

INSIDE:

The Edge

Seasonally Adjusted
Unemployment Rate

Unemployment
Estimates Statewide

Labor Market Areas
by Residence

Seasonally Adjusted
Nonfarm
Employment

Annual Job Growth

Nonfarm
Employment

The Advisor

CONTACT
VDOL

To discontinue your
subscription,
please email:
sally.redpath@
state.vt.us

Commissioner's Message

Patricia Moulton Powden

The Vermont Department of Labor is pleased issue a Request for Proposals for our internship program. Part of the Workforce Education and Training Fund, we are able to provide this important program despite reduced funding. This is an excellent opportunity for employers and educational institutions to provide valuable hands on learning experiences for Vermont students. Below, please find the program description. The application and evaluation criteria are available at: <http://labor.vermont.gov/Portals/0/WF%20Development/Internshipdesc%20and%20appfy%2010%20rev%20july%2021.doc>

Both secondary and postsecondary students may be served by the department's Next Generation Internship grant funding. Grantees who have received previous grants will need to show efforts towards sustainability, including a reduction in funds requested compared to previous requests, and a plan for an eventual stand alone program.

Internship Program Program Description and Criteria

Applications for the Department of Labor's Internship Program will be due by 4:30 PM, Tuesday, August 18, 2009. Please e-mail your completed applications to each of the following: sally.redpath@state.vt.us, greg.voorheis@state.vt.us and Rhonda.hopkins@state.vt.us. If you have questions, please contact Sally Redpath: 802-828-4394, or Greg Voorheis: 802-828-4343.

Grants in this category support work-based learning opportunities with Vermont employers. Eligible applicants include employers, schools, and other public and private entities that will manage internships and match Vermont employers with students from public and private secondary and post-secondary schools, regional technical centers and the Community High School of Vermont. All students enrolled at these institutions are eligible to participate. Interns may, or may not receive academic credit or financial remuneration. The department strongly

(continued on page 2)

Commissioner's Message - continued

encourages collaboration through a business association or other organization in order to maximize the number of internships managed.

Statewide Secondary Programs:

Statewide secondary programs may propose a plan for up to three years with appropriate goals and budgets. A Statewide secondary program is defined as serving five or more high schools over a broad geographic area. Funding beyond year one is contingent on: the availability of funding, performance in each year, and the ability of the program to demonstrate a sustainable delivery model.

All projects MUST:

- a) Demonstrate a link to the state's and your region's economic development strategies.
- b) Create real workplace expectations and consequences.
- c) Provide an opportunity for interns to learn skills, attitudes and behaviors necessary to succeed in the workplace.
- d) Create links to employers that increase the likelihood that interns will continue to work and live in Vermont following graduation.
- e) Promote employer involvement with secondary and post-secondary students and institutions.
- f) Not duplicate, supplant, or replace other available programs or positions.
- g) Provide a process that measures progress toward mastery of skills, attitude, behavior, and sense of responsibility required for success in the workplace.
- h) Involve Vermont employers and interns who are Vermont residents or individuals attending Vermont schools.
- i) Comply with State and Federal labor laws.
- j) Provide evidence of necessary insurances. At a minimum, address liability and accident insurances. If funded, insurance certificates will be required.
- k) Be submitted Electronically. E-mail your application to each of the following: sally.redpath@state.vt.us, greg.voorheis@state.vt.us, and Rhonda.hopkins@state.vt.us.

Programs may provide a stipend based on financial need. Method for determining need must be identified in your application. Employers are strongly encouraged to pay wages when possible.

(Note: The Vermont business community is often rocked by the tragic news of a son or daughter of a valued employee who has been killed in a motor vehicle crash on Vermont's highways. Employers can have a mitigating impact on the facts contained in the following article by sharing its contents with parent/employees.)

