

*Working Together
for Vermont*

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Commissioner's Message

Patricia Moulton Powden, Commissioner

This past Legislative session led to a number of changes impacting programs administered by the Department of Labor. This month I want to give you a brief overview of those changes.

1. Implementation of the Next Generation Commission Recommendation Act 46 seeks to make college more affordable to Vermont youth, help Vermont businesses fill vacant jobs, align workforce development with economic development goals, and make programs more accountable. This includes increased funding for the Vermont Training Program of the Department of Economic Development and expanded state funded training programs. Below are the provisions relating to the Department of Labor:

- Workforce Education & Training Fund (WETF) - Using the WETF, VDOL provides grants to employers and their training providers to make it possible for them to train unemployed and under-employed workers for the employer's jobs. WETF may also be used to upgrade the skills of workers in danger of losing jobs because of obsolete skills. WETF may also now provide grants to support internships at employers for secondary and post-secondary students. VDOL will be working with the Workforce Development Council and Department of Economic Development to develop specific criteria for awarding these grants. The bill provides increased emphasis on training for new and vacant jobs.
- Career & Alternative Workforce Education – VDOL will be working with regional technical centers and other programs to develop career exploration activities designed to help youth in grades 7-12 develop an understanding of careers and occupations. It will also work with the technical centers and non-profit organization to implement alternative and intensive vocational/academic programs for secondary students who need credits for graduation.
- Adult Technical Education - VDOL will provide grants to regional technical centers to implement programs to increase the technical skills of adults to assist them with employment or prepare them for more education.

2. Employer Health Care Contribution – H.229 made a number of technical changes to the health care reform legislation enacted in 2006. Changes to the employer contribution provision of the law include exempting some seasonal and part-time workers' hours from inclusion in the full time equivalent calculation. The exemption applies only when the employer offers insurance to its regular workers and the part-time and seasonal workers have health insurance.

3. Failure to Provide Worker's Compensation Insurance – Act 57 increases penalties for failures to comply with workers' compensation laws. The administrative penalty for committing fraud increases from \$1000 to \$5000 for both employers and workers. The penalty to employers for not providing workers' compensation insurance is increased to \$100 per day. If the employer fails to provide workers' compensation after the department issues an order to do so, the administrative penalty is \$250 per day.

The Edge

Vtcareergateway.org

At the 3rd annual career planning conference, on May 24th of this year, the Department of Labor (VDOL), VSAC, and the Career Planning Task Force proudly announced the launch of <http://www.vtcareergateway.org>, a new website dedicated to providing access to career and educational information. As the name suggests, the site includes links to other carefully reviewed informational websites relating to career development, exploration, planning, job outlook and training options. Funded by a grant from the Department of Labor, Employment and Training Administration, VSAC, VDOL, and taskforce members worked with New Breed Marketing to create the internet-based portal that is developmentally organized; visitors may enter as students, parents, adults, or professionals to find pertinent information for their specific needs. Great care was taken to ensure universal access (low band width being one of the criteria). During the summer, we will be working to fine-tune vtcareergateway, so feel free to explore and send any feedback to: sally.redpath@state.vt.us

The Career Planning Task Force, founded in 2004, is a collaborative partnership committed to supporting and increasing career planning services and resources in the state. Primary partners include VSAC, VDOL, the Vermont Department of Education, the Vermont School Counselor Association, and the Workforce Development Council. The new website is one tool the task force is implementing to help ensure Vermont's long term economic vitality by providing up to date career information.

(Continued on page 2)

Commissioner's Message -

(continued from front page)

4. Minimum Wage for Tipped Employees - S.27 changes the definition of a tipped employee. Effective July 1, 2007 a tipped employee is someone working at a hotel, motel, tourist place or restaurant that makes \$120 per month in tips. The employer must pay tipped employees a minimum of \$3.65 per hour. If the combination of wages and tips during the pay period does not equal the minimum wage, currently \$7.53 per hour, the employer must make up the difference.

This is just a summary of the bills. The department will be providing more information in the future. Please watch our website for updates on the implementation of these bills.



