

*Working Together
for Vermont*

<http://www.labor.vermont.gov>
P.O. Box 488 • Montpelier, VT 05601-0488

Commissioner's Message

Patricia Moulton Powden, Commissioner

The health care worker shortage has been well documented, nationally and in our state. More disturbing, perhaps, is what the future holds for aging baby-boomers considering our shrinking labor pool. In 2006, the Vermont Legislature funded a Direct Care Worker Shortage study; a summary of those findings follows. The Department of Labor continues to support a variety of training and awareness programs for the health care community. Just this year we have granted over \$300,000 to such initiatives. Although our allotted grant funds have been expended for this year, we are hopeful to be offering new opportunities by June of 2008. Please watch our website for details.



Direct Care Worker Shortage

According to the Bureau of Labor Statistics' the two fastest growing occupations this year in terms of rate of growth of ALL occupations are direct care job titles - Home Health Aides (slated to grow at an annual rate through this year at 5%) and Personal and Home Care Aides (slated to grow at 4.9% through this year).

And yet, Vermont is facing a growing crisis: the number of us who need direct care and support is outpacing the growth of the direct care workforce. Baby boomers are aging; the number of children diagnosed with cognitive disabilities such as autism is growing; those of us with physical disabilities seek more independence; and, medical advances continue to enable us to live longer, manifesting more complex needs.

At the same time, the number of "traditional" caregivers – women aged 25-54 – is slowly declining. Simply said, we do not have enough direct care workers to meet current and future needs for care and support. As a result, Vermont is challenged to identify and implement effective ways to attract (recruit) and keep (retain) a high quality and stable direct care workforce.

Legislative Study

The Legislative Study of the Direct Care Workforce was funded by the Vermont Legislature in 2006 and directed the Commissioner of the Department

of Disabilities, Aging and Independent Living (DAIL) to gather information and develop informed policies and practices to address the workforce shortage. The research focused on the issues of workforce quantity and availability, quality, and stability across care and support settings and consumer populations, as well as, the financial issues that will need attention.

Research Results Highlights

The Legislative Study of the Direct Care Workforce, which included survey responses from 1,700 direct care workers, clearly tells us the following:

Wages matter:

Only one half of direct-care workers report that they expect to receive a raise. Given the forces of inflation, without annual cost-of-living increases, caregivers lose — already low — income by staying in this work over time.

But...

The higher the wage, the longer caregivers stayed in the direct-care profession.

Benefits matter:

Only one-third of direct-care workers in Vermont receive health coverage as an employment benefit.

Commissioner's Message -

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But...

Workers with health coverage remain in their jobs for 2.5 years longer than those without it.

Training matters:

Only 42 percent of direct-care workers report receiving formal job training

But...

Direct-care workers stay in their jobs significantly longer when satisfied with the preparation and training they receive.

Career development matters:

Direct-care workers in Vermont are dissatisfied with their current opportunities for advancement. No standardized or portable Licensed Nursing Assistant II or Personal Care Attendant II curricula and credential currently exist.

But...

National research shows that when career ladders provide recognition and advancement opportunities for workers they remain in the profession.

Contact VDOL

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

Conclusion

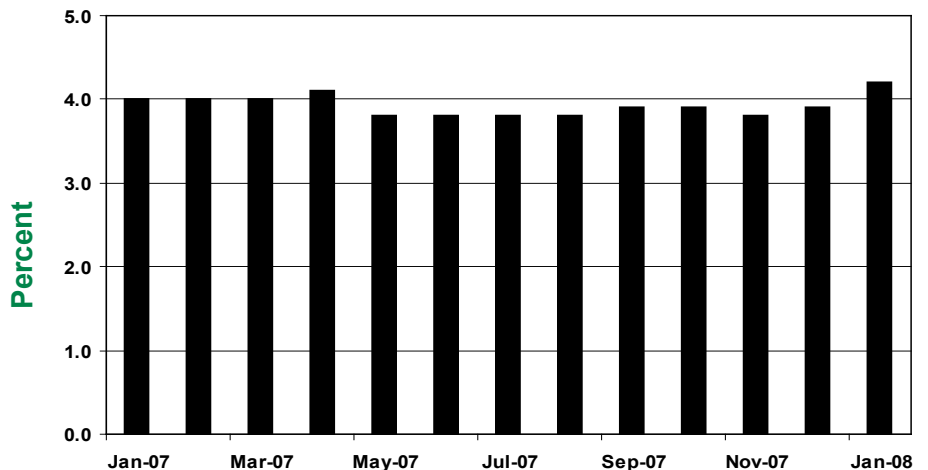
Individuals who provide direct care to help us negotiate the tasks of daily living answer a calling: they come to work each day to help others. These workers care deeply for those of us who live with developmental disabilities, physical disabilities, or the challenges brought on by aging. To insure that the growing need for direct care is met, Vermont must develop effective strategies for attracting and keeping direct care workers.

