

**From:** Cheney, Thomas S [Thomas.S.Cheney@vermont.gov]

**Sent:** Thursday, August 20, 2015 10:50 AM

**To:** Gingras, Jessica; Coriell, Scott; Noonan, Annie; Barewicz, Mathew; Ross, Chuck; Bothfeld, Diane; Pelham, Heather; Green, Geoff; Moulton, Pat; Hollar, Jennifer; Goldstein, Joan

**Subject:** RE: Young Workforce Development Package

The trick with flexible work arrangements is that we already have pretty good telework options. I'm digging a bit to see if there is more we can do there, but that bullet may not actually be needed in the end. If the admin is going to support paid sick days, it may make sense to include it as we have pot legalization.

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**From:** Gingras, Jessica

**Sent:** Thursday, August 20, 2015 10:47 AM

**To:** Cheney, Thomas S; Coriell, Scott; Noonan, Annie; Barewicz, Mathew; Ross, Chuck; Bothfeld, Diane; Pelham, Heather; Green, Geoff; Moulton, Pat; Hollar, Jennifer; Goldstein, Joan

**Subject:** RE: Young Workforce Development Package

I think we decided on "incentivize flexible work arrangements" rather than "paid sick days"...I could be mistaken!

-jg

Best,

**Jessica Gingras**

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**From:** Cheney, Thomas S

**Sent:** Thursday, August 20, 2015 10:35 AM

**To:** Coriell, Scott; Noonan, Annie; Barewicz, Mathew; Ross, Chuck; Bothfeld, Diane; Pelham, Heather; Green, Geoff; Gingras, Jessica; Moulton, Pat; Hollar, Jennifer; Goldstein, Joan

**Subject:** RE: Young Workforce Development Package

Sounds good to me. I'm happy to jump in when and if helpful. An additional thought. Do we want to add "pass paid sick days" under Young Worker Support?

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**From:** Coriell, Scott

**Sent:** Thursday, August 20, 2015 10:25 AM

**To:** Noonan, Annie; Coriell, Scott; Barewicz, Mathew; Ross, Chuck; Bothfeld, Diane; Pelham, Heather;

Green, Geoff; Gingras, Jessica; Moulton, Pat; Hollar, Jennifer; Goldstein, Joan; Cheney, Thomas S  
**Subject:** FW: Young Workforce Development Package

Hey all, thanks for those who provided feedback. Here's the final which I will print out for the retreat. We have to present, and I thought an easy way to do that would be to assign different people different sections so I don't have to do all the talking. See assignments below and let me know if you have any issues. I'll kick it off and do an intro. Thanks!

Scott

## **Young Workforce Development Package**

### **YOUNG WORKER SUPPORT: Attract young workers to stay in or move to Vermont (Jess and Sky)**

- Revamp Great Jobs in Vermont – Add feature that will allow job seekers to upload a resume and connect directly with a career counselor/designee at the agency.
  - Revamping to be done in by marketing team at ACCD, in collaboration with working group input for a cohesive messaging
  - Market better what we already do/have to offer young families, professionals and workforce
  - Example: <http://www.wyominggrown.org/> (full article: <http://www.nytimes.com/2015/07/16/us/wyoming-long-on-pride-but-short-on-people-hopes-to-lure-some-back.html?ref=todayspaper&r=0> )
- Make student loan payments tax deductible under state law
- Legalize marijuana

### **BUSINESS SUPPORT: Help businesses compete and create incentive options for young workers (Jenn and Heather)**

- Allow employers to make state tax free contributions to an employee account (in lieu of or in addition to a 401k contribution) that can be used for a variety of incentives targeted to young people: down payment on a house, student loan payments/continuing education, purchasing of ag. land
  - Examples: [http://www.housingpolicy.org/policy\\_print.php?policyid=179](http://www.housingpolicy.org/policy_print.php?policyid=179)
- Provide a credit or other incentive for employers to add to VHFA's loan fund and give their employees or potential recruit first priority.

### **STATE SUPPORT: What the State can do to help incentivize a young workforce (Annie and Scott)**

- New contract requirements – In order for businesses to contract with the state, they must agree to hire a certain number of paid interns per year/ have in place a paid internship program and post their job openings on Vermont Job Link (VJL).
  - Give businesses who offer internship programs “extra consideration” in the RFP process
- Lead by example in establishing flexible work schedules for young families by allowing all state employees with children to work from home one day a week – offer remote work environments/offices in different counties

- Work with colleges and universities to ensure every incoming senior gets a package of information about what we have to offer and how they can stay and work in Vermont
  - Coincides with Great Jobs in Vermont revamp & marketing plan
- Exempt first-time home buyers from property transfer tax
- Promote and potentially expand the state's existing shared equity homebuyer programs. Shared equity attractive to many younger households who want to a socially responsible way to invest and put down roots. And it makes homeownership more affordable.
- Model a pilot or state program after a Burlington program that offers loans to first time homebuyers to buy rental properties of 2-4 units. 10% down. Deferred until sale. They agree to rent to low or moderate income households.