The Edge -

(continued from front page)

Higher Education and Employment 2017

The following material is an excerpt from a 1200-word essay provided to the National Association of Colleges and Employers (NACE). We were asked to provide a scenario for higher education and graduates' employment prospects for ten years from now. The full essay will be posted on the NACE web site after their annual conference in early June. Enjoy!

The year is 2017. Virtual worlds engage students early. Employers have established major installations in Second Life and other virtual worlds

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where the students can work for the employer any hour of the day or night at the organization's office or hospital. The students love the reality of the game and the employers enjoy being able to "teach" the students their cultures---effortlessly.

Mentors play a substantial role in growth. Now, beginning in ninth grade, students are paired with full-time employees. When, after college graduation, a mentee chooses to come to work for the employer, the mentor receives a substantial financial gift; most employers are paying \$5000 to \$10,000, because the companies discovered long ago that these mentored young people have a better track record with their firms.

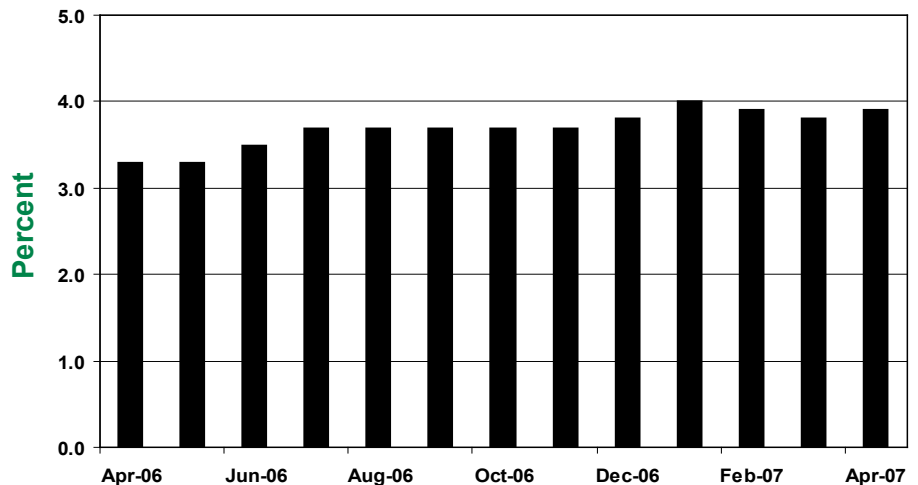
Colleges and universities have found efficiency in numbers. Ten years ago in 2007, we saw the beginning of this trend on the part of colleges and universities to work together to capitalize on advancing technologies and eliminate duplication of efforts. At this point in time, they have created consortia in a wide variety of areas, from forming buying groups to holding career fairs, and even working together on common projects like building national databases of internships and other career resources.

Alumni play a greater role. College alumni working for large organizations converge on campus to recruit the best and the brightest beginning with their freshmen years. The goal is to attract this top talent to work for their employers. Recruiting alumni will use personal music programming and pod casts, as well as other media (not yet invented in 2007) to win over the hearts and minds of tomorrow's students.

College-employer partnerships thrive. Employers sponsor summer programs for high school students and pay for college in an effort to win over top talent. Students identified early, sometimes feel like they are riding magic carpets that allow them to explore their field(s) of interest, while receiving valuable guidance and financial support. It's not happening yet, but some employers are even discussing working with fifth grade teachers to identify the most promising students and gain a competitive edge.

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Vermont Seasonally Adjusted Unemployment Rate



Vermont Unemployment Estimates Statewide *(Seasonally Adjusted)*

	Apr. '07	Mar. '07	Apr. '06	Changes from:	
				Mar. '07	Apr. '06
TOTAL LABOR FORCE¹	360,400	362,700	358,900	-2,300	1,500
EMPLOYED	346,200	348,800	346,900	-2,600	-700
UNEMPLOYED	14,200	13,800	12,000	400	2,200
RATE (%)	3.9	3.8	3.3	0.1	0.6

¹Includes proprietors, professionals, and unpaid family workers.