Deadly Driving Time Is Here

Motor vehicle crashes are the leading cause of death for teenagers, and government data show that 16-year-olds are involved in more than five times as many fatal crashes per mile driven as are adults in their 30s, 40s, or 50s. AAA reports that crash deaths for 16- and 17-year-old drivers average nearly 20 percent higher in July and August compared to the average monthly toll.

However, AAA studies have also shown that fatality and injury crash rates for 16-year-old drivers were 20 percent lower in a state with nighttime and passenger restrictions (like Vermont) than in a comparison jurisdiction that lacked these provisions. In addition, the study also showed that twice as many crash-free teens reported they never violated their state's passenger restriction provision compared to teens who had crashed.

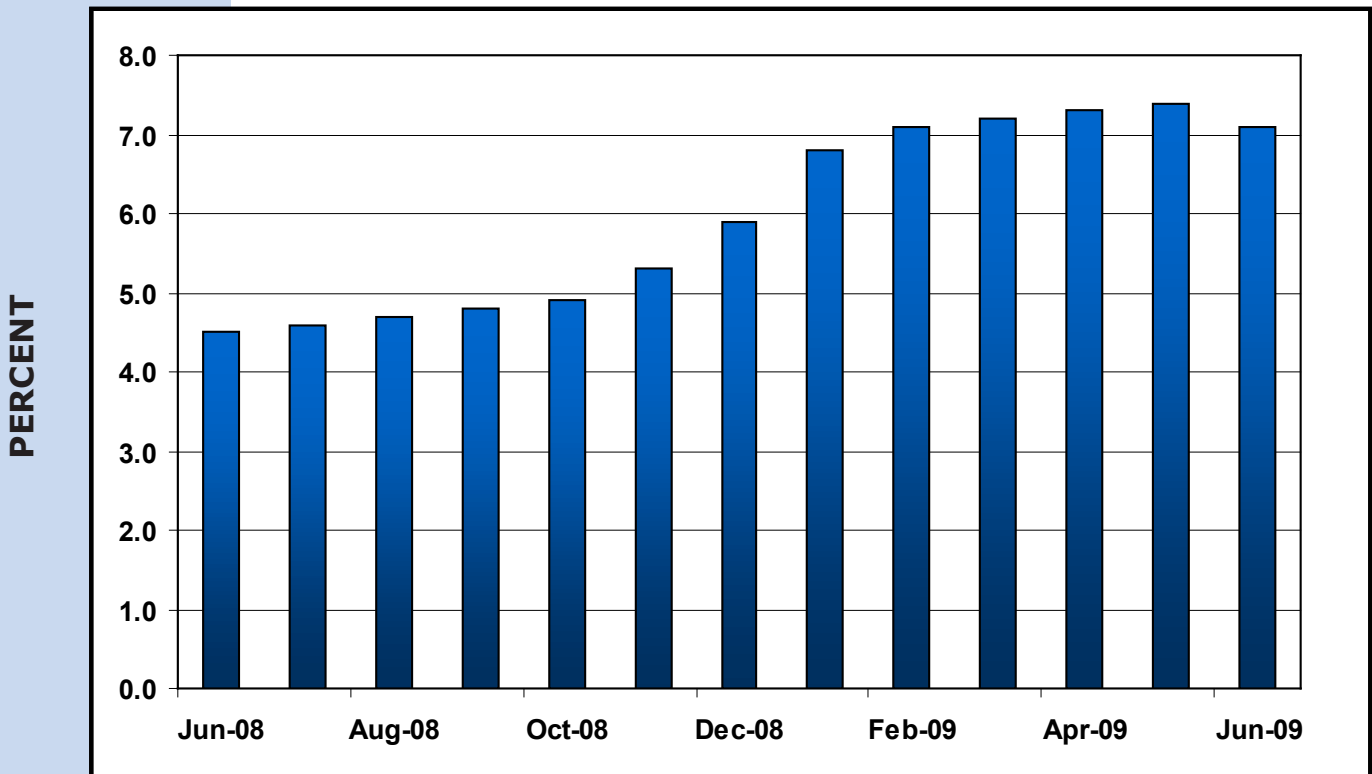


There were significant differences reported between crash-free and crash-involved teen drivers in overall compliance with provisions found in state graduated driver licensing (GDL) laws, adherence to traffic laws and regulations, and parental involvement. AAA officials say teens that obey traffic rules and regulations, follow GDL regulations, and have actively involved parents are much less likely to crash.

