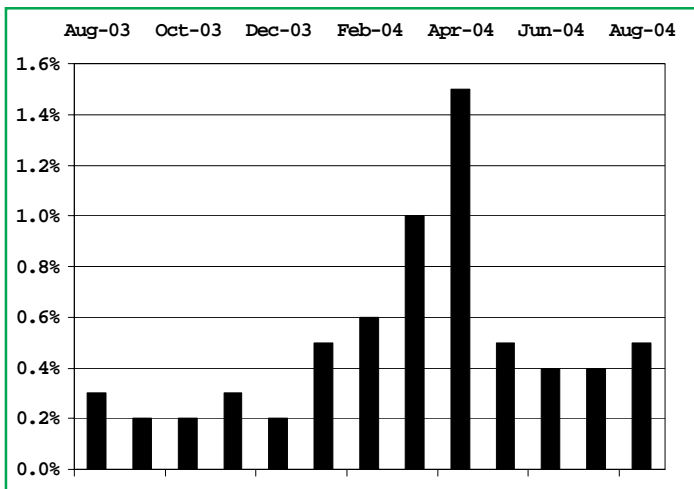
Note: Total - All Industries estimate is seasonally adjusted independently.

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

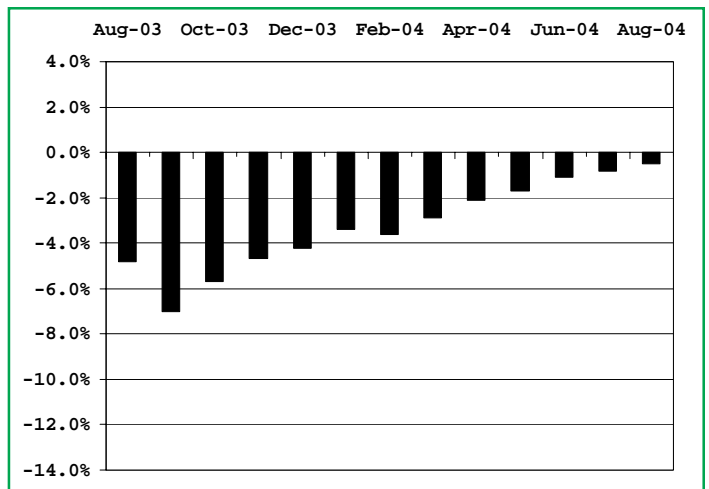
Produced by the Vermont Department of Employment and Training in cooperation with the U.S Bureau of Labor Statistics, unless otherwise noted.

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:	
	Aug. '04	July '04	Aug. '03	July '04	Aug. '03
TOTAL NONFARM	296,250	295,200	294,900	1,050	1,350
TOTAL PRIVATE	253,350	252,150	252,050	1,200	1,300
GOODS PRODUCING	55,950	55,700	56,150	250	-200
MANUFACTURING	37,550	37,400	37,750	150	-200
Durable Goods	26,650	26,600	26,950	50	-300
Computer & Electrical Equipment Mfg.	9,450	9,450	9,750	0	-300
Fabricated Metal Products Mfg.	2,950	2,950	2,800	0	150
Machinery Mfg.	3,150	3,100	2,950	50	200
Transportation Equipment Mfg.	2,450	2,450	2,200	0	250
Furniture & Related Product Mfg.	2,450	2,500	2,300	-50	150
Non-Durable Goods	10,900	10,800	10,800	100	100
Food Mfg.	3,900	3,850	3,900	50	0
CONSTRUCTION	17,350	17,200	17,400	150	-50
NATURAL RESOURCES & MINING	1,050	1,100	1,000	-50	50
SERVICE-PROVIDING	240,300	239,500	238,750	800	1,550
TRADE, TRANSPORTATION AND UTILITIES	58,250	58,100	58,100	150	150
Wholesale Trade	10,150	10,300	10,250	-150	-100
Retail Trade	39,700	39,400	39,700	300	0
Food & Beverage Stores	9,450	9,400	9,450	50	0
General Merchandise Store	2,900	2,950	2,950	-50	-50
Transportation, Warehousing and Utilities	8,400	8,400	8,150	0	250
Utilities	1,750	1,800	1,750	-50	0
Transportation & Warehousing	6,650	6,600	6,400	50	250
INFORMATION	6,600	6,600	6,500	0	100
FINANCIAL ACTIVITIES	13,300	13,250	13,550	50	-250
Finance & Insurance	9,950	9,900	10,250	50	-300
Real Estate, Rental & Leasing	3,350	3,350	3,300	0	50
PROFESSIONAL AND BUSINESS SERVICES	21,150	21,100	21,050	50	100
Professional, Scientific and Technical	12,150	12,150	12,250	0	-100
Administrative, Support and Waste	8,600	8,600	8,550	0	50
EDUCATIONAL AND HEALTH SERVICES	52,900	52,900	51,700	0	1,200
Educational Services	11,400	11,550	11,400	-150	0
College, Universities and Professional	6,350	6,350	6,400	0	-50
Health Care and Social Assistance	41,500	41,350	40,300	150	1,200
Ambulatory Health Care Services	16,100	16,050	15,700	50	400
Hospitals	10,300	10,200	10,250	100	50
Nursing and Residential Care Facilities	6,800	6,800	6,600	0	200
LEISURE AND HOSPITALITY	34,800	34,150	34,650	650	150
Arts, Entertainment and Recreation	4,450	4,400	4,600	50	-150
Accommodation and Food Services	30,350	29,750	30,050	600	300
Accommodations	11,600	11,150	11,200	450	400
Hotel & Motels	9,700	9,550	9,050	150	650
Food Services and Drinking Places	18,750	18,600	18,850	150	-100
OTHER SERVICES	10,400	10,350	10,350	50	50
GOVERNMENT	42,900	43,050	42,850	-150	50
Federal Government	6,100	6,100	6,200	0	-100
State Government Education	6,000	5,950	5,950	50	50
Local Government Education	13,650	13,700	13,700	-50	-50
Other State Government	9,550	9,550	9,450	0	100
Other Local Government	7,600	7,750	7,550	-150	50

