

# The Vermont Labor Market

Departments of Employment & Training / Labor & Industry

Vermont Department of

## Employment & Training

November 2004

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Labor & Industry section  
begins on page 10

## Commissioners' Message

### Plans Move Forward to Merge DET and L&I

With the retirement of Commissioner Anne Ginevan, Commissioner Patricia McDonald was asked by Governor Douglas to join the Department of Employment & Training. Her primary focus is to work with Commissioner Bertrand, Department of Labor and Industry to shepherd through the merger of the Departments of Employment & Training (DET) and Labor and Industry (L&I). The idea for the merger and the creation of a new Department of Labor is not new but has recently been revisited for several reasons. One is the pending transfer of the L&I Fire Prevention Division to the Department of Public Safety in spring 2005. This transfer will leave approximately 50 positions to support the mission of the department. Another is that DET continues to deal with the impact of reduced levels of staffing associated with shrinking federal funds. Yet demands for service on both departments continue.

In most instances, the departments serve the same constituents. In an effort to provide the appropriate level of service, it makes sense to merge the two departments so that critical areas can be strengthened and available resources utilized to their fullest. The goal is to maintain

*(Continued on page 2)*

## The Edge

### Retaining Older Nurses

Vermont and the rest of the nation have been facing a critical shortage of nurses over the past few years. The good news is that collegiate nursing programs in Vermont are filled this year, due to an aggressive marketing campaign. However, nursing shortages continue and they make retaining experienced nurses even more essential.

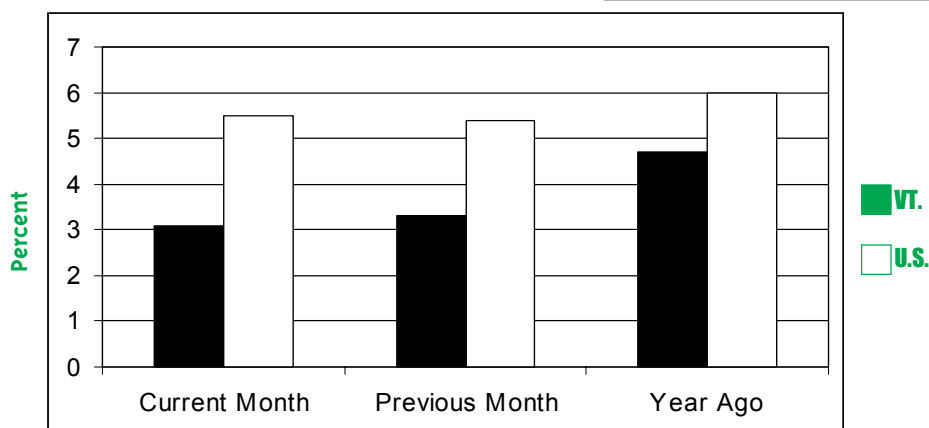
In 2001, almost a fifth of Vermont's nurses were over 55, about 75 percent of Licensed Practical Nurses were over 40. We know that nursing is a physically demanding occupation. What can be done to encourage older nurses to stay on the job? A pamphlet published by UVM addresses some of the issues employers and older nurses face.

It is not surprising that the most important factor in job satisfaction among older nurses is working with helpful and friendly people. This is common across occupations. However, there are other, more job-specific factors that encourage retention. Older nurses value autonomy whereas younger nurses seek more skill variety. Of older nurses who plan to stay in their jobs,

*(Continued on page 3)*

## Unemployment Rates Vermont and U.S.

October (SA) 2004 Rates  
VT 3.1% • U.S. 5.5%



# Commissioner's Message –

(continued from front page)

and improve the level of service to both individuals and employers and to provide those services under one comprehensive umbrella. For example, there is confusion about which department actually provides unemployment insurance and workers compensation and how the apprenticeship program and licensing functions support each other.

Under a merger, customers would only need to work with one department for their workforce development, training, licensing and occupational safety issues.

But the question remains, "How do we accomplish this goal?" Recently, representatives from both departments met to begin discussing the process to be followed to ensure a successful outcome. First and foremost, we agreed communicating with all interested parties to identify issues, concerns and opportunities is critical. A comprehensive outreach effort will be implemented immediately to include meeting with employees, labor, various users, constituent groups and associations. This initiative will allow us to be well prepared for our discussions with the Legislature, members of the public and of course, those directly impacted by the merger.

In order to attract, retain and grow good jobs, it is imperative that we be able to offer employers a well trained, educated and highly skilled workforce. In order to be successful, we need to work closely with employers and understand the industries we serve. We need to offer programs that are flexible and meet the immediate needs of both employers and the market. And because Vermont's workforce is changing, we need to reach out to both traditional and non-tradition populations.

Our current system is seg-

mented. We need to work collaboratively to fill the gaps to provide an integrated, customer-driven system. Working together, we have the opportunity to create a Department of Labor that has a strong organizational structure that employs data management strategies and provides the appropriate level of service to our constituents.