The AAA study also found that teens who had crashed were found to be more likely to generally violate traffic laws compared to crash-free teens. Also, teens who had not been involved in crashes reported higher levels of parental monitoring than their counterparts who had been involved in crashes.

The AAA reported their analysis of crash data shows that July and August are the deadliest months of the year for 16- and 17-year-old drivers. Summer vacation for teens often means unstructured schedules, less guidance from parents, and more exposure to crashes. Enforcing safe driving rules that include passenger and nighttime limits is essential to keeping teens and others safe on the road.

Vermont Seasonally Adjusted Unemployment Rate



Visit our website for more information and additional opportunities.

<http://labor.vermont.gov>

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). Interpretative services are available for limited English proficiency customers. For more information please visit: <http://www.dol.gov/oasam/programs/crc/ISpeakCards.pdf>.

Vermont Unemployment Estimates Statewide

(Seasonally Adjusted)

| | June '09 | May '09 | June '08 | Changes from: | |
|--------------------------------------|----------|---------|----------|---------------|----------|
| | | | | May '09 | June '08 |
| TOTAL LABOR FORCE¹ | 358,800 | 360,900 | 354,400 | -2,100 | 4,400 |
| EMPLOYED | 333,300 | 334,400 | 338,500 | -1,100 | -5,200 |
| UNEMPLOYED | 25,400 | 26,500 | 15,900 | -1,100 | 9,500 |
| RATE (%) | 7.1 | 7.4 | 4.5 | -0.3 | 2.6 |

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

Labor Market Areas By Residence (Not Seasonally Adjusted)

| AREA | Total Labor Force | Number Employed | Number Unemployed | June-09 Rate (%) | May-09 Rate (%) | June-08 Rate (%) |
|-----------------------------|-------------------|-----------------|-------------------|------------------|-----------------|------------------|
| Barre-Montpelier | 30,000 | 28,000 | 2,000 | 6.7 | 6.6 | 4.5 |
| Bennington | 13,650 | 12,550 | 1,150 | 8.2 | 8.2 | 4.3 |
| Bradford | 5,100 | 4,750 | 350 | 6.9 | 7.3 | 4.4 |
| Brattleboro | 24,250 | 22,600 | 1,650 | 6.8 | 7.4 | 5.0 |
| Burlington-South Burlington | 115,200 | 108,000 | 7,200 | 6.2 | 6.1 | 4.0 |
| Hartford | 20,400 | 19,600 | 800 | 3.8 | 4.0 | 3.0 |
| Manchester | 12,500 | 11,550 | 950 | 7.8 | 8.5 | 4.6 |
| Middlebury | 18,850 | 17,600 | 1,250 | 6.7 | 6.7 | 3.9 |
| Morristown-Stowe | 21,250 | 19,700 | 1,500 | 7.1 | 7.7 | 4.4 |
| Newport | 14,550 | 13,250 | 1,300 | 8.9 | 9.2 | 6.0 |
| Randolph | 9,100 | 8,300 | 750 | 8.4 | 8.5 | 5.0 |
| Rutland | 25,900 | 23,250 | 2,600 | 10.1 | 10.4 | 6.0 |
| Springfield | 12,500 | 11,500 | 1,000 | 8.0 | 8.4 | 4.5 |
| St. Johnsbury | 15,650 | 14,400 | 1,250 | 8.1 | 7.7 | 4.8 |
| Swanton-Enosburg | 14,400 | 13,300 | 1,100 | 7.7 | 7.5 | 4.9 |
| Warren-Waitsfield | 3,850 | 3,600 | 250 | 6.4 | 7.0 | 3.2 |
| Woodstock | 3,750 | 3,550 | 200 | 5.4 | 5.8 | 3.3 |
| Vermont Total | 363,200 | 337,700 | 25,500 | 7.0 | 7.1 | 4.5 |

