

**WHO IS VERMONT FOR?**

# ACCORDING TO SATURDAY NIGHT LIVE

“No immigrants, no minorities. An agrarian community where everyone lives in harmony, because every single person is white.”

“Vermont is the safest state in America... for like - you know - us.”



# THE VERMONT FUTURES PROJECT

**Our Mission Question:** How can we use data to support the evolution of Vermont's economy towards a thriving future full of opportunity for all?



Kevin Chu, Executive Director  
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**DEVELOPING A VISION  
FOR VERMONT'S FUTURE**

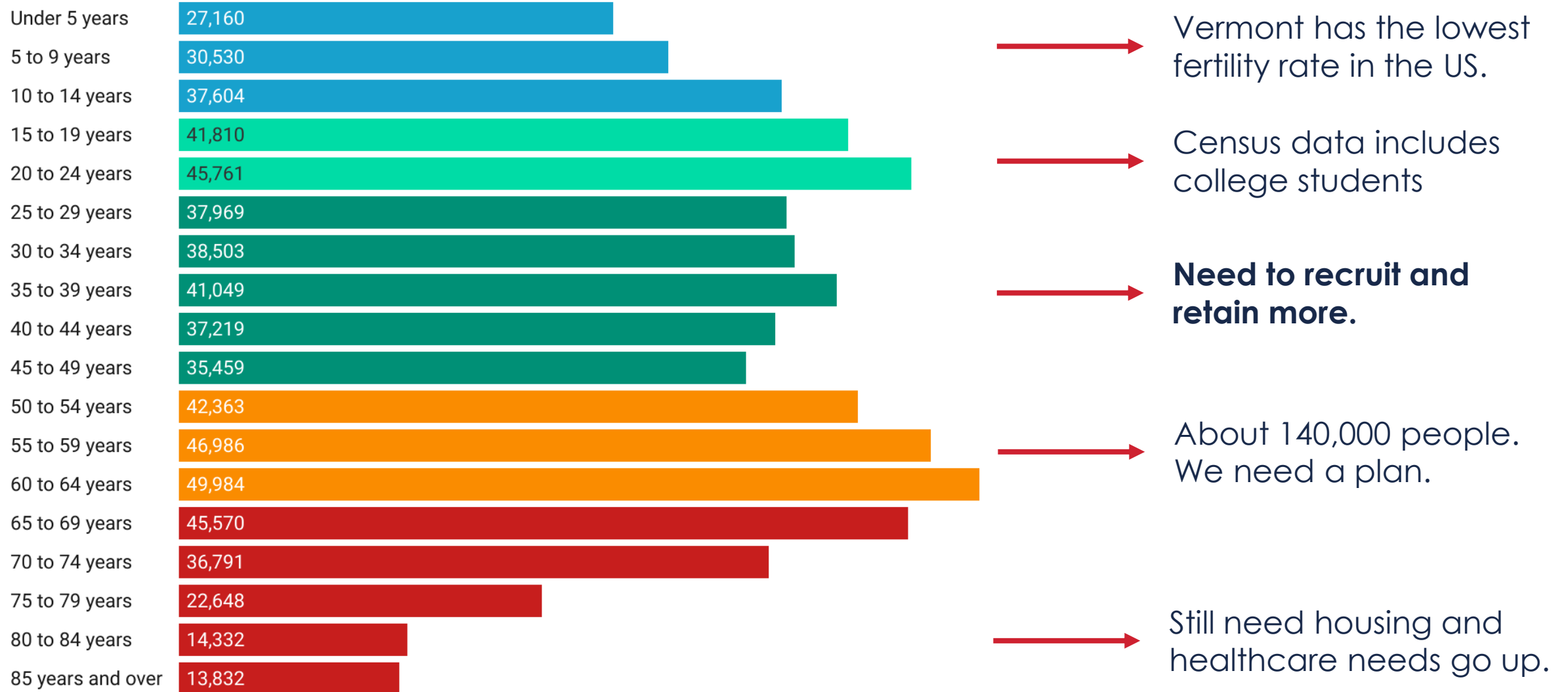
# VERMONT'S FUTURE



**WHO IS ALREADY HERE?**

# Age Distribution of Current Population

The age distribution of Vermont's population will pose significant challenges to communities over the next decade without growth of the working age population (green) through in-migration. The 50-64 age range (orange) makes up 21.6% of the overall population, which is about 140,000 people.



# DEMOGRAPHIC SHIFT WITH STAGNANT POPULATION

## 2000 Vermont Age Distribution

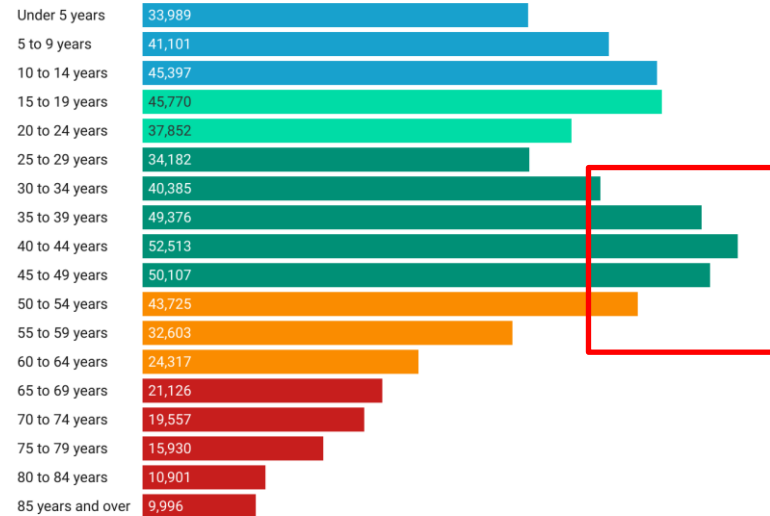


Chart: Vermont Futures Project • Source: US Census Bureau • Created with Datawrapper

## 2010 Vermont Age Distribution

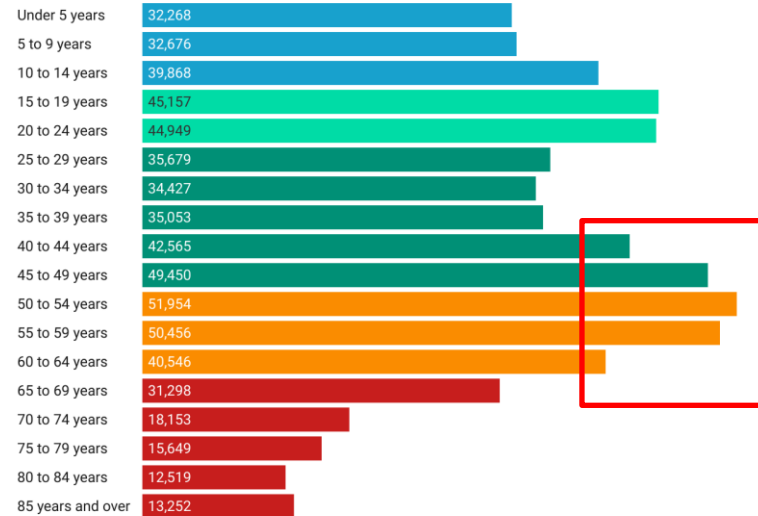


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## Age Distribution of Current Population

