

Connecticut Career Resource Network

UPDATE

What is the Green industry?

OOQ Spring 2005—The business of growing flowers, greenery, trees, and vegetables and of planting them in the landscape is commonly called the green industry.

The U.S. Department of Agriculture (USDA) focuses on crop yields when it measures the green industry. It looks at floriculture—the growing of garden plants, vegetables, cut flowers, and potted flowering plants and of seedlings, cuttings, and other propagative floriculture materials. The USDA also assesses the production of nursery crops, such as conifers, deciduous trees, ornamentals, fruit and nut plants, and Christmas trees. Workers in the green industry grow all of these plants.

Installing and maintaining plants are also part of the green industry. Workers in this segment of the industry may manage the turf on sports fields and golf courses or design and install landscapes in parks, schools, commercial and residential sites.

Workplaces for people with green thumbs run the gamut, from small landscaping operations to huge garden centers. Sod farms, greenhouses, and nurseries hire people to produce the greenery needed for landscaping work. Landscaping maintenance firms employ people to mow grass, maintain equipment, spray for insects, and prune trees. And nearly all institutions, such as hospitals, universities, golf courses—even shopping malls—need people to manage their landscapes and plants.

Connecticut Labor Market Information

Connecticut's nonfarm employment in February 2006 was 1,671,600, with an over-the-month increase of 2,400 jobs. The *professional and business services* sector showed the largest gain, up 1,100 from January. This was followed by *leisure and hospitality*, up by 600; and *educational and health services* up by 500 jobs. Decreases were seen in *trade, transportation and utilities*, down by 400; and *manufacturing* was down 200 jobs over-the-month. The unemployment rate was 4.5% in February, down from 5% a year ago.

"Our [CT's] key industries are starting to show more consistent growth, and with the national economy still heating up, hopefully job creation will surpass our earlier forecast," said State Labor Economist John Tirinzonie. "But with the recent announcements of several major closings and layoffs, we will need to get by these bumps in the road before we can count on a smooth ride toward reaching our goal of complete employment recovery," he added.

Connecticut Labor Market Information is available online at: www.ctdol.state.ct.us/lmi

Coming Soon!

CONNECTICUT CAREER PATHS 2005-2006

Look for it online at: <http://www.ctdol.state.ct.us/lmi/crpaths.htm>

Aid in choosing a college

OOQ Fall 2005—Deciding where to go to college is a big decision. The U.S. Department of Education has an online tool—the College Finder—to help prospective college students identify 2- or 4- year schools that best fit their needs. Students type-in information, such as desired location, school size, and subjects of interest, and the College Finder creates a list of schools that match these criteria.

Try the 'College Finder' at studentaid2.ed.gov/gotocollege/collegefinder/advanced_find.asp. The site also provides links to information that helps students prepare for, apply to, and pay for college. The College Finder might be a good starting point for researching schools, but it is only one of many resources. High School guidance counselors and public libraries often have books and other helpful sources of information on colleges and universities.

Students also should keep in mind that even the best school description doesn't guarantee a perfect fit for them. Visiting schools and meeting with students or professors are the best ways to get a feel for the school and its surroundings. These visits can be arranged by contacting school admissions offices.

Dilemma of the NEETs

Herman Trend Alert 3/29/06—The current shift in the employment market is exciting and invigorating for some. Others are experiencing frustration, disillusionment, and irritation at the situation. The people caught in the middle, feeling disconnected, are being described as the NEETs—*Not in Education, Employment, or Training*.

The dominant perspective being seen in a number of nations is that these folks are in their early thirties, fairly well educated, and trapped in jobs that are the result of mismatching of new employees' aspirations with the needs of their employers. This problem is attributed to college graduates' hasty choice of employers during what a Japanese newspaper recently described as the "Ice Age for Job Hunters" - the period of the slow economy. These workers will be more careful in their next choices of employers—if they can find the opportunities they seek.