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

| | | | | | | |
|--------------------|--------|--------|-------|-----|-----|-----|
| Colebrook, NH-VT | 3,800 | 3,500 | 300 | 7.5 | 8.8 | 4.1 |
| Lebanon, NH-VT | 47,950 | 46,050 | 1,950 | 4.0 | 3.9 | 2.7 |
| Littleton, NH-VT | 14,400 | 13,350 | 1,050 | 7.2 | 7.8 | 4.2 |
| North Adams, MA-VT | 18,150 | 16,450 | 1,700 | 9.5 | 8.8 | 5.6 |

Vermont Seasonally Adjusted Nonfarm Employment in Thousands

| BY NAICS | Prelim. | Revised | Revised | Changes From: | | Otm | Oty |
|---------------------------------------|--------------|--------------|--------------|---------------|--------------|-------------|-------------|
| | June '09 | May '09 | June '08 | May '09 | June '08 | Change % | Change % |
| Total - All Industries | 294.0 | 295.2 | 306.3 | -1.2 | -12.3 | -0.4 | -4.0 |
| Private Industries | 240.1 | 241.0 | 252.7 | -0.9 | -12.6 | -0.4 | -5.0 |
| Construction | 13.7 | 13.4 | 15.7 | 0.3 | -2.0 | 2.2 | -12.7 |
| Manufacturing | 30.3 | 30.8 | 35.0 | -0.5 | -4.7 | -1.6 | -13.4 |
| Durable Goods | 21.2 | 21.6 | 25.5 | -0.4 | -4.3 | -1.9 | -16.9 |
| Non-Durable Goods | 9.1 | 9.2 | 9.5 | -0.1 | -0.4 | -1.1 | -4.2 |
| Trade, Transportation & Utilities | 56.6 | 57.1 | 59.3 | -0.5 | -2.7 | -0.9 | -4.6 |
| Retail Trade | 38.1 | 38.3 | 40.1 | -0.2 | -2.0 | -0.5 | -5.0 |
| Trans., Warehousing & Utilities | 8.6 | 8.6 | 8.8 | 0.0 | -0.2 | 0.0 | -2.3 |
| Financial Activities | 12.6 | 12.7 | 12.8 | -0.1 | -0.2 | -0.8 | -1.6 |
| Professional & Business Services | 20.9 | 21.1 | 22.9 | -0.2 | -2.0 | -0.9 | -8.7 |
| Professional, Scientific & Technical | 12.7 | 12.8 | 13.5 | -0.1 | -0.8 | -0.8 | -5.9 |
| Administrative Support & Waste | 7.8 | 8.1 | 9.0 | -0.3 | -1.2 | -3.7 | -13.3 |
| Education & Health Services | 60.3 | 60.2 | 58.4 | 0.1 | 1.9 | 0.2 | 3.3 |
| Private Ed. Services | 13.5 | 13.6 | 13.2 | -0.1 | 0.3 | -0.7 | 2.3 |
| Health Care & Social Assistance | 46.8 | 46.6 | 45.2 | 0.2 | 1.6 | 0.4 | 3.5 |
| Leisure & Hospitality | 30.0 | 30.3 | 32.5 | -0.3 | -2.5 | -1.0 | -7.7 |
| Arts, Entertainment & Recreation | 3.7 | 3.7 | 3.8 | 0.0 | -0.1 | 0.0 | -2.6 |
| Accommodation & Food Services | 26.3 | 26.6 | 28.7 | -0.3 | -2.4 | -1.1 | -8.4 |
| Other Services | 9.4 | 9.4 | 9.8 | 0.0 | -0.4 | 0.0 | -4.1 |
| Total Government | 53.9 | 54.2 | 53.6 | -0.3 | 0.3 | -0.6 | 0.6 |
| State Government | 17.4 | 17.5 | 17.8 | -0.1 | -0.4 | -0.6 | -2.2 |
| Local Government | 29.8 | 30.0 | 29.6 | -0.2 | 0.2 | -0.7 | 0.7 |
| Burlington - S. Burlington MSA | | | | | | | |
| Total - All Industries | 108.7 | 109.5 | 113.5 | -0.8 | -4.8 | -0.7 | -4.2 |

Statewide Total - All Industries estimate is seasonally adjusted independently.