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

AREA	Total Labor Force	Number Employed	Number Unemployed	Apr-07 Rate (%)	Mar-07 Rate (%)	Apr-06 Rate (%)
Barre-Montpelier	28,950	27,550	1,400	4.8	5.5	4.3
Bennington	12,500	12,000	500	4.2	4.3	3.4
Bradford	5,000	4,750	250	4.9	5.2	4.6
Brattleboro	24,500	23,400	1,100	4.6	4.0	4.3
Burlington-South Burlington	112,700	108,700	4,050	3.6	3.6	3.4
Hartford	19,400	18,900	500	2.7	2.6	2.1
Manchester	12,700	12,050	650	5.0	4.2	4.5
Middlebury	18,950	18,150	750	4.1	4.2	3.4
Morristown-Stowe	20,200	19,000	1,150	5.8	5.6	4.8
Newport	13,600	12,500	1,050	7.9	7.7	6.2
Randolph	8,800	8,350	450	5.0	4.6	4.4
Rutland	28,650	27,300	1,350	4.8	4.4	4.3
Springfield	11,450	10,850	600	5.4	4.9	4.9
St. Johnsbury	14,850	14,100	750	5.0	4.7	4.2
Swanton-Enosburg	14,450	13,550	900	6.3	6.7	5.4
Warren-Waitsfield	3,700	3,550	150	3.9	3.7	3.2
Woodstock	4,150	4,050	100	2.8	2.4	2.6
Vermont Total	356,750	340,850	15,900	4.5	4.4	4.0

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

Colebrook, NH-VT	3,650	3,350	300	8.4	5.0	6.0
Lebanon, NH-VT	46,000	44,700	1,250	2.8	2.6	2.3
Littleton, NH-VT	14,600	13,950	650	4.5	4.0	3.9
North Adams, MA-VT	17,050	16,000	1,050	6.1	6.5	5.5

Monthly estimates are preliminary and subject to revision. Detail may not add to totals due to rounding.

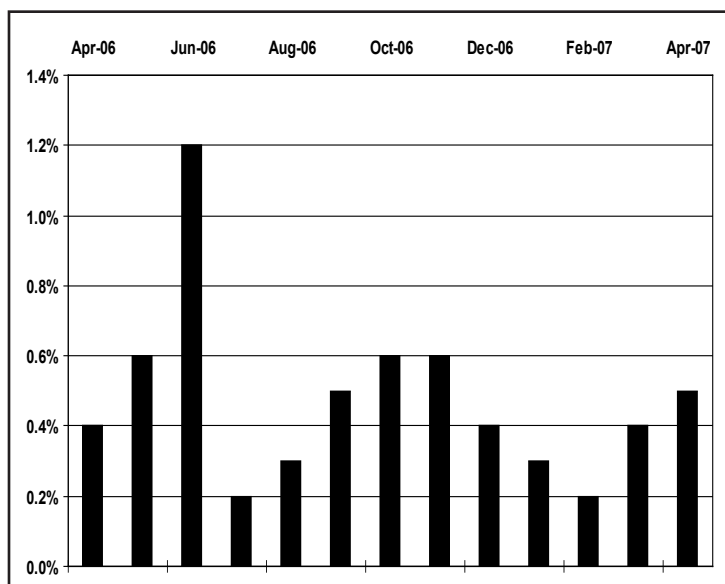
Vermont Seasonally Adjusted Nonfarm Employment in Thousands

