



November 29, 2018

His Excellency Christopher T. Sununu
Governor of the State of New Hampshire
State House, Room 208
107 North Main Street
Concord, NH 03301

Dear Governor Sununu:

As expressed in our letter to you dated August 20, 2018, attached please find policy recommendations for the 2019 Legislative Session.

Sincerely,

A handwritten signature in blue ink that reads "Alexander J. Fries". The signature is written in a cursive style.

Alexander J. Fries
Chairman, Governor's Millennial Advisory Council



Education

Summary of activities:

The education committee is focused on offering solutions to help alleviate student debt for graduates who currently have debt. The committee also intends to promote initiatives which will provide educational opportunities to current middle-school and post-secondary students in an effort to prevent and limit future student debt.

Priorities for the 2019 legislative session:

- Review upcoming legislative service requests to assess bills that align with our mission and focus area. Develop strategic plan to support or advocate for initiatives, programs and policies that decrease the cost of in-state tuition and promote student loan forgiveness and repayment.
- Utilize current studies and data available to support policy which will promote NH as a viable place for young people to live and work.
- Research potential policy creation for targeted, industry-specific student loan forgiveness in relation to professions in the healthcare industry.

Recommendations:

- 1) Our committee is currently researching options to support and advocate for two separate programming efforts:
 - a. Appropriating state funds towards the University System of NH in efforts to lower in-state tuition costs
 - b. Appropriating state funds towards student loan forgiveness (target: healthcare industry) in efforts to incentivize young people in the healthcare profession to stay in or settle in NH at the end of their 4-5 year program.
- 2) Our committee supports initiatives which raise awareness of successful resources and programs currently available and in use within specific municipalities and schools in New Hampshire, in regards to career education for middle school and post-secondary students, including but not limited to:



- a. Career internship and apprenticeship options for students currently enrolled in school or post-grad.
- b. Utilization of 2-year programs, certificate training, and vocational trades' career training as possible alternatives to 4-year programs.
- c. Workforce development partnerships and extended learning opportunities between area businesses and high schools which promote opportunities for practical application and mentorship.
- d. Financial literacy fairs which educate students on the anticipated costs of education in relation to their selected career path.

Workforce Development

Summary of activities:

Over the past year members of the workforce development committee conducted a survey of millennials between the ages of 18 and 40 with the intention of obtaining information to better understand how the state can be proactive in retaining and recruiting millennials as it pertains to jobs. The ability to initiate these suggestions, bring in qualified candidates to a growing economic market, and allow businesses to fulfill their missions must be supported by state and local businesses, and taking the report as a whole, must allow room for growth on all topics covered on the report.

Priorities for the 2019 legislative session:

- Recognition that the State of New Hampshire is attractive to millennials who want to be self-employed because of the proximity of the mountains and seacoast, giving a healthy, work life balance, as well as a 0% income tax on wages.
- Understanding that turnover within NH businesses is often low; it is in the norm to see people stay at their jobs for long periods of time because their employers are doing such a good job at keeping them. However, to remain attractive to the next generation workforce, employers must be able to offer competitive benefits



that are seen in larger cities, such as Boston and New York, without sole focus on the ever looming, but in time, necessary, increasing wages.

- With an aging baby-boomer generation in the state and difficulties in recruiting appropriate talent due to transportation challenges and barriers to entry, the state would find large opportunity to train and retain a workforce in the health and wellness assistance market, such as senior living and independent living. The cost to the state far exceeds what the cost to private providers would be in this area.

Recommendations:

- 1) The legislature, state and cities should find potential opportunities for industries that need assistance in startup costs.
- 2) The state should offer to business a reduction in the BET taxable base for new NH hires that are coming in from NH university system.
- 3) The state, in order to continue requesting certifications and professional licenses, should implement an incentive for businesses to pay for a portion of continuing education, allowing for businesses to attract their own talent and giving employers the opportunity to decide the benefits they want to make available to their employees.
- 4) The state should renegotiate the Medicare and Medicaid reimbursement rates to allow organizations, both nonprofit and for profit, that rely on said billing arrangement from third party providers. Ideally, these organizations can continue to compete with Massachusetts, where transportation by other than automobile and wages and rates are far more attractive to young professionals.



Housing

Summary of activities:

Over the past year members of the Committee have attended the NHHFA Multifamily Housing conference, the NHHFA Housing and the Economy Conference, and the Department of Business and Economic Affairs' State Economic Development Housing Affordability planning session. Additionally, committee members have worked with the New Hampshire Housing Finance Authority (NHFFA), Housing Action New Hampshire, and affordable housing development organizations, amongst others, to develop policy solutions to New Hampshire's ongoing housing crisis.

Recommendations and Priorities for 2019:

- Short-term: the Committee will support the establishment of a Housing Appeals Board and recommend a review of the workforce housing statute (RSA 674:58-61) to expand it for moderate incomes.
- Long-term: the Committee will work with state, private, and non-profit agencies to create and promote:
 - Model for mixed-use ordinances with variable density downtown zoning for cities and towns to adopt for their locality.
 - Increasing the funds for the Affordable Housing Trust Fund.
 - a State bond program or Revolving Loan Fund to incentivize housing development.
 - Expansion of the State Housing Tax Credit program to be competitive.
 - Promotion of the use of 79-E and TIF districts to support infrastructure investments for housing development.

Missing middle housing:

At present, there are no resources available in the State of New Hampshire to help non-profit organizations develop a housing product that meets the needs of Millennials and working families who make too much to qualify for affordable rentals, but who are shut out of the home purchase market due to limited inventory and rising prices. This shortage of suitable and affordable housing for young workers and their



families is seriously hindering the ability of companies to attract and retain skilled workers. In response to this need, the Lakes Region Community Developers (LRCD) is working with Lakes Region communities and funders to develop this “missing middle housing;” defined as single-family homes that are affordable to families who earn 75% to 120% of area median income (about \$65,000 to \$85,000 for a family of four). This spring, LRCD will break ground on Harriman Hill Homes, a 20-unit affordable homeownership project located in Wolfeboro, NH. The 20 homes will be affordable to households between 75% to 120% of area median income (AMI). Current AMI in Carroll County for a 4-person household is \$60,700. The homes will be priced between \$140,000 and \$170,000.