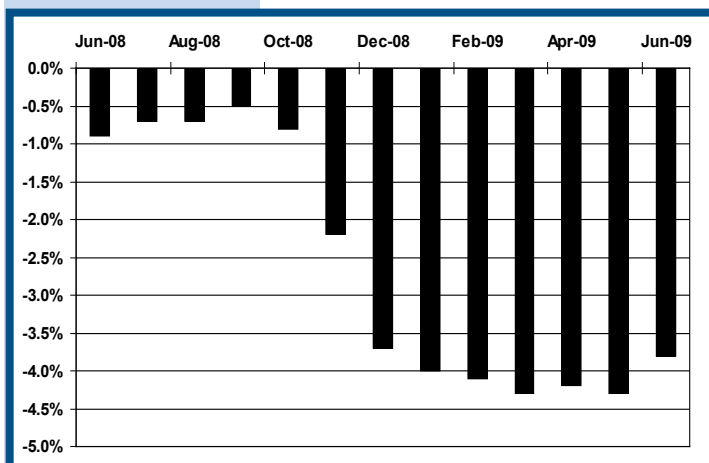
Note: Beginning January 2009 Vermont will publish a seasonally adjusted Total-All Industries estimate for the Burlington - S. Burlington MSA. Seasonal factors available from VDOL/LMI on request.