We look forward to working with you and would welcome any comments that you might have. Please contact us at pmcdonald@det.state.vt.us or michael.bertrand@labind.state.vt.us. Thank you.

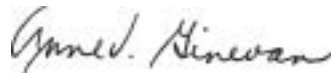
Commissioner Patricia McDonald, DET  
Commissioner Michael Bertrand, L&I

*Note: Before working for state government, Commissioner McDonald worked for CIBA-GEIGY Corporation, Ardsley, New York, for approximately 20 years primarily in the policy, human resources and legal support services areas She moved to Vermont in 1988 and was named Vice President of Human Resources and Regulatory Management at the Merchant's Bank. In 1994, McDonald was appointed Commissioner of Motor Vehicles and in 2000 became Deputy Commissioner of Education. Prior to her appointment as Commissioner of Employment and Training, McDonald served as Commissioner of Personnel and more recently as Secretary of Transportation.*

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## FAREWELL

It has been my honor to serve as Commissioner of the Department of Employment & Training for the past two years. During that time the staff has seen considerable changes in how the citizens of Vermont are served. The one constant, however, has been their dedication to the work they do in assisting Vermonters find and keep good jobs. For that I am very proud. Now that I am retiring, I want to express my thanks and best wishes to the people of Vermont and to remind them that DET is here to serve businesses, employees and the general public in order to expand and strengthen our economy.



## The Edge - (continued from front page)

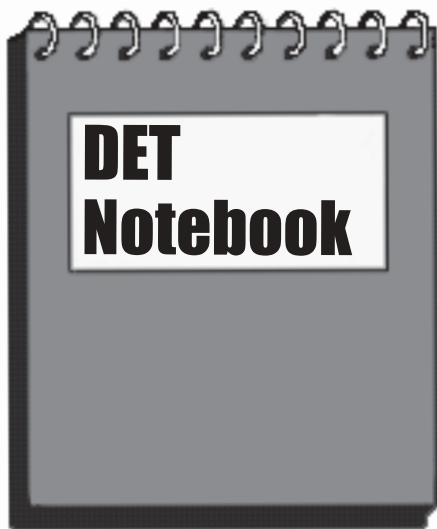
over 80 percent say that independent thought and action on the job are very important - in fact, this dimension precedes job security in a job satisfaction rating done by the Board of Nursing Relicensure Survey.

Creative staffing patterns are important in retaining older workers in general, and nurses, in particular. Flexibility in hours of work and more part-time opportunities are important to job satisfaction for this population. Eighty percent of nurses still working after the age of 65 are working part-time.

Personal development and continuing education are very important to older nurses who intend to keep working. Because many older nurses work in settings of less patient acuity, developing programs to ease transitions to long-term care and community health settings is an effective method of increasing retention. Additionally, employers can offer regular development and training opportunities for nurses of all ages.

The primary reason for leaving by nurses of all ages is the job assignment. By discussing job content honestly and in detail, by rotating difficult assignments and by continually reviewing the job/person fit, employers can avoid some dissatisfaction and hopefully encourage their nurses to remain on the job.

More information on the retention of older nurses, as well as encouraging younger people to enter the field is available from the Office of Nursing Workforce at the University of Vermont (800) 458-2741.



## THE JOBS & TRAINING SYSTEM

**Editor's Introduction:** *Bob Ware has been Director of the Jobs and Training Division at DET since 1991 and previously spent 12 years as manager of the St. Johnsbury office. The following discussion is provided to put into perspective some of the changes that have occurred to the state employment and training system in recent years. This is the first of two articles addressing these issues.*

**Editor:** Looking back over the last twenty years, how has the role of the federal government changed in the way they support the state employment and training system?

**Bob:** Historically, Vermont has depended on US Department of Labor (USDOL) federal funding for the majority of its employment and training services. In the 1970's, which marked the end of the Johnson administration's Great Society era, lavish amounts of federal funding flowed into Vermont to help citizens become employed. Over the years, the amount of money available for employment and training programs has diminished and performance accountability has escalated.

Three major factors are currently affecting the way employment services are being delivered.

1. Nationally, less federal money is being spent on social programs, such as those offered by DET, because more funding is being diverted to defense and antiterrorism initiatives.
2. In Vermont, significant investments have been made in systems automation that now enables many individuals to use web based self-service options that can be accessed from home or libraries.
3. USDOL appears to be relying more on private sector and faith based organizations rather than the traditional public sector to deliver employment and training services nationwide.

**Editor:** Why should an employer use the state employment system to find workers instead of the private industry options?