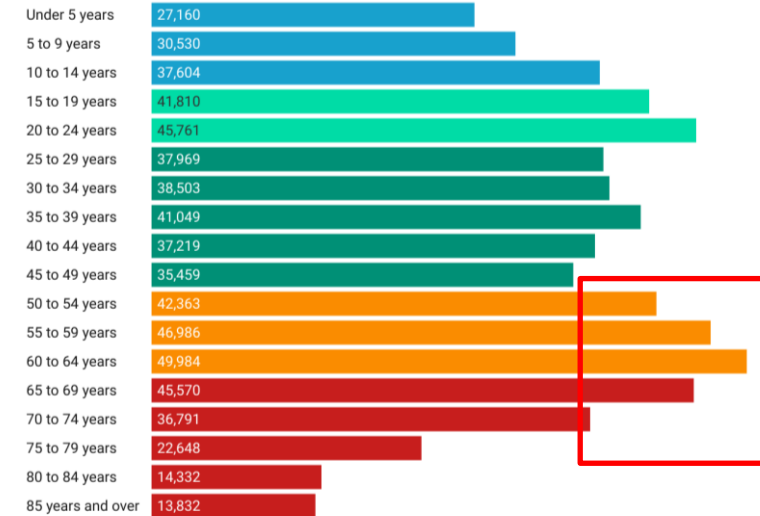


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**WHAT IF WE DO NOTHING?**

# THE DANGERS OF DOING NOTHING

- Shrinking workforce and loss of business
- Declining state revenues
- Increased cost of living
- Healthcare gets more expensive and harder to access
- Per pupil costs in education go up
- Loss of community vitality
- Inequities are exacerbated

Opportunity begins to fade from the Vermont narrative.

# Vermont Labor Force by Age

Population Labor Force

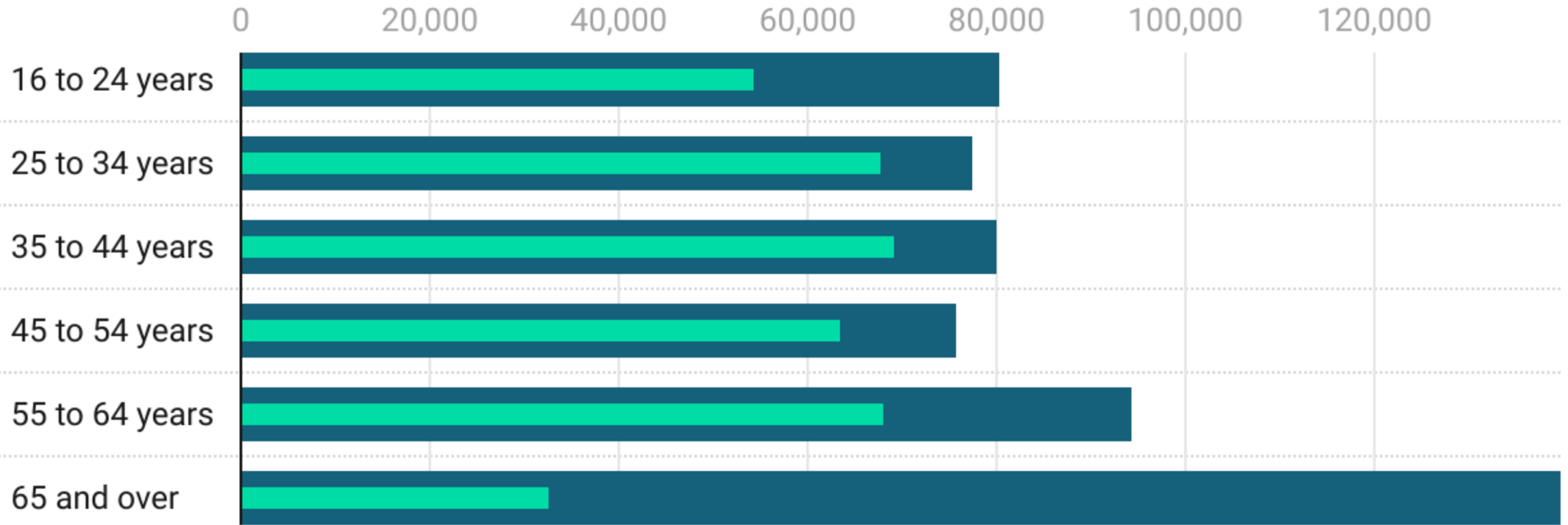


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# Unemployed Persons per Job Opening Ratio

A decade ago, there were about two job seekers for every one open job. Today, there are about two open jobs for every one job seeker. This trend is representative of an aging population and shrinking workforce.

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2013	1.8	1.6	1.5	1.8	1.6	1.4	1.6	1.4	1.5	1.7	1.5	1.4
2014	1.4	1.4	1.4	1.2	1.3	1.1	1.3	1.2	1.3	1.2	1.1	1.1
2015	0.9	1.0	1.2	1.0	0.9	1.0	0.7	1.0	0.9	0.8	0.8	0.8
2016	0.7	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.7	0.8	0.8	0.8
2017	0.9	0.8	0.7	0.6	0.8	0.7	0.6	0.7	0.7	0.7	0.7	0.7
2018	0.8	0.6	0.6	0.6	0.6	0.5	0.4	0.5	0.5	0.5	0.5	0.5
2019	0.5	0.5	0.5	0.5	0.4	0.4	0.4	0.5	0.5	0.5	0.5	0.5
2020	0.5	0.5	0.6	4.1	2.7	2.2	2.2	1.3	1.0	1.0	1.1	1.0
2021	1.1	0.9	0.8	0.6	0.6	0.6	0.5	0.5	0.5	0.4	0.4	0.4
2022	0.3	0.3	0.3	0.3	0.3	0.3	0.4	0.5	0.4	0.4	0.5	0.5
2023	0.4	0.5	0.5	0.4	0.4	0.4	0.4	0.4	0.3	0.4	0.4	0.5

**WHY IS A PLAN NEEDED?**

# ~~WORKFORCE~~ PEOPLE SHORTAGE

What if every unemployed person in Vermont found a job?

