

*Working Together
for Vermont*

<http://www.labor.vermont.gov>

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

National Life Drive • Drawer 20 • Montpelier, VT 05620-3401

Commissioner's Message

Patricia A. McDonald, VDOL Commissioner

White River Craft Center - Confronting Demographic Challenges: Youth and the Labor Market

The *Vermont Economy's* January 2006 newsletter has a headline that reads: "Vermont 2005 Population Growth Among Lowest in the Nation." Couple this article with the fact that Vermont's workforce is older than the average of most states, and the idea that as these workers retire, large numbers of skilled workers will leave the labor market and not have replacements. In addition, according to the 1990 – 2000 census Vermont had a 19% decline in its 20-34 year old population, and in the next ten years it will experience an 18% decline in its high school population. This and other demographic data are raising questions about Vermont's labor force and overall economic growth potential. In an effort to address this challenge, VDOL and its partners are working to enhance the skills of Vermont's current work force and make sure all Vermonters have an opportunity to work, including those with serious barriers to employment. One example is our partnership with the White River Craft Center.

The White River Craft Center is an independent organization that offers a variety of training, education and housing programs for youth and adults, including a wide range of classes in the arts and crafts such as culinary, photography, potter, stained glass, weaving and woodworking. Community members with varying interests take advantage of these classes, while others take advantage of the positive atmosphere and newly renovated space.

Over the past five years, the center and the Vermont Department of Labor have partnered to bring employment experiences and leadership development to many older youth from the Randolph/Bethel area. These youth have engaged in various employment related activities that include reception/clerical work, building renovation, wall deconstruction and reconstruction, painting, and electrical wiring and fixture building. Youth at the center often have barriers that make it difficult to actively participate in traditional educational settings or the labor market. These barriers can include homelessness, a criminal record, and disabilities that include learning, emotional and physical.

To begin the process of gaining work related skills, a comprehensive plan that addresses barriers and sets goals is established. Once the plan is in place, activities are developed that will eliminate barriers and meet goals.

Many of these activities are funded through the federal Workforce Investment Act (WIA), which provides comprehensive employment and

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The Edge

Jobs for the Future

The Bureau of Labor Statistics has recently released the 2004-2014 national occupational projections. Published in the November issue of the *Monthly Labor Review*, they hold few surprises given current demographics and economic realities. Occupational projections data are important and useful as a planning tool for educators, economists, planners, and job seekers. However, whenever we look at projections, we need to look at them from two perspectives, percent change and numeric change, because one can be large and the other small, depending on the size of employment in the base year. When we refer to *Fastest Growing Occupations*, we are looking at percent change; *Occupations with the Largest Job Growth* refers to numeric change.

Sixteen of the 30 *fastest-growing occupations* are health related, reflecting an aging population that requires more health care, a wealthier population that can afford better health care, and advances in medical technology. Because both private insurers and the government are striving to control escalating health care costs, technicians, aides, and assistant occupations will grow more rapidly than overall health care employment. These workers will be assuming duties that had been performed by more highly paid workers, such as dentists, physicians, and therapists.

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Commissioner's Message –

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training activities for adults entering the workforce, dislocated workers (those who have been laid off), and youth.

The center offers a wide range of work readiness activities including improving basic skills (often referred to as soft skills) that may include daily living skills, world-of-work awareness, work attitude, and maintaining a job. In addition, if an individual has deficiencies in reading, math, problem solving, speaking, writing, reasoning, or listening, steps are taken to improve these skills.

For youth in need of occupational specific skills, training can include mastering tasks and technical functions that are required for entry, intermediate or advanced levels in a particular occupation.

The White River Craft Center is just one of many examples of VDOL working with youth to gain vital employment related skills. In fact, last year VDOL worked with 530 Vermont youth deemed to have significant barriers to employment. By working with youth and other populations that traditionally have had low labor market participation rates, Vermont will be better equipped to meet its demographic challenges.

Patricia A. McDonald

Contact VDOL

If your address has changed or to discontinue your subscription, please email: sredpath@labor.state.vt.us

The Edge - *(continued from front page)*

Medical assistants, physician assistants, dental hygienists, dental assistants, physical therapist assistants and aides, and occupational therapist assistants are all among the fastest growing occupations. Home health aides is the occupation projected to grow the fastest, as well as adding a substantial number of jobs because of the emphasis on home care both for the elderly and for patients being sent home from hospitals more quickly. Medical scientists and biomedical engineers' employment will both be growing, responding to needs for expanded research and for improved medical devices and equipment.