**Bob:** DET's Jobs and Training Division has the capacity to do far more for an employer than simply list job openings and match employees. Most employers are unaware of the full range of programs offered by DET. Cost saving advantages such as tax credit programs, subsidized training options or the Apprenticeship Program are only a few of the services administered by DET. Our staff works with individual employers to package the best combination of services that will help the employer operate more efficiently and cost effectively. Too often, employers hiring new workers fail to realize many of the cost saving offerings administered by DET.

**Editor:** Have the needs of employers changed over the last twenty years?

**Bob:** I believe they have. As in the past, employers continue to tell us they are seeking workers who have good attitudes, really want to work and are good team players. But make no mistake; the workplace of

2004 is now a technologically sophisticated environment that demands high skills of most workers. Machine shops that remain competitive are filled with CNC machines, some construction heavy equipment is now linked to satellite GPS systems and typewriters of old have been replaced by rapidly changing computer-based equipment. Nearly every job requires workers with specialized skills who can harness the benefits of technology.

**Editor:** How can employers be sure their current workers are well trained to meet the employer's needs in the future?

**Bob:** One of the best ways is for employers to determine if the Registered Apprenticeship Program can provide the necessary training. Vermont has one of the best Apprenticeship Programs in the country and it is a proven and cost effective way to insure that workers acquire the necessary skills. The Apprenticeship model is employer designed, employer approved and combines paid hands on training with rigorous classroom instruction. As the apprentice gains skills and knowledge, his/her pay rate ratchets up accordingly. The average annual pay for recent graduates of the Apprenticeship Program is over \$36,000 per year. DET also administers the federally funded Workforce Investment Act (WIA) that offers several training options that include classroom instruction and On-the-Job training. DET works very closely with other agencies and departments within Vermont to assess training needs and explore ways to combine resources that will address the skill demands of today's workplace.

**Part II of our interview with Bob will appear next month.**

# Economic Spotcheck

## Local Unemployment Rates

(Not Seasonally Adjusted)

Town/City*	Oct. '04	Sept. '04	Oct. '03
Barre City	5.3	5.6	6.8
Barre Town	1.8	2.4	2.7
Bennington Town	3.8	4.2	5.0
Brattleboro Town	2.7	2.9	4.7
Burlington City	3.0	3.4	3.8
Colchester Town	2.1	2.3	3.1
Essex Town	1.9	2.3	3.1
Hartford Town	1.0	1.1	1.5
Middlebury Town	1.7	1.9	2.8
Milton Town	3.2	3.2	5.2
Montpelier City	1.3	1.5	2.3
Rutland City	2.3	2.4	3.5
Shelburne Town	1.7	1.6	1.9
So. Burlington City	1.6	1.6	2.7
Springfield Town	4.7	5.2	7.3
Williston Town	1.0	1.1	1.0

\*16 Largest Towns in Vermont

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

	Oct. 2004	Sept. 2004	Oct. 2003
All Items Index	190.9	189.9	185.0
Annual Percent Change	3.2	2.5	2.0

**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 October employment edged down slightly, dropping by 300 from the previous month with 340,600 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 took a downturn, dropping by 500 jobs in October. This comes on the heels of an increase of 900 jobs in September. Manufacturing losses were modest over the month, dipping by 200 jobs. Retail also lost 200 jobs. Government added 200 jobs, due in part to near full employment at state and local schools. Other published sectors were relatively flat over the month.

The more detailed unadjusted estimates increased by almost 2,300 from the revised September estimate. State and Local Education were largely responsible for the jump and were near full capacity in terms of employment. The same situation was found in all other areas of education, though increases were more modest in comparison. For the second month in a row Transportation produced a gain. Though less than the previous month, the influence from education is again evident. In contrast, seasonal cuts though slightly less than usual for this time

of year in Leisure & Hospitality worked to offset some of the overall increase. The downward trend continued in Construction as seasonal layoffs continued.

The preliminary October estimates reflect an annual increase of 0.8%. The annual change in Private Industry was not considered statistically significant. Health Care & Social Assistance, once again, experienced the largest year to year growth. Leisure & Hospitality was up almost 400 from October of last year. Finance & Insurance was the largest contributor in terms of job loss for the second month in a row.

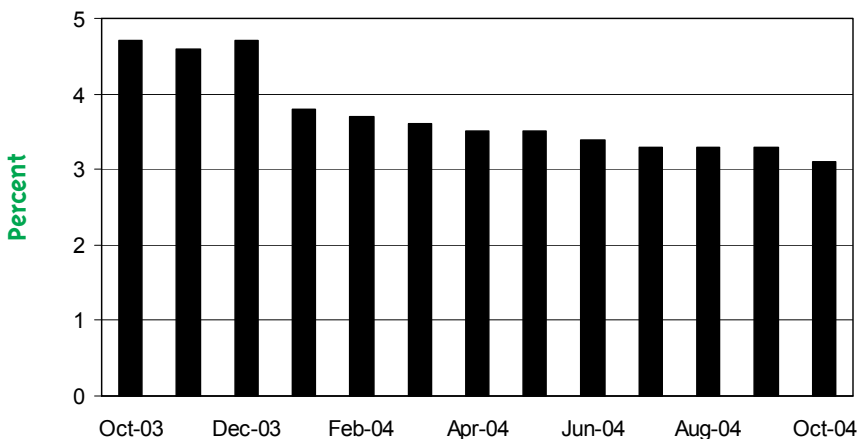
## Unemployment Trends

Vermont's seasonally adjusted October unemployment rate was down 0.2% from the September estimate to 3.1%. An estimated 11,000 Vermonters were unemployed in October.