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:	
	Aug. '04	July '04	Aug. '03	July '04	Aug. '03
TOTAL NONFARM	108,850	109,050	106,900	-200	1,950
TOTAL PRIVATE	92,950	92,950	91,500	0	1,450
GOODS PRODUCING	21,350	21,300	21,300	50	50
MANUFACTURING	15,600	15,600	15,550	0	50
Durable Goods	11,350	11,400	11,900	-50	-550
NATURAL RESOURCES, MINING & CONST.	5,750	5,700	5,750	50	0
SERVICE PROVIDING	87,500	87,750	85,600	-250	1,900
TRADE, TRANSPORTATION AND UTILITIES	21,200	21,250	21,000	-50	200
Wholesale Trade	3,750	3,750	3,800	0	-50
Retail Trade	14,450	14,450	14,200	0	250
Transportation, Warehousing & Utilities	3,000	3,050	3,000	-50	0
INFORMATION	3,350	3,400	3,100	-50	250
FINANCIAL ACTIVITIES	5,400	5,400	5,500	0	-100
PROFESSIONAL & BUSINESS SERVICES	10,050	10,000	10,000	50	50
Professional Scientific and Technical	6,300	6,250	6,050	50	250
EDUCATIONAL & HEALTH SERVICES	17,950	17,850	17,000	100	950
Health Care and Social Assistance	14,800	14,750	14,100	50	700
LEISURE AND HOSPITALITY	9,900	9,950	10,000	-50	-100
Accommodation and Food Services	7,850	7,950	7,950	-100	-100
Food Services and Drinking Places	6,550	6,600	6,500	-50	50
OTHER SERVICES	3,750	3,800	3,600	-50	150
GOVERNMENT	15,900	16,100	15,400	-200	500
Federal Government	2,850	2,800	2,850	50	0
State Government Education	4,600	4,550	4,400	50	200
Local Government Education	4,150	4,350	4,000	-200	150
Other State Government	1,700	1,750	1,650	-50	50
Other Local Government	2,600	2,650	2,500	-50	100