First and foremost, direct care workers must earn a livable wage. Second, workers should receive some degree of employment benefits. Beyond that, provisions such as training, quality supervision and opportunities for advancement can improve workers' satisfaction and willingness to stay in this profession. The findings from this Vermont study are supported by findings from other research initiatives conducted here and across the country. What we learned in the 2001 Paraprofessional Workforce Study remains constant: direct care workers engage in this profession because they want to work with, help, and make a positive difference in other's lives.

The 2001 Paraprofessional Staffing Study recommended the formation of a direct care worker association to support workers and further the development of this vital workforce. The Vermont Association of Professional Care Providers (VAPCP) has since been established and become essential in raising awareness about the profession, providing training opportunities for all direct care workers, advocating for direct care workforce issues, and supporting opportunities for leadership development. This study is another critical step in the process of understanding and strengthening the direct care workforce in Vermont.

Susan Gordon, Director
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Vermont Seasonally Adjusted Unemployment Rate



Vermont Unemployment Estimates Statewide *(Seasonally Adjusted)*

	Jan. '08	Dec. '07	Jan. '07	Changes from:	
				Dec. '07	Jan. '07
TOTAL LABOR FORCE¹	354,500	352,900	355,800	1,600	-1,300
EMPLOYED	339,500	339,300	341,500	200	-2,000
UNEMPLOYED	15,000	13,600	14,200	1,400	800
RATE (%)	4.2	3.9	4.0	0.3	0.2

¹Includes proprietors, professionals, and unpaid family workers.

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

AREA	Total Labor Force	Number Employed	Number Unemployed	Jan.-08 Rate (%)	Dec.-07 Rate (%)	Jan.-07 Rate (%)
Barre-Montpelier	28,200	26,350	1,900	6.7	4.0	6.5
Bennington	12,750	12,100	650	5.0	3.6	4.8
Bradford	4,700	4,400	300	6.8	4.4	6.4
Brattleboro	23,950	22,900	1,050	4.5	3.5	4.3
Burlington-South Burlington	110,200	105,600	4,650	4.2	3.1	4.0
Hartford	18,950	18,400	600	3.0	2.3	3.1
Manchester	12,600	12,000	600	4.7	3.6	4.2
Middlebury	17,850	16,950	900	5.1	3.6	4.9
Morristown-Stowe	20,200	19,000	1,200	5.9	4.9	5.4
Newport	13,650	12,450	1,150	8.6	6.3	8.0
Randolph	8,800	8,300	500	5.7	4.4	5.4
Rutland	28,450	27,000	1,450	5.2	3.6	4.6
Springfield	12,800	12,200	550	4.4	3.5	4.4
St. Johnsbury	14,550	13,700	850	5.9	4.4	5.3
Swanton-Enosburg	14,200	13,200	1,000	7.1	5.3	7.0
Warren-Waitsfield	4,200	4,050	150	3.1	2.4	2.9
Woodstock	3,450	3,300	100	3.3	2.4	3.0
Vermont Total	351,700	333,950	17,750	5.0	3.7	4.8

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

Colebrook, NH-VT	NA	NA	NA	NA	NA
Lebanon, NH-VT	NA	NA	NA	NA	NA
Littleton, NH-VT	NA	NA	NA	NA	NA
North Adams, MA-VT	NA	NA	NA	NA	NA