The comparable national unemployment rate was 5.5%, up 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 October was up just over 800 from the previous month. The majority of the increase was found in Service Industries.

## Vermont Seasonally Adjusted Unemployment Rate



# Labor Force Estimates *(Seasonally Adjusted)*

Vermont	Changes from:				
	Oct. '04	Sept. '04	Oct. '03	Sept. '04	Oct. '03
<b>TOTAL LABOR FORCE<sup>1</sup></b>	351,600	352,600	351,000	-1,000	600
<b>TOTAL EMPLOYMENT</b>	340,600	340,900	334,600	-300	6,000
<b>TOTAL UNEMPLOYMENT</b>	11,000	11,800	16,500	-800	-5,500
<b>RATE</b>	3.1	3.3	4.7	-0.2	-1.6

<sup>1</sup>Includes proprietors, professionals, and unpaid family workers.  
VCM Regression Methodology

## Labor Market Areas *(Not Seasonally Adjusted)*

	Oct. 2004	Sept. 2004	Oct. 2003		Oct. 2004	Sept. 2004	Oct. 2003
<b>BARRE-MONTPELIER</b>				<b>MORRISTOWN-STOWE</b>			
Labor Force	40,850	41,200	40,200	Labor Force	18,800	19,000	19,150
Unemployment	1,150	1,200	1,550	Unemployment	600	650	800
Rate	2.8	3.0	3.9	Rate	3.2	3.3	4.2
Employment	39,750	40,000	38,650	Employment	18,200	18,400	18,350
<b>BENNINGTON-MANCHESTER</b>				<b>NEWPORT</b>			
Labor Force	21,300	21,400	21,750	Labor Force	13,300	13,550	13,750
Unemployment	600	650	900	Unemployment	550	550	800
Rate	2.8	3.1	4.2	Rate	3.9	4.0	5.7
Employment	20,700	20,700	20,850	Employment	12,800	13,000	13,000
<b>BURLINGTON</b>				<b>RANDOLPH</b>			
Labor Force	109,800	110,150	107,250	Labor Force	6,550	6,550	6,650
Unemployment	2,650	2,800	3,600	Unemployment	200	200	350
Rate	2.4	2.6	3.4	Rate	3.2	3.3	4.9
Employment	107,200	107,350	103,650	Employment	6,300	6,350	6,300
<b>ENOSBURG</b>				<b>RUTLAND</b>			
Labor Force	10,800	11,250	11,150	Labor Force	30,600	30,750	29,950
Unemployment	450	500	650	Unemployment	1,000	1,150	1,550
Rate	4.3	4.4	5.8	Rate	3.3	3.8	5.2
Employment	10,300	10,750	10,500	Employment	29,600	29,550	28,400
<b>HARTFORD-LEBANON,VT-NH LMA (VT PORTION ONLY)</b>				<b>ST. JOHNSBURY</b>			
Labor Force	28,750	28,550	29,450	Labor Force	15,200	15,450	15,650
Unemployment	400	450	600	Unemployment	450	500	750
Rate	1.4	1.6	2.0	Rate	2.9	3.2	4.9
Employment	28,350	28,050	28,850	Employment	14,800	14,950	14,900
<b>KEENE-BRATTLEBORO,NH-VT LMA (ENTIRE AREA)</b>				<b>SPRINGFIELD</b>			
Labor Force	60,250	59,500	58,150	Labor Force	9,600	9,500	9,850
Unemployment	1,250	1,400	1,800	Unemployment	350	400	500
Rate	2.1	2.4	3.1	Rate	3.6	4.2	5.3
Employment	59,000	58,100	56,400	Employment	9,250	9,100	9,350
<b>MIDDLEBURY</b>				<b>STATEWIDE</b>			
Labor Force	21,250	21,450	21,700	Labor Force	351,550	353,300	350,350
Unemployment	500	550	650	Unemployment	9,400	10,250	13,650
Rate	2.2	2.5	3.1	Rate	2.7	2.9	3.9
Employment	20,750	20,900	21,050	Employment	342,150	343,050	336,700