BY NAICS	Prelim.	Revised	Revised	Changes From:	
	Apr. '07	Mar. '07	Apr. '06	Mar. '07	Apr. '06
Total - All Industries	308.2	308.2	307.1	0.0	1.1
Private Industries	254.6	254.6	253.5	0.0	1.1
Construction	17.5	17.2	17.6	0.3	-0.1
Manufacturing	35.7	35.7	36.3	0.0	-0.6
Durable Goods*	26.0	25.9	26.2	0.1	-0.2
Non-Durable Goods*	9.7	9.8	10.1	-0.1	-0.4
Trade, Transportation & Utilities	59.5	59.7	59.4	-0.2	0.1
Retail Trade	40.3	40.4	40.3	-0.1	0.0
Trans., Warehousing & Utilities*	8.7	8.9	8.8	-0.2	-0.1
Financial Activities	13.3	13.3	13.3	0.0	0.0
Professional & Business Services	22.4	22.5	22.2	-0.1	0.2
Professional., Scientific & Technical*	13.4	13.5	13.1	-0.1	0.3
Administrative Support & Waste*	8.8	8.8	8.7	0.0	0.1
Education & Health Services	55.6	55.8	54.9	-0.2	0.7
Private Ed. Services	12.6	12.8	12.7	-0.2	-0.1
Health Care & Social Assistance	43.0	43.0	42.2	0.0	0.8
Leisure & Hospitality	33.9	33.5	33.2	0.4	0.7
Arts, Entertainment & Recreation*	4.3	4.1	4.0	0.2	0.3
Accommodation & Food Services*	29.6	29.4	29.2	0.2	0.4
Other Services	10.0	10.0	9.9	0.0	0.1
Total Government	53.6	53.6	53.6	0.0	0.0
State Government*	17.8	17.9	17.8	-0.1	0.0
Local Government*	29.7	29.6	29.9	0.1	-0.2

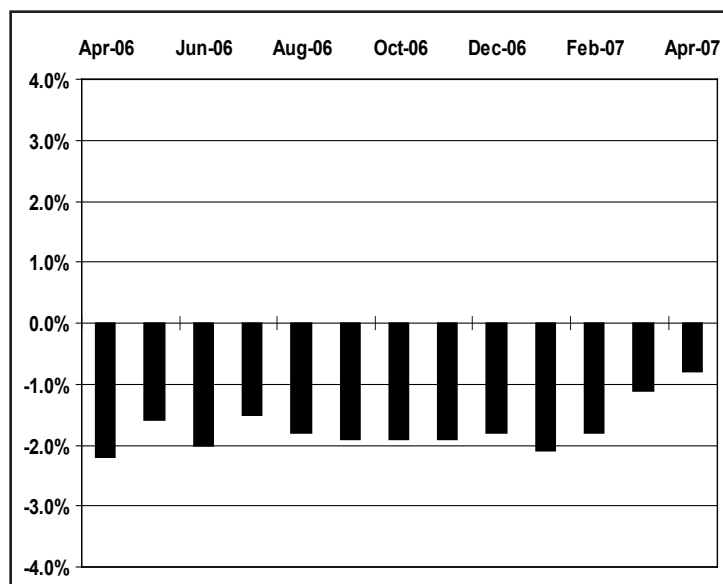
Note: Retail, Private Ed. Services and Health Care & Social Assistance are now estimated using the official BLS methodology. Total - All Industries estimate is seasonally adjusted independently. All seasonal adjustment performed with X12-ARIMA. Seasonal factors available from VDOL/LMI on request. Produced by the Vermont Department of Labor in cooperation with the U.S Bureau of Labor Statistics, unless otherwise noted.
* New series for 2007.

