

How can Tyler County attract and maintain new and young professionals within the workforce? I personally believe there are many options that our County's Chamber of Commerce could do to help aid in this area of our needs. A few of these options include better health care benefits, a livable wage, available mental health days, paid maternity leave, etc. I would now like to emphasize on the ones I listed above that seem to be a major difference maker for people interested in a job in their home town. This is due to the fact that you probably know many of us like to come back home to work but often have to choose another route to be able to live a good life.

The first option that I believe would be beneficial if implemented into the jobs within the county is to have a livable wage. As many of you already know, many of the new generations have a problem with working a job that can't even support themselves, more less a family. Statistics show that a livable wage for one adult with no children is a minimum of \$16.79 an hour while many jobs don't offer this it becomes a problem to those looking for a potential job. And to add to that If the household had two adults working with two children the minimum for a livable wage for this family is \$23.62 an hour per adult. However we should keep in mind that although this would cover their basic family living needs they would be left living paycheck to paycheck. This could cause many issues as they would never be prepared for emergencies such as car wrecks, broken bones, house fires, flat tires, and so much more. With that being said many of the young new professionals are looking to make at the bare minimum one of the pays above depending on their family situation. With that information I believe that our County's Chamber of Commerce should take action and implement a statement that forces jobs to offer a livable wage at the bare minimum. However not just a livable wage for a single person household but different availability based on other forms of income and size of the family within the same household.

The second option that I believe would have the biggest effect on attracting new young professionals to the county and keeping them around is available paid mental health days. This is due to the increase in suicide rates due to people not having an option to take care of their mental health. And when they make the ultimate decision to take off for their own health they get pay cuts, threatened to be fired, etc. This is not something that attracts the younger generations due to the fact that we have raised so much awareness on mental health that it wouldn't back up our beliefs. Studies show that on average we are losing 132 people to suicide daily this is an astonishing number and simply unacceptable. I personally believe that this is due to a lack of sympathy towards the mental health struggles and resources available to help. I believe that it is our County's Chamber of Commerce's duty to implement laws that all local companies must allow a minimum of 12 paid mental health days per year. However anything over this is acceptable you just will not be paid for missing. This law would give you a mental health day per month but also enforce the fact that you still have to be responsible and handle your issues appropriately. I believe that by our County's Chamber of Commerce

implementing this law you would attract the younger generations to the jobs in their hometowns for the current time and much longer after they are needed.

The third option to help attract new young professionals to the county for jobs is offering paid maternity leave for both the father and the mother. I believe that this should be offered at every job in the county as it is a serious change in their life and they deserve to have some grace when going through a major change in their life. Many of the younger generations have begun advocating for maternity leave for both parents and they would like to work for companies who support their beliefs. I personally believe that if our Tyler County Chamber of Commerce would take a look into this and make a move into fixing this issue we would begin to see a change in the job industry. We would not only begin attracting new young professionals but we would receive support and attention to the business due to the fact that many people old and young would like to see this change be made.

The fourth and final option that I believe would have the greatest impact on our county would be to offer new and improved healthcare benefits. This is a very new and exciting yet nerve racking thing when you are involving new and young professionals as they are at the beginning of their lives and about to start a family and only want the best for them and their family. This would include things such as dentistry, visual, specialist, and mental health visits covered by an insurance available through the job that is an affordable choice. I personally believe that our Tyler County Chamber of Commerce should see this as an opportunity to take action and implement a rule stating that you must provide an affordable insurance through your job to your employees. This would not only attract the new and young professionals of the county it would also gain a lot of attention from the elders within our county and not only those looking for a job but those that simply like to support local business. I firmly believe that if our county takes action and implements this that we would begin to see the change we want to see within the county's workforce.

Another factor that may seem small to many when attracting the new and young professionals to come back home to work is that welcoming feeling. This includes reaching out to the young adults that you know would qualify for the job when it opens up, encouraging them to come back home after school, and even offering them jobs before they are certified. They always say there is no place like home which is honestly the truth and that attracts many young people to come back home to work especially if they have good benefits attached to it. However if we continue on this path with a lack of benefits we will continue to lose the new and young professionals to the bigger cities as they simply need these benefits whether we see it as a necessity or not.

With this information that I have provided you may wonder where I receive such insight or even how I personally view this situation? And to that I say well I personally am part of the younger generations I keep mentioning so I not only have a personal view but I also happen to converse with others within a general age range with this type of topic

more often than you would think. I personally agree with many of the things I have mentioned above and know that plenty of my friends that I have spoken with about this conversation agree as well. You see when I begin looking for a job I am not only looking for someone who is hiring but someone who will utilize me and my skills to the best of their ability. But also someone who will be able to provide me with a livable wage job that has great benefits as well. I personally don't enjoy putting my all into something that can't even provide for me much less benefit me and my growing family. So as you can tell I not only have this viewpoint but so do many others that are in the end years of college, just graduated, or beginning their college careers, which are the new and young professionals you want. So take this as a sign and make the move and get to work on fixing the major problems that seem so minor in our local Tyler County workforce. And once you do that I firmly believe you will begin to see more and more young and new professionals head in your direction to apply for jobs within the county.

So what could the Tyler County Chamber of Commerce do to attract new and young professionals? There are many things such as the ones above that I went into depth on but there are even more than these ones. I hope that the provided information will encourage our Tyler county Chamber of Commerce to take action in some of the areas listed above to help attract new and young professionals to the area. I believe that with these actions being taken that our county would see the change in our job system that they would like to see.