Barre-Montpelier

TOTAL NONFARM	34,250	34,250	34,050	0	200
TOTAL PRIVATE	26,250	26,200	26,050	50	200
GOODS PRODUCING	4,850	4,850	4,950	0	-100
MANUFACTURING	3,000	3,000	3,150	0	-150
NATURAL RESOURCES, MINING & CONST.	1,850	1,850	1,800	0	50
SERVICE-PROVIDING	29,400	29,400	29,100	0	300
TRADE, TRANSPORTATION AND UTILITIES	6,000	6,000	5,800	0	200
Wholesale Trade	900	900	950	0	-50
Retail Trade	4,350	4,350	4,200	0	150
Transportation, Warehousing & Utilities	750	750	650	0	100
INFORMATION	700	700	700	0	0
FINANCIAL ACTIVITIES	2,600	2,600	2,700	0	-100
PROFESSIONAL AND BUSINESS SERVICES	2,200	2,200	2,000	0	200
EDUCATIONAL & HEALTH SERVICES	5,400	5,300	5,450	100	-50
Health Care and Social Assistance	3,750	3,700	3,800	50	-50
LEISURE AND HOSPITALITY	3,050	3,100	3,000	-50	50
Accommodation and Food Services	2,600	2,650	2,600	-50	0
OTHER SERVICES	1,450	1,450	1,450	0	0
GOVERNMENT	8,000	8,050	8,000	-50	0
Federal Government	350	350	350	0	0
State Government Education	300	300	300	0	0
Local Government Education	1,900	1,900	1,850	0	50
Other State Government	4,750	4,750	4,750	0	0
Other Local Government	700	750	750	-50	-50

Unemployment Insurance Program Summary

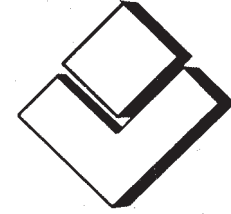
	August 2004	July 2004	August 2003	Percent Change From Last Month	Percent Change From Last Year
UI Trust Fund	\$231,640,083	\$231,531,584	\$257,876,199	0.0%	-10.2%
UI Reg. Benefit Payments *	\$5,185,703	\$4,703,288	\$5,513,994	10.3%	-6.0%
UI Initial Claims	2,116	2,446	2,337	-13.5%	-9.5%
UI Weeks Claimed	24,800	22,316	30,098	11.1%	-17.6%

*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(\$)		
	Aug. '04 Prelim.	July '04 Revised	Aug. '03 Revised	Aug. '04 Prelim.	July '04 Revised	Aug. '03 Revised	Aug. '04 Prelim.	July '04 Revised	Aug. '03 Revised
GOODS PRODUCING	600.75	600.75	598.05	40.4	40.4	40.3	14.87	14.87	14.84
Natural Resources & Mining	465.06	463.68	466.13	33.7	33.6	33.9	13.80	13.80	13.75
Construction	640.66	640.66	639.74	41.2	41.2	41.3	15.55	15.55	15.49
Manufacturing	586.52	586.92	582.80	40.2	40.2	40.0	14.59	14.60	14.57
Durable Goods	610.09	610.09	604.79	40.7	40.7	40.4	14.99	14.99	14.97
Non-Durable Goods	519.53	519.53	515.48	38.8	38.8	38.7	13.39	13.39	13.32
SERVICE PROVIDING									
Wholesale Trade	645.84	645.84	639.73	35.9	35.9	35.6	17.99	17.99	17.97
Retail Trade	368.95	368.95	368.64	30.9	30.9	30.9	11.94	11.94	11.93
Health Care & Social Assist.	551.76	551.76	546.92	30.4	30.4	30.2	18.15	18.15	18.11
BURLINGTON AREA									
Manufacturing	576.06	576.06	571.90	37.7	37.7	37.6	15.28	15.28	15.21

Vermont Department of Labor & Industry



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Small Investment ... Big Return

The fire statistics for Vermont over the last five years indicate that 1/2 of the fires reported are structure fires and 2/3 of the structure fires are in single and multifamily dwellings. But the 3rd largest numbers of structure fires were in hotels, motels, dormitories and buildings of similar use with 469 fires, while places of assembly such as restaurants and nightclubs had 153 fires during the same time frame.

From a business perspective the impact of a fire on hotels, motels, restaurants and nightclubs is dramatic. Whether in a highly competitive market, or a specialty market, the majority of businesses that have a fire don't reopen or if they do reopen they go out of business in a short time. Even with moderate fire damage, when the building is repaired in a few short weeks or months, the business may still be a loss as retail customers quickly change their habits and commercial clients look elsewhere for the services they need to keep their own businesses going. And when the business is lost jobs are lost.

The leading cause of structure fires for hotels and buildings of similar use is from cooking, while the second leading cause is from the accumulation and disposal of trash. Similarly cooking is the leading cause of structure fire in assembly occupancies. It is three times as likely to have a fire from cooking in assembly occupancy than the next leading cause... trash fires. In places of assembly trash fires are likely to start outside of the building before spreading into the building. Both cooking procedures and the proper disposal of trash are issues that can be addressed by training programs for staff, in addition to the fire safety features built into the building. Fire safety training for staff can be a small investment with a big return.