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:	
	Apr. '07	Mar. '07	Apr. '06	Mar. '07	Apr. '07
TOTAL NONFARM	305,100	307,200	303,600	-2,100	1,500
TOTAL PRIVATE	249,150	251,150	247,700	-2,000	1,450
GOODS PRODUCING	52,750	50,700	53,150	2,050	-400
MANUFACTURING	35,600	35,250	35,900	350	-300
Durable Goods	26,050	25,750	26,050	300	0
Computer & Electrical Equipment Mfg.	9,250	9,250	9,200	0	50
Fabricated Metal Products Mfg.	3,050	3,050	2,950	0	100
Non-Durable Goods	9,550	9,500	9,850	50	-300
Food Mfg.	3,650	3,600	3,650	50	0
CONSTRUCTION	16,300	14,600	16,400	1,700	-100
NATURAL RESOURCES & MINING	850	850	850	0	0
SERVICE-PROVIDING	252,350	256,500	250,450	-4,150	1,900
TRADE, TRANSPORTATION AND UTILITIES	58,700	58,550	58,350	150	350
Wholesale Trade	10,400	10,300	10,150	100	250
Retail Trade	39,600	39,450	39,550	150	50
Food & Beverage Stores	9,450	9,500	9,400	-50	50
General Merchandise Store	2,750	2,750	2,750	0	0
Transportation, Warehousing and Utilities	8,700	8,800	8,650	-100	50
Utilities	1,700	1,700	1,700	0	0
Transportation & Warehousing	7,000	7,100	6,950	-100	50
INFORMATION	6,050	6,100	6,000	-50	50
FINANCIAL ACTIVITIES	13,150	13,200	13,150	-50	0
Finance & Insurance	9,950	9,950	9,950	0	0
Real Estate, Rental & Leasing	3,200	3,250	3,200	-50	0
PROFESSIONAL AND BUSINESS SERVICES	22,200	21,800	22,050	400	150
Professional, Scientific and Technical	13,350	13,350	13,200	0	150
Administrative, Support and Waste	8,550	8,150	8,500	400	50
EDUCATIONAL AND HEALTH SERVICES	56,050	56,150	55,050	-100	1,000
Educational Services	13,150	13,300	13,000	-150	150
College, Universities and Professional	7,250	7,250	7,150	0	100
Health Care and Social Assistance	42,900	42,850	42,050	50	850
Ambulatory Health Care Services	15,400	15,300	15,350	100	50
Hospitals	11,300	11,350	11,050	-50	250
Nursing and Residential Care Facilities	6,750	6,750	6,750	0	0
LEISURE AND HOSPITALITY	30,400	34,850	30,150	-4,450	250
Arts, Entertainment and Recreation	3,600	3,600	3,550	0	50
Accommodation and Food Services	26,800	31,250	26,600	-4,450	200
Accommodations	8,950	12,950	8,850	-4,000	100
Hotel & Motels	8,250	12,050	8,150	-3,800	100
Food Services and Drinking Places	17,850	18,300	17,750	-450	100
OTHER SERVICES	9,850	9,800	9,800	50	50
GOVERNMENT	55,950	56,050	55,900	-100	50
Federal Government	5,900	5,900	5,950	0	-50
State Government Education	8,950	9,200	8,950	-250	0
Local Government Education	24,900	24,600	24,950	300	-50
Other State Government	9,550	9,550	9,400	0	150
Other Local Government	6,650	6,800	6,650	-150	0

NOTE: DATA COMPILED IN COOPERATION WITH THE U.S. BUREAU OF LABOR STATISTICS. ESTIMATES ARE PRELIMINARY AND SUBJECT TO REVISION. SEE ANNUAL SUMMARY FOR DETAILS.



Nanotechnology

Nanotechnology is an exciting new technology that is quickly growing in the United States and abroad. It has potential for new medical treatments for curing disease and also creating new occupational health risks to workers. The National Institute for Occupational Safety and Health has been studying the potential impact for worker health for several years and has released a progress report on the Nanotechnology Research it has done to date. You can see this complete report on their web page listed below. The frequently asked questions on Nanotechnology were generated in May of 2005. This is an abbreviated document.

NIOSH, Nanotechnology, and Occupational Safety and Health Research -

FAQ:

**What is nanotechnology?
Where did it come from, and how long has it been around?**

Nanotechnology involves the manipulation of matter at nanometer length (one-billionth of a meter) scales to produce new materials, structures and devices. The U.S. National Nanotechnology Initiative (NNI) defines a technology as nanotechnology only if it involves all of the following:

- Research and technology development involving structures with at least one dimension in approximately the 1-100 nanometer range,

frequently with atomic molecular precision.

- Creating and using structures, devices and systems that have novel properties and functions because of their nanometer scale dimensions.
- Ability to control or manipulate on the atomic scale.

