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**Sent:** Wednesday, August 19, 2015 2:13 PM  
**To:** Coriell, Scott  
**Subject:** Additions

My additions in purple!

## **Young Workforce Development Package**

### **Phase I - ATTRACT: Attract young workers to Stay in Vermont // Come to Vermont**

- 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](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

### **Phase II – BUSINESS SUPPORT: Help businesses compete for young workers // create incentive options**

- 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)

### **Phase III – STATE SUPPORT: What the State can do to help incentivize a young workforce**

- 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 transfer tax**

- Work with Housing & Community Development Agency to offer grant program for individuals who purchase “older” homes and fix them up (encouraging first-time home buyers to invest in older housing stock while making them energy efficient)
- Model a state program after shared equity/owner occupied dwelling program in Burlington that exists currently

-jg

Best,

**Jessica Gingras**

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