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:	
	Oct. '04	Sept. '04	Oct. '03	Sept. '04	Oct. '03
<b>Total - All Industries</b>	<b>301.7</b>	<b>302.2</b>	<b>299.1</b>	<b>-0.5</b>	<b>2.6</b>
<b>Private Industries</b>	<b>249.4</b>	<b>250.1</b>	<b>246.8</b>	<b>-0.7</b>	<b>2.6</b>
Construction	15.6	15.6	15.5	0.0	0.1
Manufacturing	37.3	37.5	37.0	-0.2	0.3
Retail Trade *	39.1	39.3	39.0	-0.2	0.1
Professional & Business Services	20.7	20.7	20.2	0.0	0.5
Private Ed. Services*	12.8	12.8	12.7	0.0	0.1
Health Care & Social Assistance*	41.5	41.4	40.4	0.1	1.1
Leisure & Hospitality*	33.1	32.9	32.7	0.2	0.4
<b>Total Government</b>	<b>52.3</b>	<b>52.1</b>	<b>52.3</b>	<b>0.2</b>	<b>0.0</b>

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

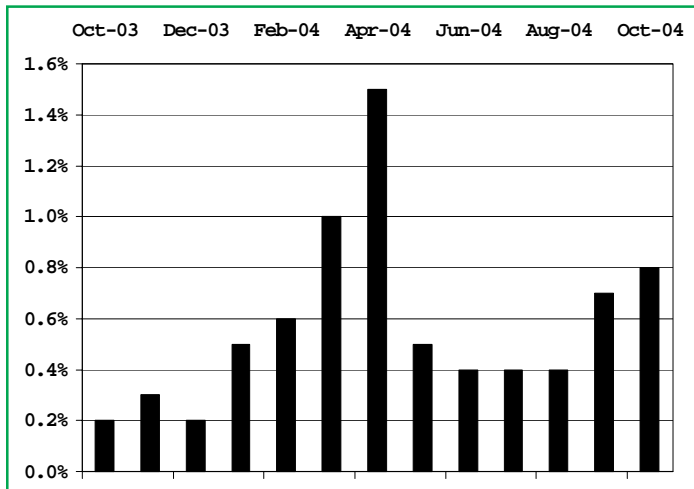
Note: Total - All Industries estimate is seasonally adjusted independently.

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

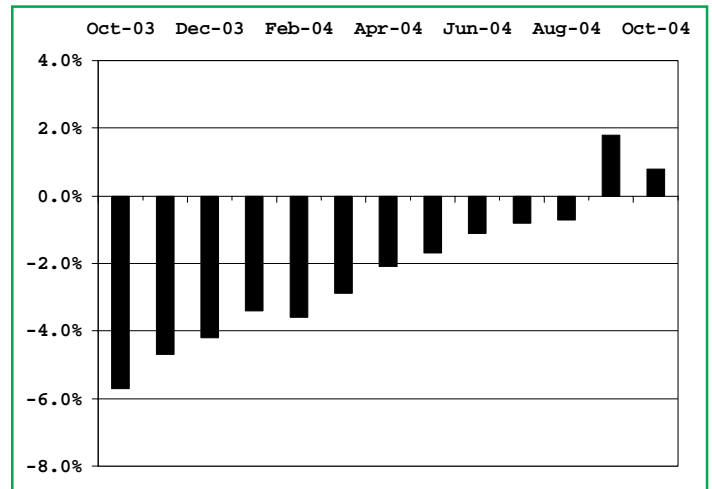
Produced by the Vermont Department of Employment & Training in cooperation with the U.S Bureau of Labor Statistics, unless otherwise noted.