Staff training can be simple but it needs to be regular. Even experienced staff needs to be reminded why there are certain procedures to follow and most businesses have on-going changes in staff. Signs with simple safety reminders can help staff stay focused on safety after training. There are several fire safety topics that are important to any hotel, motel, restaurant, nightclub or similar business.

- Develop an emergency plan for the duties that each staff person will have in case of fire, panic or other emergency to be sure people will be able to escape the building. Include input from staff on what can go wrong. Consider variables such as the number of occupants who may be present, the number of staff working, special events, the time of day or anything else that will impact the safety of the people in the building, including the staff. Make sure the plan includes the maintenance and testing of fire protection equipment and that all exits are checked by staff when the building first opens and periodically while the building is open.

(Continued on page 11)

Labor & Industry -

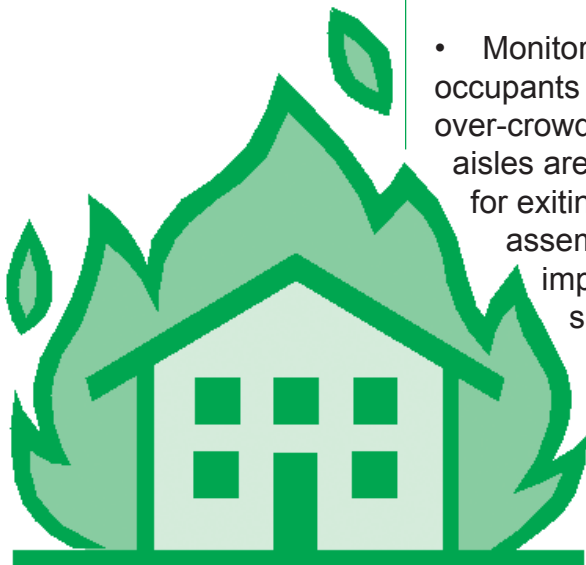
(continued from page 10)

- Cooking areas must be clean and organized. Keep a regular schedule of maintenance and cleaning for all equipment including the kitchen exhaust system and the fire suppression system.
- Make sure that trash is collected in metal containers and disposed of at the end of each workday, or more often if necessary. Trash must be disposed of in a dumpster outside the building or in a storage room in the building protected by a fire sprinkler system and one hour fire rated construction. Dumpsters, including those used for combustible recycled material, need to be located at least 15' away from the building. Trash containers must not be located in stairways or corridors and must be kept clear of doorways.
- Staff needs to oversee any food warming operation. Use

candle or alcohol food warming units that have a built in cover to extinguish the flames when necessary and have water available within 10 feet in case of an emergency. Place the warming units on a non-combustible surface or on a stand that will keep the warming unit away from any tablecloths. For electrical warming units have a multi-purpose fire extinguisher within 10 feet.

- Limit the use of candles. Where candles are used make sure candleholders have a substantial non-combustible base and a shield or globe to protect the candle flame from contact with anything combustible. Keep candles 4 feet away from any combustible decorations.
- Develop security measures to prevent arson. Lock doors to electrical and mechanical rooms and similar spaces. Staff should be aware of what is going on around them. Include checks of all building spaces before locking up for the night.

- Monitor the number of occupants to avoid over-crowding. Adequate aisles are not only needed for exiting in a place of assembly but they improve customer satisfaction and increase sales.

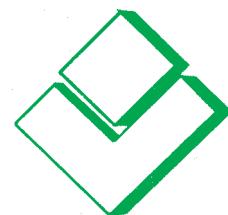


- Plan permanent and seasonal decorations from a fire safety standpoint. Make sure decorations do not block or obstruct fire protection features such as fire sprinkler heads or fire extinguishers, fire alarm devices, exit signs or emergency lighting. Use non-combustible decorations and avoid foam, plastic and flammable natural decorations.

- All staff needs to know about the use of portable fire extinguishers, automatic kitchen fire suppression and building fire sprinkler and fire alarm systems. The technically qualified people who install and test these systems are a good training resource.

Fire Safety Makes Good Business Sense.

For information on how to make your investment in staff training deliver good returns for your business, or for technical assistance contact Assistant State Fire Marshal Robert M. Howe at Robert.Howe@labind.state.vt.us or (1-800-640-2106).





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