Employers are actively recruiting entry level workers who will be moved up in the company, succeeding those existing employees who will be promoted. Promotions will come as a consequence of growth, replacement of departing talent, and/or employee retention strategies. Older workers are asked to stay as employers realize the irreplaceable value of their knowledge, wisdom, and experience.

Lost in this picture are the employees in the middle—the people in their thirties, forties, and fifties who do not fit into either of these categories, NEETs. If they are employed, most would describe their jobs as a pause in their careers. They do not feel forward movement and are merely parked, waiting for an opportunity to escape. These employees are a perfect example of what we describe as "warm chair attrition" — they show up physically, but their hearts are not in their work. They are not happy being sidetracked and are anxious to find meaningful employment.

Eventually, employers will recruit from this valuable segment of the workforce. Hiring and assimilating NEETs will not be easy. Coming into middle-range positions in their new companies, they will be seen as both valuable assets and outsiders who may need to be force-fit into their roles. Adjustments will be necessary by both employer and employee to achieve comfort and productivity.

From The Director's Desk

Dear Readers:

As we approach the end of the fiscal year, I want to take the opportunity to inform you about what's been happening that may affect the future of the Connecticut Career Resource Network (CCRN).

CCRN has been receiving all of its operational funding through Section 118 of the Carl D. Perkins Vocational and Technical Education Act Amendments of 1998. This source of funding will end effective June 30, 2006. Although the U.S. Congress appropriated funds for Perkins activities for FY06, their action did not include funding for Section 118. Therefore, there is no federal money for CCRN for the coming year.



Consequently, the fiscal year beginning July 1, 2006 through June 30, 2007 will be a time of transition for CCRN and for everyone that has relied on our products and services for over 25 years. Until we are no longer able to do so, we will be pursuing options for continuing CCRN activities and the production of quality career information resources.

At the federal level, the President's recent FY07 budget proposal, which would affect CCRN beginning July 2007, eliminated funding for all career and technical education as well as other education and labor programs. Efforts are being made by some in Congress to restore funding for Section 118 for FY07 and to reauthorize the Perkins Act. However, whether these efforts will be successful is highly uncertain and unreliable.

As a result, we have submitted a proposal for State funding that is now making its way through the State's legislative process. If this funding remains intact in the budget, it would be sufficient to replace the lost federal funds. We are pleased at this point to say that the CCRN has received positive response in the Governor's budget and the Appropriations Committee. We can only hope that they are not dissuaded in the days of the legislative session that remain.

As we face an uncertain future, we are considering other ways to raise funds and reduce costs. One way to lower expenses is to reduce the number of products printed. To do this, we are looking to set up a listserv to distribute CCRN information electronically via email. If you would like to be kept informed about CCRN products and activities in this way, please send your email address to **CCRN@ct.gov**.

We are also considering ways to raise money so that CCRN can continue its activities. If you have any suggestions, let us know. One option is to set a modest price for publications such as *Connecticut Career Paths*, possibly \$0.50 per copy. This would be a cost of \$100 for 200 copies. If we were to do this, would this be a reasonable price that your organization would be able to afford? We would appreciate your thoughts on this, and how the possible loss of CCRN and its services would affect what you do.

Changes in funding may modify the focus of CCRN's career resources and have an impact on the ways they are provided. However, we want you to know that we are striving to maintain CCRN and its 25-year commitment to career and educational resource development for Connecticut.