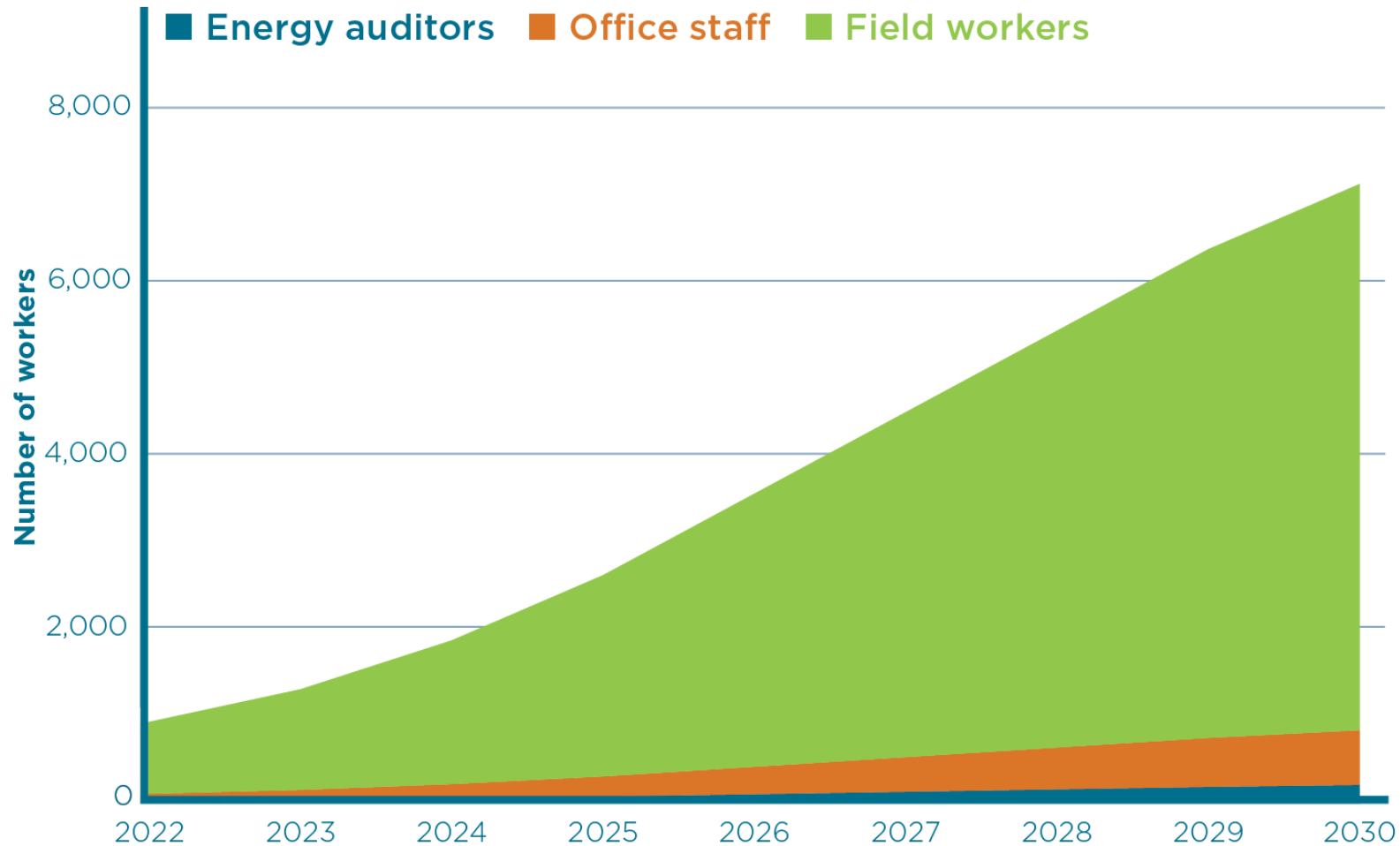
**19,000 open jobs – 8,000 job seekers**  
**= 11,000** remaining jobs still open

# VERMONT HAS MANY ASPIRATIONAL GOALS

- [Vermont Wildlife Action Plan](#)
- [Vermont Forest Action Plan](#)
- [Vermont Action Plan for Alzheimer's Disease, Related Dementias & Healthy Aging](#)
- [Vermont Early Childhood Action Plan](#)
- [Vermont Creative Network CreateVT Action Plan](#)
- [Vermont Action Plan for Aging Well](#)
- [Vermont Climate Action Plan](#)
- [Vermont Science and Technology Plan](#)
- [Vermont Statewide Comprehensive Outdoor Recreation Plan](#)
- [Vermont Comprehensive Energy Plan](#)
- [Vermont Long-Range Transportation Plan](#)
- [Vermont Future of Agriculture Commission Action Plan](#)
- [Vermont Broadband Plan](#)

**WE CAN'T DO ALL OF THESE GREAT THINGS WITHOUT AN ADEQUATE SUPPLY OF PEOPLE & PLACES!**

# Projected workforce need to meet CAP weatherization target



**Source:** Weatherizations ramp up rate from Cadmus/EFG, Vermont Pathways Analysis Report 2.0, 2022. Workers per weatherization range from EAN Intern Raquel Smith, "Workforce Development in Vermont's Thermal Sector," 2021.





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**Supply = 7,100**

- High School Grads
- College Grads
- Net migration



**Vermont  
Workforce**



**Demand = 20,600**

- Retirements
- New Jobs Created
- Replace temps & travelers

**647,064**



**Current population**

**Annual Gap**

**~13,500 people**



**802,000**

**Goal by 2035**



# Racial & Ethnic Composition of Population

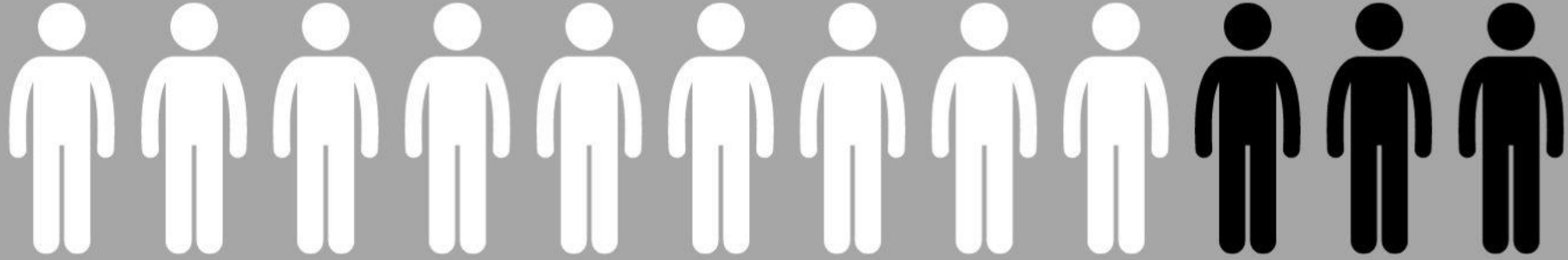
The composition of Vermont's population is much older and whiter than the United States. The US is projected to become "majority minority" around 2045, meaning White Americans will make up less than 50% of the country's population.

<b>Race/Ethnicity</b>	<b>Vermont</b>	<b>United States</b>
White	92.19%	59.3%
Hispanic or Latino	2.23%	18.9%
Asian	1.98%	5.9%
Multiracial	1.91%	2.3%
Black or African American	1.35%	12.6%
American Indian and Alaska Native	0.32%	0.7%
Native Hawaiian and Other Pacific Islander	0.03%	0.2%

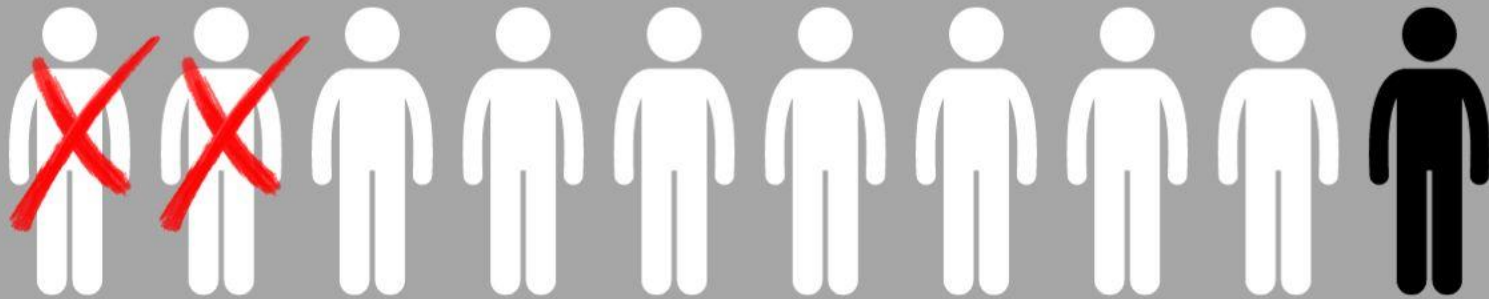
# TWO WAYS TO CHANGE THE RATIO



# ADDITION



# SUBTRACTION



# Labor Force Participation Rates by Race/Ethnicity

Labor force participation rates by many BIPOC categories in Vermont are much higher than the average in Vermont and across the United States. Just based on median age by race, the workforce of America's future will be more diverse than previous generations.