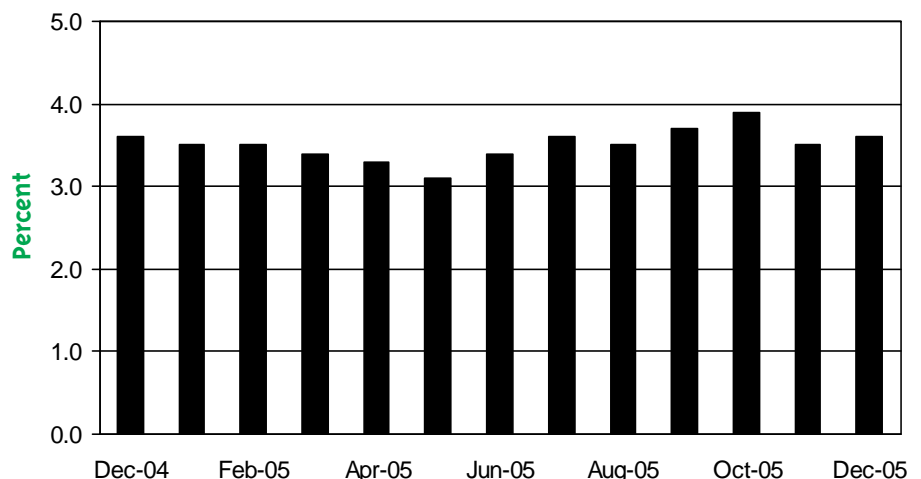
Computer specialists represent six of the 30 fastest growing occupations as technology becomes more sophisticated and complex. Network systems and data communications analysts, computer software engineers, network and computer systems administrators, database administrators, and computer systems analysts will all show rapid growth. However, computer operators and word processors are among the occupations with the largest job declines.

As the nation becomes increasingly aware of environmental hazards, the need for clean water, and the depletion of many of our natural resources, we will see a need for more environmental engineers, hydrologists, and hazardous material removal workers. Both preschool teachers and postsecondary teachers will be needed to serve the increasing proportions of young children attending school, high school graduates attending college, and adults returning to college to enhance their skills.

The 30 occupations with the largest job growth are from a much broader range of occupational groups. Eleven are service occupations: three health care support, three food preparation and serving, three building and grounds cleaning and maintenance, and two personal care and service. Retail salespersons tops the list, followed by registered nurses, and postsecondary teachers. Whereas almost three quarters of the fastest growing occupations require postsecondary training or academic degree, half of the occupations with the largest numerical job growth have short-term on-the-job training as their most significant source of postsecondary education.

Vermont will be publishing our 2004-2014 state-specific occupational projections later this year. For more information about the national projections visit the Bureau of Labor Statistics website at: <http://www.bls.gov/opub/mlr/2005/11/contents.htm>

Vermont Seasonally Adjusted Unemployment Rate



Vermont Unemployment Estimates Statewide *(Seasonally Adjusted)*

	Dec. '05	Nov. '05	Dec. '04	Changes from:	
				Nov. '05	Dec. '04
TOTAL LABOR FORCE¹	360,500	357,700	354,700	2,800	5,800
EMPLOYED	347,300	345,100	342,000	2,200	5,300
UNEMPLOYED	13,100	12,600	12,700	500	400
RATE (%)	3.6	3.5	3.6	0.1	0.0

¹Includes proprietors, professionals, and unpaid family workers.

Labor Market Areas By Residence *(Not Seasonally Adjusted)*

AREA	Total Labor Force	Number Employed	Number Unemployed	Dec-05 Rate (%)	Nov-05 Rate (%)	Dec-04 Rate (%)
Barre-Montpelier	25,500	24,400	1,100	4.3	3.9	3.9
Bennington	13,250	12,850	450	3.3	3.3	3.4
Bradford	5,250	5,050	200	3.5	2.9	3.8
Brattleboro	25,000	24,450	750	3.0	3.2	3.0
Burlington-South Burlington	114,100	110,550	3,550	3.1	3.2	2.7
Hartford	18,750	18,450	350	1.8	1.9	2.0
Manchester	13,400	13,000	400	3.2	3.7	3.6
Middlebury	18,700	18,050	600	3.3	3.2	3.4
Morristown-Stowe	20,550	19,800	750	3.8	3.4	4.2
Newport	15,000	14,250	750	5.1	4.2	4.7
Randolph	8,500	8,200	300	3.5	3.3	3.3
Rutland	29,100	28,200	950	3.2	3.5	3.1
Springfield	13,000	12,550	450	3.5	4.0	3.3
St. Johnsbury	15,300	14,750	550	3.7	3.4	3.7
Swanton-Enosburg	14,450	13,650	800	5.5	4.4	4.7
Warren-Waitsfield	4,450	4,400	100	2.0	2.7	1.6
Woodstock	3,650	3,550	100	2.1	2.4	2.3
Vermont Total	360,350	348,150	12,200	3.4	3.4	3.2