Sincerely,

Roger Therrien

Roger Therrien
CCRN Director

CCRN Grab Bag

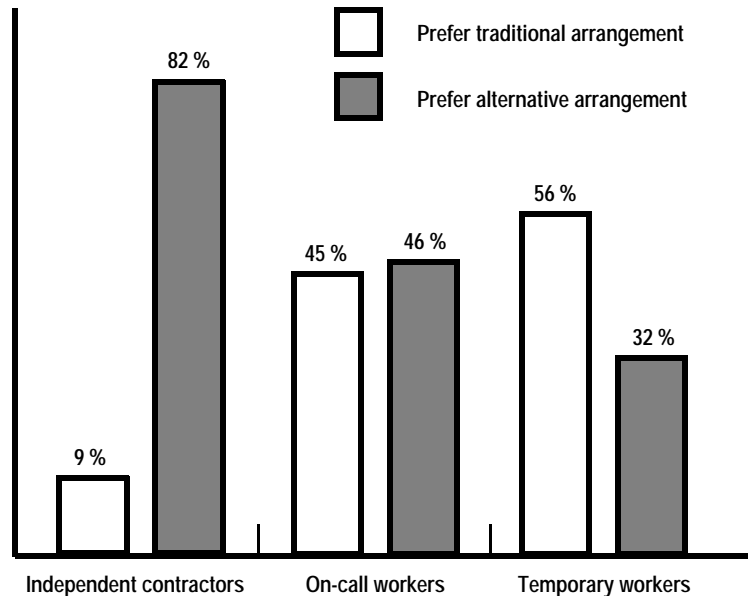
PREFERENCES OF WORKERS IN ALTERNATIVE ARRANGEMENTS

For some workers, employment roads less traveled are the only way to go.

OOQ Fall 2005—Current Population Survey data show that as many as 14 million people—about 11 % of all workers—were employed in alternative arrangements in February 2005. Unlike most traditional work arrangements, alternative arrangements do not always guarantee steady or lasting work. But they often have other advantages, such as variety, flexibility, or greater control over work schedules and assignments.

The chart shows the three categories of alternative employment arrangements for which data on worker preferences are collected. These data indicate which workers are happiest with their alternative arrangements. Independent contractors were the most likely to prefer their arrangement over a traditional one. Independent contractors provide a product or service to customers they obtained on their own. These workers enjoy a large degree of autonomy, as most are self-employed; they also tend to have higher-than-average earnings, which may add to the appeal of their jobs.

Not all workers in alternative employment arrangements favored their situations. Some workers may accept an alternative arrangement, particularly over the short term, when they are unable to find a traditional job. This might explain why more than half of all temporary workers reported that they would prefer traditional employment.



Data are from the February 2005 Supplement to the Current Population Survey

For more information, write to the U.S. Bureau of Labor Statistics, Division of Labor Force Statistics, 2 Massachusetts Avenue N.E., Room 4675, Washington, DC 20212; call (202) 691-6378; or visit them online at www.bls.gov/cps.

Herman Trend Alert: WORKFORCE COMPOSITION

<http://hermangroup.com>

March 8, 2006—As the growth of the workforce slows, employers will become more receptive to recruiting, hiring, and retaining a more diverse employee base. Expect to see gradual changes in the kinds of people employed, as well as adjustments in how employers and co-workers accommodate the expanding workforce.



The tightening employment market encourages employers to hire older workers, people with disabilities, workers with scheduling limitations, and others who are not normally the target of focused hiring.

With media campaigns from AARP, delayed benefits payouts from Social Security and pension plans, and other influences, we'll see increasing emphasis on hiring and retaining older workers. A large proportion of older workers want to continue working. These seniors want to feel productive, useful, and valued. They still have much to contribute, they enjoy the social interaction, and they need the income. Employers need their expertise, experience, wisdom, reliability, and stability. This situation is a win-win for all concerned. People who are already in their sixties, seventies, eighties, and nineties will have a significant influence on our workforce and productivity in the years ahead.

Groups advocating for people with physical, mental, and psychological disabilities are thrilled with new interest from employers anxiously seeking to expand their workforces. These special workers, who are usually quite productive, now have new and exciting opportunities to work in various settings ... including their homes. Developing technology has substantially expanded the use of telecommuters. Telecommuting jobs are perfect for disabled workers; they have accommodations in their home environment to enable them to be efficient, effective, and comfortable while working. For those who choose to return to work in congregate settings, initial and long-term support is now available.