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

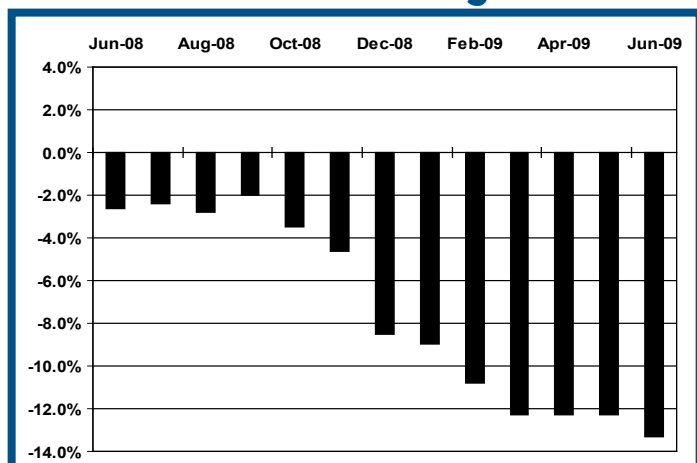
Vermont Annual Job Growth

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: | |
|---|----------------|----------------|----------------|---------------|----------------|
| | June '09 | May '09 | June '08 | May '09 | June '08 |
| TOTAL NONFARM | 296,900 | 295,250 | 308,750 | 1,650 | -11,850 |
| TOTAL PRIVATE | 243,300 | 238,850 | 255,650 | 4,450 | -12,350 |
| GOODS PRODUCING | 46,600 | 45,550 | 53,350 | 1,050 | -6,750 |
| MANUFACTURING | 30,700 | 30,800 | 35,400 | -100 | -4,700 |
| Durable Goods | 21,500 | 21,700 | 25,750 | -200 | -4,250 |
| Computer & Electrical Equipment Mfg. | 8,450 | 8,450 | 9,300 | 0 | -850 |
| Fabricated Metal Products Mfg. | 2,500 | 2,500 | 2,550 | 0 | -50 |
| Non-Durable Goods | 9,200 | 9,100 | 9,650 | 100 | -450 |
| Food Mfg. | 3,850 | 3,800 | 3,950 | 50 | -100 |
| CONSTRUCTION | 15,050 | 13,900 | 17,050 | 1,150 | -2,000 |
| MINING & LOGGING | 850 | 850 | 900 | 0 | -50 |
| SERVICE-PROVIDING | 250,300 | 249,700 | 255,400 | 600 | -5,100 |
| TRADE, TRANSPORTATION AND UTILITIES | 57,250 | 56,650 | 59,650 | 600 | -2,400 |
| Wholesale Trade | 10,000 | 10,000 | 10,400 | 0 | -400 |
| Retail Trade | 38,450 | 38,000 | 40,400 | 450 | -1,950 |
| Food & Beverage Stores | 10,250 | 10,000 | 10,300 | 250 | -50 |
| General Merchandise Store | 2,750 | 2,700 | 2,900 | 50 | -150 |
| Transportation, Warehousing and Utilities | 8,800 | 8,650 | 8,850 | 150 | -50 |
| Utilities | 1,850 | 1,750 | 1,800 | 100 | 50 |
| Transportation & Warehousing | 6,950 | 6,900 | 7,050 | 50 | -100 |
| INFORMATION | 5,500 | 5,500 | 5,750 | 0 | -250 |
| FINANCIAL ACTIVITIES | 12,800 | 12,650 | 13,050 | 150 | -250 |
| Finance & Insurance | 9,450 | 9,400 | 9,650 | 50 | -200 |
| Real Estate, Rental & Leasing | 3,350 | 3,250 | 3,400 | 100 | -50 |
| PROFESSIONAL AND BUSINESS SERVICES | 21,450 | 21,300 | 23,500 | 150 | -2,050 |
| Professional, Scientific and Technical | 12,800 | 12,700 | 13,600 | 100 | -800 |
| Administrative, Support and Waste | 8,350 | 8,250 | 9,600 | 100 | -1,250 |
| EDUCATIONAL AND HEALTH SERVICES | 59,800 | 60,150 | 58,000 | -350 | 1,800 |
| Educational Services | 12,700 | 13,550 | 12,400 | -850 | 300 |
| College, Universities and Professional | 6,350 | 7,150 | 6,350 | -800 | 0 |
| Health Care and Social Assistance | 47,100 | 46,600 | 45,600 | 500 | 1,500 |
| Ambulatory Health Care Services | 16,300 | 16,150 | 16,100 | 150 | 200 |
| Hospitals | 12,750 | 12,700 | 12,100 | 50 | 650 |
| Nursing and Residential Care Facilities | 7,000 | 6,950 | 6,950 | 50 | 50 |
| LEISURE AND HOSPITALITY | 30,300 | 27,650 | 32,350 | 2,650 | -2,050 |
| Arts, Entertainment and Recreation | 4,300 | 3,800 | 4,400 | 500 | -100 |
| Accommodation and Food Services | 26,000 | 23,850 | 27,950 | 2,150 | -1,950 |
| Accommodations | 8,750 | 7,400 | 9,500 | 1,350 | -750 |
| Hotel & Motels | 7,700 | 6,550 | 8,350 | 1,150 | -650 |
| Food Services and Drinking Places | 17,250 | 16,450 | 18,450 | 800 | -1,200 |
| OTHER SERVICES | 9,600 | 9,400 | 10,000 | 200 | -400 |
| GOVERNMENT | 53,600 | 56,400 | 53,100 | -2,800 | 500 |
| Federal Government | 6,500 | 6,500 | 6,200 | 0 | 300 |
| State Government Education | 6,400 | 8,150 | 6,400 | -1,750 | 0 |
| Local Government Education | 23,300 | 25,200 | 23,000 | -1,900 | 300 |
| Other State Government | 9,750 | 9,350 | 10,050 | 400 | -300 |
| Other Local Government | 7,650 | 7,200 | 7,450 | 450 | 200 |

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. Beginning with the January '09 estimates CES has implemented a change to the Super Sector previously titled "Natural Resources & Mining" to "Mining & Logging". It's merely a change of title to better reflect the true makeup of the Super Sector in CES.