Race/Ethnicity	United States	Vermont
<b>Total population 16 &amp; over</b>	<b>63.6</b>	<b>65.1</b>
White	62.8%	64.9%
Black or African American	63.2%	74.6% ←
American Indian and Alaska Native	58.9%	51.6%
Asian	66.0%	71.1% ←
Native Hawaiian and Other Pacific Islander	66.1%	60.1%
Some other race	67.7%	74.0% ←
Two or more races	67.7%	63.5%
Hispanic or Latino origin (of any race)	67.9%	71.0% ←

# ECONOMIC IMPACT OF RACIAL GAP IN VERMONT'S LABOR MARKET

TOTAL GAIN

## Vermont

If racial gaps were closed, the GDP of Vermont from 2005 to 2019 would have increased by

**\$150M** annually

from a simulated baseline GDP of \$12B





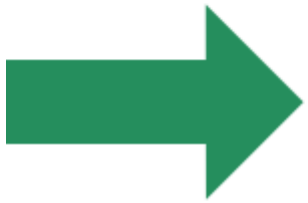
**VERMONT NEEDS MORE PEOPLE  
MORE PEOPLE NEED VERMONT**



# CLIMATE CHANGE REQUIRES A GLOBAL PERSPECTIVE

## Vermont Climate Action Plan

### SUMMARY



#### The Vermont Climate Action Plan

Vermont and the world are facing the impacts of climate change and it's time to act. The initial Vermont Climate Action Plan, released on December 1, 2021, outlines steps to cut climate pollution and help Vermonters prepare for extreme weather and other impacts caused by climate change.

Vermont must get ready for a changing climate and cut its climate pollution, such as carbon and methane emissions, in half by 2030 to meet the target in Vermont's Global Warming Solutions Act. To do this, Vermont will need to prioritize helping the people who will be most affected by climate change.

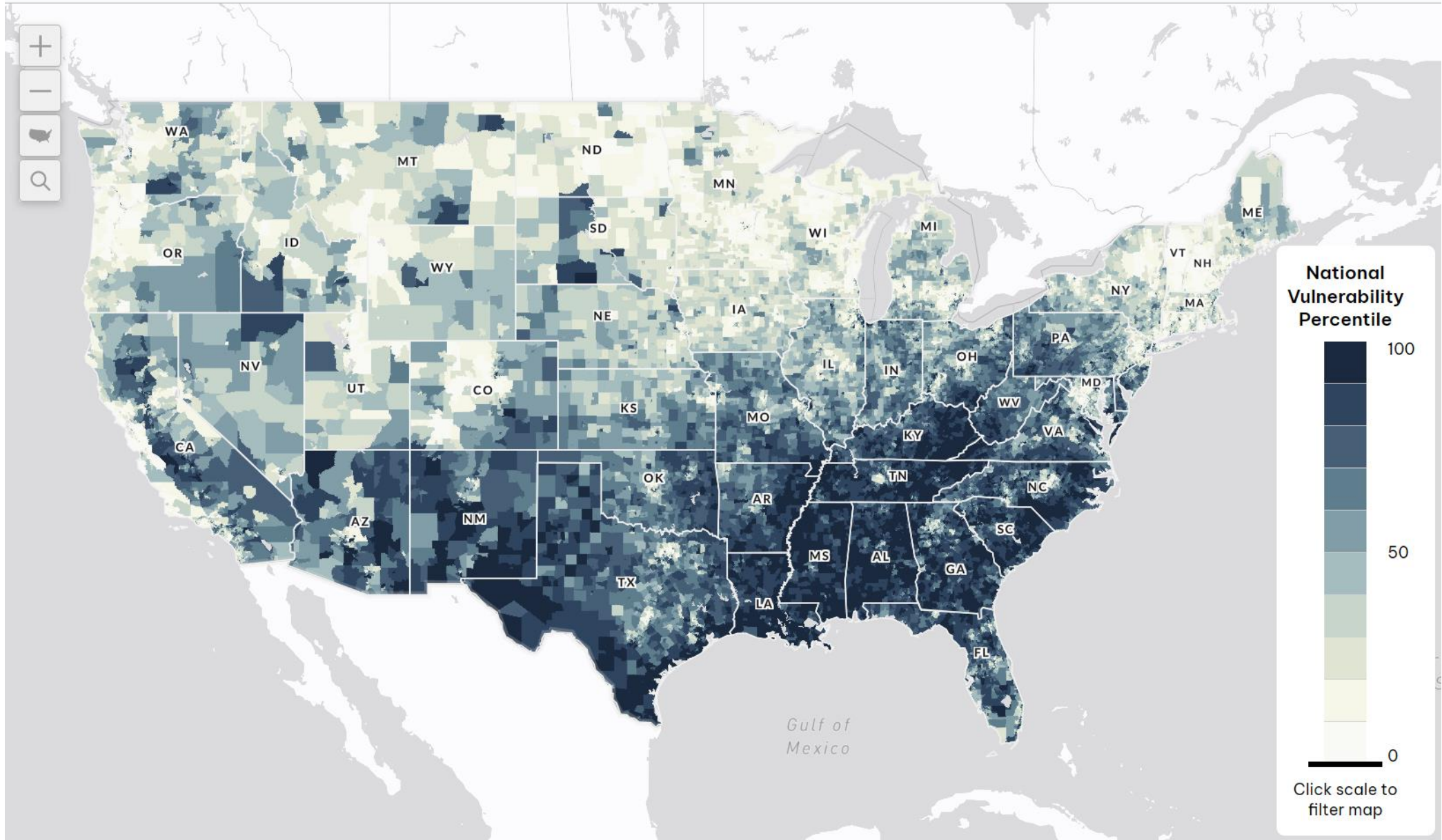
# Overall Climate Vulnerability

Score combining environmental, social, economic, and infrastructure effects on neighborhood-level stability.

MAP BOUNDARIES

Counties

Tracts



# “HOUSING IS A HUMAN RIGHT”

OPINION

discriminated against is critical to closing the racial wealth gap. We have a nationwide shortage of affordable housing units, and tens of millions of Americans live in homes that pose risks to their health and safety. Homelessness has reached crisis proportions in a growing number of states, and housing costs that rise faster than wages have put the squeeze on renters in many of our biggest cities.

Housing in America should be stable, accessible, safe, healthy, energy efficient, and, above all, affordable. No one should have to spend more than 30 percent of their income on housing, so families have ample resources left to meet their other needs and save for retirement.

