

GREAT STATE, GREAT JOBS: SOLVING VERMONT'S WORKER SHORTAGE

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THE CHALLENGE: MORE WORKERS

Supply:
8,000 high school & college grads

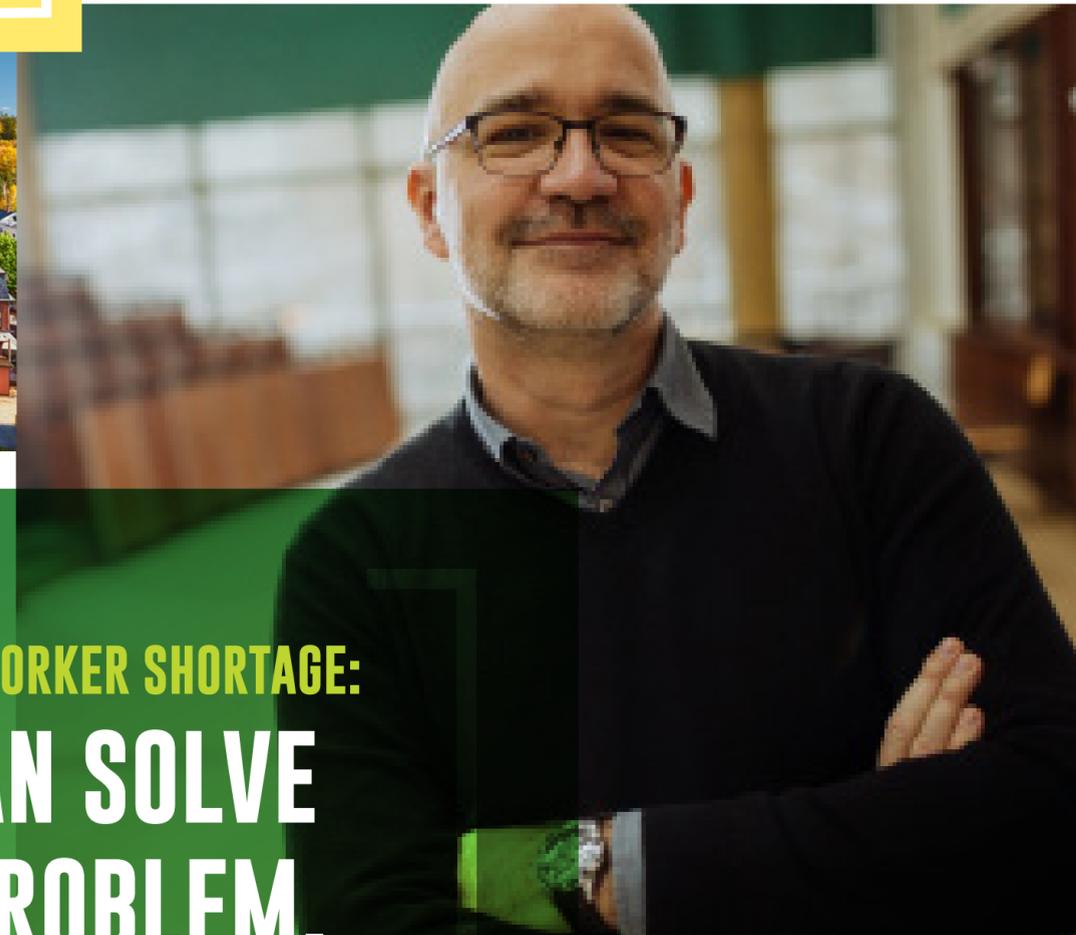
Demand: 19,000 jobs

Gap: 11,000 new workers needed annually in VT



CHILDCARE FOR KIDS, WORK FOR PARENTS

In Newport, community and business are supporting a local childcare center and the Early Childhood Center to enable them to offer full-day pre-K and childcare, allowing parents to work full-time.



MAKING CHILDCARE AFFORDABLE

Casella Waste Management offers tax-free childcare scholarships of \$200-270 per month to employees who enroll their children in high-quality childcare programs



WHY VERMONT?

#1 Best state to live in US (CNBC, 2018)

#5 Best quality of life in US (US News, 2019)

#1 Safest state in US

#3 Best schools in US (USA Today, 2019)

Unemployment rate (2019): 2.1% (lowest in US)

VERMONT'S WORKER SHORTAGE:

WE CAN SOLVE THIS PROBLEM.

WORKFORCE SOLUTIONS

- Increase access to affordable childcare
- Invest in affordable housing
- Expand internships that lead to jobs
- Align technical education with VT jobs
- Direct state marketing dollars to attract new workers
- Create a pipeline of skilled talent
- Hire New Americans, second-chance hires, previously unemployed
- Invest in education

START THE CAREER CONVERSATION EARLY

Start the career conversation in middle school so students can align their high school program with good jobs using "career ladders" (see vermonttpm.org)

A GOOD JOB AND A SECOND CHANCE

Rhino Foods of Burlington offers a second chance to people in recovery, post-incarceration and New Americans. The result: "Loyalty and a work ethic that is invaluable to our business," says Rhino.