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

Colebrook, NH-VT	3,700	3,500	200	5.1	5.1	5.0
Lebanon, NH-VT	45,000	44,050	950	2.1	2.3	1.3
Littleton, NH-VT	14,900	14,450	500	3.2	3.4	2.7
North Adams, MA-VT	17,000	16,100	900	5.3	4.9	4.8

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:	
	Dec. '05	Nov. '05	Dec. '04	Nov. '05	Dec. '04
Total - All Industries	310.7	309.2	306.6	1.5	4.1
Private Industries	258.0	256.3	253.7	1.7	4.3
Construction	17.8	17.7	16.7	0.1	1.1
Manufacturing	37.3	37.3	37.1	0.0	0.2
Retail Trade *	40.3	40.2	40.3	0.1	0.0
Professional & Business Services	22.3	22.2	21.2	0.1	1.1
Private Ed. Services*	12.3	12.3	12.4	0.0	-0.1
Health Care & Social Assistance*	42.6	42.6	41.6	0.0	1.0
Leisure & Hospitality*	33.9	33.6	33.6	0.3	0.3
Total Government	52.7	52.9	52.9	-0.2	-0.2

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

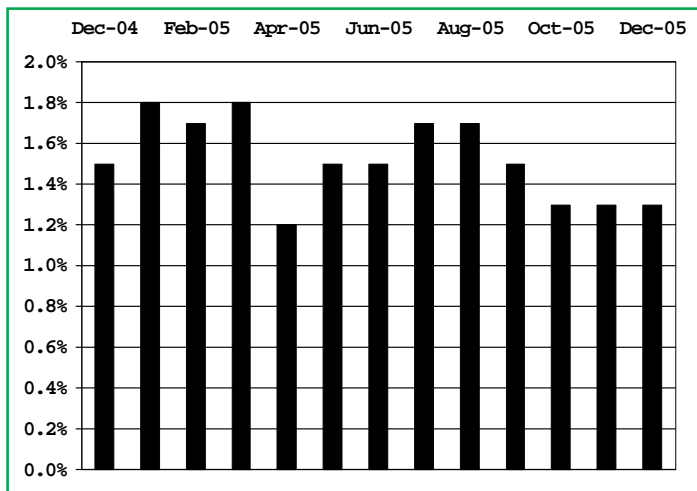
Note: Total - All Industries estimate is seasonally adjusted independently.

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

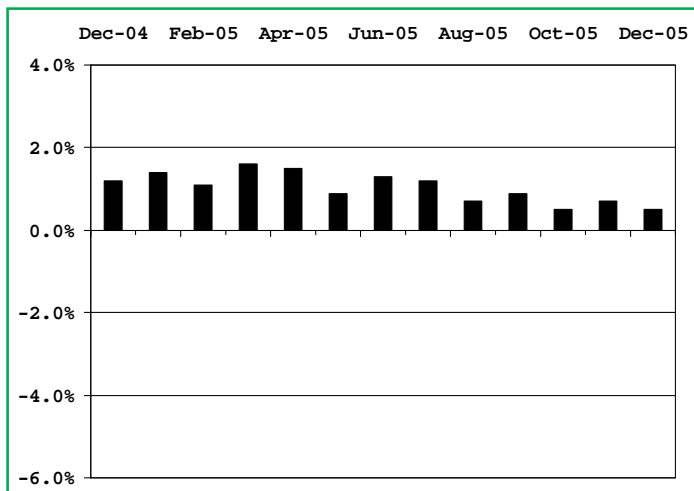
Produced by the Vermont Department of Labor in cooperation with the U.S Bureau of Labor Statistics, unless otherwise noted.