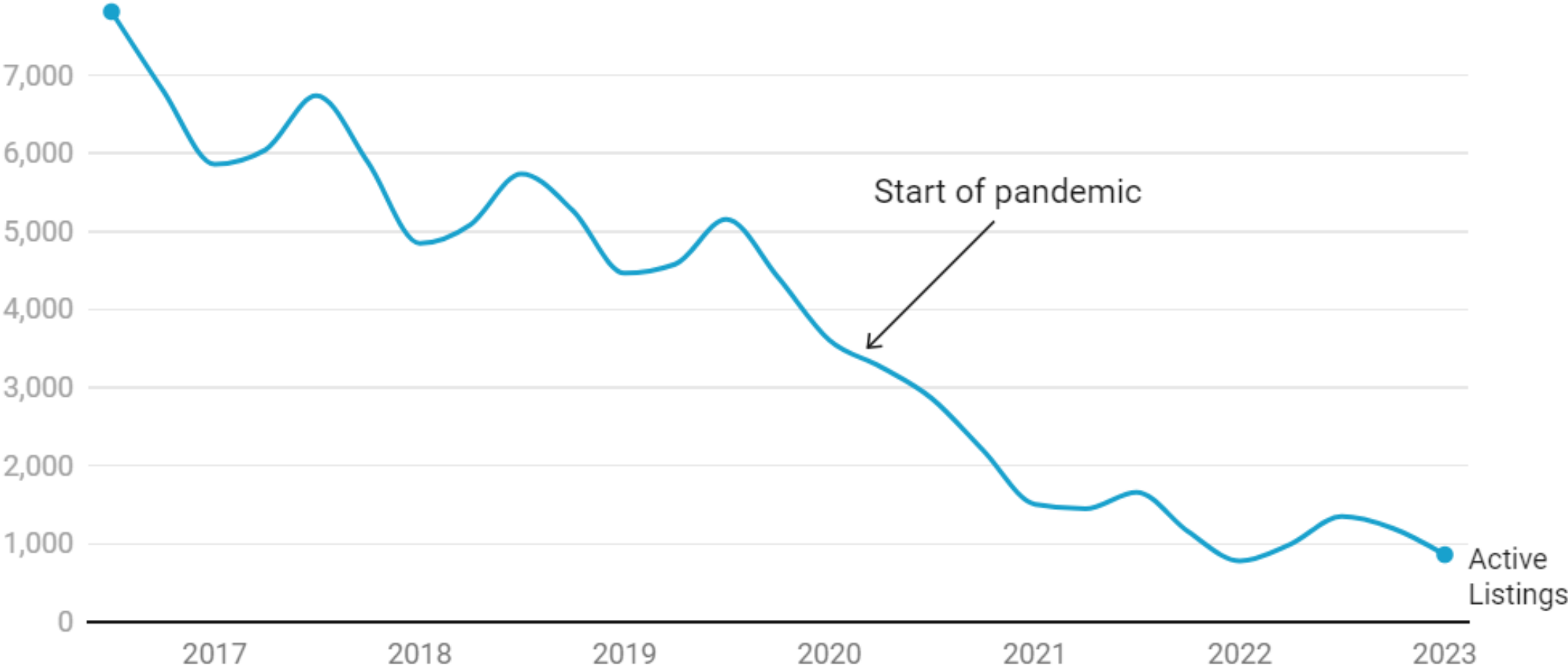
Democrats believe the government should take aggressive steps to increase the supply of housing, especially affordable housing, and address long-standing economic and racial inequities in our housing markets. We support innovative approaches to mitigating the racial wealth gap in America. Rehabilitating housing and expansion of housing ownership, including land trusts, will increase the amount of housing available for secure homeownership. Expanding access to credit and improve access to down payment assistance programs can help low-income families, and rural buyers purchase homes. We support policies that help first-time purchasers and homeowners to navigate the market.



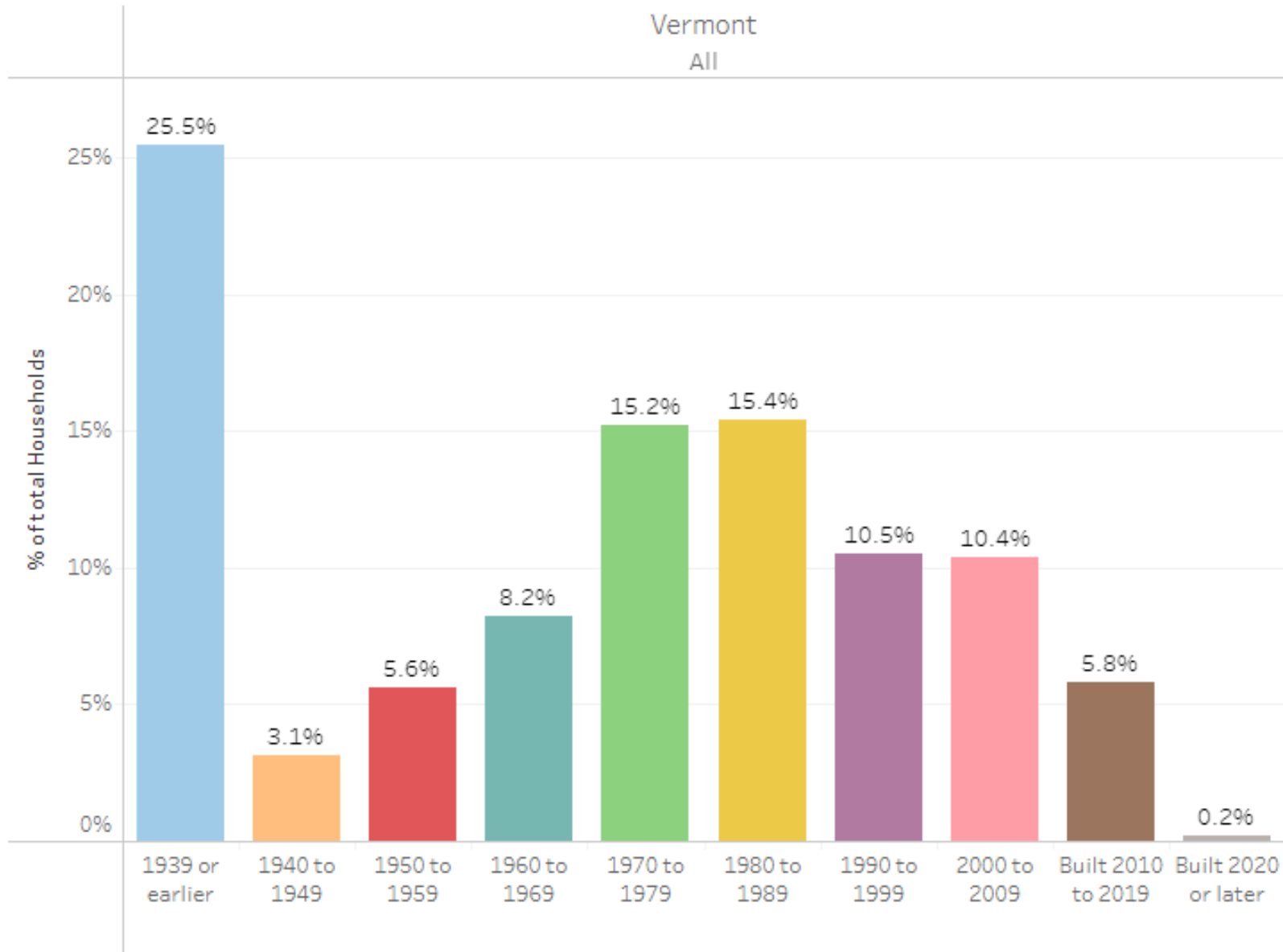
**IF HOUSING IS A HUMAN RIGHT,  
IT SHOULD BE RIGHT TO BUILD HOUSING**

# Available Housing Inventory in Vermont

Active listings were already on the decline before the pandemic.