## 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:	
	Oct. '04	Sept. '04	Oct. '03	Sept. '04	Oct. '03
<b>TOTAL NONFARM</b>	<b>305,550</b>	<b>303,300</b>	<b>303,250</b>	<b>2,250</b>	<b>2,300</b>
<b>TOTAL PRIVATE</b>	<b>250,850</b>	<b>251,000</b>	<b>248,550</b>	<b>-150</b>	<b>2,300</b>
<b>GOODS PRODUCING</b>	<b>55,200</b>	<b>55,350</b>	<b>54,850</b>	<b>-150</b>	<b>350</b>
MANUFACTURING	37,500	37,350	37,200	150	300
Durable Goods	26,500	26,450	26,300	50	200
Computer & Electrical Equipment Mfg.	9,400	9,400	9,100	0	300
Fabricated Metal Products Mfg.	2,950	2,900	2,800	50	150
Machinery Mfg.	3,200	3,150	3,000	50	200
Transportation Equipment Mfg.	2,400	2,400	2,250	0	150
Furniture & Related Product Mfg.	2,500	2,500	2,250	0	250
Non-Durable Goods	11,000	10,900	10,900	100	100
Food Mfg.	4,000	3,950	4,000	50	0
CONSTRUCTION	16,650	16,900	16,650	-250	0
NATURAL RESOURCES & MINING	1,050	1,100	1,000	-50	50
<b>SERVICE-PROVIDING</b>	<b>250,350</b>	<b>247,950</b>	<b>248,400</b>	<b>2,400</b>	<b>1,950</b>
TRADE, TRANSPORTATION AND UTILITIES	58,350	57,750	58,500	600	-150
Wholesale Trade	10,200	10,100	10,350	100	-150
Retail Trade	39,350	39,000	39,400	350	-50
Food & Beverage Stores	9,350	9,300	9,400	50	-50
General Merchandise Store	2,950	2,900	3,050	50	-100
Transportation, Warehousing and Utilities	8,800	8,650	8,750	150	50
Utilities	1,750	1,750	1,750	0	0
Transportation & Warehousing	7,050	6,900	7,000	150	50
INFORMATION	6,500	6,550	6,400	-50	100
FINANCIAL ACTIVITIES	13,100	13,150	13,250	-50	-150
Finance & Insurance	9,800	9,800	10,150	0	-350
Real Estate, Rental & Leasing	3,300	3,350	3,100	-50	200
PROFESSIONAL AND BUSINESS SERVICES	20,950	21,000	20,450	-50	500
Professional, Scientific and Technical	11,850	12,000	12,000	-150	-150
Administrative, Support and Waste	8,650	8,500	8,550	150	100
EDUCATIONAL AND HEALTH SERVICES	54,750	54,100	53,550	650	1,200
Educational Services	13,300	12,900	13,200	400	100
College, Universities and Professional	7,050	6,850	6,800	200	250
Health Care and Social Assistance	41,450	41,200	40,350	250	1,100
Ambulatory Health Care Services	16,050	15,950	15,700	100	350
Hospitals	10,350	10,300	10,550	50	-200
Nursing and Residential Care Facilities	6,850	6,800	6,600	50	250
LEISURE AND HOSPITALITY	31,900	32,800	31,550	-900	350
Arts, Entertainment and Recreation	3,800	4,300	3,750	-500	50
Accommodation and Food Services	28,100	28,500	27,800	-400	300
Accommodations	10,050	10,100	9,900	-50	150
Hotel & Motels	9,100	8,950	8,600	150	500
Food Services and Drinking Places	18,050	18,400	17,900	-350	150
OTHER SERVICES	10,100	10,300	10,000	-200	100
<b>GOVERNMENT</b>	<b>54,700</b>	<b>52,300</b>	<b>54,700</b>	<b>2,400</b>	<b>0</b>
Federal Government	6,100	6,100	6,250	0	-150
State Government Education	9,100	7,800	9,000	1,300	100
Local Government Education	23,450	22,150	23,550	1,300	-100
Other State Government	9,300	9,400	9,250	-100	50
Other Local Government	6,750	6,850	6,650	-100	100

## 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:	
	Oct. '04	Sept. '04	Oct. '03	Sept. '04	Oct. '03
<b>TOTAL NONFARM</b>	<b>112,000</b>	<b>111,400</b>	<b>109,400</b>	<b>600</b>	<b>2,600</b>
<b>TOTAL PRIVATE</b>	<b>92,850</b>	<b>93,300</b>	<b>90,350</b>	<b>-450</b>	<b>2,500</b>
<b>GOODS PRODUCING</b>	<b>20,900</b>	<b>21,200</b>	<b>20,350</b>	<b>-300</b>	<b>550</b>
MANUFACTURING	15,350	15,550	14,850	-200	500
Durable Goods	11,200	11,250	11,300	-50	-100
NATURAL RESOURCES, MINING & CONST.	5,550	5,650	5,500	-100	50
<b>SERVICE PROVIDING</b>	<b>91,100</b>	<b>90,200</b>	<b>89,050</b>	<b>900</b>	<b>2,050</b>
TRADE, TRANSPORTATION AND UTILITIES	21,350	21,150	21,150	200	200
Wholesale Trade	3,750	3,750	3,800	0	-50
Retail Trade	14,450	14,300	14,250	150	200
Transportation, Warehousing & Utilities	3,150	3,100	3,100	50	50
INFORMATION	3,400	3,350	3,150	50	250
FINANCIAL ACTIVITIES	5,300	5,300	5,350	0	-50
PROFESSIONAL & BUSINESS SERVICES	9,750	9,900	9,600	-150	150
Professional Scientific and Technical	6,150	6,250	5,900	-100	250
EDUCATIONAL & HEALTH SERVICES	18,900	18,550	18,100	350	800
Health Care and Social Assistance	15,150	15,050	14,650	100	500
LEISURE AND HOSPITALITY	9,550	10,150	9,050	-600	500
Accommodation and Food Services	7,600	7,750	7,500	-150	100
Food Services and Drinking Places	6,350	6,500	6,250	-150	100
OTHER SERVICES	3,700	3,700	3,600	0	100
<b>GOVERNMENT</b>	<b>19,150</b>	<b>18,100</b>	<b>19,050</b>	<b>1,050</b>	<b>100</b>
Federal Government	2,850	2,850	2,900	0	-50
State Government Education	6,250	5,600	6,200	650	50
Local Government Education	5,850	5,400	6,000	450	-150
Other State Government	1,750	1,750	1,650	0	100
Other Local Government	2,450	2,500	2,300	-50	150