Vermont Annual Job Growth Not Seasonally Adjusted Data

All Industries



Manufacturing



Nonfarm Employment In Vermont *(Not Seasonally Adjusted)*

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

INDUSTRY BY NAICS	Prelim.	Revised	Revised	Changes From:	
	Dec. '05	Nov. '05	Dec. '04	Nov. '05	Dec. '04
TOTAL NONFARM	316,350	311,300	312,300	5,050	4,050
TOTAL PRIVATE	260,800	255,450	256,500	5,350	4,300
GOODS PRODUCING	56,500	57,100	55,100	-600	1,400
MANUFACTURING	37,700	37,650	37,500	50	200
Durable Goods	27,000	26,900	26,800	100	200
Computer & Electrical Equipment Mfg.	9,500	9,500	9,200	0	300
Fabricated Metal Products Mfg.	3,150	3,050	2,850	100	300
Machinery Mfg.	2,950	3,000	3,050	-50	-100
Transportation Equipment Mfg.	2,350	2,350	2,400	0	-50
Furniture & Related Product Mfg.	2,050	2,000	2,150	50	-100
Non-Durable Goods	10,700	10,750	10,700	-50	0
Food Mfg.	3,950	3,850	3,950	100	0
CONSTRUCTION	17,750	18,350	16,700	-600	1,050
NATURAL RESOURCES & MINING	1,050	1,100	900	-50	150
SERVICE-PROVIDING	259,850	254,200	257,200	5,650	2,650
TRADE, TRANSPORTATION AND UTILITIES	61,500	60,450	61,050	1,050	450
Wholesale Trade	10,550	10,450	10,100	100	450
Retail Trade	42,200	41,300	42,200	900	0
Food & Beverage Stores	9,950	9,850	9,800	100	150
General Merchandise Store	3,150	3,100	3,300	50	-150
Transportation, Warehousing and Utilities	8,750	8,700	8,750	50	0
Utilities	1,750	1,750	1,700	0	50
Transportation & Warehousing	7,000	6,950	7,050	50	-50
INFORMATION	6,150	6,150	6,300	0	-150
FINANCIAL ACTIVITIES	13,800	13,600	13,500	200	300
Finance & Insurance	10,400	10,300	10,100	100	300
Real Estate, Rental & Leasing	3,400	3,300	3,400	100	0
PROFESSIONAL AND BUSINESS SERVICES	22,400	22,300	21,250	100	1,150
Professional, Scientific and Technical	13,350	13,250	12,500	100	850
Administrative, Support and Waste	8,750	8,850	8,400	-100	350
EDUCATIONAL AND HEALTH SERVICES	55,650	55,400	54,700	250	950
Educational Services	12,800	12,850	12,950	-50	-150
College, Universities and Professional	6,650	6,800	6,750	-150	-100
Health Care and Social Assistance	42,850	42,550	41,750	300	1,100
Ambulatory Health Care Services	16,650	16,600	16,150	50	500
Hospitals	10,550	10,550	10,700	0	-150
Nursing and Residential Care Facilities	6,900	6,950	6,750	-50	150
LEISURE AND HOSPITALITY	34,500	30,350	34,250	4,150	250
Arts, Entertainment and Recreation	3,450	3,400	3,250	50	200
Accommodation and Food Services	31,050	26,950	31,000	4,100	50
Accommodations	12,450	8,850	12,650	3,600	-200
Hotel & Motels	11,550	8,050	11,650	3,500	-100
Food Services and Drinking Places	18,600	18,100	18,350	500	250
OTHER SERVICES	10,300	10,100	10,350	200	-50
GOVERNMENT	55,550	55,850	55,800	-300	-250
Federal Government	6,500	6,400	6,400	100	100
State Government Education	8,550	9,050	8,850	-500	-300
Local Government Education	24,050	23,950	24,150	100	-100
Other State Government	9,300	9,400	9,300	-100	0
Other Local Government	7,150	7,050	7,100	100	50



The Governor's Award on Workplace Safety

The Vermont Department of Labor is accepting nominations for The Governor's Award on Workplace Safety.

The Governor of Vermont and the Vermont Department of Labor annually recognize employers that have made outstanding achievements in Workplace Safety and Health. The Governor's Award on workplace safety is the highest honor given by the state of Vermont to recognize an employer's commitment to excellence in workplace safety and health.

Governor Douglas sponsored the first annual Governor's Workplace Safety Award in March of 2005. The award in the category of "smaller" employer was presented to GPI Construction of Brattleboro, VT and the award in the category of "larger" employer was presented to DEW Construction Corporation of Williston, VT.

The Governor will be announcing two new winners during the Second Annual Workplace Safety Award Ceremony, which will take place in the spring of 2006. The Vermont Department of Labor is currently accepting nominations for these awards until February 15th, 2006. Anyone is welcome to submit a nomination to the Vermont Department of Labor. The criteria for a nomination are listed below. Please keep in mind that the workplace is not just in a fixed location, but can also be on our roadways, outdoor locations, or as temporary sites. The nomination must be supported by information that demonstrates outstanding workplace safety.