The Advisor

New Opportunities for Reducing Workers' Compensation Costs

Employers can reduce workers' compensation costs through smart business choices, in part made possible by recent legislative changes. *Here's how.*

First, reducing the number of injuries in the workplace is the real key to saving money on workers' compensation insurance. An employer who implements an effective workplace safety program can reduce accidents and potentially reduce premium levels.

Second, an employer can request a deductible as low as \$500 for its workers' compensation insurance policy. This deductible is similar to the deductible that is available on car insurance – e.g. the employer agrees to *reimburse* the insurer for the first \$500 of any claim. Each employer has to request a deductible from its insurance carrier; in other words, such a deductible is not automatically built into a workers' compensation insurance policy. Once requested, however, the insurance company is legally required to provide the employer with this deductible. Having a deductible policy should lower an employer's workers' compensation rate, especially if the employer has in place an effective safety and health injury prevention plan.

Third, an employer can take advantage of recent legislation that creates a new category of workers' compensation claims - the "first-aid-only" injury claim. During the 2007-08 session, the Vermont Legislature added to 21 V.S.A. §640 a new subsection (e) that became effective July 1, 2008. Under its provisions, in certain circumstances, an employer can pay out-of-pocket costs for treatment of minor injuries rather than report these injuries to their workers' compensation insurance carrier for adjustment. This could help improve an employer's insurance rating and ultimately reduce its premium costs.

The requirements for using the provisions of 21 V.S.A. §640(e) are quite specific, so employers are cautioned to familiarize themselves with the details. The new law recognizes that some work-related injuries require minimal medical attention and recovery time. This is known as "work-related, first-aid-only-treatment," which is defined in 21 V.S.A. §640(e) as "one-time treatment that generates a bill for less than \$750 and for which the employee loses no time from work except for the time for medical treatment and recovery not to exceed one day of absence from work." Some cuts, sprains and other minor injuries may fall into this category.

A work-related injury that results in "first-aid-only treatment" *must* be reported to the Department of Labor through the filing of a Form 1 (Employee's Claim and Employer First Report of Injury).^{*} Unlike other workers' compensation claims, however, there is no legal requirement to report the injury to the insurance company providing the employer with workers' compensation insurance coverage, although one is not prohibited from doing so. Promptly filing with the Department a Form 1 for a "first-aid-only" injury (that is, filing within 72 hours of learning of the injury) protects the employer in the event that further claims arise from what was initially perceived as a minor injury – for example, a cut that required a couple of stitches later becomes infected and requires further medical attention. In the event that treatment for a minor injury ultimately exceeds \$750 *and/or* the employee loses more than one day of work due to medical treatment and recovery time, the employer is *required* to report the injury to its workers' compensation insurance carrier for adjustment of the claim.

Utilizing the "first-aid-only" injury claim in combination with a deductible can save an employer money, but reducing the number of injuries in its workplace is the real key to saving money on workers' compensation insurance. Effective implementation of a workplace safety and health program can reduce accidents and potentially reduce premium levels.

Please contact your workers' compensation insurance provider to discuss these various options. You can also contact the Vermont Department of Labor to discuss general Workers' Compensation issues at (802) 828-2138.

* A Form 1 can be easily downloaded and printed from the Department's web site: <http://www.labor.vermont.gov> under "Forms & Publications," "Workers' Compensation – Forms & Publications." There are versions of this form in PDF, Word, and Adobe 9 formats. Or you may request a Form 1 by calling the phone number above. Finally, if you wish to report a "first-aid-only injury" to the Department, complete a Form 1, being sure to check the "yes" box in item "35;" then mail this form to the Workers' Compensation and Safety Division, Vermont Department of Labor, 5 Green Mountain Drive, P.O. Box 488, Montpelier, VT 05601-0488.