### Barre-Montpelier

<b>TOTAL NONFARM</b>	<b>35,100</b>	<b>35,000</b>	<b>34,400</b>	<b>100</b>	<b>700</b>
<b>TOTAL PRIVATE</b>	<b>26,200</b>	<b>26,100</b>	<b>25,600</b>	<b>100</b>	<b>600</b>
<b>GOODS PRODUCING</b>	<b>4,800</b>	<b>4,850</b>	<b>4,850</b>	<b>-50</b>	<b>-50</b>
MANUFACTURING	3,000	3,050	3,100	-50	-100
NATURAL RESOURCES, MINING & CONST.	1,800	1,800	1,750	0	50
<b>SERVICE-PROVIDING</b>	<b>30,300</b>	<b>30,150</b>	<b>29,550</b>	<b>150</b>	<b>750</b>
TRADE, TRANSPORTATION AND UTILITIES	6,050	6,000	5,900	50	150
Wholesale Trade	900	900	950	0	-50
Retail Trade	4,350	4,300	4,200	50	150
Transportation, Warehousing & Utilities	800	800	750	0	50
INFORMATION	700	700	650	0	50
FINANCIAL ACTIVITIES	2,550	2,550	2,700	0	-150
PROFESSIONAL AND BUSINESS SERVICES	2,150	2,150	1,950	0	200
EDUCATIONAL & HEALTH SERVICES	5,450	5,400	5,300	50	150
Health Care and Social Assistance	3,850	3,800	3,750	50	100
LEISURE AND HOSPITALITY	3,100	3,050	2,850	50	250
Accommodation and Food Services	2,650	2,650	2,500	0	150
OTHER SERVICES	1,400	1,400	1,400	0	0
<b>GOVERNMENT</b>	<b>8,900</b>	<b>8,900</b>	<b>8,800</b>	<b>0</b>	<b>100</b>
Federal Government	350	350	350	0	0
State Government Education	400	350	350	50	50
Local Government Education	2,750	2,750	2,700	0	50
Other State Government	4,750	4,750	4,750	0	0
Other Local Government	650	700	650	-50	0

## Unemployment Insurance Program Summary

	October 2004	September 2004	October 2003	Percent Change From Last Month	Percent Change From Last Year
UI Trust Fund	\$231,059,009	\$228,321,126	\$254,111,618	1.2%	-9.1%
UI Reg. Benefit Payments *	\$3,446,949	\$3,521,173	\$4,777,912	-2.1%	-27.9%
UI Initial Claims	3,024	2,082	3,891	45.2%	-22.3%
UI Weeks Claimed	17,951	15,808	22,870	13.6%	-21.5%

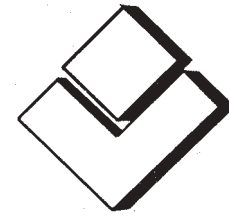
\*Includes benefit payments for reimbursable employers.

## Average Hours and Earnings of Production and Nonsupervisory Workers

INDUSTRY BY NAICS	Average Weekly Earnings(\$)			Average Weekly Hours			Average Hourly Earnings(\$)		
	Oct. '04 Prelim.	Sept. '04 Revised	Oct. '03 Revised	Oct. '04 Prelim.	Sept. '04 Revised	Oct. '03 Revised	Oct. '04 Prelim.	Sept. '04 Revised	Oct. '03 Revised
<b>GOODS PRODUCING</b>	600.75	600.75	599.13	40.4	40.4	40.4	14.87	14.87	14.83
Natural Resources & Mining	465.06	465.06	466.46	33.7	33.7	33.9	13.80	13.80	13.76
Construction	642.63	640.66	639.74	41.3	41.2	41.3	15.56	15.55	15.49
Manufacturing	586.52	586.52	583.86	40.2	40.2	40.1	14.59	14.59	14.56
Durable Goods	610.09	610.09	607.78	40.7	40.7	40.6	14.99	14.99	14.97
Non-Durable Goods	519.53	520.87	517.20	38.8	38.9	38.8	13.39	13.39	13.33
<b>SERVICE PROVIDING</b>									
Wholesale Trade	647.64	645.84	639.73	36.0	35.9	35.6	17.99	17.99	17.97
Retail Trade	369.26	368.95	368.64	30.9	30.9	30.9	11.95	11.94	11.93
Health Care & Social Assist.	552.06	551.76	546.92	30.4	30.4	30.2	18.16	18.15	18.11
<b>BURLINGTON AREA</b>									
Manufacturing	577.58	576.06	573.42	37.8	37.7	37.7	15.28	15.28	15.21

