

## Older Vermonters Caucus

1/26/22 meeting

### Context on the labor force

- Participation rate is 61% (down from high of 70%)
- 310,000 people working
- 25,000 jobs open
- 8,200 unemployed
- Less people looking for work, and more jobs for people

### All workers want flexibility

- What we're hearing from younger millennial populations about flex, we know it's what everyone wants

### Focus on "the mature worker" and their reentry into the work force

- Individuals 55 years of age or older
- An asset, not a liability

### Why is this important?

- Participation of older workers is good for community building
- Improve VT economic growth
- "Second-chance hiring" programs
- A lot of good programs but not enough people to fill them

### Suggestions for Legislature

1. Get towns to sign Declaration of Inclusion - promote VT recruits a diverse group of people
2. Participate in a sustained and robust marketing effort to get people to move here for work
  - o raising visibility

### Learning from "Big Business"

- Apply strategies to communities with small businesses
- Between this meeting and next, caucus looking to connect with SHRM (Society of HR Managers)

### Area Agencies on Aging

- High priority
  - o Focus of Fall Conference

Rep. Theresa Woods – looking to hear from actual mature workers next caucus meeting

A4TD – program for adults 50+ want to re-enter workforce again – internships within community, learn new skills, improve resumes, and interview for new jobs

