



Policy Recommendations for Legislature:

Requirements:

1. Residency in Vermont
2. Full-time employment with a Vermont company/organization
3. Recently graduated from a Vermont Institution of Higher Education
5. Diversity in demographics
6. One time offer

additional forgivable loans of \$5,000 per graduate for recent college graduates across all Vermont higher education institutions who commit to work in Vermont for two years after graduation

Updated Programming 2024:

1. December 2023 – June 2024 graduates qualify (Middlebury College cohort ~300)
2. Applicants graduating with a Bachelor’s and Master’s degree qualify
3. The job does not need to list “required bachelor’s degree” in the description
 - a. Graduation date is listed on application
 - b. Employment start date is when they receive “starting”
4. Self-employed / start-up entrepreneurs qualify with Tax ID number, LLC documentation/business plan

Pilot year at a glance:

Awarded: 169 recipients

Institution	Count
University of Vermont	85
Castleton University	21
Vermont Technical College	15
Champlain College	15
Northern Vermont University -Johnson and Lyndon	13
Saint Michaels College	11
Norwich University	8
Middlebury College	1

Employment Type	Count
For Profit	75
Government	28
Non-Profit	66

Age demographics	Count
Median age	23
Mean age	24.59
Oldest	51
Youngest	21

Participating Employers:

Top employers:

Employer	Count
University of Vermont	10
University of Vermont Medical Center	8
Rutland Regional Medical Center	6
UVM Medical Center	5
Saint Michaels College	3
Milton Town School District	3
WALKER PLUMBING AND HEATING	2
State of Vermont	2
NuHarbor Security	2
Champlain Valley School District	2
Instrumart	2

Geographics	Count
Burlington	46
Rutland	15
South Burlington	13
Colchester	11
Middlebury	8
Shelburne	6
Essex Junction	6
Montpelier	6
Williston	6
Milton	5
St. Albans	4
Barre	4
Newport	4
Waterbury	3
Bethel	2
White River Junction	2
Winooski	2
Saint Johnsbury	2
North Clarendon	2
Randolph	2

Additional participating employers:

Abare lawn care	Department of Corrections	Langrock Sperry & Wool	Prime Engineering	Twincraft Skincare
Addison County Parent Child Center	Donald L Hamlin Consulting Engineers	LONDON Middlebury	Qi Veterinary Clinic	United States Citizenship and Immigration Services Office of Contracting
Aldrich + Elliott, PC	Dubois and King	Mammut Sports Group, Inc	Red Clover Children's Center	University of Vermont
Applied Research Associates Inc.	4h Environments for Health Architecture	Maple Run School District	Richford Health Center	Upper Valley Services
Barre City Elementary and Middle School	ECI	Maple Run Unified School District	Rutland County Parent Child Center	USDA-NRCS
Beta Technologies	Enosburgh-Richford Unified Union School District	Marvell Semiconductor	Rutland Mental Health Services - Community Care Network	UVM Campus Recreation
Brown & Brown Risk Solutions	Enterprise Holdings	Mill River Unified Union School District	Rutland Public Schools	UVM Health Network Porter Medical Center
Burlington School District	Essex Westford School District	Milton Family Dentistry	Rutland Regional Planning Commission	Vanessa Hangen Brustlin (VHB)
Center for Women & Enterprise	G.S. Blodgett, LLC	Missisquoi Valley School District	Saint Johnsbury Academy	Vermont Association of Snow Travelers Inc
Champlain College	GBYMCA	Morgan Stanley	Sanborn Head & Associates, Inc.	Vermont Captive Insurance Association
Champlain Dental Group	GlobalFoundries	Mount Mansfield Unified Union School District	Sd Associates	Vermont Center for Independent Living
Champlain Valley Union High School	Glow aesthetics Medical Spa LLC	Mulligans Tavern	Select Design	Vermont Department of Labor, Workers Compensation
Christ the King School	Green Mountain Habitat for Humanity	North Country Hospital	SerVermont	Vermont Department of Taxes
City of Essex Junction	Groennfell Meadery	North Country Supervisory Union	Southwestern Vermont Medical Center	Vermont Electric Power Company (VELCO)
City of Rutland Public Schools	Harbour Industries	North East Kingdom Human Services	State of Vermont Transportation Agency	Vermont Hard Cider Company, LLC
Claussens Greenhouse, Florist, and Perennial Farm	Harlow & Dhalia Events	Northeastern Vermont Regional Hospital	State of VT Dept of Environmental Conservation- ECO AmeriCorps	Vermont Landlord Association
Colchester School District-Porters Point School	Harwood United Union School District	Northern Digital Inc	Sticky Brand	Vermont Large Animal Clinic
Community Care Network	Hayden Galleries	Northwestern Medical Center	Superior Technical Ceramics	Vermont State University
Control Technologies	Jade Stone Engineering	Ophthalmic Consultants of Vermont	Superplastic	Vernal Biosciences
Cornerstone Dentistry	Kedron Valley Veterinary Clinic	Otter Creek Engineering	Sylvie Doublee, University of Vermont	VIP Sealing
Cox Automotive	Keene Perspectives	Paine Mountain School District	Talon Foods 100	VNA + Hospice of the Southwest Region
Crowe LLP	King Street Center	Perrigo Nutritional	The Schoolhouse Learning Center	White River Junction VAMC
Daly Dental Practice	Knafel Farm Corp DBA Clear Brook Farm	Pivot Marketing	The Tech Group, llc	Williston Enrichment Center @AIDC
David Congalton DDS	Krebs and Lansing	Porter Medical Center	The Vermont Community Foundation	WPTZ
Dedalus Wine	Lamoille North Supervisory Union	Porter Medical Center Birthing Center	The VT Professionals of Color Network	

Other participating geographic towns

Williamstown	Essex Junction	Waitsfield	Bennington	Hyde Park	Richford	Stratton Mtn
Vergennes	Saint Albans	Williston	Johnson	Swanton	Shaftsbury	Jericho
Woodstock	Middlebury	Georgia	Enosburg Falls	Hinesburg	Hyde Park	