Relevant nomination criteria includes:

- **Experience modification rate of 0.90 or less.**
- **Existence of an active safety committee.**
- **A three year history of no work fatalities or catastrophic injuries.**
- **Additional evidence of outstanding safety, such as a significant number of days without a lost time injury.**

Once an employer has been nominated, the Vermont Department of Labor will send a letter to that employer notifying them of their nomination and requesting any documentation that demonstrates that company's commitment to workplace safety and health. Based on that documentation two new winners (one for the smaller employer category and the other for the larger employer category) will be selected.

Nominations may be submitted in writing to the:

Vermont Department of Labor
Attn: Becky Morris
National Life Bldg., Drawer 20
Montpelier, VT 05620-3401

or you can email it to
wpsafety@labor.state.vt.us



Please take time to consider nominating an employer that you think deserves this honor.



NOTICE

MINIMUM WAGE

Vermont's minimum wage rate will change as stated below. (Note: Effective since July 1, 1989, "if the minimum wage rate established by the U.S. Government is greater than the rate established for Vermont for any year, the Vermont minimum wage rate shall be the rate established by the U.S. Government".)

MINIMUM WAGE RATE:

Effective 01/01/2005: \$7.00 per hour worked

Effective 01/01/2006: \$7.25 per hour worked

Employers engaged in the hotel, motel, tourist place and restaurant industry shall receive a tip credit for tips actually earned and retained by service or tipped employees. For service and tipped employees the basic wage rate will be:

Minimum Base Rate

Rate, effective 1/1/2005: \$3.65/hr.

Rate, effective 1/1/2006: \$3.65/hr.

Maximum Tip Credit Allowed

\$3.35/hr.

\$3.60/hr.

Service or Tipped Employees – is defined as "A service or tipped employee" means an employee of a hotel, motel, tourist place, or restaurant who customarily and regularly receives more than \$30.00 per month in tips for direct and personal customer services.

The basic wage rate is the minimum required employer contribution towards the minimum wage. If an employee does not receive sufficient tips in the work week to at least achieve the minimum wage for all hours worked that week, the employer must make up the difference.

How to Contact Us:

Vermont Department of Labor

5 Green Mountain Drive

P.O. Box 488

Montpelier, Vermont 05601-0488

Email: wagehour@labor.state.vt.us

Telephone: (802) 828-2157

Fax: (802) 828-4198

Equal Opportunity is the Law

The State of Vermont is an Equal Opportunity/Affirmative Action Employer. Applications from women, individuals with disabilities, and people from diverse cultural backgrounds are encouraged. Auxiliary aids and services are available upon request to individuals with disabilities. 711 (TTY/Relay Service) or 802-828-4203 TDD (Vermont Department of Labor).

POSTER AT: <http://www.labor.vermont.gov/sections/uiwages/wage/posters/minimumwage.pdf>



DEPARTMENT OF LABOR

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

Official Business

Penalty for Private Use \$300

Vermont Small Business Development Center Winter Safety Seminars:

VOSHA's Knocking, Are You Ready? 1:00 p.m. – 3:30 p.m.

February 2, 2006 - Williston, Vermont Technical College, Blair Park, Room # 215

Flu Epidemic Contingency Planning Seminar for Businesses and Organizations: 1:00 p.m. – 4:00 p.m.

February 8, 2006 - Green Mountain Coffee Roasters, Waterbury

Food Safety for Vermont Food Processors: 9:00 a.m. - Noon

February 16, 2006 - Reduce Your Potential Liabilities, over All Vermont Interactive Television Sites.

(go to www.vitlink.org for sites listing/directions)

4th Annual Vermont Workplace Safety Conference: 9:00 a.m. – 3:30 p.m.

February 16, 2006 - Burlington, An excellent professional development opportunity for HR and Safety Staff.

4th Annual Vermont Workplace Safety Conference: 9:00 a.m. - 3:30 p.m.

February 16, 2006 - DoubleTree Hotel and Conference Center (former Clarion), 1117 Williston Rd., Burlington.

An excellent professional development opportunity for HR and Safety Staff. Topics include Adult Learners & Safety Training; Reasonable Drug/Alcohol Suspicion; Utilizing Voluntary 1st Responders; Managing Injured Workers; Combining PPE & Job Safety Analysis; OSHA Updates & Reading MSDSs. Sponsored by: the Partnership in Safety (VT-DOL Project WorkSafe, Green Mtn. Coffee Roasters and VT Small Business Development Center).

Registration and more information @ www.vtsbdc.org (training tab)

To register or for more information for all SBDC training seminars go to www.vtsbdc.org (training tab)

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