Nanostructured materials do not represent a new phenomenon. For example, the red and yellow hues in stained glass dating from medieval times result from the presence of nanometer-diameter gold and silver particles. However, the ability to probe, manipulate, understand and engineer matter at atomic scales has only recently come within our grasp. In a 1959 lecture titled "There's plenty of room at the bottom", the Nobel laureate Professor Richard P. Feynman introduced the idea of a new and exciting field of research based on manipulating matter at the atomic level. At the time, Professor Feynman's predictions were based on theoretical speculation. However, developments such as the invention of the Scanning Tunneling Microscope in 1981 have since made nanoscale science a reality. Nanotechnology is now a rapidly growing field of research and development that is cutting across many traditional boundaries.

What kinds of nanomaterials (nanoproducts) are in production or use in the U.S.?

An increasing number of products and materials are becoming commercially available. These include nanoscale powders, solutions and suspensions of nanoscale materials as well as composite materials and devices having a nanostructure. Nanoscale titanium dioxide for instance is finding uses in cosmetics, sun block creams and self-cleaning windows, and nanoscale silica is being used as a filler in a range of products, including dental fillings. Recently, a number of new or "improved" consumer products using nanotechnology have entered the market (such as stain and wrinkle-free fabrics incorporating "nanowhiskers" and longer-lasting tennis balls using butyl-rubber/nanoclay composites). Nano-coatings and nano-composites are being used in a wide range of consumer products from

Nanotechnology - continued from page 6

bicycles to automobiles. Further details on existing products can be found at www.nano.gov/html/facts/appsprod.html

How many workers are potentially exposed to nanoparticles?

NIOSH is unaware of any comprehensive statistics on the number of people in the U.S. employed in all occupations or industries in which they might be exposed to engineered, nano-diameter particles in the production or use of nanomaterials. Perhaps because of the relative newness of the nanotechnology industry, there appear to be no current, comprehensive data from official survey sources, such as the U.S. Bureau of Labor Statistics (BLS).

The magazine SMALL TIMES has reported a partial figure. In a 2004 survey, it estimated that 24,388 people are employed in companies engaged only in nanotechnology. This total includes all people employed in those companies, not simply those engaged in research or manufacturing jobs that may involve exposure to nano-diameter, engineered particles. The survey did not include the number of people who may work in companies that engage in nanotechnology only as part of a larger corporate portfolio. The survey is expected to be updated this year, retaining its focus on employment in companies that are engaged only in nanotechnology.

How may workers potentially be exposed to nanoparticles?

Nanomaterials that can be inhaled, ingested or that can penetrate the skin will likely raise questions of potential health effects. Processes that lead to airborne nanometer-diameter particles, respirable nanostructured particles (typically smaller than 4 micrometers) and respirable droplets of nanomaterial suspensions, solutions and slurries are of particular concern for potential inhalation exposures.

What effects do nanomaterials have on workers' health?

No conclusive data on engineered nanoparticles exist for answering that question, yet. Workers within nanotechnology-related industries have the potential to be exposed to uniquely engineered materials with novel sizes, shapes and physical and chemical properties, at levels far

exceeding ambient concentrations. However, to understand the impact of these occupational exposures on workers' health, much research is still needed. NIOSH is pursuing advanced studies to answer key questions; for example: In what ways might employees be exposed to nanomaterials in manufacture and use? In what ways might nanomaterials enter the body during those exposures? Once in the body, where would the nanomaterials travel, and how would they interact physiologically and chemically with the body's systems? Will those interactions be harmless, or could they cause acute or chronic adverse effects? What are appropriate methods for measuring and controlling exposures to nanometer-diameter particles and nanomaterials in the workplace?

Where can I find more information about NIOSH's research pertaining to occupational health and nanotechnology? Where can I find additional information about the National Nanotechnology Initiative (NNI)?

More information on NIOSH's nanotechnology research program can be found at www.cdc.gov/niosh/topics/nanotech/. This is designed to be a robust source of information on NIOSH's research program, with new information added as it becomes available.

More information on the NNI is available at <http://www.nano.gov/>.



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