Workers with scheduling constraints face varied challenges. Managing your life by an unforgiving calendar is not easy. Whether the demands are care of aging parents, care of a sibling or children, or just trying to be nice, it's clear that the needs are there and must be addressed. Employees who must take off time from their work to fulfill personal responsibilities need high levels of flexibility. Deliberate and focused policies to accommodate all employees will support a changing workforce.

Connecticut Department of Labor

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Let me tell you the secret that has led
me to my goal. My strength lies solely
in my tenacity. ~ Louis Pasteur

You're A What?

Each winter, alone in the pitiless ice deserts of Antarctica, deep in the most inhospitable terrain on Earth, a truly remarkable journey takes place as it has done for ages. Thousands of emperor penguins abandon the security of their ocean home and begin their long journey into the frozen wilderness which is so extreme it supports no other wildlife at this time. 'March of the Penguins' photographers Jerome Maison and Laurent Chalet endured sub-zero temperatures and blizzard conditions for almost a year to capture this extraordinary event. "To be able to see this graceful animal in its own element—water—after watching him 'endure' his condition out of the water was truly stunning."

A marine coordinator's job is to synchronize the people and things that make water scenes possible in feature films, documentaries, TV shows, and commercials. Marine coordinators are at the heart of the action when a water scene is being filmed. But filming is typically the culmination of weeks or months of planning and preparation. Dan Malone is a marine coordinator and many of his tasks are the same as those of any business planner. Responsibilities might include making arrangements over the phone, attending meetings, and reviewing documents. Involvement in a project usually begins with a document that is relatively unique to show biz: the script.

Dan will read the script and highlight the parts that pertain to his work. He studies these scenes and considers how they might be created for filming. Then, he makes a list of everything that will be needed and drafts a budget. The budget includes the projected costs of using docks, hiring marine workers, and renting boats.



Dan is also responsible for helping to choose the proper spot for filming. To do this, Dan usually visits the area where production is scheduled to take place. "I like to travel," he says, "and it's usually in a pretty nice place that we're filming." When scouting for the perfect site, Dan isn't just looking for picturesque scenery. He also evaluates practical considerations, including basic logistics like is the site suitable for a large filming company and its equipment, which can include dozens of trucks, actors' dressing rooms, wardrobe trailers, and other vehicles.

Dan presents pictures of the proposed site and all the related information to the project's director. After his ideas have been approved, Dan begins arranging details, like locating the boats that are used on and off-screen, negotiating the cost of boat rentals, and hiring local crews. "When you watch a movie, you might see several actors on a boat; you don't see the 60 member marine crew and 20 support boats that are also in the water," says Dan.

Marine coordinators also ensure that everything goes smoothly, particularly during filming. Safety often becomes a large part of this responsibility. One of the biggest obstacles, says Dan, is

MARINE COORDINATOR

the weather. "The director might say he wants to keep filming, and I'll have to tell him it isn't safe." When that happens, the director usually must bow to the marine coordinator's expertise.

"Most marine coordinators start out as boat captains or divers," says Dan. "But you also have to know how to manage people." Dan gained some knowledge of management principles when he earned a master's degree in marine affairs from the University of Miami. He honed his skills when he owned and operated a charter boat business. "We'd go out on my charter boat and film things like sharks, dolphins, and whales," says Dan. As he started to gain contacts in the film industry, Dan learned of additional opportunities. Now, it's his prior work experience that helps him find new jobs. "You have to work when the work is there." And when Dan works, he works hard, sometimes putting in up to 12 hours a day, 7 days a week.

Dan estimates that an experienced marine coordinator working on a 3-month feature film could earn about \$80,000. Work on commercials, which is harder to secure, often pays even better, he says. Beginning coordinators may find that the allotted budget barely covers expenses, particularly if they're working on a small-scale, low-budget project. But these jobs do offer preparation, experience, and contacts that can lead to higher paying work. "It's competitive, for sure," says Dan. "In this business, a lot of it is who you know."

According to Dan, what he enjoys most about his work is the excitement and variety that comes with riding the tide. "You don't have any idea what you'll do next," he says. "And then, all of a sudden, the phone rings"