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

Vermont Seasonally Adjusted Nonfarm Employment in Thousands

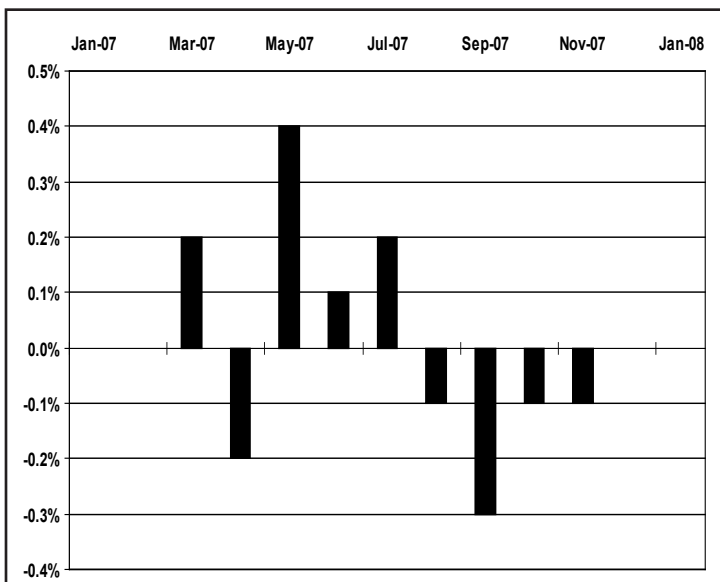
BY NAICS	Prelim.	Revised	Revised	Changes From:	
	Jan. '08	Dec. '07	Jan. '07	Dec. '07	Jan. '07
Total - All Industries	307.8	308.5	307.6	-0.7	0.2
Private Industries	253.6	254.6	253.6	-1.0	0.0
Construction	16.3	16.7	17.3	-0.3	-0.9
Manufacturing	35.7	35.7	36.2	0.0	-0.5
Durable Goods	26.0	26.0	26.3	0.0	-0.3
Non-Durable Goods	9.7	9.7	9.9	0.0	-0.2
Trade, Transportation & Utilities	59.3	59.3	59.6	0.0	-0.3
Retail Trade	40.2	40.0	40.4	0.2	-0.2
Trans., Warehousing & Utilities	8.8	8.8	8.7	0.0	0.1
Financial Activities	13.3	13.2	13.3	0.1	0.0
Professional & Business Services	22.2	22.2	22.1	0.0	0.1
Professional., Scientific & Technical	13.3	13.2	13.1	0.1	0.2
Administrative Support & Waste	8.6	8.6	8.6	0.0	0.0
Education & Health Services	56.9	57.7	55.8	-0.7	1.1
Private Ed. Services	12.4	12.9	12.4	-0.5	0.0
Health Care & Social Assistance	44.5	44.8	43.4	-0.2	1.1
Leisure & Hospitality	32.5	33.2	32.3	-0.7	0.2
Arts, Entertainment & Recreation	4.0	4.0	3.9	0.0	0.1
Accommodation & Food Services	28.5	29.2	28.4	-0.7	0.1
Other Services	9.8	9.9	10.0	-0.0	-0.1
Total Government	54.2	53.9	54.0	0.3	0.2
State Government	18.2	17.8	17.9	0.4	0.3
Local Government	30.0	30.0	30.1	0.0	-0.1

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.

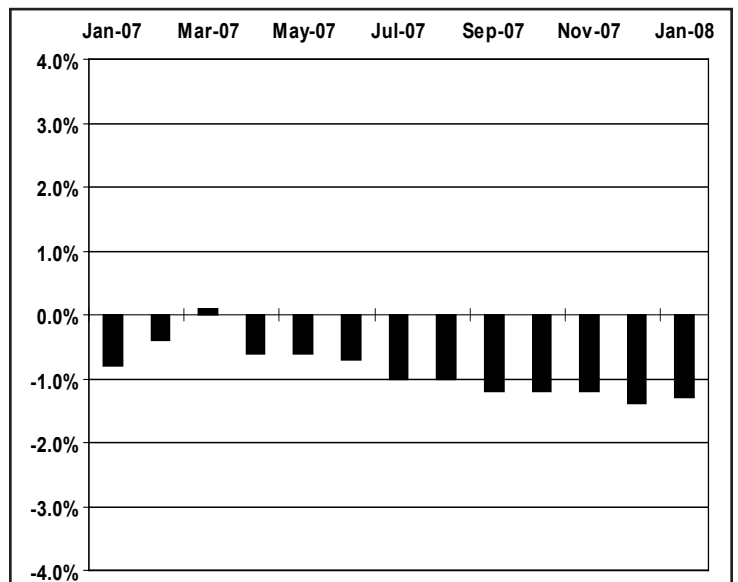
Produced by the Vermont Department of Labor in cooperation with the U.S Bureau of Labor Statistics, unless otherwise noted.