## Estimated housing units by year structure built

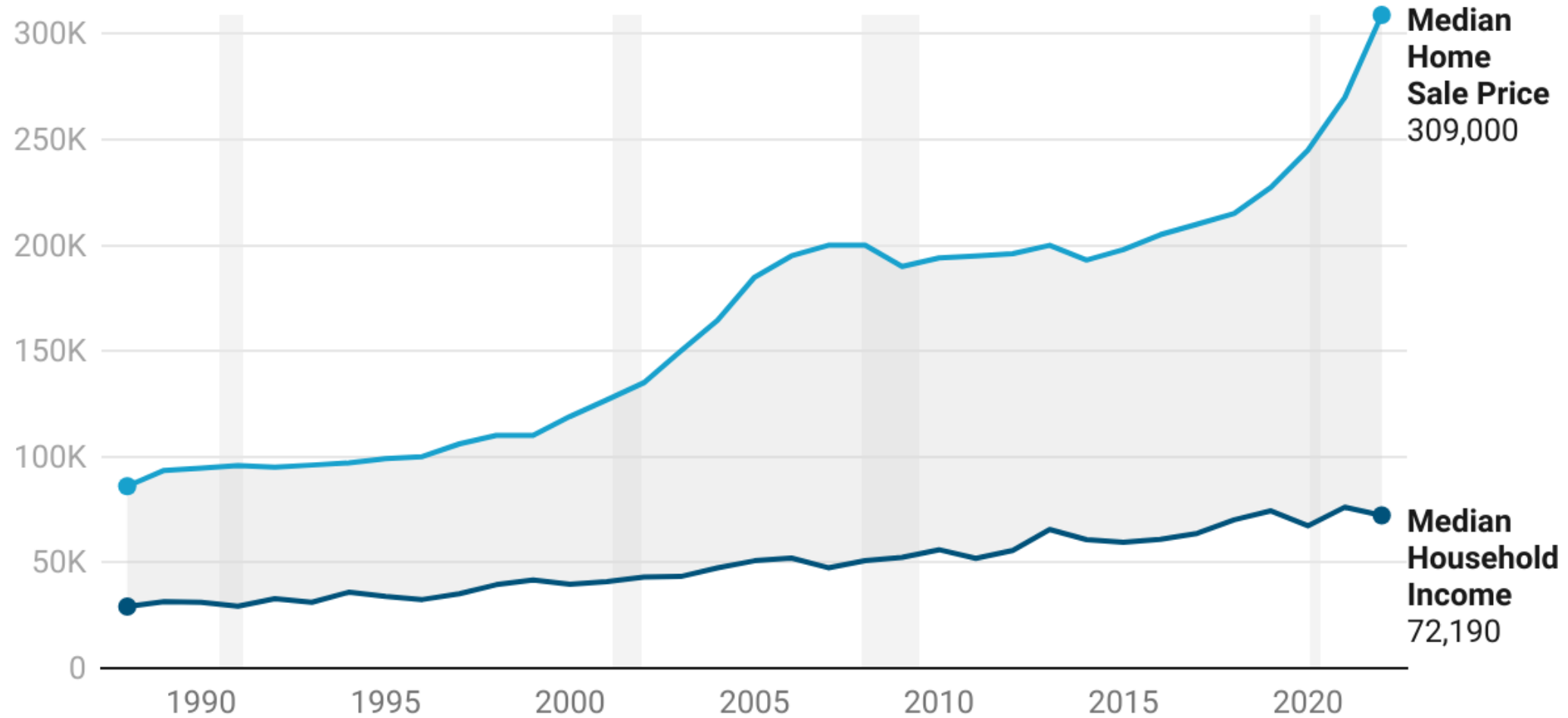


Source: US Census Bureau. Data compiled by VHFA



# Vermont Housing Affordability

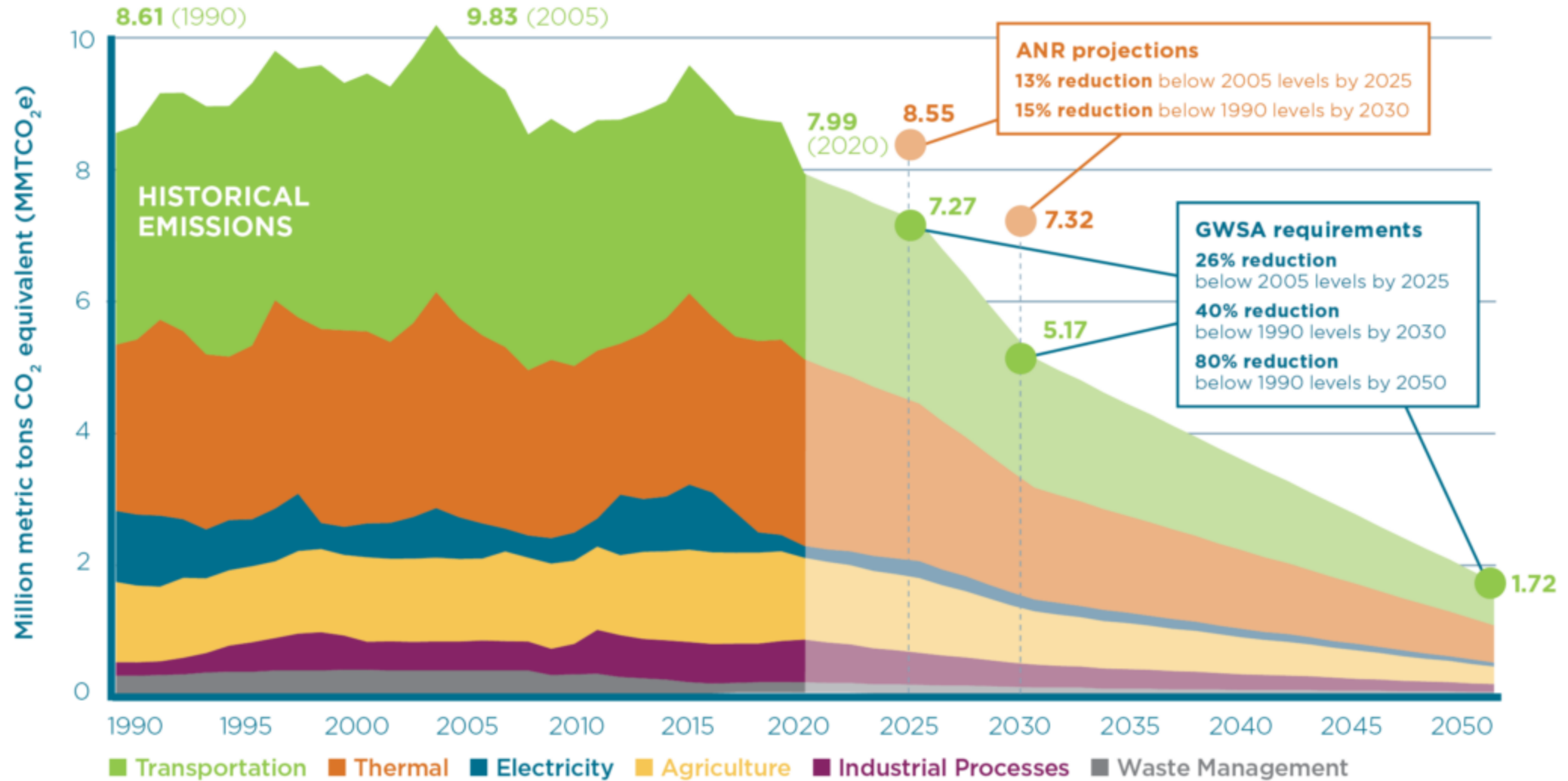
A comparison of median household income in real dollars to median home sale prices. In 1988, the income-to-price ratio was 2.97. In 2022, the ratio was 4.28.