# Vermont Department of

# Labor & Industry



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## Vermont Occupational Safety and Health Administration (VOSHA)

by *Michael Bertrand, Commissioner*

Reducing workplace injuries, illnesses and fatalities is the core mission of the Vermont Occupational Safety and Health Administration (VOSHA). This mission is accomplished through the inspection of workplaces for violations of the VOSHA safety and health standards and by requiring that all known violations be corrected. In short, the division was established to insure safe and healthful working conditions for employees by conducting enforcement and consultative inspections. VOSHA inspectors travel throughout the state inspecting places of employment looking for safety and health violations. These inspectors will use citations, with associated penalties for serious violations to bring employers back into safe standards of operation. Generally, safety and health inspections are randomly scheduled based on injury and illness rates derived from the annual Bureau of Labor Statistics Survey of Occupational Injuries and Illnesses. Inspections are also conducted based on complaints and referrals.

During the most recent Federal Fiscal Year (FFY), October 1, 2003 – September 31, 2004, the Vermont OSHA (VOSHA) program conducted 305 enforcement inspections. Of these inspections 59% were in the construction industry. The remaining inspections were either public sector or manufacturing. There were 519 violations issued. Over 74% of the violations were classified as serious, willful or repeat with penalties of over \$540,000 issued for 385 violations.

### Fatalities in the Workplace

Any accident in the workplace is a cause for concern for VOSHA. However, the fact that there is even 1 fatality in the workplace should be a cause for alarm for employers throughout the state.

During this past fiscal year, there were 4 fatalities not related to motor vehicles, which were reported to VOSHA. Of these, 2 were construction and 2 were general industry. The specifics of each are as follows:

- One employee was killed when he was thrown from a "Genie" lift when it tipped over. The lift was not on level ground and the employees were not wearing safety harnesses and lanyards. Another employee was severely hurt in this accident.
- A construction employee working from a stepladder on the second floor fell through an unguarded stairwell opening into the basement and died from the fall.
- A student at a trade school was killed when a large overhead door crushed him as he attempted to exit through the door while it was closing.
- An employee was killed when the forklift he was operating tipped over. The employee was not wearing a seat belt and when he attempted to jump clear he was crushed by the roll over protective structure.

The largest single cause of employee fatalities in any year is motor vehicle accidents. In recent years there has been an alarming increase in fatal motor vehicle accidents while the total number of accidents has declined.

*(Continued on page 11)*

## Labor & Industry -

(continued from page 10)

Year	First Reports	Number of lost time injuries	Fatalities
2002	382	149	4
2003	337	127	7
2004 (YTD)	239	71	incomplete data

Year	Total Fatalities	Traffic Fatalities	Percent
2001	9	2	22.0%
2002	15	4	26.6%
2003	18	7	38.8%

In order to try to reverse the trend of motor vehicular fatalities, VOSHA, the Vermont Division of Workers' Compensation and the Vermont Chamber of Commerce are forming a strategic alliance to promote vehicular safety. This will include seat belt use and defensive driving. Additionally, issues such as fatigue and distractions will be addressed.

### Other Facts and Figures

While construction is a hazardous industry, it is not the industry with the highest injury rate or the highest lost time injury rate. The following table shows the rates for the top 7 industries in Vermont. This information is based on Bureau of Labor Statistics data for calendar year 2002.

Industry	Total Cases	Total Lost Time, transfer or job restriction
Heavy construction	17.3	10.4
Lumber & wood products	12.4	4.7
Furniture and fixtures	22.0	15.0
Stone, clay, glass	13.6	9.6
Food & kindred products	16.1	12.2
Nursing & personal care	16.4	8.9
Hospitals	10.8	2.3

*(Please note: All numbers are expressed as # per 100 full time equivalent (FTE) employees. Data for 2003 will be available in the first quarter of 2005, but the high rate industries are unlikely to change significantly.)*

When VOSHA inspections are performed an employer can be cited for several different safety and health violations.

In Vermont, the top 5 most frequently cited violations are:

1. 1910.305 Electrical in General industry
2. 1926.405 Electrical in construction
3. 1926.501 Fall protection
4. 1910.146 Confined spaces
5. 1910.147 Lockout tagout

(For a list of the most frequently cited standards for your industry, go to [www.osha.gov/oshstats/index.html](http://www.osha.gov/oshstats/index.html). At this site you can search information on specific companies and you can get information on frequently cited standards based in Standard Industry Classification (SIC). This information is particularly helpful if you want to know the hazards that are cited in your industry.)

If you would like more information regarding the VOSHA program or this article, please feel free to visit our website at [www.state.vt.us/labind/vosha.htm](http://www.state.vt.us/labind/vosha.htm) or contact us at 802-828-2765.



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