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. Jan. '08	Revised Dec. '07	Revised Jan. '07	Changes From: Dec. '07	Jan. '07
TOTAL NONFARM	305,600	314,900	305,500	-9,300	100
TOTAL PRIVATE	250,750	258,100	250,750	-7,350	0
GOODS PRODUCING	50,350	53,250	51,600	-2,900	-1,250
MANUFACTURING	35,250	36,050	35,700	-800	-450
Durable Goods	25,750	26,200	25,950	-450	-200
Computer & Electrical Equipment Mfg.	9,400	9,450	9,450	-50	-50
Fabricated Metal Products Mfg.	3,000	3,000	3,000	0	0
Non-Durable Goods	9,500	9,850	9,750	-350	-250
Food Mfg.	3,800	3,900	3,750	-100	50
CONSTRUCTION	14,350	16,350	15,100	-2,000	-750
NATURAL RESOURCES & MINING	750	850	800	-100	-50
SERVICE-PROVIDING	255,250	261,650	253,900	-6,400	1,350
TRADE, TRANSPORTATION AND UTILITIES	58,800	61,500	59,200	-2,700	-400
Wholesale Trade	10,300	10,500	10,450	-200	-150
Retail Trade	39,750	41,850	39,950	-2,100	-200
Food & Beverage Stores	9,550	9,850	9,650	-300	-100
General Merchandise Store	3,000	3,200	2,900	-200	100
Transportation, Warehousing and Utilities	8,750	9,150	8,800	-400	-50
Utilities	1,700	1,750	1,700	-50	0
Transportation & Warehousing	7,050	7,400	7,100	-350	-50
INFORMATION	6,000	6,050	5,950	-50	50
FINANCIAL ACTIVITIES	13,150	13,150	13,150	0	0
Finance & Insurance	9,850	9,900	9,900	-50	-50
Real Estate, Rental & Leasing	3,300	3,250	3,250	50	50
PROFESSIONAL AND BUSINESS SERVICES	21,400	22,200	21,200	-800	200
Professional, Scientific and Technical	13,100	13,450	13,050	-350	50
Administrative, Support and Waste	8,050	8,450	7,900	-400	150
EDUCATIONAL AND HEALTH SERVICES	56,700	58,300	55,300	-1,600	1,400
Educational Services	12,200	13,300	12,150	-1,100	50
College, Universities and Professional	7,050	7,350	6,850	-300	200
Health Care and Social Assistance	44,500	45,000	43,150	-500	1,350
Ambulatory Health Care Services	16,000	16,200	15,600	-200	400
Hospitals	11,900	11,900	11,300	0	600
Nursing and Residential Care Facilities	6,850	6,850	6,850	0	0
LEISURE AND HOSPITALITY	34,600	33,750	34,600	850	0
Arts, Entertainment and Recreation	3,500	3,450	3,450	50	50
Accommodation and Food Services	31,100	30,300	31,150	800	-50
Accommodations	12,850	11,900	12,900	950	-50
Hotels & Motels	11,900	10,950	12,000	950	-100
Food Services and Drinking Places	18,250	18,400	18,250	-150	0
OTHER SERVICES	9,750	9,900	9,750	-150	0
GOVERNMENT	54,850	56,800	54,750	-1,950	100
Federal Government	6,000	6,050	5,950	-50	50
State Government Education	7,750	9,100	7,700	-1,350	50
Local Government Education	24,650	25,100	24,700	-450	-50
Other State Government	9,650	9,650	9,550	0	100
Other Local Government	6,800	6,900	6,850	-100	-50

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.