*Shaded gray areas represent recessions.*

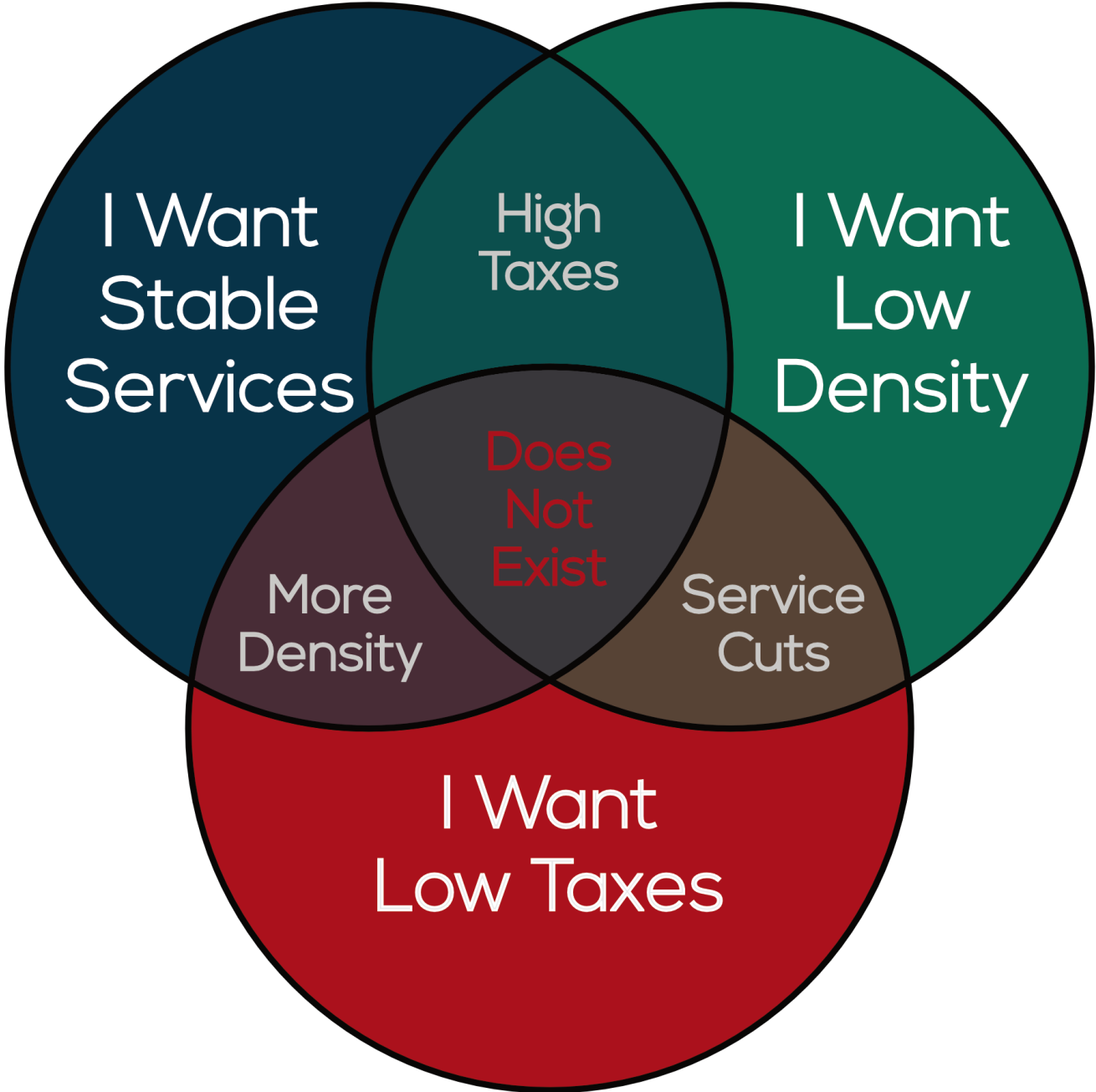
Chart: Vermont Futures Project • Source: VT Dept. of Taxes and US Census Bureau • Created with Datawrapper

# Vermont's historical GHG emissions and future requirements



**Source:** Vermont Agency of Natural Resources, Vermont GHG Emissions Inventory and Forecast: 1990-2020, 2023. **Notes:** There is a small amount of emissions from the "fossil fuel industry" category (i.e. fugitive emissions from fossil gas pipelines in VT), accounting for 0.3% of Vermont's overall emissions in 2020, that does not show up on this graph. The ANR projections for 2025 and 2030 are from Vermont's 1990-2020 GHG inventory, published in 2023, and reflect a business-as-usual scenario, including the impact of ACCII.





# RESULTS FROM VERMONT POLL

Are you supportive of growing Vermont's population size to strengthen its workforce?

## Overall Results

Yes: 49% | No: 38% | Unsure: 13%

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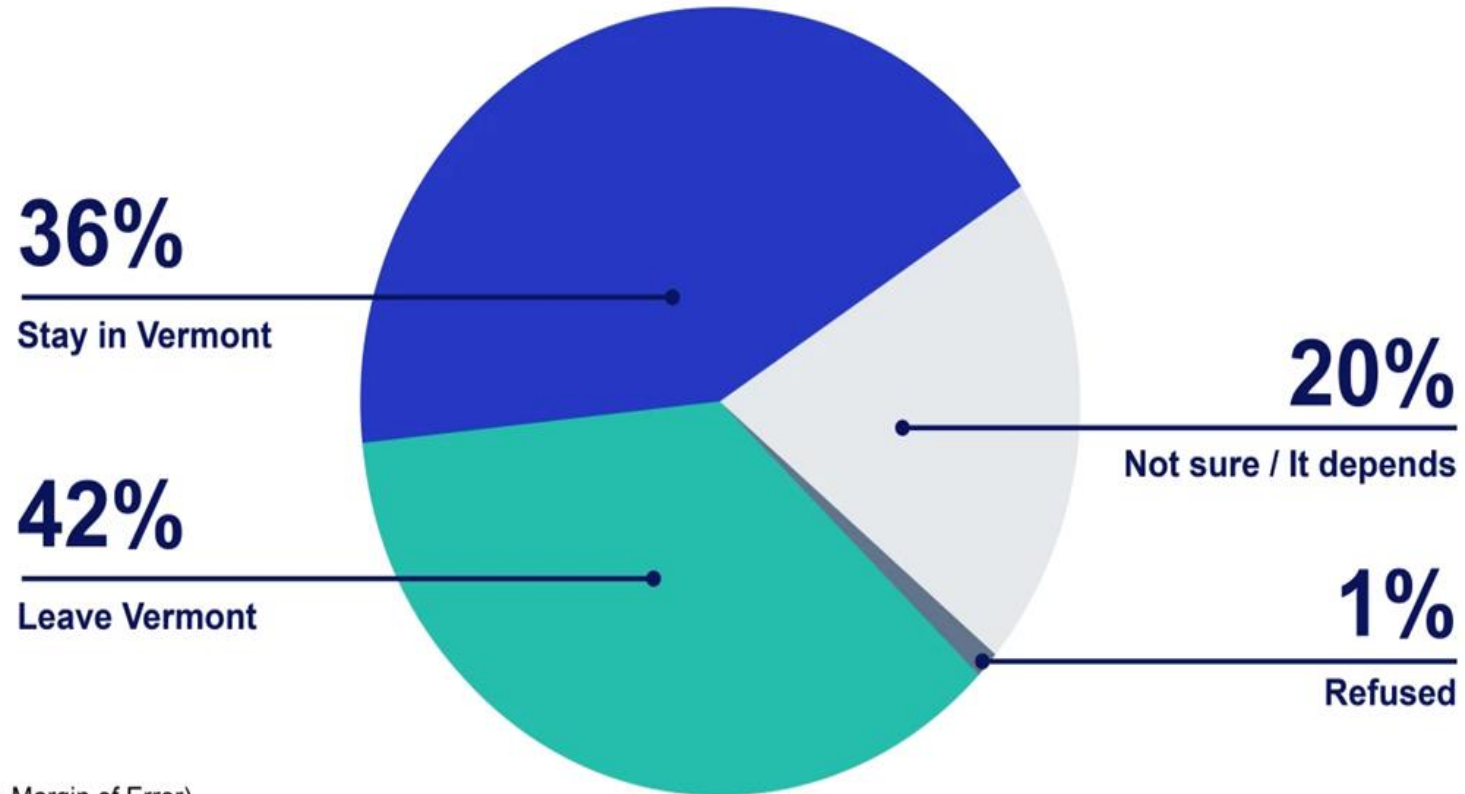
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	<b>18-34 Years</b>	<b>35-54 years</b>	<b>55-74 years</b>	<b>75+ years</b>
<b>Yes</b>	36%	50%	55%	59%
<b>No</b>	61%	35%	28%	21%
<b>Unsure</b>	3%	15%	16%	20%