Older Workers: Vermont's Labor Source

A recent study commissioned by The New England Council and Mercer Human Resource Consulting, and conducted by the Center for Labor Market Studies at Northeastern University states that:

As the Baby Boom generation enters retirement age, New England employers will become increasingly dependent on older workers – those aged 55 and above – to meet the demand for skilled workers. The ability to retain and recapture these older workers in the labor force will be critical to the long-term economic prosperity of the region.

This statement certainly pertains to Vermont for, as Paul Harrington, Associate Director of the Center says, “Older workers are the ‘new’ growth sector of labor supply in the state (Vermont).”

Vermont Associates for Training and Development, Inc. is a statewide, private nonprofit corporation founded in 1983 whose mission is to provide training and employment services to Vermonters aged 55 and older. This niche positioning has been very successful because of the company’s commitment to coordination and collaboration at all levels - local, state, and national.

Vermont Associates has built its extensive expertise in serving the diverse needs of older Vermonters through operating programs such as the Senior Community

Service Employment Program (SCSEP). In the SCSEP, Vermont Associates places participants in community service positions at public and non-profit organizations throughout the state for workplace experience training. While learning job specific skills, these participants provide a needed community service to the organization and the community. The program provides opportunities through which individuals develop skills and gain valuable experience critical to their future employment success. Each year for 25 years, Vermont Associates has placed hundreds of individuals in community service training positions throughout Vermont. In the current program year alone, Vermont Associates will place approximately 400 trainees, providing approximately 416,000 hours of community service,

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at a value of over \$2.5 million/year with an additional \$281,000/year for the training, development, and support of these trainees/positions.

Services provided by Vermont Associates include career counseling, Mature Transitions, a holistic life transition assessment process, career credentialing, computer training, On-the-Job Training, and a private sector focused On-the-Job Experience Program (OJE).

The OJE helps employers defray some of the costs associated with hiring and training new workers while providing trainees with the most practical learning experience. The program operates on the proven premise that the employer provides the best training. The advantages to the employer include: up to 160 hours for subsidized job specific training and no cost access to a carefully screened pool of available, job ready employees. The employer sets the qualifications, interviews, and selects the individual. The trainee remains on Vermont Associates' payroll and is covered by their worker's compensation during the OJE (the trainee is paid the prevailing wage rate). As a partner, Vermont Associates works with the employer to follow up on the progress of the trainee during the OJE training period.

**Visit our website for
more information and
additional opportunities.**

<http://labor.vermont.gov>

In a Tribute to Vermont Associates for Training and Development, Inc. as found in the Congressional Record: November 25, 2003, Senator Jim Jeffords wrote:

Mr. President, today I would like to pay tribute to Vermont Associates as it celebrates its 20 years of service in meeting the employment needs of Vermonters age 55 and older who are ready, willing, and able to work...The agency has developed a number of programs related to career counseling, job search, and computer training in order to prepare individuals for the workplace ...Too often employers may overlook this valuable, and often untapped resource, which older workers have to offer the workplace. I commend Vermont Associates for leading the way in changing the mindset of many companies by creating new opportunities for employees and employers alike.

For more information about Vermont Associates' programs and/or the OJE, please call a Vermont Associates program manager toll free at 1-800-439-3307.



P.O. Box 488 • Montpelier, VT 05601-0488
Official Business
Penalty for Private Use \$300

ANNOUNCEMENT

6th Annual Vermont Workplace Safety Conference & Governor's Awards *** Rescheduled to 4/22/2008 ***

9:00 a.m. – 3:30 p.m., DoubleTree Hotel and Conference Center (former Clarion),
1117 Williston Road, Burlington, Vermont.

An excellent professional development opportunity for HR and Safety Staff. Topics include: Selling Safety To their Employees - How two Vermont businesses do this; Keeping Your Employees Safer on the Road; THE ERGO FEUD by MEMIC; Fit For Duty – How to Develop Functional Job Descriptions and a RTW Program; and the Governors' Safety Awards.

SPONSORED BY: the Partnership in Safety (Project WorkSafe, Green Mountain Coffee Roasters and Vermont Small Business Development Center), the Safety & Health Council of Northern New England, Maine Employers Mutual Insurance Company, and the Vermont Safety and Health Council.

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).