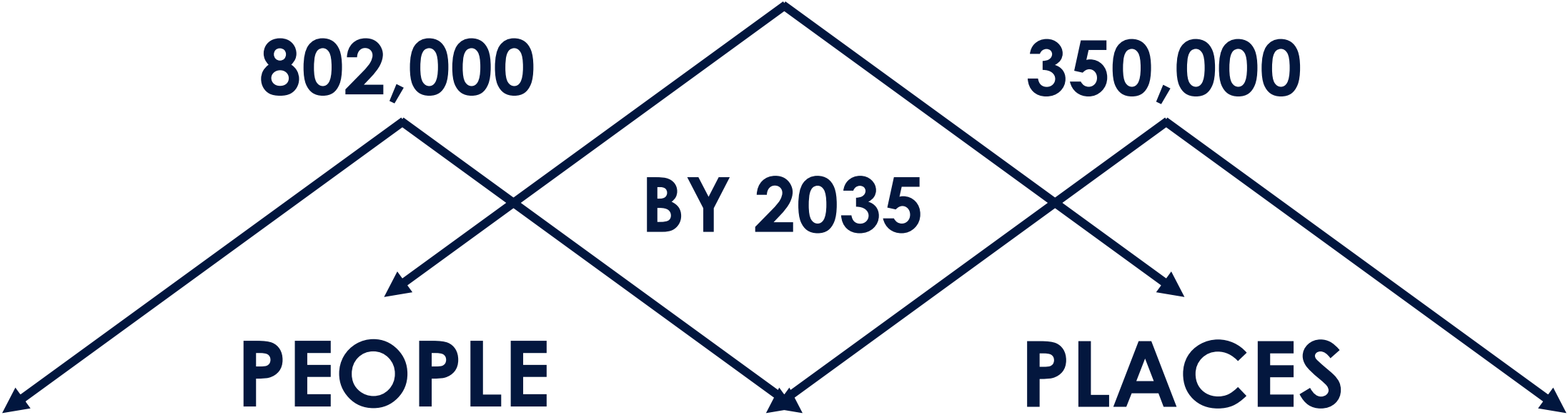
**If you were to advise an 18-year-old considering where to build a successful life and career, would you recommend that he or she stay in Vermont or leave Vermont?**



(January 2022 + / - 4% Margin of Error)

**WHO IS VERMONT FOR?**

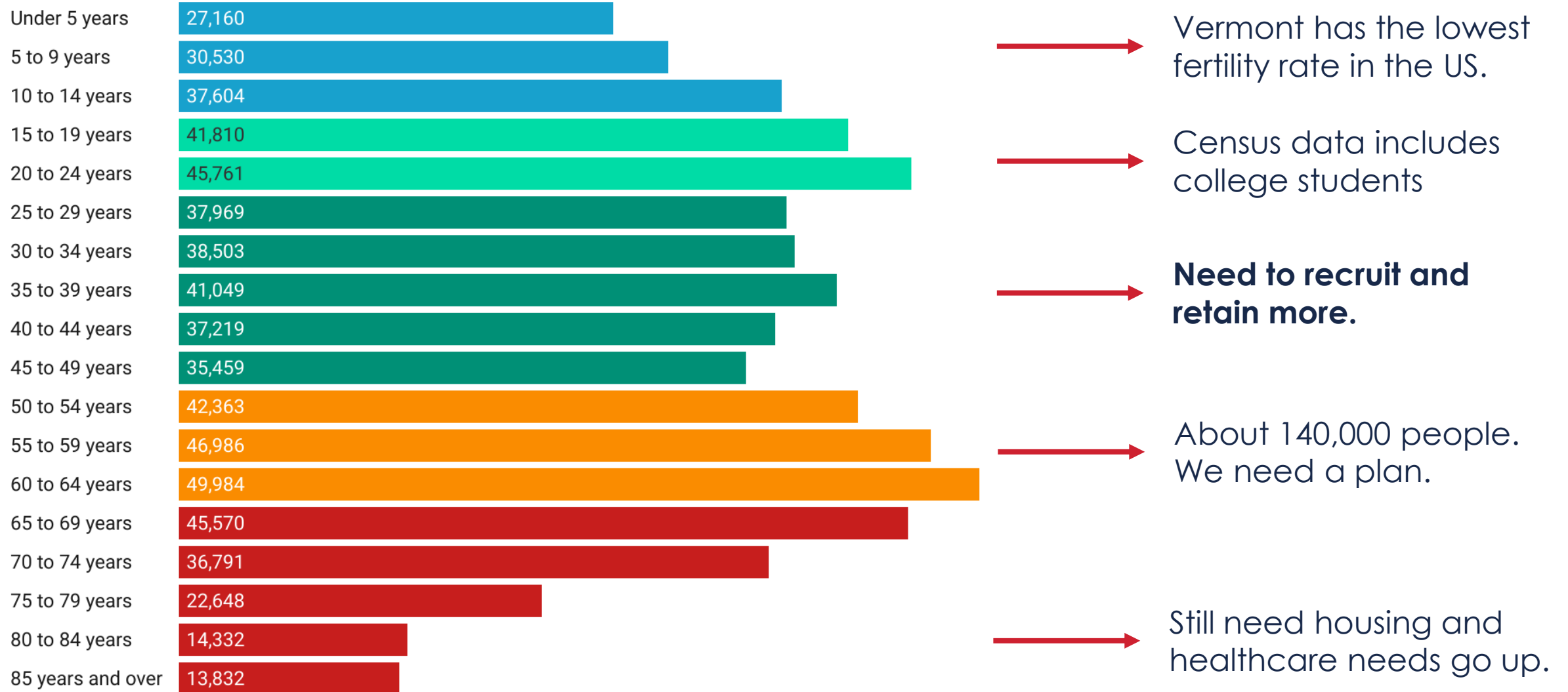
# VERMONT'S FUTURE





# Age Distribution of Current Population

The age distribution of Vermont's population will pose significant challenges to communities over the next decade without growth of the working age population (green) through in-migration. The 50-64 age range (orange) makes up 21.6% of the overall population, which is about 140,000 people.



# **DEVELOPING A VISION FOR VERMONT'S FUTURE**

**If we want a thriving economy, if we want to contribute to climate solutions, if we want to make progress on social equity... we need more people.**

**People are an asset, not a burden. They add productive capacity to communities and contribute to culture.**

**We can look to data to estimate how many people we need and how many houses too.**

**Let's establish a collective goal and get to work!**

# HOW CAN YOU HELP?

- FUNDING – Become a donor partner
- CONTENT – Contribute ideas and share resources
- NETWORKING – Connect us with people and organizations
- AMPLIFY – Follow our work and share it with others

Have data-informed discussions with your family, friends, co-workers, neighbors, customers, elected officials.

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